

OUR SHAREHOLDERS/STAKEHOLDERS AND MATERIALITY

We engage with our key shareholders/stakeholders and reach out to these interested parties in a variety of ways to promote transparency through regular communication on key issues.

This process helps us to understand, prioritise and manage our sustainability impacts as an organisation while improving our relationship with our shareholders/stakeholders.

Interested parties	Expectation and Interests	Engagement Approaches
Shareholders and Investors	<ul style="list-style-type: none"> • Investment opportunities • Business outlook • Market positioning • Return on Investment • Dividends • Governance on EES risks and/or opportunities 	<ul style="list-style-type: none"> • Annual report and Annual General Meeting • Extraordinary General Meeting • Company website • Investor relations/investor briefings
Customers	<ul style="list-style-type: none"> • Business outlook • Market positioning • Quality goods and/or services • Product training/technology transfer 	<ul style="list-style-type: none"> • Company website • Conferences/roadshows • One-on-one meetings • Training programme and training feedback surveys
Suppliers	<ul style="list-style-type: none"> • Local partnerships • Business relationships • Operational efficiency 	<ul style="list-style-type: none"> • Events • Conferences/roadshows • One-on-one meetings • Training programmes
Employees	<ul style="list-style-type: none"> • Career opportunities • Work-life balance • Skills development 	<ul style="list-style-type: none"> • Meetings/briefings/chit-chat sessions • Performance assessments • Bonus & increments • Training programmes • <i>DatasoniCares</i> Engagement sessions • Sports and CSR Programme

Interested parties	Expectation and Interests	Engagement Approaches
Government and Regulators	<ul style="list-style-type: none"> • Compliance • Nation-building agenda • Partnerships and collaborations 	<ul style="list-style-type: none"> • Attend to queries promptly or via one-on-one meetings (if necessary)
Communities	<ul style="list-style-type: none"> • Community programmes • Charitable donations and/or sponsorships • Partnerships and/or participation in philanthropic activities 	<ul style="list-style-type: none"> • Charitable donations and/or sponsorships • Participation in community programmes and/or philanthropic activities

Based on the results of the materiality analysis conducted in May 2018, we are focusing on the following:-

EES Matter	Action Plan	Key Focus	What we have done
Economy	Set clear direction so that our business strategies are focused and aligned to our vision, mission and goal.	Economic & business performance	<ul style="list-style-type: none"> Continue to invest in R&D and human capital to create highly secured, integrated and innovative ICT solutions. Developed solutions that enhances internal processes. Explored strategic alliances and/or business ventures.
	Strengthen policy & guidelines to govern our business practices.	Ethical business practices	<ul style="list-style-type: none"> Updated the <i>Financial Authority Limits</i> on 1 June 2019; Updated the <i>Whistleblower Policy</i> on 27 February 2020; The Board has adopted Datasonic's <i>Anti-Bribery and Anti-Corruption Policy</i> on 29 May 2020.
Environment	Sustainable supply chain management	Conserving environment with technology	<ul style="list-style-type: none"> On-going environmental conservation initiatives. Perform appraisals to assess the performance of our vendors/suppliers. Support local/ build local skills and expertise.
Social	Transform our HR Department into Human Capital Development ("HCD") to motivate & keep our employees happy & collaborative.	<u>Labour Practices & Decent Work:</u> Benefits, OSH, Diversity & Inclusivity, Employee engagement & satisfaction, Career development <u>Human Rights</u> Discrimination, Employer/ employee relations	<ul style="list-style-type: none"> Implemented HCD Plan to provide conducive work environment. Issued guidelines & SOPs for business continuity amidst the COVID-19 outbreak.
	Give donations to those in need.	<u>Society</u> Community engagement, Employee volunteerism & supporting charities	<ul style="list-style-type: none"> Contributed donations for charitable intentions and participated in corporate social responsibility ("CSR") activities for community engagement.

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	<p>Maintain our commitment to deliver innovative and creative ICT solutions, i.e. products of high-quality standards or solutions that utilise latest technologies, and excellence in service.</p>	<p><u>Product Responsibility</u></p> <ul style="list-style-type: none"> ▪ Data privacy & security ▪ Quality ▪ Customer feedback/satisfaction 	<ul style="list-style-type: none"> • Ensure that the quality and condition of our products remain top-notch and deliveries remain consistent; • Maintain existing ISO certifications & licenses; and apply for additional certifications (where appropriate) to comply with international standards and/or gain competitive advantage & recognition; • Solicit feedbacks through customer and management's satisfaction surveys.