

GOALS AND TARGETS FOR 5 KEY MATERIAL TOPICS

We previously identified 5 key topics for the short to medium-term, and we are now sharing the progress made in FY2025. We ensure our initiatives stay on track through regular reviews and refinements, while continuously expanding our scope by setting goals and targets for more topics.

Material Topics	Goals	Short/Mid-term Targets (by FY2030)	FY2025 Results
 Occupational Safety & Health	Prevent workplace accidents or injuries, and mitigate safety and health risks	- Maintain Total Recordable Incident Rate ("TRIR") that is better than industry benchmark - Maintain positive Occupational Safety & Health ("OSH") impact from leaders through HSE Walkabout for open sharing annually	- Maintained TRIR that is better than industry benchmark - Conducted 360 walkabouts, 14 Emergency Response Plan ("ERP") drills and 1 Crisis Management Plan ("CMP") drill - Facilitated Health/Fitness programmes throughout the year which garnered positive participation
 Human Capital Management	Enhance labour standards and practices	Launch Sexual Harassment Awareness e-learning and set e-learning target	Successfully implemented the Sexual Harassment Awareness e-learning in July 2024 to cultivate understanding and awareness on the matter and create a safe working environment for all
	Fair wage and employee benefits	100% employees have access to Employee Assistance Programme	Completed periodical review of country specific employee benefits to ensure compliance and gauge market competitiveness
	Improve workforce diversity	Continuously introduce initiatives to attract and retain more females in management	Proactively collaborated with Head of Departments ("HODs") to identify potential areas for improvement and provide more female candidates in selection process
	Continuously enhance workforce competency	More than 80% of employees attend a minimum 8 hours of training annually	Continuously engaged with HODs to encourage employees to participate in functional/technical/compliance and core/generic training that are relevant to the majority of workforce
 Business Ethics	Pursue the highest standards of corporate governance and business ethics	More than 80% of DIALOG employees to complete training courses on critical areas annually	Anti-Bribery and Corruption Training and recertification completed in FY2025 with a 79% completion rate
	Minimise supply chain sustainability risk	Launch ESG related audit of critical vendors and contractors to ensure they are compliant and uphold the same ESG values as DIALOG	Audit Committee approved the ESG related audit on critical vendors/contractors in the FY2026 Audit Plan
 Waste & Effluent Management	Reduce waste generation and ensure these are disposed/discharged properly	Enhance awareness and implement training workshops to ensure proper waste management	Identified the various types of waste produced across all operations and implemented data recording processes
 Community Engagement	Promote a caring culture by positively impacting communities through meaningful CSR activities	More than 85% employee participation in community volunteerism activities annually	A total of 12 employee engagement activities were successfully executed throughout the year with positive participation