

CSR roadmap & priorities



Our priorities

2026 Goals

UNDERTAKE - Value chain engagement



Innovate - Technological innovation

Invest in R&D and collaborate with clients to meet CSR targets, including improved machine end-of-life through refurbishment.

Serve - Customer centrics

Customer satisfaction/Clients turnover.

Buy and Source - responsible supply chain

Responsible purchasing signed by key suppliers.
 CSR key suppliers assessment at group level and action plan.
 Work closely with suppliers to support the integration of CSR into their activities through webinars, knowledge sharing, and action plan support.
 Climate risk assessment with critical suppliers and customers.

GROW - Fostering growth, inclusion, and opportunity for all



Take care - employee and community engagement

Develop H&S policy and Employee handbook at Group level.
 Reduce workplace accident frequency rate.
 Volunteer days or company-sponsored community projects.
 Organize global team-building online activities aligned with environmental impacts.
 Communicate the compensation and benefits package to employees.

Be - Diversity, equality and inclusion

Implement DEI trainings in different entities.

Develop - Employability and skills development

Provide capacity trainings such as technical, language, soft skills workshops...
 Deliver annual interview across entities.
 Offer more opportunities to Early - in - careers (Early in careers" refers to individuals who are at the beginning stages of their professional journeys such as apprenticeship, internship, training program).

GOVERN - Responsible management



Act - Transparency and honesty

Action plan to response IROs aligned with Double Materiality assessment result.
 Be ready to ESG disclose with completed non-financial data system.
 Transformation committee implementation.
 Keep working on the compliances assessment with Tennaxia.
 Provide anti-corruption training for managers.

Build collectively - dedicated ESG commitment

Submit the 1st CDP rating.
 Improve Ecovadis rating.

PRESERVE - Reducing environmental impact



Deploy - Reduce our carbon footprint

Implement the 2nd CO2 footprint assessment at Group level.
 Focus on renewable energy source.

Recycle and sort - minimize the waste

Increase the % of recycled waste .

Circular Economy - extend the product life cycle

Implement Product Circularity Data Sheet on at least one key product per entity.
 Pilot Product as a Service model at 1 or 2 entities.
 Roll out circular economy training across all entities.