

SUSTAINABILITY REPORT

BOARD STATEMENT

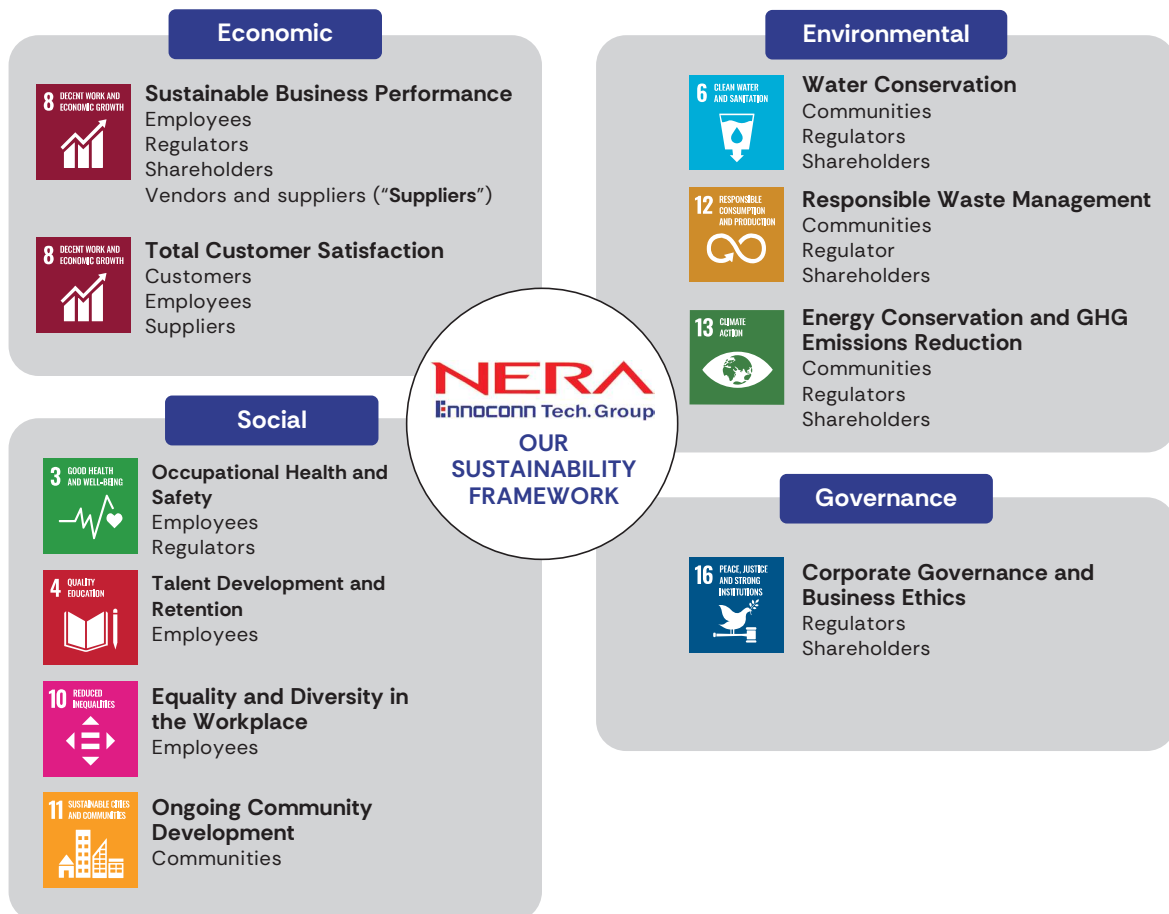
Nera Telecommunications Ltd (“NeraTel” or the “Company”, and together with its subsidiaries, the “Group” or “We”) reaffirms our commitment to sustainability with the publication of our Sustainability Report (“Report”). For this Report, we provide insights into the way we conduct business, whilst considering our material sustainability factors under the sustainability pillars of economic, environmental, social and governance (collectively as “Sustainability Factors”).

The Board of Directors (“Board”) of the Group, having considered the Group’s sustainability issues as part of its strategic formulation and business strategies, determined the material Sustainability Factors and oversaw their management and monitoring.

This Report communicates our commitment towards supporting the United Nations’ Sustainable Development Goals (“SDGs”) and is supported by our key stakeholders. We work closely with key stakeholders across our value chain, and their inputs are considered in driving our material Sustainability Factors towards the SDGs as follows:

Vision and Mission

To cultivate a sustainable, profitable and predictable enterprise that fosters the growth and fulfilment of our team, whilst delighting our stakeholders, driving innovation and forging enduring partnerships with integrity and respect, customer-centricity, unwavering passion, collaborative synergy, professional excellence and unparalleled quality.



SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our material sustainability performance in financial year (“FY”) 2025 (“FY2025” or “Reporting Period”) is as follows:

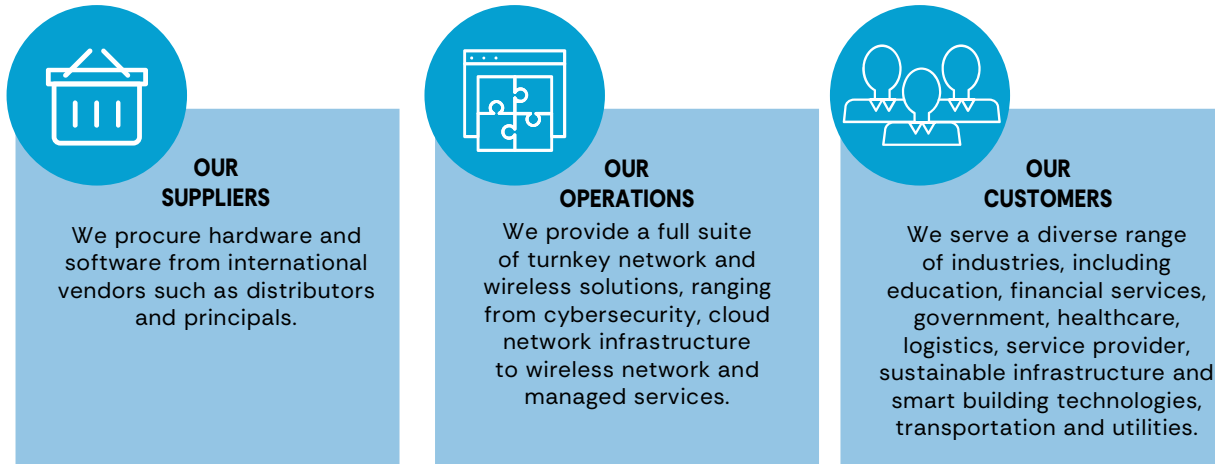
Sustainability Pillar	Sustainability Metric	Unit of Measurement	Sustainability Performance
			FY2025 ¹
Economic	Economic value generated ²	\$million	100.3
	Operating costs ³	\$million	78.4
	Employee benefit expenses ⁴	\$million	19.0
	Payments to providers of capital ⁵	\$million	0.2
	Taxes to government	\$million	0.6
	Market standards adopted	Number	Relevant market standards have been adopted in our operations ⁶
Environmental	Water consumption intensity	m ³ /employee	5
	Incidents of non-compliance with applicable waste disposal-related environmental laws and regulations that resulted in significant fines or non-monetary sanctions	Number	–
	Aggregated absolute Scope 1 and 2 greenhouse gas (“GHG”) emissions	tCO ₂ e	4,399
	GHG emissions intensity	tCO ₂ e/employee	16
Social	Workplace fatalities	Number	–
	High consequence work-related injuries ⁷	Number	–
	Recordable work-related injuries	Number	–
	Recordable work-related ill-health cases ⁸	Number	–
	Average training hours	Hours/employee	12
	Incidents of unlawful discrimination against employees ⁹	Number	–
Governance	Incidents of serious offence ¹⁰	Number	–
	Incidents of non-compliance with any applicable laws and regulations ¹¹ that resulted in significant fines or non-monetary sanctions	Number	–

- 1 No comparative data is disclosed as we expanded the scope of coverage to cover all consolidated entities, as disclosed in our audited financial statements for FY2025, in the current year. As the comparative data was not tracked previously, it was not disclosed.
- 2 Economic value generated includes revenue, other income and interest income net of government grant.
- 3 Operating costs include cost of sales, distribution expenses, other expenses, net of impairment losses, loss on foreign exchange rates, property, plant and equipment written off, depreciation and amortisation and employee-related costs.
- 4 Employee benefits expenses include salaries and benefits expenses such as contribution to provident funds and defined benefit plans.
- 5 Payments to providers of capital include payments made to providers of financing and dividends paid to shareholders (if any).
- 6 The market standards adopted and certifications attained by NeraTel to maintain customer experience include ISO 9001, ISO 20000, ISO 27001 and Cyber Trust.
- 7 A high consequence work-related injury refers to an injury from which the worker cannot recover or cannot recover fully to pre-injury health status within six (6) months.
- 8 A work-related ill health case refers to a case with negative impacts on health arising from exposure to hazards at work.
- 9 An incident of unlawful discrimination refers to an incident of discrimination whereby the relevant authority has commenced investigation and resulted in a penalty to a company.
- 10 A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two (2) years, which is being or has been committed against a company by its officers or employees.
- 11 An incident of non-compliance excludes incidents involving fraud or dishonesty.

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OUR BUSINESS

NeraTel delivers end-to-end information technology (“IT”) solutions for modern infrastructure. Our business value chain is detailed as follows:



REPORTING SCOPE AND PERIOD

This Report covers the consolidated entities, as disclosed in our audited financial statements for the FY from 1 January 2025 to 31 December 2025. Due to the change in reporting scope, certain comparative data for the prior Reporting Period is not tracked and thus excluded from the current Reporting Period (“**Change in Reporting Scope**”).

REPORTING FRAMEWORK

This Report is prepared in accordance with Rules 711A and 711B of the Listing Manual Section B: Rules of Mainboard (the “**Mainboard Rules**”) of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) and the guidance set out in SGX-ST’s sustainability reporting guide under Practice Note 7.6 of the Mainboard Rules. This Report is also prepared with reference to the Global Reporting Initiative (“**GRI**”) standards for the Reporting Period. We chose to report using the GRI Standards as it is an internationally recognised reporting framework that covers a comprehensive range of sustainability metrics.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts in accordance with the 2030 Agenda for Sustainability Development which is adopted by all United Nations Members States in 2015 (“**UN Sustainability Agenda**”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership.

Our climate-related disclosures are prepared based on the 11 recommendations of Task Force on Climate-related Financial Disclosures (“**TCFD**”). Following the publication of the International Sustainability Standards Board (“**ISSB**”) Standards – International Financial Reporting Standards (“**IFRS**”) S1 and IFRS S2, we conducted a gap analysis against our existing TCFD reporting and are in the process of aligning our climate-related disclosures to the ISSB Standards. We are guided by the phased approach recommended by the SGX-ST in aligning our reporting of climate-related disclosures in accordance with ISSB Standards.

VERIFICATION AND REVIEW

We relied on internal data monitoring and verification to ensure accuracy for this Report. Internal reviews on the sustainability report process are incorporated as part of our internal audit review cycle, and we will work towards external assurance for our future sustainability reports subject to market trends and regulatory requirements.

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FEEDBACK

We welcome feedback from all stakeholders on this Report and our sustainability performance. You may send related questions, comments, suggestions or feedback here: corporate@nera.net.

STAKEHOLDER ENGAGEMENT

We aim to create long-term sustainable shared values with our stakeholders. Hence, it is important for the Group to understand and achieve alignment of value and interest with our key stakeholders, as much as possible, to develop mutual, sustainable stakeholder relationships that are aligned with our vision and mission.

As part of our stakeholder engagement process, we identify the key stakeholders relevant to our business, and they include entities or individuals that have an interest that is affected or could be affected by our activities. These key stakeholders include communities, customers, employees, national agencies and government bodies (“**Regulators**”), investors and shareholders (“**Shareholders**”), as well as Suppliers.

The concerns of key stakeholders are considered when formulating corporate strategies. We adopt both formal and informal channels of communication to understand these concerns and incorporate them in our corporate strategies to achieve mutually beneficial outcomes. We engage our key stakeholders through the following channels:

Key Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern
Communities	Community campaigns	Ongoing	<ul style="list-style-type: none"> Corporate social responsibilities Environmental stewardship
Customers	<ul style="list-style-type: none"> Email communications Meetings and visits Phone calls Teleconferences 	Regularly	<ul style="list-style-type: none"> Customer service Diversity, quality and safety of products Market presence Responsiveness to customer feedback and complaints
Employees	<ul style="list-style-type: none"> Employee evaluation sessions Physical/virtual town hall meetings 	<ul style="list-style-type: none"> Annually Quarterly 	<ul style="list-style-type: none"> Career development and training opportunities Competitive remuneration and benefits Equal employment opportunities Job security Safe working environment Occupational health and safety (“OHS”)

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Key Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern
Regulators	Consultations and briefings organised by key regulatory bodies such as Singapore Stock Exchange	Ad-hoc	<ul style="list-style-type: none"> ▪ Corporate governance ▪ OHS ▪ Regulatory development towards environmental goals
Shareholders	<ul style="list-style-type: none"> ▪ Annual general meeting ▪ Annual reports 	Annually	<ul style="list-style-type: none"> ▪ Corporate governance ▪ Dividend payment
	Results announcement on SGXNET	Half-yearly	<ul style="list-style-type: none"> ▪ Market valuation
	Company website	Regularly	<ul style="list-style-type: none"> ▪ Sustainable business performance
	Company announcement	When needed	
Suppliers	<ul style="list-style-type: none"> ▪ Email communications ▪ Meetings and visits ▪ Events such as vendor conferences 	Regularly	<ul style="list-style-type: none"> ▪ Ability to distribute products ▪ Fair trading terms ▪ Feedback on products and services ▪ Maintain and expand brand presence ▪ Order volatility

POLICY, PRACTICE AND PERFORMANCE REPORTING

In line with our commitment to sustainability, we established a sustainability reporting policy (“**SR Policy**”) that outlines our sustainability strategy, sustainability governance structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors which serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, considering the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

Sustainability Governance Structure

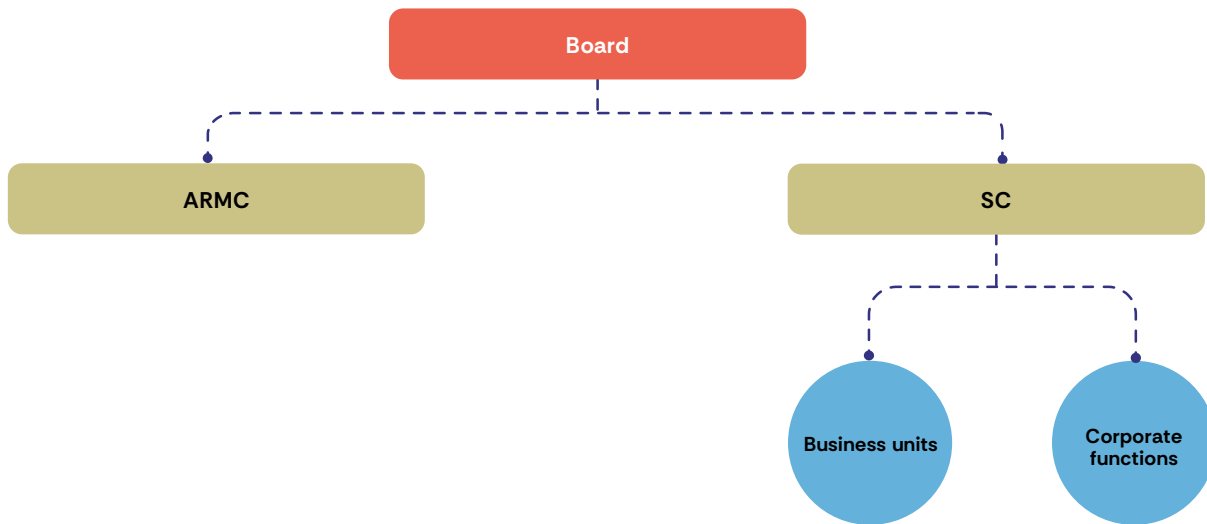
The Board is ultimately responsible for overseeing the Group’s sustainability matters and is primarily supported by an executive level Sustainability Committee (“**SC**”) by virtue of delegation. As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of listing rule 720 (7) of SGX-ST, we confirm that all our Directors have attended at least one of the Singapore Exchange Regulation’s approved sustainability training courses.

Our Group SC is led by our Executive Chairman and supported by key management representatives from business units and corporate functions. Beside the SC, the Board is also supported by the Audit and Risk Management Committee (“**ARMC**”) on specific sustainability matters under its terms of reference.

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Our sustainability governance structure and the responsibilities of component parties are detailed as follows:

Sustainability Governance Structure



Terms of Reference of Component Parties

Component Party	Member	Terms of Reference
Board	Board members	<ul style="list-style-type: none"> ▪ Determine material Sustainability Factors of the Group ▪ Review and approve sustainability strategy, policies and targets ▪ Review and approve sustainability reports (including materiality assessment process and outcome) ▪ Monitor implementation of sustainability strategy, policies and performance against the targets ▪ Oversee the identification and evaluation of sustainability and climate-related risks and opportunities ▪ Ensure the integration of sustainability and climate-related risks and opportunities within the Group’s enterprise risk management (“ERM”) framework ▪ Evaluate the composition and competencies of the SC to support effective oversight of sustainability strategy, with consideration of climate-related risks and opportunities

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Component Party	Member	Terms of Reference
ARMC	ARMC members	<ul style="list-style-type: none"> Review the adequacy and effectiveness of the Group's internal controls and risk management systems Oversee the conduct of assurance activities pertaining to the Group's sustainability reporting processes
SC	<p>Led by Executive Chairman and comprises:</p> <ul style="list-style-type: none"> Senior Vice President, Group Sales; Vice President, Human Resource ("HR"); Assistant Vice President, Corporate Communications and Marketing; Assistant Vice President, Group Solutions; and Financial Controller 	<ul style="list-style-type: none"> Develop sustainability strategy, policies and management plans, as well as recommend revisions to the Board Ensure that the implementation of sustainability strategy is aligned across business segments and geographical locations Evaluate overall sustainability risks and opportunities, with a focus on climate-related issues Track and monitor sustainability-related regulatory requirements Perform materiality assessment to identify and prioritise material Sustainability Factors Align the Group's practices at the operational level with the organisation-wide sustainability agenda and strategy Monitor sustainability activities and performance against targets Consolidate sustainability metrics to track sustainability impact on a Group basis and for reporting purposes Prepare and review sustainability reports prior to its approval by the Board
Working Committee	<p>The committee comprises representatives from the following business unit and corporate functions:</p> <ul style="list-style-type: none"> HR; Operations; and Finance 	<ul style="list-style-type: none"> Align practices at the operational level with the organisation-wide sustainability agenda and strategy Collect and compile sustainability metrics to track sustainability impact

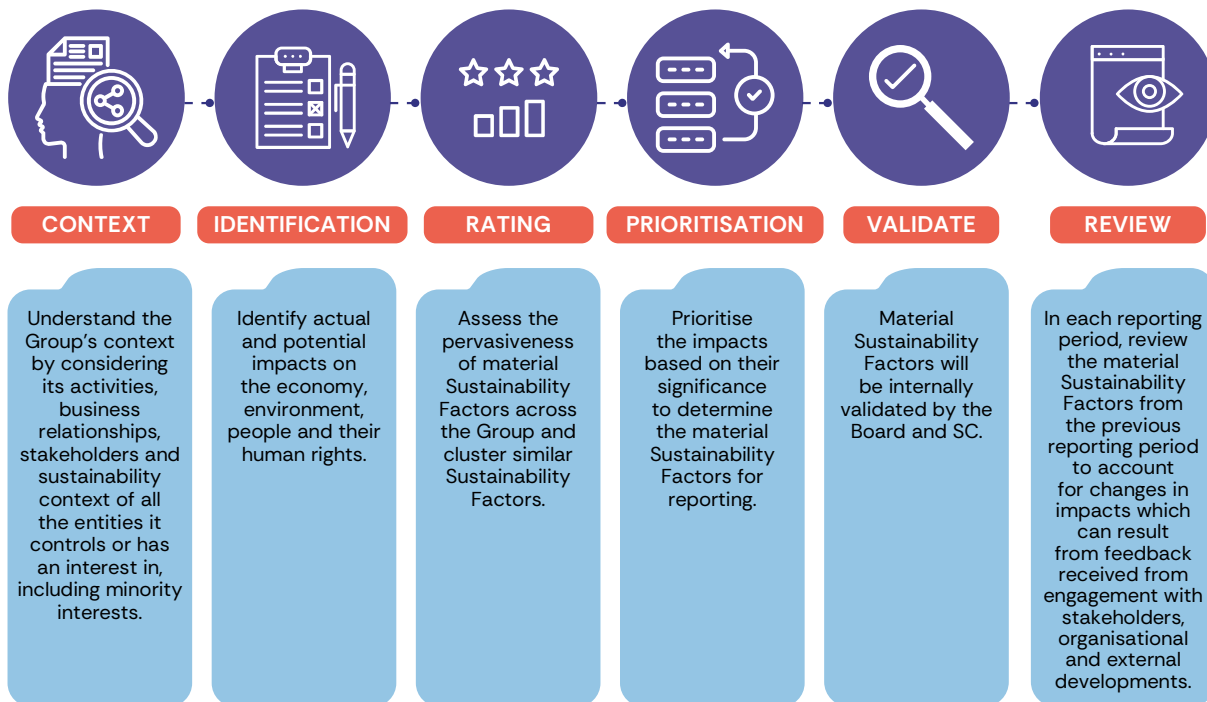
As we are still refining our sustainability-related sustainability metrics measurement and tracking mechanism, we will link the key executives' remuneration to sustainability performance when the mechanism is more mature and stable.

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Sustainability reporting process

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

Processes involved are shown in the chart below:



Materiality assessment

We continuously refine our management approach to adapt to the changing business landscape. The Group’s SC performs an annual materiality assessment to ensure that the material Sustainability Factors disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

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

Performance tracking and reporting


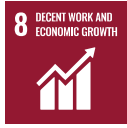






We track the progress of our material Sustainability Factors by identifying, monitoring and measuring the relevant sustainability metrics. Additionally, we set performance targets aligned with our strategy to ensure we are focused on our sustainability goals. We consistently enhance our performance-monitoring processes and improve our data capturing systems. A Sustainability Report is published annually in accordance with our SR policy.

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MATERIAL SUSTAINABILITY FACTOR

In FY2025, the SC performed a materiality assessment to update the material Sustainability Factors, and this was followed by a stakeholder engagement session¹² to understand the concerns and expectations of our key stakeholders. In this Report, we also reported our progress in managing these factors and set related targets to improve our sustainability performance.

We incorporated the SDGs from the UN Sustainability Agenda, as a supporting framework to shape and guide our sustainability strategy where appropriate. Below is the list of material Sustainability Factors applicable to the Group and how they related to these SDGs:

S/N	Material Sustainability Factor	SDG	Key Stakeholder	Our Effort
Economic				
1	Sustainable Business Performance		<ul style="list-style-type: none"> Employees Regulators Shareholders Suppliers 	We contribute to economic growth through creating long-term value for our shareholders.
2	Total Customer Satisfaction		<ul style="list-style-type: none"> Customers Employees Suppliers 	We deliver exceptional products and services, listen to customer feedback and continuously improve based on their needs and expectations.
Environmental				
3	Water Conservation		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement measures to reduce water wastages in our business operations.
4	Responsible Waste Management		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement measures to reduce environmental impacts of waste that is generated from our business operations.
5	Energy Conservation and GHG Emissions Reduction		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement practices to reduce energy consumption, improve efficiency and lower the GHG emissions for our operations.
Social				
6	Occupational Health and Safety		<ul style="list-style-type: none"> Employees Regulators 	We implement effective health and safety policies and procedures.
7	Talent Development and Retention		Employees	We provide comprehensive employee benefits and create a rewarding working environment.
8	Equality and Diversity in the Workplace		Employees	We build a diverse and inclusive workplace that will bring new perspectives to our business.

¹² The Group distributed an online survey to its internal and external stakeholders of employees, customers and suppliers for the materiality assessment.

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S/N	Material Sustainability Factor	SDG	Key Stakeholder	Our Effort
9	Ongoing Community Development		Communities	We contribute to community projects and encourage employee involvement in volunteerism.
Governance				
10	Corporate Governance and Business Ethics		<ul style="list-style-type: none"> Regulators Shareholders 	We ensure that business practices are aligned with legal standards and ethical principles.

Sustainable business performance

Commitment

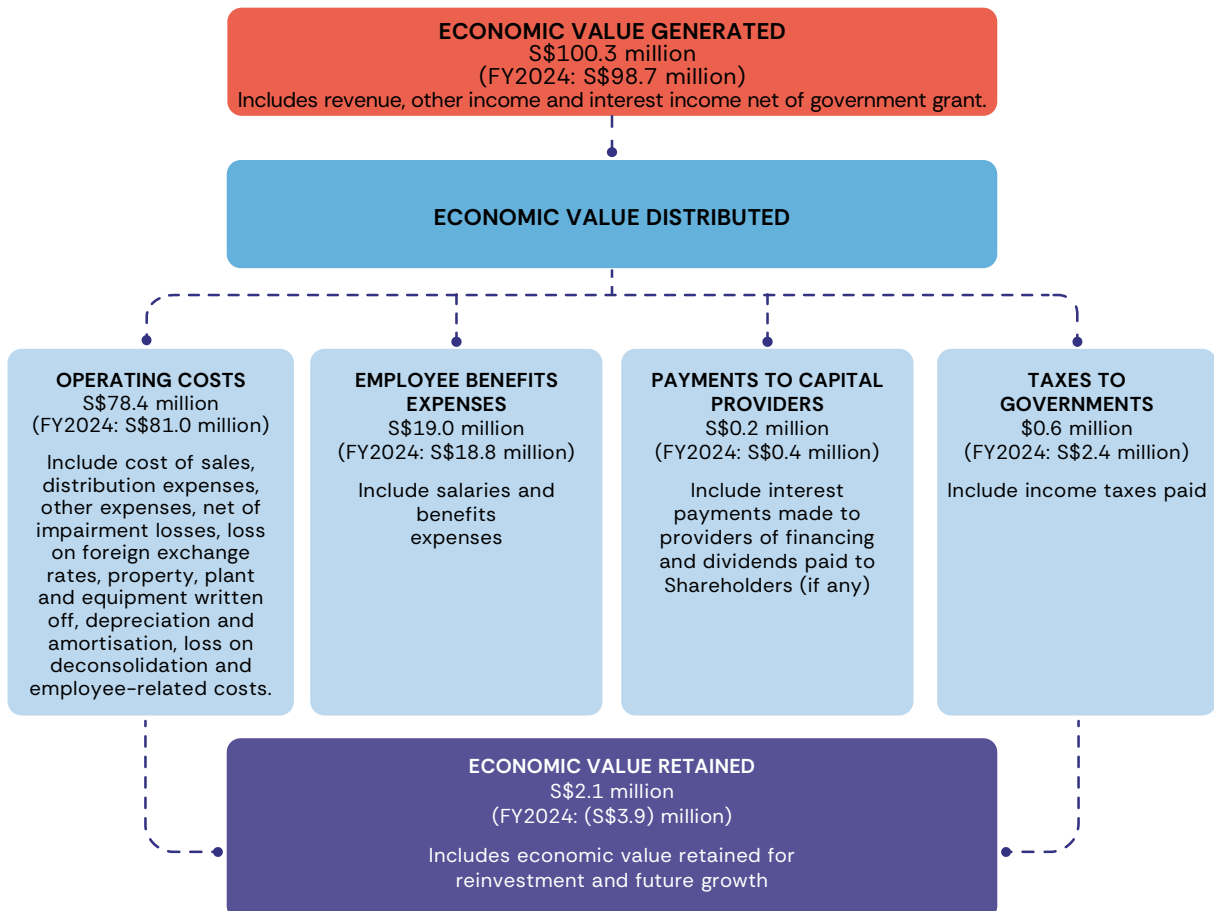
We are committed to creating long-term economic value for stakeholders by adopting responsible business practices and growing sustainably.

Approach

We strive to generate and distribute economic value via our business strategy, which includes staying abreast with market trends, maintaining a healthy balance sheet and strong cash flow, to mitigate relevant business risks identified.

Performance

In line with our commitment, economic value generated and distributed in FY2025 were as follows:



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Refer to the audited financial statements in our Annual Report FY2025 (“AR2025”) for the Group’s financial performance and financial risk management disclosure on our efforts and progress in maintaining financial sustainability.

Total customer satisfaction

Commitment

We are committed to delivering best-in-class solutions that elevate business value for our customers, who are integral to our long-term success.

Approach

Maintain Presence and Proximity to the Customers Whom We Serve

We maintain a strong market presence in 11 countries across Asia Pacific (“APAC”), Europe, the Middle East, and Africa (“EMEA”). This extensive geographical footprint enables us to deliver customised solutions for local markets whilst retaining the flexibility and scalability required to support large and complex deployments.

We aim to progressively expand our presence across the countries in which we operate, whilst deepening brand visibility and strengthening market presence in Southeast Asia, where our headquarters is located. This strategic focus reflects the Group’s commitment to consolidate our leadership position in core markets, whilst pursuing sustainable growth opportunities in adjacent and emerging markets.

Develop a Skilled Workforce to Deliver Exceptional Customer Experience

As a solutions provider, we recognise that a highly competent workforce is fundamental to delivering value across the lifecycle of our services. Our employees are core enablers in building consistent, sustainable and trusted relationships with our customers.

We ensure that employees across various functions including sales and post-sales, technical, and support teams are equipped with the necessary product knowledge, technical expertise and project management skills to perform their roles to a high standard.

To meet the evolving needs of our customers and an everchanging operating environment, we support our employees’ growth through professional development training programmes. These initiatives allow our employees to stay abreast with technological advancements, maintain agility and adopt a growth mindset, which strengthens the Group’s technical depth, operational resilience and ability to deliver exceptional customer experience.

We also maintain a centralised database that captures cumulative insights from past projects including design solutions, marketing strategies and case studies. This repository plays an integral role in our employees’ development by facilitating knowledge transfer, supporting new employees onboarding and enhancing customer support.

Refer to section ‘Talent Development and Retention’ for further information on how we develop and retain our employees.

Cultivate Sustainable Relationship with Our Vendors

Our solutions are built on an ecosystem of international hardware and software vendors, including distributors and principals with whom we have whom we cultivated long-standing, collaborative relationships. Recognising that vendor partnerships are fundamental to the integrity of solutions, service excellence and delivery assurance, we adopt a systematic approach towards vendor selection and management.

Potential new vendors are assessed against a set of pre-defined criteria, including security and compliance, functional capabilities and after sales support, with increasing emphasis placed on vendors that demonstrate sound sustainability practices. Existing vendors are subjected to periodic evaluations to ensure that they continue to meet our requirements, uphold expected standards and support our overall commitment to responsible and sustainable business practices.

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Better Solutions through Continuous Feedback

Against the backdrop of rapid technological advancement and the accelerating pace of digital adoption, we recognise the importance of continuously improving our solutions to meet the needs of our customers. To support this, we established structured mechanisms to gather customer feedback, address customer needs, and identify areas for improvement.

Customer feedback is collected through defined customer service channels, such as engagements by our Sales and Account Management Team and periodic customer satisfaction surveys. Such an arrangement integrates information across different channels and allows us to coordinate engagement across functions, reduce information asymmetry and enhance accountability, contributing to our overall ability to provide an enhanced customer experience across markets.

Adopt Market Standards for the Quality and Safety of Our Products

NeraTel adheres to internationally recognised standards for quality management, occupational health and safety and cybersecurity. These standards demonstrate our ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements.

Performance

Adopt Market Standards for the Quality and Safety of Our Products

NeraTel has acquired the following certifications:

Certification/Standard	Description
ISO 9001 Quality Management System	An internationally recognised standard that specifies the requirements for a quality management system that demonstrates the ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements.
ISO 20000 Information Technology – Service Management	An internationally recognised standard that specifies the requirements for establishing, implementing, maintaining and continually improving a service management system.
ISO 27001 Information Security, Cybersecurity and Privacy Protection – Information Security Management Systems	An internationally recognised standard that specifies the requirements for establishing, implementing, maintaining and continually improving an information security management system.
Cybersecurity Agency of Singapore’s Cyber Trust Mark	A national cybersecurity certification that recognises organisations for implementing sound cybersecurity practices and effective cyber risk management measures. It demonstrates an organisation’s commitment to safeguarding systems, data and digital infrastructure in line with recognised cybersecurity standards and regulatory expectations.

Water conservation

Commitment

We recognise the importance of managing our water consumption efficiently to prevent water wastage and are committed to the responsible usage of water resources.

Approach

We rely on water resources from municipal water suppliers¹³. Water resources are mainly utilised at our offices for the following purposes:

- Cleaning and sanitation; and
- Daily consumption.

¹³ Based on the World Resources Institute Aqueduct Water Risk Atlas, NeraTel does not operate in any areas with high water stress. Whilst our operations do not significantly affect the operating countries’ overall capacity to meet human and ecological water demands, we actively monitor government initiatives to enhance our water conservation efforts.

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To conserve water resources, we have implemented the following water conservation measures:

- Install water efficient taps to optimise water usage;
- Display signages to remind employees of the importance of water conservation; and
- Track and analyse water consumption to identify abnormal consumption patterns and implement necessary corrective actions.

Performance

Key statistics on water consumption during the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2025 ¹
Water consumption	Cu M	1,301
Water consumption intensity	Cu M/number of employees	5

Responsible waste management

Commitment

We are committed to managing our waste responsibly by ensuring proper disposal, minimising environmental impact and increasing opportunities for recycling and resource recovery.

Approach

Due to the nature of our business, we do not generate a significant amount of conventional waste such as paper, plastic or metal. Instead, our primary waste stream consists of electronic waste (“E-Waste”), including obsolete electronic parts and faulty components.

The Group recognises that improper handling of E-Waste can pose significant environmental and health risks due to the presence of hazardous substances such as lead, mercury and cadmium, which may contaminate ecosystems and threaten biodiversity. At the same time, E-Waste contains recoverable materials, including gold, silver and platinum, which are both costly and resource-intensive to extract from natural sources. We aim to responsibly manage our E-Waste by ensuring proper disposal, minimising its environmental impact and increasing recyclability.

We manage our E-Waste in accordance with the relevant local laws and regulations and engage licensed contractors for E-waste disposal.

Performance

During the Reporting Period, there were zero incidents (FY2024: zero incidents) of non-compliance with applicable waste disposal-related environmental laws and regulations that resulted in significant fines or non-monetary sanctions.

Energy conservation and GHG emissions reduction

Commitment

We are committed to responsible usage of energy that helps to reduce GHG emissions and preserve the environment in which we operate.

Approach

We aim to reduce our environmental footprint and at the same time, establish operational resilience to deliver long-term and sustainable value to our stakeholders. We adopt a balanced approach in effectively managing and minimising the impacts arising from our business operations.

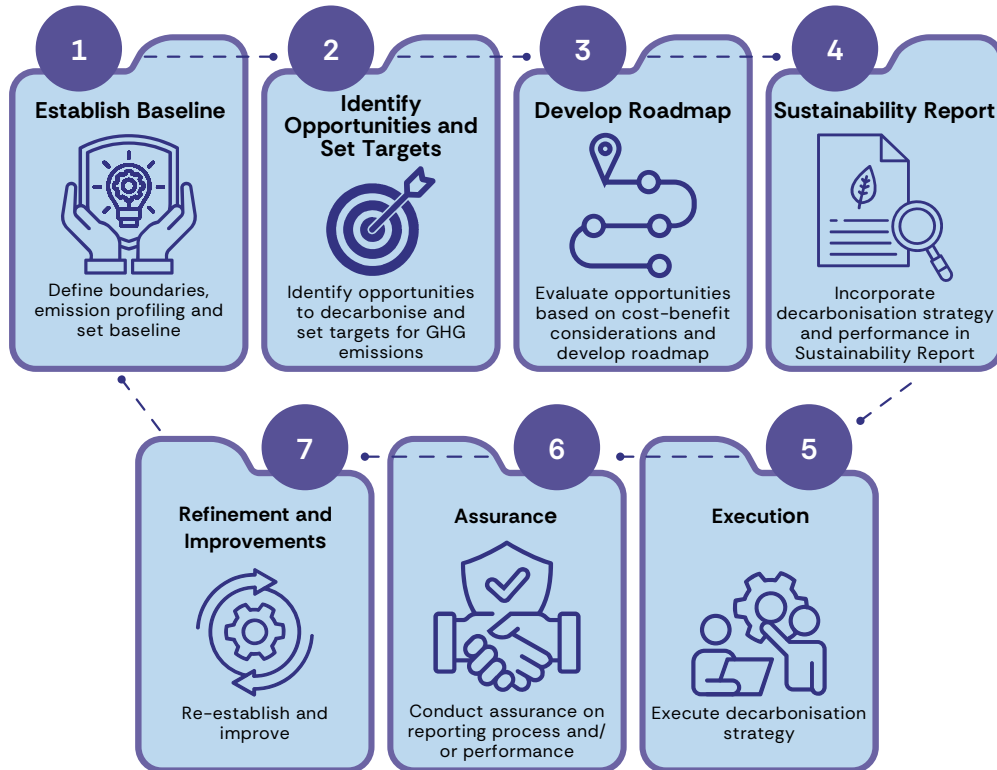
We are dependent on energy resources mainly in the following areas:

- Electricity for our offices including lighting, office equipment, cooling and ventilation purposes;
- Electricity for our company vehicles; and
- Diesel and petrol for our company vehicles

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Decarbonisation Approach

To conserve energy and manage our GHG emissions, we set up a seven (7) step continuous circular process as follows:



On a yearly basis, we update our GHG emissions profile for our Scope 1, 2 and 3 GHG emissions based on defined organisational boundaries. We will also conduct a GHG emissions profiling exercise whenever there are significant changes to our business models and work processes. We track and monitor our Scope 1, 2 and certain categories of Scope 3 GHG emissions, and are developing mechanisms to track other categories of Scope 3 GHG emissions, where relevant and practicable.

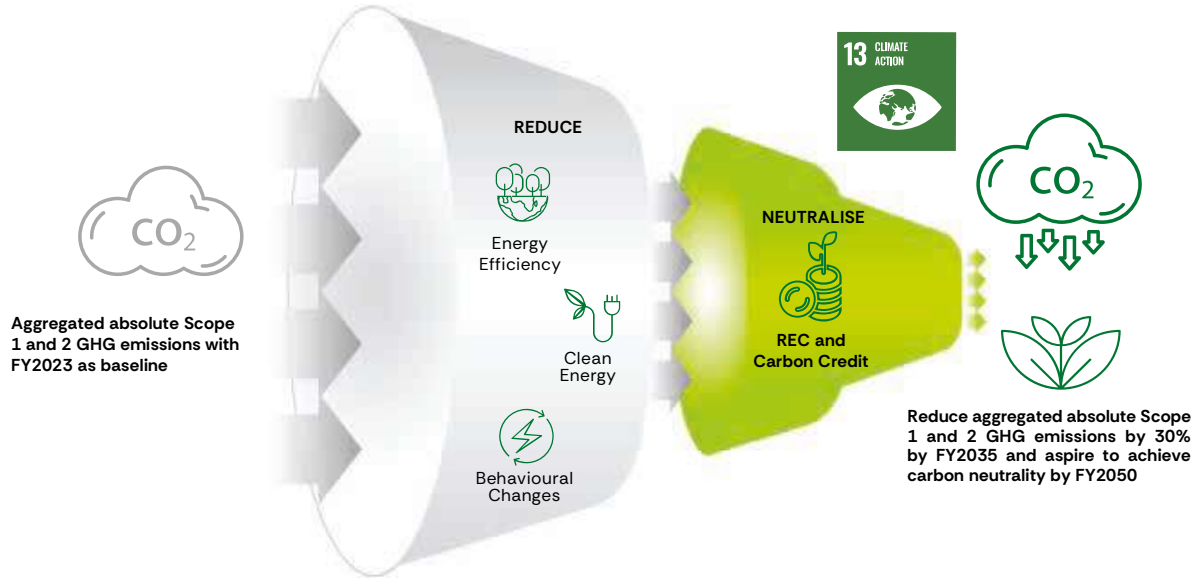
We have developed a climate change transition plan and will refine and improve the plan as it is progressively implemented by considering changes in business operations, environmental factors and market trends. Progress updates and performance will be provided in our future sustainability reports.

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

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Climate Change Transition Plan

Our climate change transition plan steers us on our decarbonisation journey. Under this plan, we commit to reduce our aggregated absolute Scope 1 and 2 GHG emissions by 30% by FY2035, with FY2023 as our baseline and aspire to achieve carbon neutrality by FY2050. Our climate change transition plan focuses on two (2) strategic levers of reduce and neutralise as follows:



Refer to section 'Key Assumptions' for further information.

Our action plans by lever and focus area adopted in our climate change transition plan are as follows:

Lever	Focus Area	Action Plan
Reduce	Energy efficiency – lighting	We adopt energy-efficient fixtures and fittings such as using energy saving light emitting diode and installing motion sensors in our lighting system.
	Energy efficiency – cooling	Our action plans on this front include: <ul style="list-style-type: none"> ▪ Installing centralised air-conditioning systems which have a lower consumption rate and higher energy efficiency; and ▪ Cleaning filters for air-conditioning systems to reduce air flow resistance regularly.
	Clean energy – cleaner-energy vehicle ("CEV")	Our action plans on this front include: <ul style="list-style-type: none"> ▪ Maintaining a systematic maintenance programme for our vehicles to improve fuel efficiency; and ▪ Phasing out internal combustion engine ("ICE") vehicles in our operations, subject to the infrastructure maturity in each country. <p>During the Reporting Period, NeraTel completed the transition of its vehicle fleet, by replacing 100% of its ICE vehicles with CEVs.</p>

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Lever	Focus Area	Action Plan
	Clean energy	We constantly explore opportunities to use clean energy available in the locations that we operate in.
	Behavioural change	We constantly remind our employees on basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use and enabling power saving modes.
Neutralise	<ul style="list-style-type: none"> ▪ Renewable energy certificates (“REC”) ▪ Carbon credits 	We plan to explore the use of REC and carbon credits to offset unavoidable residual GHG emissions when the relevant markets mature.

Performance

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

(i) Energy Consumption

Sustainability Metric	FY2025 ¹	
	GJ	%
Diesel consumption (fleet ¹⁴)	35,040	61
Petrol consumption (fleet ¹⁴)	19,799	34
Electricity consumption	2,884	5
Total energy consumption	57,723	100

(ii) Energy Consumption Intensity

Sustainability Metric	Unit of Measurement	FY2025 ¹
Diesel consumption (fleet) intensity	GJ/number of employees	131
Petrol consumption (fleet) intensity	GJ/number of employees	74
Electricity consumption intensity	GJ/number of employees	11

(iii) GHG Emissions

Sustainability Metric	Unit of Measurement	FY2025 ¹
Direct GHG emissions (Scope 1) ¹⁵	tCO ₂ e	4,043
Indirect GHG emissions (Scope 2) ¹⁶	tCO ₂ e	356
Aggregated absolute GHG emissions (Scope 1 and 2)	tCO ₂ e	4,399
GHG emissions intensity (Scope 1 and 2)	tCO ₂ e/number of employees	16

¹⁴ Petrol and diesel consumption (fleet) includes consumption from all types of light-duty vehicles such as automobiles and light trucks, and heavy-duty vehicles such as tractor trailers and buses, and on-road motorcycles as well as mobile machinery, as defined in US EPA greenhouse gas inventory guidance and where applicable.

¹⁵ The direct GHG emissions from consumption of petrol and diesel controlled by a reporting entity (Scope 1) are calculated based on the GHG Emissions Measurement and Reporting Guidelines published by the National Environment Agency (“NEA”).

¹⁶ The indirect GHG emissions from electricity purchased by a reporting entity (Scope 2) are calculated based on the GHG emissions factors published by the relevant authorities.

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During the Reporting Period, details of indirect GHG emissions (Scope 3)¹⁷ relating to our operations are as follows:

Category	Coverage	Unit of Measurement	FY2025 ¹
Category 1: Purchased goods and services	Tap water	tCO ₂ e	<1
Category 7: Employee commuting	Transportation of employees between their homes and their worksites ¹⁸	tCO ₂ e	121

Occupational health and safety

Commitment

We are committed to fostering a safe and healthy work environment where employees are protected and empowered to perform at their best.

Approach

We foster a safe working environment, build a strong safety culture and mitigate workplace hazards by aligning our OHS practices with the local OHS regulations.

The OHS risks associated with our operations stem primarily from the use and handling of electrical equipment and devices, ergonomic challenges inherent in office-based work and physical safety hazards encountered at customers' sites.

To protect our employees, we implemented the following OHS measures:

- Maintain safety rules and regulations to guide our employees. These safety rules and regulations are conveyed to all new employees during their orientation;
- Establish safety committees and conduct safety assessments such as safety inspections and safety reporting regularly. Where hazards or risk areas are identified, appropriate controls are implemented and imposed to mitigate such risks;
- Establish incident reporting procedures to identify, record and report workplace incidents. Subsequently, a root cause analysis is performed with preventive measures implemented to prevent recurrence. Lessons learnt are communicated to employees to strengthen awareness and promote a culture of safety; and
- Conduct OHS training for employees, including emergency response procedures, hazard and risk management and general OHS awareness.

Performance

Key statistics on our work-related injuries for the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Workplace fatalities	Number	–	–
High consequence work-related injuries ⁷	Number	–	–
Recordable work-related injuries	Number	–	1
Recordable work-related ill-health cases ⁸	Number	–	–
Rate of work injury ¹⁹	Number of injury/ total number of working hours	–	<0.001

NeraTel is: (i) ISO 45001:2018; (ii) SafeContractor Accreditation; and (iii) bizSAFE STAR certified. These certifications recognise our continuous efforts to incorporate safety in our business.

¹⁷ The indirect GHG emissions (Scope 3) are calculated using a mix of emission factors from Public Utilities Board of Singapore, Singapore Emissions Factor Registry, and GHG Protocol Transport Tool.

¹⁸ Disclosure covered only NeraTel.

¹⁹ The rate of work injury is computed based on the number of recordable work-related injuries divided by the total number of hours worked by employees on a full-time equivalent basis and based on every 200,000 hours worked.

SUSTAINABILITY REPORT

Talent development and retention

Commitment

We are committed to continually enhancing our employees' skills and fostering a culture of growth and innovation to ensure the Group's continued success.

Approach

Training and Development

Our employee development programmes are designed to: (i) equip our employees with skills and knowledge to perform their roles effectively and efficiently; (ii) enhance the overall service quality offered to customers; and (iii) develop future talents and leadership for the purpose of succession planning.

To meet different development needs, the Group provides technical training, leadership programmes, as well as soft skills training. Employees in technical roles are encouraged to attain technical certifications relevant to their roles whilst employees in management roles are encouraged to attend leadership development courses and programmes to strengthen their managerial capabilities.

Employee Performance Appraisal

To promote a high-performance culture, we conduct performance appraisals for eligible employees to assess their work performance, discuss challenges faced, their career aspirations and progress and improvement areas for the Group. By providing clarity on expectations and offering recognition, we aim to empower employees to identify suitable training topics for themselves in pursuit of their career development, as well as supporting long-term talent planning for the Group.

Employee Benefits and Welfare

We care for our employees' well-being through various core benefits, as follows:

- Contributions to the relevant local provident fund;
- Medical insurance coverage;
- Medical reimbursement; and
- Maternity and paternity leave ("**Parental Leave**").

In addition, we support the mental wellbeing of our employees through the following initiatives:

- Establish Wellness Committees to organise activities that strengthen team bonds and promote employee wellness, such as monthly birthday celebrations, movie nights and laser tag;
- Circulate health and safety announcements to provide employees with guidance and promote awareness;
- Designate Family Friday, an initiative that allows employees to officially conclude their workday an hour earlier at 5pm on the last Friday of each month, to encourage rest and work-life balance; and
- Promote open feedback and communication within the Group through sharing sessions.

Performance

The Group has a total of 267 permanent full-time employees²⁰ as at 31 December 2025.

²⁰ Temporary staff, contract staff, non-guaranteed staff and part-time staff are not considered permanent full-time employees. Accordingly, they are excluded from consideration in relation to gender diversity, age diversity, educational diversity, average training hours, new hires, and turnover rate.

SUSTAINABILITY REPORT

Key statistics on employee development and retention for the Reporting Period are as follows:

(i) *New Hires*²¹

Sustainability Metric	FY2025 ¹	
	Number of New Hires	New Hire Rate
Overall	38	14%
Gender		
Male	19	11%
Female	19	21%
Age		
Below 30	10	37%
30 to 50	23	12%
Above 50	5	13%

(ii) *Turnover*²²

Sustainability Metric	FY2025 ¹	
	Number of Turnover	Turnover Rate
Overall	133	50%
Gender		
Male	99	56%
Female	34	37%
Age		
Below 30	24	89%
30 to 50	91	46%
Above 50	18	45%

(iii) *Training Hours*

Sustainability Metric	FY2025 ¹
Overall	
Total Training hours	3,178
Average training hours per employee	12
Male	
Total Training hours	2,375
Average training hours per employee	13
Female	
Total Training hours	803
Average training hours per employee	9

21. New hire related statistics are computed based on confirmed new hires over total employees by gender and age.

22. Turnover related statistics are computed based on the turnover of confirmed employees over total employees by gender and age.

SUSTAINABILITY REPORT

(iv) Performance Appraisal

Sustainability Metric	FY2025 ¹
Overall	100%
Gender	
Male	100%
Female	100%
Employee Category	
Management	100%
Non-management	100%

Equality and diversity in the workplace

Commitment

We are committed to maintaining respectful relationships with and amongst our employees.

Approach

To promote equality and diversity, we have implemented the following HR measures:

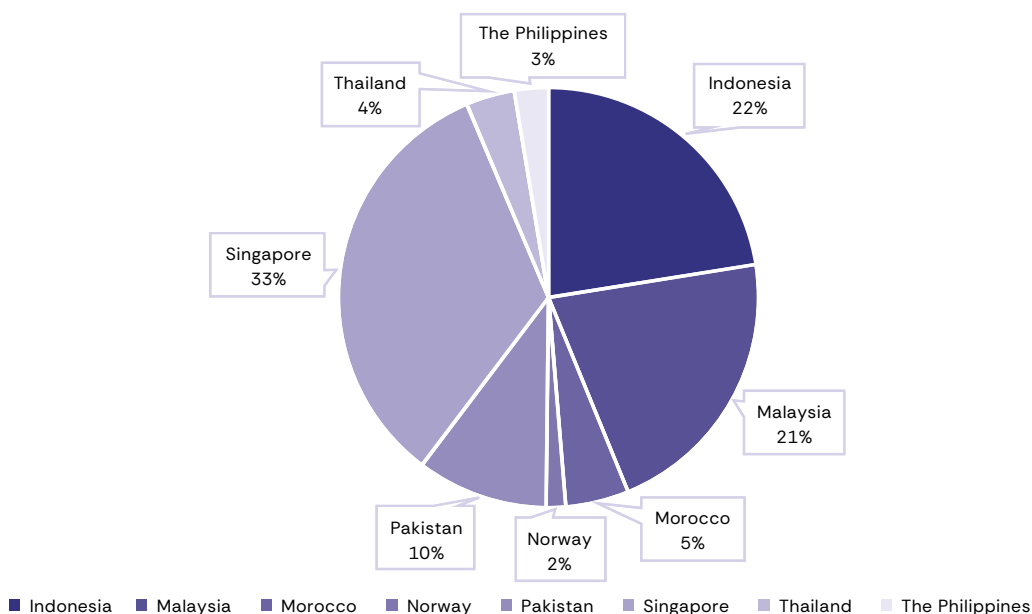
- Establish a Board Diversity Policy to promote diversity at board level;
- Establish a Group Anti-discrimination and Anti-harassment Policy that affirms our commitment to equal treatment, prohibiting discrimination in any form. All HR-related matters such as hiring, benefits and compensation are based on merit and without discrimination; and
- Provide opportunities for promising employees to attend relevant training programmes without discrimination

Performance

Breakdown of Employees by Region

Key statistics on the breakdown of our permanent full-time employees by region are as follows:

Number of Permanent Full-time Employees



SUSTAINABILITY REPORT

(i) *Gender Diversity*

Key statistics on gender diversity of our employees are as follows:

Sustainability Metric	FY2025 ¹	
	Male	Female
Board	83%	17%
Overall	66%	34%

(ii) *Age Diversity*

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

Sustainability Metric	FY2025 ¹		
	Below 30	30 – 50	Over 50
Overall	10%	75%	15%

During the Reporting Period, there were zero reported incidents of unlawful discrimination against employees⁹.

During the Reporting Period, we were accredited with the Progressive Wage Mark (“PW Mark”)²³.

Ongoing community development

Commitment

We are committed to uplifting communities, with a focus on vulnerable groups, to promote inclusive and equitable sustainable development to ensure no one is left behind.

Approach

A Meaningful Day Out with Dover Park Hospice (“DPH”)

NeraTel continues to collaborate with our partnering charity, DPH, and organised an outdoor excursion for DPH’s patients to ‘River Wonders’ (formerly known as ‘River Safari’), a river-themed zoo and aquarium (“**River Wonders**”). We aim to provide patients with opportunities to spend time outdoors, connect with nature and enjoy a refreshing change of environment.

For many of the participants, this marked their first visit to River Wonders, making the experience particularly meaningful as they explored the tranquil surroundings and natural attractions. After a safety briefing conducted by the DPH Team, our employees accompanied the patients to tour River Wonders, experience nature and wildlife, and watch the ‘Once Upon a River’ presentation.

Supporting Wisma Mulia Nursing Home

P.T. Nera Indonesia continued its commitment to community engagement by supporting ‘Wisma Mulia Nursing’ nursing home, a charitable institution under ‘Kongres Wanita Indonesia’, established in 1946 to serve communities from diverse backgrounds.

In March and June 2025, our employees visited the nursing home to engage with residents and provide donations to support its operational needs with essential supplies. These initiatives reflect our ongoing commitment to promoting inclusivity, care and dignity for seniors, whilst strengthening partnerships with organisations that share our values of social responsibility and community empowerment.

²³ PW Mark is administrated by the Singapore Business Federation on behalf of the Tripartite Partners which comprises of the Ministry of Manpower, National Trades Union Congress and Singapore National Employers Federation.

SUSTAINABILITY REPORT



Performance

During the Reporting Period, key statistics on our community engagements are as follows:

Topic	Sustainability Metric	FY2025
Giving	Community investment ²⁴ (S\$)	6,520
Socially responsible business-related practices	List of socially responsible business-related practices	Refer to above section 'Approach'
General	Number of community investment programmes	2

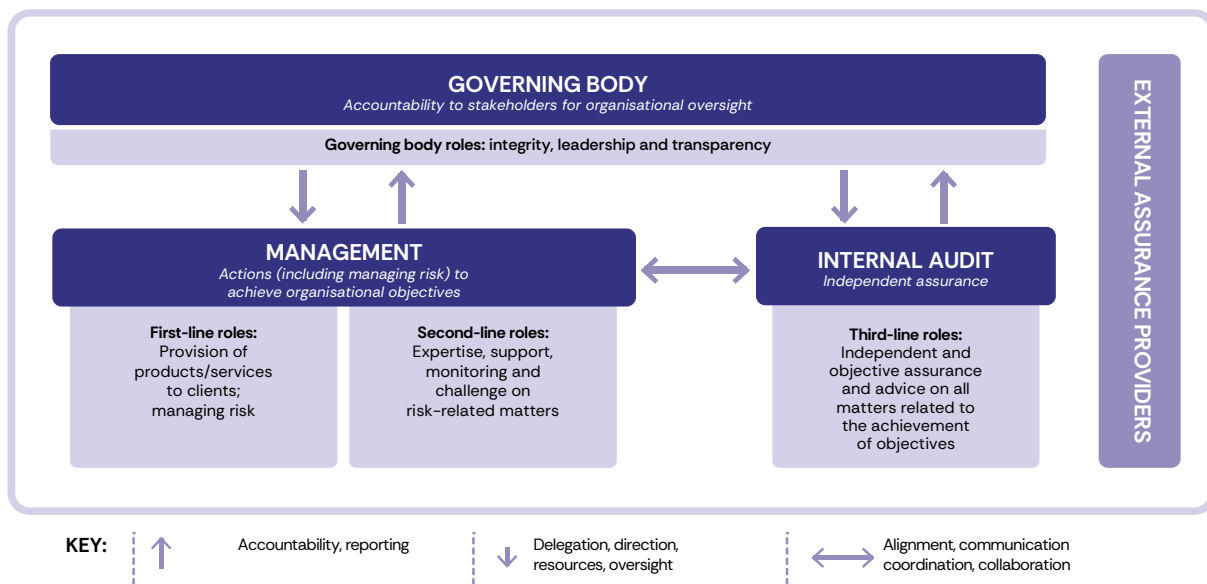
Corporate governance and business ethics

Commitment

The Group is committed to fostering a culture of corporate compliance, ethical behaviour and good corporate governance to achieve greater transparency and to protect the interests of shareholders.

Approach

We have aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third-line roles), and the relationship among them are defined as follows:



Source: Three Lines Model issued by the IIA

24 Our community investments include direct financial support and in-kind charitable sponsorships.

SUSTAINABILITY REPORT

Our governance approach is anchored on a comprehensive framework that combines strong leadership with a values-driven culture, supported by robust internal controls, clearly defined policies and effective risk management practices. This framework guides our commitment to ethical conduct, accountability and regulatory compliance across all levels of the Group. To uphold these principles, we adhere to the following policies and procedures:

Policy	Purpose
Group Anti-bribery and Corruption Policy	This policy serves to ensure ethical conduct in all business activities and relationships and prohibit bribery and corruption practices.
Group Code of Business Ethics and Conduct	This code serves to set expectation on standards of ethical behaviour, integrity and professional conduct for employees and business partners.
Group Competition Policy	This policy serves to ensure compliance with applicable competition law and promote fair and responsible market practices.
Group Data Protection Policy	This policy serves to protect personal and confidential information and ensure compliance with applicable data protection laws and regulations.
Group Insider Trading Policy	This policy serves to prevent insider trading and ensure the proper handling of material non-public information.
Whistle-blowing Policy	This policy serves to provide a safe and confidential channel for employees and stakeholders to report suspected misconduct, unethical behaviour or regulatory breaches without fear of retaliation.

We adopt a firm stance against bribery, fraud, money laundering and all forms of corruption, adopting a zero-tolerance approach to unethical practices and ensuring compliance with applicable laws and regulations, including the Mainboard Rules of SGX-ST, Companies Act, and Employment Act.

Refer to the 'Corporate Governance Report' of the Annual Report for further information.

Performance

Key statistics relating to corporate governance are as follows:

Sustainability Metric	FY2025 ¹
Incidents of serious offence ¹⁰	–
Incidents of non-compliance with any applicable laws and regulations ¹¹ that resulted in significant fines or non-monetary sanctions	–

TARGET AND PROGRESS

To measure our ongoing sustainability performance and drive continuous improvement, we have developed a set of targets related to our material Sustainability Factors. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

LEGEND: PROGRESS TRACKING			
			
New target	Target achieved	On track to meet target	Not on track, requires review




SUSTAINABILITY REPORT

Due to the Change in Reporting Scope, progress for the current year has not been disclosed. We recognise the importance of transparent benchmarking and have disclosed progress for targets where relevant data is available.

S/N	Material Sustainability Factor	Target ²⁵	Current Year Progress
Economic			
1	Sustainable Business Performance	<u>Short term</u> Maintain or improve economic value generated subject to market conditions	●●● Our economic value generated improved.
2	Total Customer Satisfaction	<u>Ongoing and long term</u> Adhere to the market standards in our operations	●●● We adhered to the market standards in our operations.
Environmental			
3	Water Conservation	<u>Short term</u> Maintain or reduce water consumption intensity	Progress for the current year was not disclosed due to the Change in Reporting Scope.
4	Responsible Waste Management	<u>Ongoing and long term</u> Maintain zero incidents of non-compliance with any applicable waste disposal-related environmental laws and regulations that resulted in significant fines or non-monetary sanctions	●●● We maintained zero incidents of non-compliance with any applicable waste disposal-related environmental laws and regulations that resulted in significant fines or non-monetary sanctions
5	Energy Conservation and GHG Emissions Reduction	<u>Short term</u> Maintain or reduce GHG emissions intensity	Progress for the current year was not disclosed due to the Change in Reporting Scope.
		<u>Medium term</u> Reduce aggregated absolute Scope 1 and Scope 2 GHG emissions by 30% by FY2035, with FY2023 as our baseline	
		<u>Long term</u> Aspire to achieve carbon neutrality by FY2050	
Social			
6	Occupational Health and Safety	<u>Short term</u> Minimise the number of workplace accidents	●●● We minimised the number of workplace accidents.
		<u>Ongoing and long term</u> Maintain zero work-related fatalities, high-consequence work-related injuries and recordable work-related ill health cases	●●● We maintained zero work-related fatalities, high-consequence work-related injuries and recordable work-related ill health cases.

25 Time horizons for target settings are: (i) short term: within 5 years (until FY2028); (ii) medium term: between 5 and 20 years (between FY2029 and FY2043); (iii) long term: above 20 years (FY2044 onwards); and (iv) ongoing: encompassing short, medium, and long term.

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ²⁵	Current Year Progress
7	Talent Development and Retention	<u>Short term</u> Maintain or improve the average hours of training per employee	Progress for the current year was not disclosed due to the Change in Reporting Scope.
8	Equality and Diversity in the Workplace	<u>Ongoing and long term</u> Maintain zero reported incidents of unlawful discrimination against employees	 We maintained zero reported incidents of unlawful discrimination against employees.
9	Ongoing Community Development	<u>Ongoing and long term</u> Continue to initiate various campaigns to help communities	 We continued to initiate various campaigns to help communities.
Governance			
10	Corporate Governance and Business Ethics	<u>Ongoing and long term</u> <ul style="list-style-type: none"> ▪ Maintain zero incidents of serious offence ▪ Maintain zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred 	 <ul style="list-style-type: none"> ▪ We maintained zero incidents of serious offence. ▪ We maintained zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred.

For the material Sustainability Factors identified this Report, the Board and SC have considered the relevance and usefulness of setting related targets in the short, medium and long term horizons. As the historical data trends for certain material Sustainability Factors have yet to stabilise, we have not set the related medium term and long term targets and will disclose such targets in our future sustainability reports when the data trends have stabilised.

CLIMATE-RELATED DISCLOSURE

The Group is committed to support the recommendations by the TCFD and have disclosed our climate-related financial disclosures in the following key areas as recommended by the TCFD:

Governance

- a. Describe the board's oversight of climate-related risks and opportunities.
- b. Describe management's role in assessing and managing climate-related risks and opportunities.

Refer to the section above 'Sustainability Governance Structure' for details on our governance structure.

Strategy

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

We recognise that climate change poses different types of risks to our business. The Group's assessment on potential implication of the above climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios:

SUSTAINABILITY REPORT

Scenario	Description
Hot House World (Current Policies)	While many countries have started to introduce climate policies, they remain insufficient to achieve official commitments and targets. If additional measures are not implemented, global temperature could rise 3°C or more by 2100. This would result in deteriorating living conditions in many parts of the world and lead to some irreversible impacts like sea-level rise. Physical risks to the economy could result from disruption to ecosystems, health, infrastructure, and supply chains.
Orderly (Net Zero 2050)	Achieving a target of net-zero global CO ₂ emissions by 2050 will require an ambitious transition across all sectors of the economy. This scenario highlights the importance of decarbonising the electricity supply, increasing electricity use, increasing energy efficiency and developing new technologies to tackle hard-to-abate emissions. Transition risks to achieving the target could result from higher emissions costs, and changes in business and consumer preferences, whilst minimising physical risks.

We selected NGFS's Orderly and Hot House World scenarios for the purpose of our qualitative climate scenario analysis. The impact of the climate-related risks is analysed on Group-wide activities in the short term (within 5 years, until FY2028), medium term (between 5 and 20 years, between FY2029 and FY2043) and long term (above 20 years, FY2044 onwards). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group during the climate-related risk assessment exercise includes the following:

Physical Risk

Physical Risk 1: Increased Severity of Extreme Weather Events			
Description	Adverse changes in climate patterns such as rising temperatures and extreme weather events (such as floods) may lead to adverse impact and cause damage to our strategic assets such as network infrastructure and equipment. Such disruptions impair service availability, delay restoration efforts and will consequentially negatively impact the revenue of our business operations.		
	Additionally, with rising temperatures and more frequent heatwaves resulting from global warming and climate change, the risks of increased cooling expenditures and reduced labour productivity are expected to rise.		
	We remain vigilant in monitoring the impact of climate change on our operations, mindful of the USD16 million per hour arising from climate-related damage.		
Financial Impact	Short term	Medium term	Long term
	Scenario: Hot House World		
	Scenario: Orderly		
Mitigation Measure	We have put in place a climate change transition plan to steer us on our decarbonisation journey.		
	You may refer to section 'Energy Conservation and GHG Emissions Reduction'.		
Climate-related Opportunity	In view of the potential environmental risks and the resultant emerging needs for energy efficiency and lower emissions, the Group recognises the opportunity to invest in energy efficient technologies and renewable energy use.		

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Transition Risk

Transition Risk 1: Enhanced GHG Emissions Reporting Obligations			
Description	<p>With rising concerns over the effects of climate change, key stakeholders such as Regulators and Shareholders are requiring the reporting of climate-related information. Failure to comply with enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance.</p> <p>These new requirements necessitate the investment of manpower resource in more comprehensive data collection, analysis and reporting processes, greater involvement from management, and additional costs for consultants and employee training.</p>		
Financial Impact	Short term	Medium term	Long term
	Scenario: Hot House World		
	●	●	●
	Scenario: Orderly		
	●	●	●
Mitigation Measure	<p>To strengthen our sustainability governance structure, we have put in place a SC for managing and monitoring our material Sustainability Factors, including working with the various business units and corporate functions to ensure that these are integrated into our day-to day operations.</p> <p>In addition, we have established terms of reference for component parties involved in the sustainability reporting process, for clarity and accountability purposes.</p>		
Climate-related Opportunity	<p>The enhanced emissions reporting obligations and increase in regulatory costs will raise climate awareness among our employees.</p> <p>With more defined job responsibilities and training, the Group will also be better positioned to use energy resources responsibly and adopt environmentally friendly practices.</p>		

Legend ● Minor ● Moderate ● Major

This assessment will guide our future resilience measures and scenario analysis, subject to market trends and evolving requirements. In terms of our business strategy and financial planning based on the scenarios above, we will continue to formulate adaptation and mitigation plans and explore allocating resources towards transitioning to low-carbon practices. We strive to minimise the climate risks associated with our business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

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

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. Climate scenario analysis plays a key role in providing insights into the potential extent of the climate-related risks and opportunities for our business.

Through our climate scenario analysis, we concluded that under hot house world scenario (> 3°C warming), unmitigated risks of increased severity of extreme weather events may lead to moderate and severe financial impacts in the medium and long term. Under Orderly scenario (<2°C warming), the climate-related risks identified are not expected to result in significant financial impacts in the short, medium, or long term.

SUSTAINABILITY REPORT

To address the risks and capitalise on opportunities associated with climate change, we will continuously refine our strategy to remain resilient throughout our sustainability journey.

Risk Management

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

Climate-related risk management is integrated into our ERM framework, where potential climate-related risks are identified, assessed, monitored and managed. Business units and functions are responsible for identifying and documenting the climate-related risks that may impact their progress towards contributing to the Group's business objectives. These risks, along with corresponding opportunities and mitigation plans, are reviewed and updated during the ERM exercise. The updated information is then presented to the ARMC and the Board, alongside other key enterprise-wide risks. Additionally, climate-related risks are continuously monitored through the analysis of climate-related Sustainability Metrics.

Metrics and Targets

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

We track, measure and report on our environmental performance, including energy, GHG emissions, water and waste management and disclose related metrics in our sustainability reports. Monitoring and reporting these metrics help us in identifying areas with key climate-related risks, enabling us to be more targeted in our efforts.

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

To support the climate change agenda, we disclose our Scope 1, Scope 2 and selected Scope 3 GHG emissions in this Report and set climate-related targets such as those related to GHG emissions. We will continue to monitor our GHG emissions and expand our disclosure for our Scope 3 GHG emissions wherever applicable and practicable.

Our disclosure on indirect GHG emissions (Scope 3) includes purchased goods and services (category 1) and employee commuting (category 7) in FY2025.

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

As a commitment towards mitigating climate change, we set climate-related targets related to GHG emissions, water conservation and waste management. For further details, please refer to the relevant targets under 'Targets and Progress' section of this Report.

SUSTAINABILITY REPORT

INDUSTRY-BASED GUIDANCE ON IMPLEMENTING CLIMATE-RELATED DISCLOSURE METRIC

The sustainability disclosure metrics are based on the IFRS Sustainability Disclosure Standards Industry-Based Guidance for implementing climate-related disclosure (Volume 58 – Software and IT Services) for our technology business. The details are as follows:

Sustainability Metric

Topic	Sustainability Metric	Unit of Measurement	FY2025
Environmental Footprint of Hardware Infrastructure	Total energy consumed	GJ	Refer to the section 'Energy Conservation and GHG Emissions Reduction'
	Percentage grid electricity	%	
	Percentage renewable	%	
	Total water withdrawn	Cu M	Refer to the section 'Water Conservation'
	Total water consumed, percentage of each in regions with high or extremely high baseline water stress	%	
	Discussion of the integration of environmental considerations into strategic planning for data centre needs	NA	Not applicable to our business as we do not develop, own, or operate data centres.
Managing Systemic Risks from Technology Disruptions	Number of performance issues	Number	Not applicable to our business as we do not own or design any software or technology. We merely implement the technology/ software provided by our vendors for our customers.
	Number of service disruptions	Number	
	Number of total customer downtime	Number	
	Description of business continuity risks related to disruptions of operations	NA	

Activity Metric

Activity Metric	FY2025
Number of licences or subscription, percentage cloud-based	Not applicable to our business as we do not own the licenses or subscriptions nor develop, own, or operate data centres.
Data processing capacity, percentage outsourced	
Amount of data storage, percentage outsourced	

SUSTAINABILITY REPORT

APPENDIX 1 KEY ASSUMPTION

The key assumptions reflect the current market conditions, regulatory landscapes, and stakeholder expectations. Details of the scopes and assumptions for our scenario analysis and climate change transition plan are as follows:

Disclosure	Assumption
Scenario Analysis	<p>Our climate change transition plan, including levers and detailed action plans, assumed certain future events, trends, plans, expectations and objectives relating to the Group’s business operations, in setting our targets. It is also prepared based on the current operating environment, which includes policies and plans undertaken by governments and other stakeholders.</p> <p>Accordingly, these assumptions are subjected to inherent uncertainties including (but not limited to) changes in regulatory requirements, progress in technological developments, stakeholders’ action and reaction and other external factors that are beyond the Group’s control.</p> <p>As such, our climate change transition plan may be reviewed and updated over time to reflect evolving circumstances and availability of new information.</p>
Climate Change Transition Plan	<ul style="list-style-type: none"> ▪ In assessing the potential implications of climate-related risks based on NGFS range of climate scenarios, we also considered alternate range of climate scenarios from the International Energy Agency and the Representative Framework and made various assumptions adopted in such frameworks. ▪ The scenario analysis performed is dependent on the said assumptions under the NGFS range of scenarios. Key assumptions are as follows: <ul style="list-style-type: none"> (i) Orderly (Net Zero 2050): Assumes that ambitious climate policies and technological shifts are introduced immediately and forcefully impact the economy. (ii) Hot House World (Current Policies): Assumes that only currently implemented policies are preserved, leading to high physical risks. Emissions grow leading to a temperature increase of about 3°C. Investment allocation and energy mix do not change. ▪ Constant growth is assumed when assessing financial and environmental impact. ▪ The scenario analysis includes a modelling process, which is constantly changing as the operating environment evolves, and contains uncertainties and limitations that are commonly associated with scenario analysis.

SUSTAINABILITY REPORT

APPENDIX 2 GRI CONTENT INDEX

Statement of Use	Nera Telecommunications Ltd has reported the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location and Omissions
GRI 2: General Disclosures 2021	2-1 Organisational details	Pages 4-5
	2-2 Entities included in the organisation's sustainability reporting	Page 4
	2-3 Reporting period, frequency and contact point	Pages 14-15
	2-4 Restatements of information	No restatements of information
	2-5 External assurance	Page 14
	2-6 Activities, value chain and other business relationships	Page 14
	2-7 Employees	Pages 29-32
	2-8 Workers who are not employees	We have 6 workers who are not employees, engaged for specific projects as of 31 December 2025
	2-9 Governance structure and composition	Pages 6-8
	2-10 Nomination and selection of the highest governance body	Pages 54-56
	2-11 Chair of the highest governance body	Pages 6-7, 53-54
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 15-18
	2-13 Delegation of responsibility for managing impacts	Pages 15-18
	2-14 Role of the highest governance body in sustainability reporting	Pages 15-18
	2-15 Conflicts of interest	Pages 46-47
	2-16 Communication of critical concerns	Pages 34, 64-65
	2-17 Collective knowledge of the highest governance body	Pages 15-18

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GRI Standard	Disclosure	Location and Omissions
	2-18 Evaluation of the performance of the highest governance body	Pages 55-56
	2-19 Remuneration policies	Pages 56-61
	2-20 Process to determine remuneration	Pages 56-61
	2-21 Annual total compensation ratio	Information is not provided due to confidential constraints.
	2-22 Statement on sustainable development strategy	Page 12
	2-23 Policy commitments	Pages 16-41
	2-24 Embedding policy commitments	Pages 16-41
	2-25 Processes to remediate negative impacts	Pages 34-36, 62-64
	2-26 Mechanisms for seeking advice and raising concerns	Pages 15, 64-65
	2-27 Compliance with laws and regulations	Pages 16-41, 64-65
	2-28 Membership associations	We do not hold any significant role in membership associations
	2-29 Approach to stakeholder engagement	Pages 15-34
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pages 16-34
	3-2 List of material topics	Pages 20-39
	3-3 Management of material topics	Pages 20-39
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 21
	201-2 Financial implications and other risks and opportunities due to climate change	Pages 36-40
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Pages 33-34
	205-3 Confirmed incidents of corruption and actions taken	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Pages 24-28
	302-3 Energy intensity	
GRI 303: Water and Effluents 2018	303-5 Water consumption	Pages 23-28

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location and Omissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 25-29
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
GRI 306: Waste	306-1 Waste generation and significant waste-related impact	Page 25
	306-2 Management of significant waste-related impact	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages 30-32
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