

Weebit Nano releases inaugural ESG Report

27 August 2025 – Weebit Nano Ltd (**ASX: WBT, Weebit**), a leading developer and licensor of advanced memory technologies for the global semiconductor industry, is proud to release its inaugural Environmental, Social and Governance (**ESG**) Report for FY25.

The Report follows an independent materiality assessment conducted late last year, informing Weebit Nano’s six sustainability focus areas. These include workforce and leadership diversity, responsible supply chain, environmental sustainability, business ethics and governance, IP protection and cybersecurity, and transparency and disclosure.

Weebit Nano CEO, Coby Hanoch, said: “As Weebit Nano continues to transition to a more mature company, we recognise the strategic importance of ESG for our stakeholders. Over the past year, we have implemented a range of corporate and operational initiatives that strengthen our ESG performance, ensuring compliance with emerging reporting standards. While Weebit is not currently required by regulation to release this report for several years, we believe in the importance of corporate responsibility and transparency and have established a best-practice ESG platform to support our growth.”

ENDS

Authorised for release by the Board of Weebit Nano Limited.

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About Weebit Nano Limited

Weebit Nano Ltd. is a leading developer and licensor of advanced semiconductor memory technology. The company’s ground-breaking Resistive RAM (ReRAM) addresses the growing need for significantly higher performance and lower power memory solutions in a range of new electronic products such as Internet of Things (IoT) devices, smartphones, robotics, autonomous vehicles, 5G communications and artificial intelligence.

Weebit’s ReRAM allows semiconductor memory elements to be significantly faster, less expensive, more reliable and more energy efficient than those using existing flash memory solutions. As it is based on fab-friendly materials, Weebit ReRAM can be integrated within existing flows and processes faster and easier than other emerging technologies, without requiring special equipment or large investments. See: www.weebit-nano.com

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ESG REPORT 2025

 **Weebitnano**
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Overview

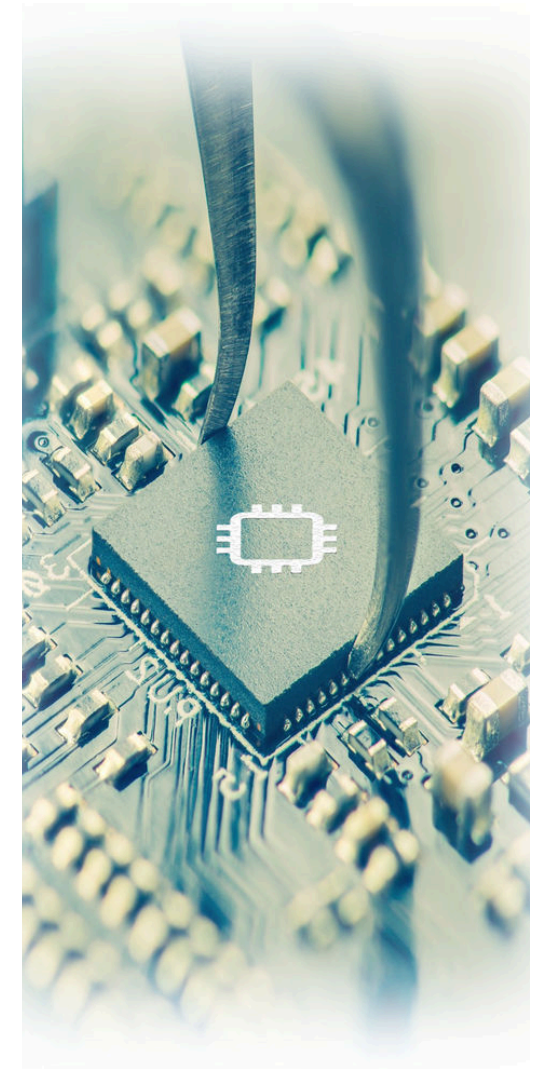
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About Us

Weebit Nano (**'Weebit'** or **'Company'**) is an Australian-listed (ASX: **WBT**), Israel and France based leading developer of advanced semiconductor memory technology. The Company was established in 2015 with a vision of creating a leap forward in memory technology that will drive the proliferation of intelligent devices. Such devices – from tiny Internet of Things (**IoT**) sensors to advanced Artificial Intelligence (**AI**) and automotive applications – have the potential to address some of the world's largest challenges.

Weebit's ground-breaking Resistive Random Access Memory (**ReRAM**), is a type of Non-Volatile Memory (**NVM**) technology. Our ReRAM delivers a combination of high performance, low power, and low cost that is not achievable by other NVMs.

Combining our leading technology with deep expertise and passion for innovation, our team is creating NVM technology that is poised to be the successor to flash memory.

Effective management of our Environmental, Social, and Governance (**ESG**) risks makes Weebit a stronger, more resilient business, and supports progress through alignment with our partners, investors, regulators and our team. We are pleased to present our inaugural ESG Report for 2025 which outlines our approach, progress, and commitment to date. As we grow, so does our commitment to sustainable business. We look forward to sharing this journey with you.

About this Report

This is WeeBit's inaugural Sustainability Report and covers the reporting period of Financial Year 2025 (**FY25**) being 1 July 2024 to 30 June 2025, unless stated otherwise. This report provides stakeholders with an accurate and transparent account of our efforts, impacts and achievements in relation to our material ESG topics.

This report builds on corporate and operational initiatives that position us as an ESG leader among our peers in the global semiconductor technology sector. The reporting boundary is our corporate and operational facilities and activities in Australia, Israel, and France.

This report has been developed with reference to the Global Reporting Initiative Sustainability Standards (**GRI**) and Sustainability Accounting Standards Board (**SASB**) Standards. Our sustainability reporting approach also incorporates the United Nations Sustainable Development Goals (**UN SDGs**) and the Australian Sustainability Reporting Standards AASB S2 Climate-related Disclosures (**AASB S2**).

At this point in time, WeeBit has not sought external assurance of this report or its components, however, we expect this to change as we continue to evolve and align with the requirements of regulators and sector-best practice reporting.

We believe in a continuous improvement approach to sustainability and ESG and invite feedback from stakeholders on our report, recommendations or overall ESG approach. Please forward any comments or ideas to info@wee-bit-nano.com.

Our Journey to Date

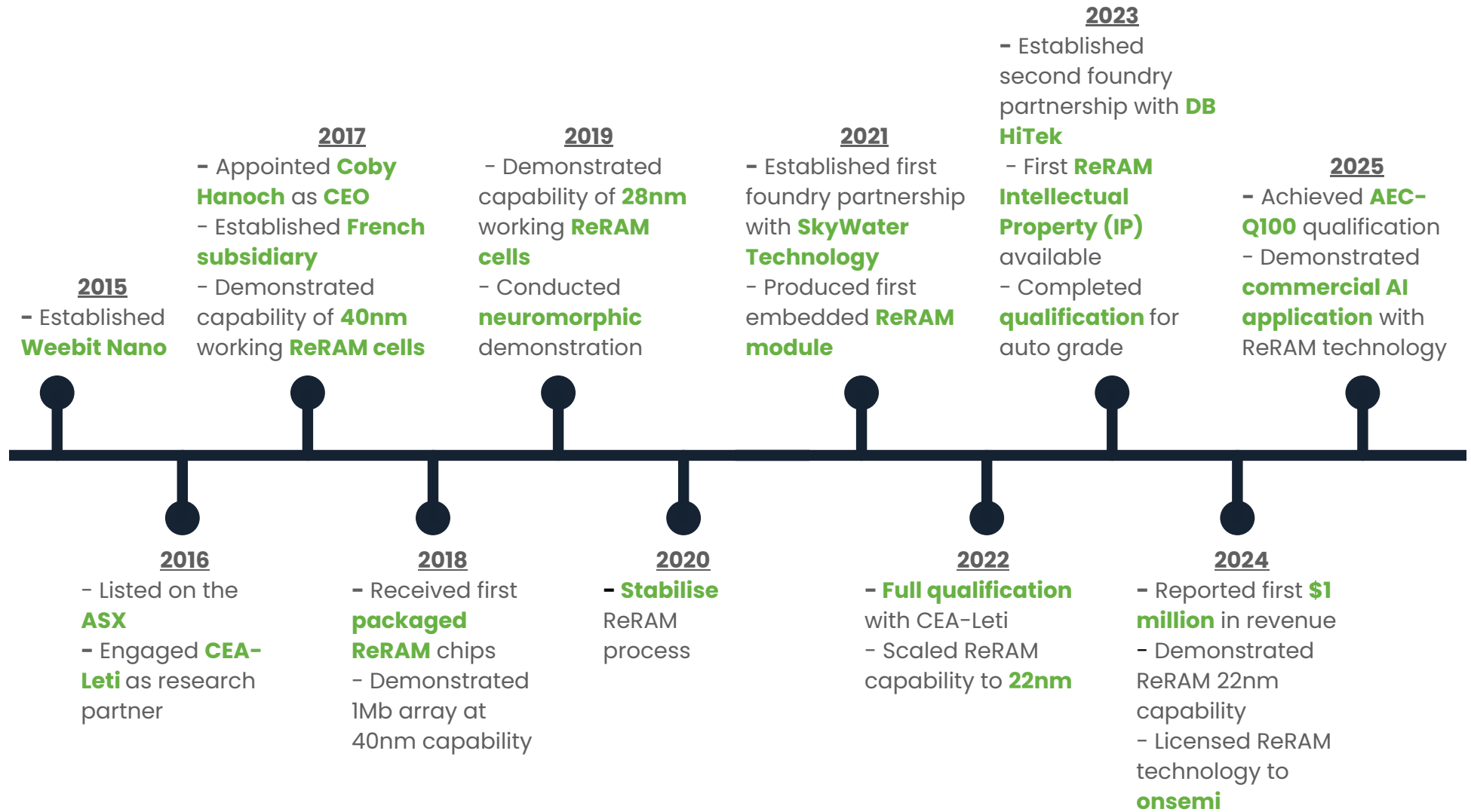


Figure 1: Weebit's 10-year journey

From our Chief Executive Officer

Dear Stakeholders,

On behalf of the Board and executive leadership team, I am pleased to present Weebit Nano's inaugural ESG report for FY25.

As Weebit Nano continues its global expansion in semiconductor and ReRAM innovation, our commitment to sustainable value creation remains strong. Our vision - to transform the global memory landscape through cutting-edge ReRAM technology - goes hand-in-hand with our responsibility to act ethically, reduce environmental impact, and foster a diverse and inclusive workplace.

We understand that meaningful innovation extends beyond technology; it includes the social and environmental impact of our operations. By embedding ESG into our business, we aim to deliver long-term value to all stakeholders and contribute to a more sustainable world.

Environmental Progress

Sustainability is integral to how our technology is developed. Our ReRAM technology does not use rare earth materials and consumes less energy than existing NVM solutions. This design leads to lower emissions, reduced complexity, and more efficient manufacturing.

In FY25, we assessed our greenhouse gas emissions across direct and indirect sources in Israel and France, establishing a baseline for future reduction strategies. We also evaluated our readiness for new Australian climate reporting regulations, positioning ourselves for transparent environmental disclosures.

From our Chief Executive Officer**Social Commitment**

Our people are central to our long-term success. We strive for a diverse, inclusive culture that empowers individuals from all backgrounds. We are proud of our strong female representation across the workforce, executive team, and Board - an outcome of inclusive hiring and retention practices in a historically male-dominated industry. We continue to promote a workplace culture where individuals from a variety of backgrounds feel respected, supported, and empowered to thrive.

Responsible Sourcing

We operate within a complex global supply chain spanning manufacturing, software tools, and subcontracting. We are committed to partnering only with suppliers who uphold our standards on labour rights and environmental responsibility. In FY25, we reviewed key suppliers for risks related to anti-slavery, fair labour, and governance, finding no material concerns. Most are multinationals with strong compliance frameworks.

Governance and Ethics

Our corporate governance rests on ethical conduct and transparent decision-making. We maintain strict oversight of data protection, business integrity, and legal compliance. In FY25, we reported no regulatory breaches or misconduct. Internal policies ensure employees and stakeholders can raise concerns, reinforcing our culture of accountability.

Sustainability governance is embedded at both executive and Board levels, ensuring ESG remains central to our strategic agenda and risk management.

From our Chief Executive Officer**Looking Ahead**

The year ahead will see Weebit Nano continue to expand our reach, partnerships, and influence within the global semiconductor industry. As we grow, so too does our responsibility to lead with integrity and care. Our roadmap for FY25 includes measuring broader environmental impacts, enhancing cybersecurity practices, and increasing ESG transparency.





ESG is not an add-on to our operations – it is a core pillar of the company we are building. We thank our shareholders, partners, and employees for their continued trust and support.






Coby Hanoch
CEO of **Weebit Nano**



Our Leadership

Board Member	Role	Experience
<p>David 'Dadi' Perimutter</p> 	<p>Chairman</p>	<p>Dadi has over 40 years of experience in the semiconductor industry, having held senior global positions, including former Executive Vice President and General Manager at Intel Architecture Group (IAG) and Chief Product Officer, of Intel Corporation. He is currently a member of the Board of Governors of the Technion – Israel Institute of Technology and chairs a number of non-profit organisations.</p>
<p>Dr Yoav Nissan-Cohen</p> 	<p>Non-Executive Director</p>	<p>Dr Nissan-Cohen received his PhD researching NVM, under the supervision of Prof Dov Frohman the inventor of the first NVM technology. His career spans over 40 years of scientific research, technology development, and executive management in the hi-tech industry. He is the founder of Tower Semiconductors, one of the top 10 foundries globally. Dr Nissan-Cohen is currently the chairman and CEO of Teracyte Analytics, a biotech startup.</p>
<p>Naomi Simson</p> 	<p>Non-Executive Director</p>	<p>Naomi had a corporate career in marketing with Apple, IBM, Ansett, and KPMG before founding RedBalloon, an online marketplace for experiences in 2001. In 2017, she co-founded Big Red Group offers wholesale services, platforms and technology to experienced operations and houses consumer brands. She sits on a number of boards including Australian Payments Plus, Colonial First State, Big Red Group, University of Melbourne Economics and Business Faculty and Cerebral Palsy Research Foundation.</p>
<p>Atiq Raza</p> 	<p>Non-Executive Director</p>	<p>Atiq is a highly respected veteran in the semiconductor industry, shaping its evolution. He was the Chairman and CEO of NexGen, which was later acquired by Advanced Micro Devices (NASDAQ: AMD), where he went on to serve as President, COO, and a member of the Board of Directors. Throughout his career, Atiq has held numerous leadership roles, including investor, chairman, and CEO across a range of semiconductor companies. He has also served on Boards of several prominent firms, including Mellanox, Matrix, and Solantro. Today, he continues to lend his expertise as a board member of eight companies, contributing to the growth and innovation of the global semiconductor sector.</p>

Our Leadership

Board Member	Role	Experience
<p>Anne Templeman-Jones</p> 	<p>Non-Executive Director</p>	<p>Anne brings over 35 years of distinguished experience in executive and board roles across a diverse range of industries, including banking, financial services, energy, and consumer goods, both in Australia and international. Her board appointments have included prominent organisations such as the Commonwealth Bank, Worley, and Blackmores Group. Anne draws on deep expertise in finance, audit, and risk management to deliver strong governance, strategic oversight, and valuable insights to the organisations she serves.</p>
<p>Ashley Krongold</p> 	<p>Non-Executive Director</p>	<p>Ashley is the CEO of Krongold Group that engages in various businesses globally including construction, property development, property investment, finance, technology, venture capital, and travel. His background in the Investment Banking and Accounting industry spans 15 years. Ashley currently serves on boards and is a director of various ASX-listed companies, communal charities, foundations, and organisations globally.</p>
<p>Jacob 'Coby' Hanoch</p> 	<p>CEO</p>	<p>Coby is the CEO of Weebit Nano and has 45 years of experience in the semiconductor and related industries, including engineering, engineering management, sales, and executive roles.</p>

Our Value Chain

As the NVM sector continues to evolve with diverse players developing specialised technologies for targeted applications, strong ESG management is becoming essential. ReRAM, a technology pioneered by both established semiconductor leaders and emerging innovators, faces unique ESG risks related to complex global supply chains, energy-intensive manufacturing, and the broader environmental impact of semiconductor production. The ReRAM value chain includes four key stages – Upstream, Midstream, Downstream, and End-of-Life – each representing key points of actual or potential impacts for Weebit (Figure 1).

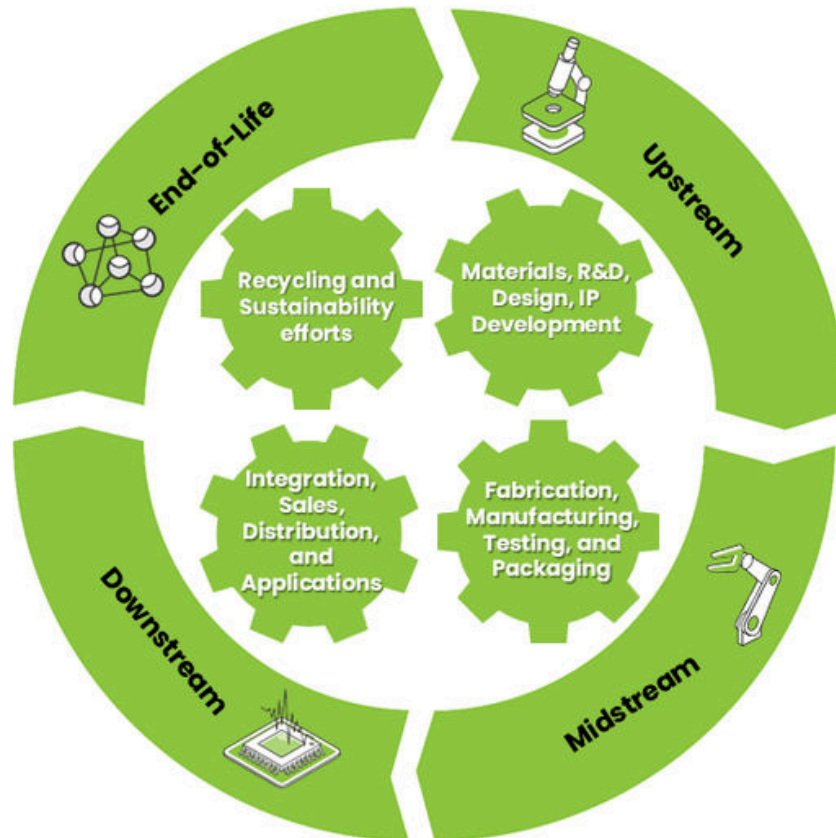
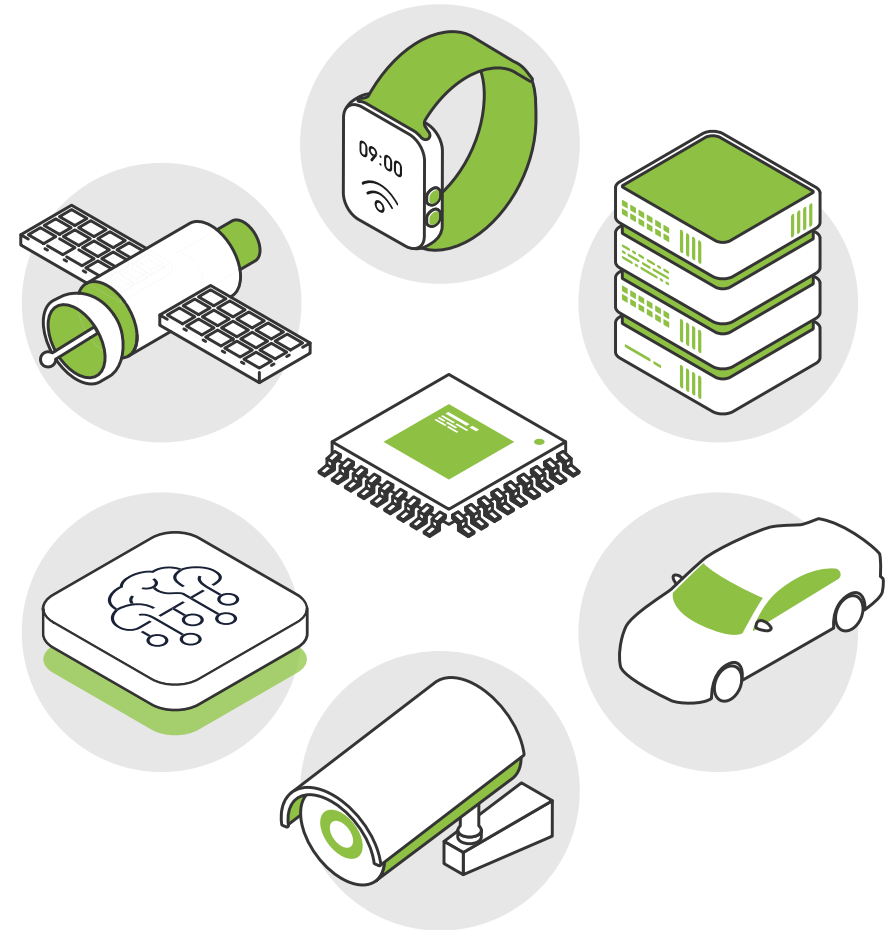


Figure 1: ReRAM Value Chain

Our Value Chain

WeeBit operates in the upstream stage, where the Company focuses on the research, design, and development of ReRAM intellectual property (IP) in close collaboration with our research partner, **CEA-Leti**. In the midstream phase, we work with our foundry and Integrated Device Manufacturer (IDM) partners, **SkyWater Technology**, **DB HiTek** and **onsemi** to fabricate, test, and manufacture wafers and chips integrated with WeeBit’s ReRAM technology. In the downstream stage, WeeBit looks to license its IP to product companies, enabling them to integrate ReRAM into their products. Some IDMs like onsemi also manufacture products. Finally, the end-of-life phase involves the responsible disposal or recycling of these products.



Understanding our Stakeholders

In December 2024, we engaged external sustainability consultants to conduct a materiality assessment and identify the sustainability factors most critical to Weebit’s long-term success.

To ensure alignment with stakeholder expectations, we reviewed ESG issues across key stakeholder groups – referencing the SASB sector-specific standards, regulatory developments in our operating jurisdictions, industry peers, investors, and participants across our value chain, including fabrication and product companies (**Figure 2**).

From this analysis, we identified and prioritised the ESG topics most relevant to Weebit’s success and stage of growth, which were then consolidated into six focus areas: **Workforce and Leadership Diversity, Responsible Supply Chain, Environmental Sustainability, Business Ethics and Governance, IP Protection and Cybersecurity, and Transparency and Disclosure**. These were validated by Weebit’s executive management team and will be reviewed annually to ensure ongoing relevance as our business evolves. Our approach to managing each focus area is outlined in the following section.

ESG Factors	Stakeholders				
	Investors	Peers	Regulators	Standard Setters	Value Chain
Environmental Impacts		■		■	■
Responsible Supply Chain		■		■	■
Transparency and Disclosure	■		■	■	
Diversity, Equity, and Inclusion	■	■		■	
Business Ethics and Governance	■				■
Climate-related Risks and Opportunities	■		■		
Health, Safety, and Wellbeing		■		■	
Energy Efficiency					■
Privacy and Cybersecurity					■
Product Circularity				■	

Figure 2: Key areas of interest broken down by stakeholder group

Our Sustainability Focus Areas

As a disruptor to the semiconductor memory industry, Weebit has been focused on creating NVM that is not only the best technical solution but one that is commercially viable. Our ReRAM technology is designed with sustainability and efficiency in mind, utilising standard, widely available materials commonly used in semiconductor fabrication, and deliberately avoiding the use of rare earth elements.

We are committed to continuing to do this in a way that effectively manages our environmental and social impacts resulting in a net benefit to the environment and society.

Workforce and Leadership Diversity.

Hiring the best people for the job while fostering a diverse workforce and leadership team that provides varied backgrounds, perspectives, and experiences.

At Weebit, we value the benefits that come from a diverse and inclusive workforce, it is not only a reflection of our core value of *diversity*, but also integral to building the best team to achieve our vision.

With the majority of our workforce based in Israel, a country known for its multi-ethnic society, our team naturally reflects a rich mix of ethnic backgrounds. We are proud to have 38% female representation on our Board and 33% at the executive management level. At the broader workforce level, over 30% of our team members are women, a notable achievement in the traditionally male-dominated semiconductor and NVM technology sector. While fostering diversity is a priority, hiring and retaining the right talent remains central to our success. Weebit is committed to cultivating a culture grounded in inclusion, dignity, and respect.



Our Sustainability Focus Areas

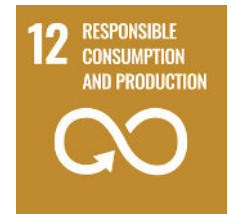
Responsible Supply Chain

Prioritising ethical sourcing, sustainability, and transparency across our supply chain

As a supplier to product companies who manufacture and distribute global consumer goods, Weebit places a high priority on ensuring that our operations and those within our value chain are free from modern slavery and corruption risks.

Weebit's supply chain comprises of three key supplier categories: Manufacturing, Electronic Design Automation (**EDA**) tools, and subcontractors (**Table 1**). Most of our suppliers are large, public, multinational corporations with well-established governance and reporting practices across their value chains. These corporations are also operating in countries that have strict regulations and laws on modern slavery and corruption. As a result, Weebit currently assesses the overall supply chain risk as low, however we remain vigilant.

A secure, transparent, and trusted supply chain is essential to Weebit's continued growth and global scale. We remain committed to conducting annual reviews of our suppliers, and we will proactively inform stakeholders if any concerns are identified.



Our Sustainability Focus Areas

Responsible Supply Chain

Table 1: Profile of Weebit's key suppliers

Supplier Type	Company	Company Description	Location
Manufacturing	CEA-Leti	Research institute for electronics and information technologies, owned by the French government.	Grenoble, France
	SkyWater Technology	Semiconductor engineering and fabrication foundry	Minnesota, United States of America
EDA Tools	Cadence	EDA company that supplies tools and services to the semiconductor design and manufacturing industry	California, United States of America
	Synopsys		
	Siemens (Mentor)		Munich, Germany
Subcontractors	Private Companies	Support Weebit Nano in design work	Israel and France

Our Sustainability Focus Areas

Environmental Sustainability

Responsibly addressing the environmental impacts that occur throughout our value chain



Weebit recognises its responsibility to manage both the environmental impacts of our operations and that of the products that feature our technology.

Weebit's ReRAM technology is inherently sustainable, featuring a simplified manufacturing process that consumes less energy than conventional memory technologies and eliminates the need for rare earth materials. This reduces environmental impact, lowers raw material dependency and provides a superior alternative in the semiconductor industry^[1]. Weebit's ReRAM minimises contamination risks and does not require dedicated clean room environments, which are typically energy-intensive and costly due to vacuum systems, specialised tooling, and complex cleaning and wafer handling protocols. By removing these requirements, ReRAM not only lowers production costs but also reduces equipment wear, waste generation, and recycling challenges, making it a more environmentally and economically viable solution^[2].



[1] [Weebit ReRAM: NVM that's better for the planet](#)

[2] [Weebit Nano: Living in a \(Semiconductor\) Material World](#)

Our Sustainability Focus Areas

Environmental Sustainability

This year, we also established our FY24 Scope 1 and 2 emissions baseline, using an operational control consolidation approach. This includes emissions from fuel used in a company-leased vehicle (**Scope 1**) and electricity consumed across our Israeli and French offices (**Scope 2**). Notably, nearly 100% of our emissions profile stems from our electricity use, primarily in Israel (**Table 2**).

This process has enabled us to better understand our energy mix, which is currently sourced from natural gas-based electricity, a lower-emissions option in comparison to coal-generated electricity. We are now working with our building manager in Israel to explore a transition to zero-emissions electricity.

We remain committed to measuring, managing, and reducing our greenhouse gas emissions while aligning with global climate expectations and supporting a low-carbon future.

Table 2: Weebit's FY24 Scope 1 and 2 GHG emissions

Scope	Emissions (tCO ₂ -e)
1	0.12
2	53.18
Total	53.30



Our Sustainability Focus Areas

Environmental Sustainability

<p>Governance</p> <ul style="list-style-type: none"> • Define and articulate the roles, responsibilities, and rhythms for the Board and management for the oversight and management of climate-related risks and opportunities. • Update relevant policies and documentation. 	<p>Strategy</p> <ul style="list-style-type: none"> • Identify all relevant physical and transitionational climate-related risks and opportunities for WBT over the short, medium, and long term. • Consider the impact of climate-related risks and opportunities on WBT using scenario analysis.
<p>Risk Management</p> <ul style="list-style-type: none"> • Clearly define the identification and assessment process in relation to climate-related risks and opportunities. 	<p>Metrics and Targets</p> <ul style="list-style-type: none"> • Continue measurement and reporting of Scope 1 & 2 emissions in line with the GHG Protocol. • Define the material Scope 3 emissions categories and review data availability and quality.

Figure 3: FY26 AASB S2 Compliance Roadmap Actions

As an Australian-listed company, Weebit is subject to Australia’s evolving climate disclosure landscape. The AASB S2, which came into effect on 1st January 2025, introduces mandatory reporting requirements for Australian entities that is being phased in based on company size and financial thresholds.

With our growth expected to continue, Weebit has voluntarily adopted the AASB S2 into its reporting framework and proactively prepared for compliance. We engaged Automic ESG, a leading Australian ESG and climate advisory firm, to conduct a gap analysis against AASB S2 reporting requirements. Based on the findings, we have developed an AASB S2 Compliance Roadmap (**Figure 3**) that outlines the actions we will take in FY26 to ensure timely, effective, and compliant reporting.

Our Sustainability Focus Areas

Business Ethics and Governance

Promoting responsible AI, anti-corruption practices, and strong regulatory adherence.



As an ASX-listed company, Weebit operates within a robust compliance framework governed by the ASX Listing Rules and the Corporations Act 2001. In addition, our presence in Israel and France subjects us to stringent international regulatory requirements, further minimising corruption risks and reinforcing our strong compliance culture.

his committment to governance enhances trust with our stakeholders and strengthens our ability to secure partnerships with FABs and product companies globally.

Weebit is guided by a clear set of core values that drive our growth, employee engagmenet, and customer satisfaction. These values - **Creativity, Innovation, Customer Commitment, Quality, Diversity, Transparency, Honesty, and Integrity** - are embedded in all aspects of our operations.



Our Sustainability Focus Areas

Business Ethics and Governance

Promoting responsible AI, anti-corruption practices, and strong regulatory adherence.

Our governance is supported by a comprehensive suite of policies and Board-approved charters, which are regularly reviewed to ensure alignment with evolving best practices. These include:

- Anti-bribery and Corruption Policy
- Board Charter
- Continuous Disclosure Policy
- Constitution
- Corporate Code of Conduct
- Diversity and Inclusion Policy
- Finance, Audit, and Risk Committee Charter
- Governance Committee Charter
- Remuneration Committee Charter
- Risk Management Policy
- Securities Trading Policy
- Shareholder Communications
- Strategy and Technology Committee Charter
- Whistleblower Policy



We remain steadfast in our commitment to best-practice corporate governance as we scale.



Our Sustainability Focus Areas

IP Protection and Cybersecurity

Ensuring secure, resilient, and responsible management of our digital assets.

Weebit’s core business model relies on licensing its proprietary IP to foundries and product companies, with revenue driven by royalty streams. Given the critical importance of our IP, maintaining robust security measures is essential.

To safeguard our valuable assets, Weebit actively registers for patents and provides quarterly updates to stakeholders on our patents. To-date, Weebit has filed more than 80 patent applications. Another approach the Company employes is researching how difficult it is to detect when another company infringes on our IP. If identifying such infringements is deemed challenging, Weebit prefers to keep the IP as internal company know-how rather than filing for a patent, as in this situation, patenting could increase the risk of our IP being copied.

In FY25, we engaged Cydero, an Israeli-based leading cybersecurity partner to strengthen Weebit’s cybersecurity. An initial vulnerability assessment of Weebit’s internal systems, website, Office365 processes, and firewall has shown no major weakness and risks. We also have an action plan that it will execute to continuously strengthen our cybersecurity practices (**Figure 4**).

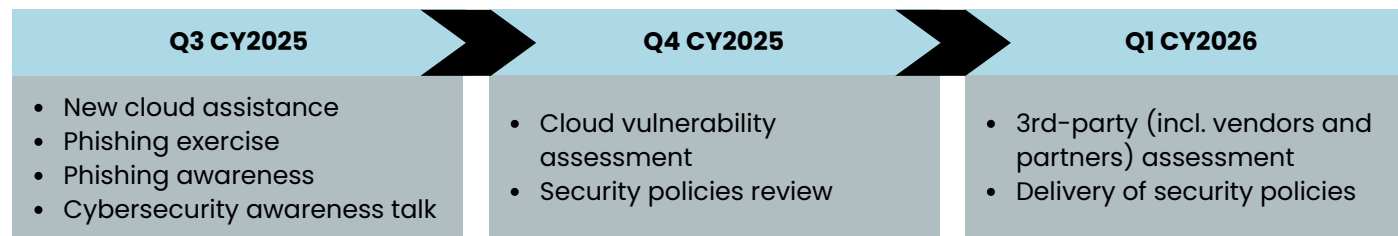


Figure 4: Weebit’s cybersecurity action plan

Our Sustainability Focus Areas

Transparency and Disclosure

Best-practice corporate, ESG reporting, and risk disclosures.

As an ASX-listed company, Weebit adheres to the ASX Listing Rules, which require quarterly, half-yearly, and annual financial reporting, however our commitment to transparency and disclosure goes beyond regulatory compliance.

We believe that regular, open communication is essential to building and maintaining stakeholder trust. This reflects one of Weebit's core values: Transparency, Honesty, and Integrity.

In addition to frequent disclosures, we host quarterly "Meet the CEO" webcasts where our CEO, Coby Hanoch, provides timely updates and insights for stakeholders. With a strong investor base in Australia, our CEO also travels to Australia three to four times a year to engage directly with investors through in-person public presentations.

In FY25, we are proud to have released 18 ASX announcements, media releases, and investor presentations, reinforcing our dedication to keeping stakeholders informed and engaged.

Together these initiatives demonstrate Weebit's proactive approach to governance and investor relations. By fostering transparency and maintaining consistent dialogue with our stakeholders, we aim to build lasting confidence in our business strategy, performance, and long-term vision. As Weebit continues to grow, we remain committed to enhancing our communications and disclosures practices to reflect evolving expectations and support informed decision making for our stakeholders.



FY24 ESG Scorecard

Material Topic	Standard	Disclosure	Metric	FY24 ESG Performance
Workforce and Leadership Diversity	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Percentage of individuals within WBT's governance bodies broken down by gender	Female: 29% Male: 71%
			Percentage of individuals within WBT's governance bodies broken down by age group	50 - 70 years old: 78% > 70 years old: 22%
			Percentage of individuals within WBT's employees broken down by gender	Female: 30.5% Male: 69.5%
			Percentage of individuals within WBT's governance bodies broken down by age group	< 35 years old: 26% 35 - 50 years old: 32% 50 - 70 years old: 42%
	SASB Standards: Software and IT Services	Recruiting and managing a global, diverse, and skilled workforce	Percentage of WBT's employees that require a work visa	2%

FY24 ESG Scorecard

Material Topic	Standard	Disclosure	Metric	FY24 ESG Performance
Responsible Supply Chain	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Number of operations and suppliers considered to have significant risk for incidents of child labor and young workers exposed to hazardous work	0
	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of child labor	Number of operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	0
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Percentage of new suppliers that were screened using environmental criteria	0
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Percentage of new suppliers that were screened using social criteria	0
Environmental Sustainability	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Total fuel and electricity consumption	232.74 GJ

FY24 ESG Scorecard

Material Topic	Standard	Disclosure	Metric	FY24 ESG Performance
Environmental Sustainability	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Electricity consumption in kWh	64,173.73 kWh
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Scope 1 emissions	0.12 tCO ₂ -e
		305-2 Energy Indirect (Scope 2) GHG emissions	Scope 2 emissions	53.18 tCO ₂ -e
		305-4 GHG emissions intensity	Emissions intensity by FTE	1.21 tCO ₂ -e/FTE
Business Ethics and Governance	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that WBT's anti-corruption policies have been communicated to	44 (100%)

FY24 ESG Scorecard

Material Topic	Standard	Disclosure	Metric	FY24 ESG Performance
Business Ethics and Governance	GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruptions and actions	Total number and nature of confirmed incidents of corruption	0
	GRI 2: General Disclosures 2021	2-15 Communication of critical concerns	Describe whether and how critical concerns are communicated to the highest governance body	<u>Whistleblower Policy</u>
			Report the number and the nature of critical concerns that were communicated to the highest governance body	0
		2-26 Mechanism for seeking advice and raising concerns	Describe the mechanism for individuals to seek advice on implementing the organization's policies and practices	<u>Whistleblower Policy</u>
			Describe the mechanisms for individuals to raise concerns about the organisation's business conduct	<u>Whistleblower Policy</u>

FY24 ESG Scorecard

Material Topic	Standard	Disclosure	Metric	FY24 ESG Performance
Business Ethics and Governance	GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Total number of significant instances of non-compliance with laws and regulations	0
Data Privacy and Security	SASB Standards: Software & IT Services	Data security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Data Privacy and Security
Transparency and Disclosure	GRI 2: General Disclosure 2021	2-6 Activities, value chain and other business relationships	Report the sector(s) in which it is active in	Our Value Chain
			Describe its value, including activities, products, services, and markets served	About Us
		2-29 Approach to stakeholder engagement	Describe its approach to engaging with stakeholders	Transparency and Disclosure



Weebitnano

THE NEXT NVM IS HERE



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