



# STEADY THROUGH UNCERTAINTY

## SUSTAINABILITY REPORT 2025



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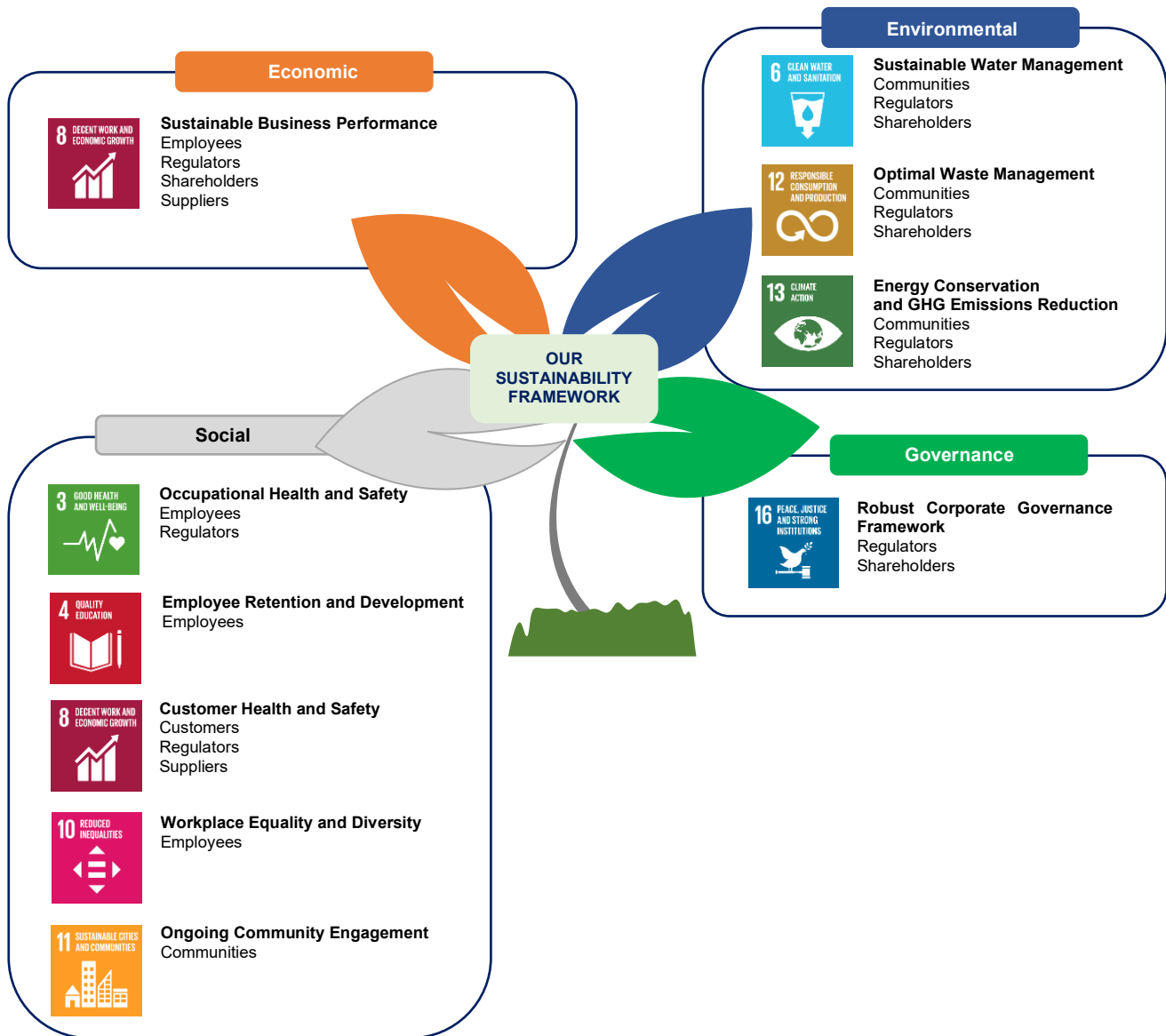
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# BOARD STATEMENT

Suntar Eco-City Limited (“**Suntar**” or the “**Company**”) together with its subsidiaries (collectively as the “**Group**” or “**We**”) reaffirm our commitment to sustainability with the publication of this sustainability report (“**Report**”). For this Report, we provide insights into the way we conduct business, while taking into account our material sustainability factors under the sustainability pillars of economic, environmental, social and governance (collectively as “**Sustainability Factors**”), and to provide readers with an accurate and meaningful overview on how we manage our sustainability issues.

The Board considered the Group’s sustainability issues as part of its strategic formulation and business strategies, determined the material Sustainability Factors and overseen the management and monitoring of the material Sustainability Factors.

This Report communicates our support towards the United Nations’ Sustainable Development Goals (“**SDGs**”). As we collaborate closely with our stakeholders throughout the value chain, their inputs serve as the compass directing our sustainability initiatives towards prioritising our material Sustainability Factors. Below shows the interaction between our sustainability framework, material Sustainability Factors, stakeholders and the SDGs:



# SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our material sustainability performance by financial year (“FY”) is as follows:

Sustainability Pillar	Sustainability Metric	Sustainability Performance	
		FY2025	FY2024
<b>Economic</b>	Economic value generated <sup>1</sup> (RMB million)	6.64	19.48 <sup>2</sup>
	Operating costs <sup>3</sup> (RMB million)	8.32	12.54
	Employee benefits paid to employees (RMB million)	0.50	0.48 <sup>2</sup>
	Tax to governments (RMB million)	0.13	0.11
<b>Environmental</b>	Water consumption intensity <sup>4</sup> (Megalitres (“ML”)/ production volume (bottle))	<0.001	<0.001 <sup>14</sup>
	Waste generated intensity (tonnes/ revenue RMB'000)	<0.001	<0.001
	Aggregated absolute greenhouse gas (“GHG”) emissions (Scope 1 and 2) (tonnes CO <sub>2</sub> e)	38	34
	Direct GHG emissions (Scope 1) intensity <sup>5</sup> (tonnes CO <sub>2</sub> e/ revenue RMB'000)	0.002	0.002
	Indirect GHG emissions (Scope 2) intensity <sup>6</sup> (tonnes CO <sub>2</sub> e/ revenue RMB'000)	0.011	0.011
<b>Social</b>	Number of workplace fatalities	-	-
	Number of high consequence work-related injuries <sup>7</sup>	-	-
	Number of recordable work-related injuries	-	-
	Number of recordable work-related ill health cases <sup>8</sup>	-	-
	Turnover rate (%)	-	13
	Average training hours per employee	36	40
	Number of incidents of unlawful discrimination against employees <sup>9</sup>	-	-
<b>Governance</b>	Number of incidents of serious offences <sup>10</sup>	-	-
	Number of incidents of non-compliance with any applicable laws and regulations <sup>11</sup> that resulted in significant fines or non-monetary sanctions	-	-

<sup>1</sup> Economic value generated includes revenue, other operating income and share of results of associates, net of government subsidy.

<sup>2</sup> Figure has been restated as a correction.

<sup>3</sup> Operating costs include cost of sales, general and administrative expenses, distribution and selling expenses, other operating expenses, net of depreciation of right-of-use asset and property, plant and equipment, and employee-related costs.

<sup>4</sup> Water consumption intensity is calculated based on water consumption and the associated production volume in the bottled water business, which accounts for most of the total water use.

<sup>5</sup> Scope 1 GHG emissions are primarily generated by the bottled water business. Accordingly, the intensity of direct GHG emissions (Scope 1) is calculated based on the associated petrol consumption and revenue of this business. The direct GHG emissions from consumption of petrol controlled by a reporting entity (Scope 1) are calculated based on the 2006 Intergovernmental Panel on Climate Change Guidelines for National Greenhouse Gas Inventories.

<sup>6</sup> Scope 2 GHG emissions are primarily generated by the property development business and the bottled water business. Accordingly, the intensity of indirect GHG emissions (Scope 2) is calculated based on the associated electricity consumption and revenue of these businesses. The indirect GHG emissions from electricity purchased by a reporting entity (Scope 2) are calculated using the location-based methods based on the GHG emissions factors published by the relevant local authorities.

<sup>7</sup> 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.

<sup>8</sup> A work-related ill health case refers to one with negative impacts on health arising from exposure to hazards at work.

<sup>9</sup> An incident of unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

<sup>10</sup> A serious offence is defined as one that involves fraud or dishonesty with an amount not less than SGD 100,000 (equivalent to approximately RMB 500,000) and that 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 of the company.

<sup>11</sup> Excluding incidents involving fraud or dishonesty.

# ABOUT THIS REPORT

## Reporting Framework

This Report is prepared in accordance with Rules 711A and 711B of the Listing Manual Section B: Rules of Mainboard of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”). This Report is also prepared in accordance with 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 out our sustainability efforts in accordance with the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member 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 core are the 17 SDGs, which form an urgent call for action by all countries. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

Our climate-related disclosures are produced 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 Singapore Exchange Regulation in aligning our reporting of climate-related disclosures in accordance with ISSB Standards.

Internal reviews on the sustainability reporting 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.

## Reporting Period and Scope

This Report covers the consolidated entities, as disclosed in our audited financial statements, for the FY from 1 January 2025 to 31 December 2025 (“**FY2025**” or “**Reporting Period**”), excluding associates.

## Contact Us

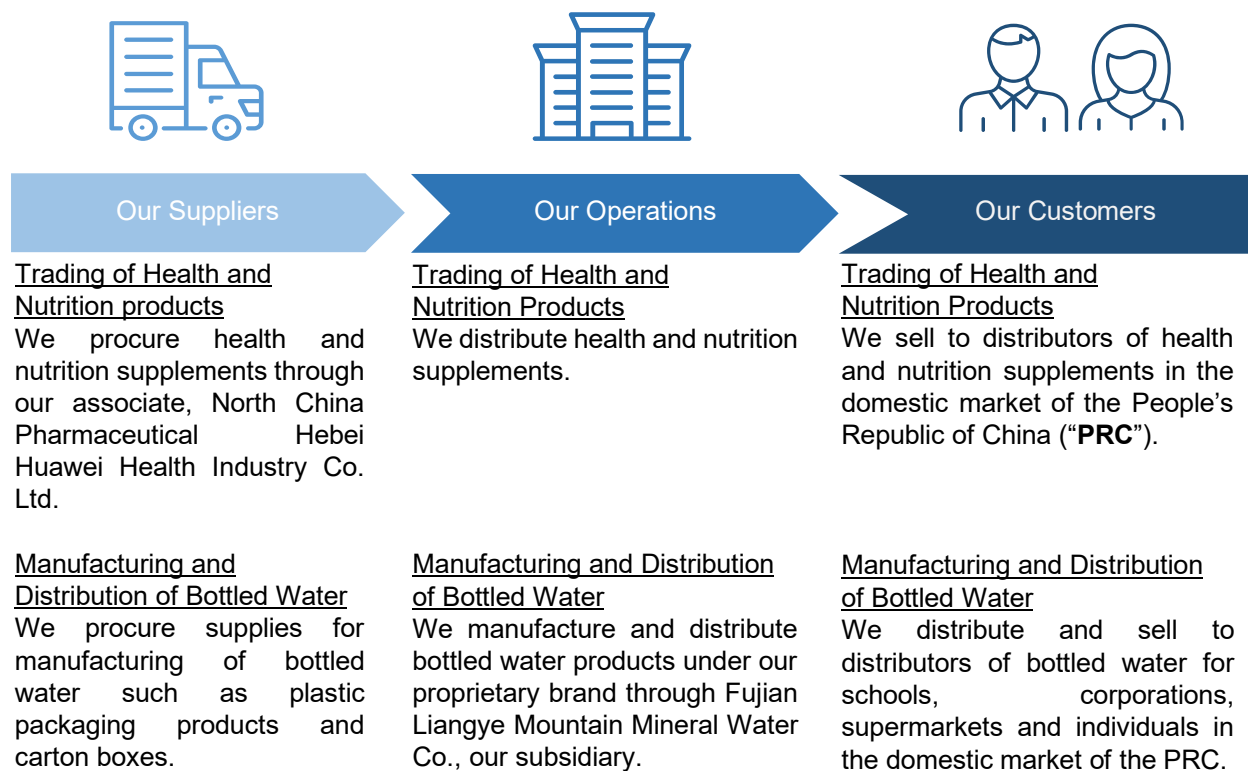
All questions, comments and feedback related to this Report are highly appreciated. Please contact us at [contactsg@suntar.com](mailto:contactsg@suntar.com).

## OUR CORE BUSINESS

An overview of our Core Business is presented as follows:

### Health and Nutrition

The supply chain of our health and nutrition segment is detailed as follows:



### Property Development

The supply chain of our property development segment is detailed as follows:



## STAKEHOLDER ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders. They include entities or individuals that have an interest that is affected or could be affected by our activities.

We performed a stakeholder mapping exercise and identified our key stakeholder groups which we prioritise our engagements with. These key stakeholders include communities, customers, employees, government and regulators (“**Regulators**”), investors and shareholders (“**Shareholders**”) and suppliers and service providers (“**Suppliers**”).

The concerns of key stakeholders are considered when formulating corporate strategies. We adopt both formal and informal channels of communication to understand the needs of our key stakeholders and incorporate them in our corporate strategies to achieve mutually beneficial relationships.

The table below sets out how we engage our key stakeholders:

S/N	Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
1	Communities	Community campaigns	Ongoing	<ul style="list-style-type: none"> <li>▪ Corporate social responsibilities</li> <li>▪ Environmental stewardship</li> </ul>
		Sustainability report	Annually	
2	Customers	<ul style="list-style-type: none"> <li>▪ Customer meetings</li> <li>▪ Customer feedback</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Customer service</li> <li>▪ Market presence</li> </ul>
3	Employees	<ul style="list-style-type: none"> <li>▪ Employee and management meetings</li> <li>▪ Internal memos</li> <li>▪ Training</li> <li>▪ Performance review</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Career development and training opportunities</li> <li>▪ Equal employment opportunities</li> <li>▪ Job security</li> <li>▪ Remuneration and employee benefits</li> <li>▪ Workplace health and safety</li> </ul>
4	Regulators	<ul style="list-style-type: none"> <li>▪ Government meetings</li> <li>▪ On-site visits</li> <li>▪ Letters</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Corporate governance</li> <li>▪ Compliance with laws and regulations</li> <li>▪ Compliance and timely tax payments</li> <li>▪ Environmental stewardship</li> </ul>
5	Shareholders	<ul style="list-style-type: none"> <li>▪ Annual reports</li> <li>▪ Annual general meeting</li> <li>▪ Sustainability report</li> </ul>	Annually	<ul style="list-style-type: none"> <li>▪ Corporate governance</li> <li>▪ Environmental stewardship</li> <li>▪ Market valuation</li> <li>▪ Sustainable business performance</li> </ul>
		Results announcements	Half-yearly	
		<ul style="list-style-type: none"> <li>▪ SGX Announcements</li> <li>▪ Investor relations emails</li> <li>▪ Corporate website</li> </ul>	Ongoing	
6	Suppliers	<ul style="list-style-type: none"> <li>▪ Supplier feedback</li> <li>▪ On-site visits</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Ability to distribute products</li> <li>▪ Fair trading terms</li> <li>▪ Order volatility</li> <li>▪ Punctual payments</li> </ul>

# POLICY, PRACTICE AND PERFORMANCE REPORTING

In line with our commitment to sustainability, we established a sustainability reporting policy (“**SR Policy**”) that outlines our sustainability strategies, 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 Reporting Structure

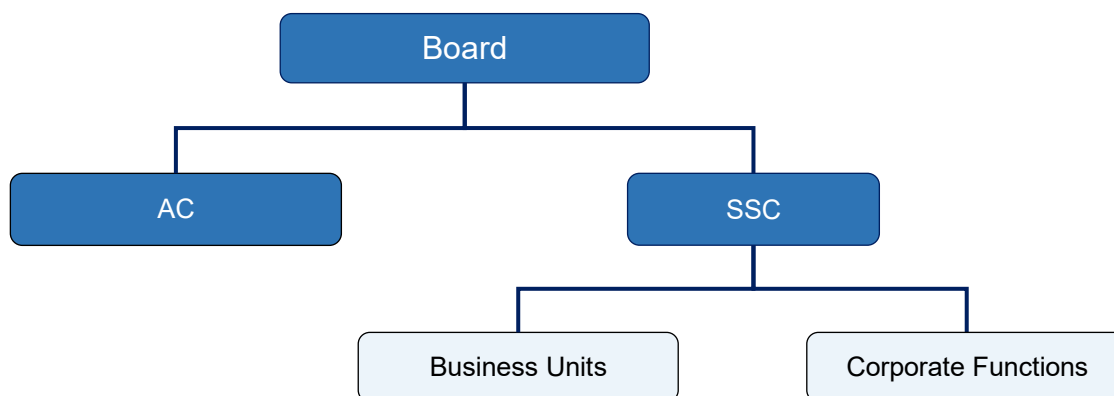
The Board is ultimately responsible for overseeing the Group’s sustainability matters and is primarily supported by an executive level Sustainability Steering Committee (“**SSC**”) by virtue of delegation. As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of listing rule 720 (7) of SGX-ST, we confirm that all five (5) directors or 100% of our directors attended one of the sustainability training courses approved by Singapore Exchange Regulation.

The SSC is led by our Executive Director cum Finance Director cum Chief Sustainability Officer (“**ED**”) and supported by the Chief Operating Officer (“**COO**”) and selected employees from key business units and corporate functions on specific sustainability matters under its terms of reference.

Beside the SSC, the Board is supported by the Audit Committee (“**AC**”) on specific sustainability matters under its terms of reference. As we continue to refine our sustainability related sustainability metric measuring and tracking mechanisms, we plan to link key executives’ remuneration to sustainability performance once the mechanisms are more mature and stable.

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

### Sustainability Governance Structure



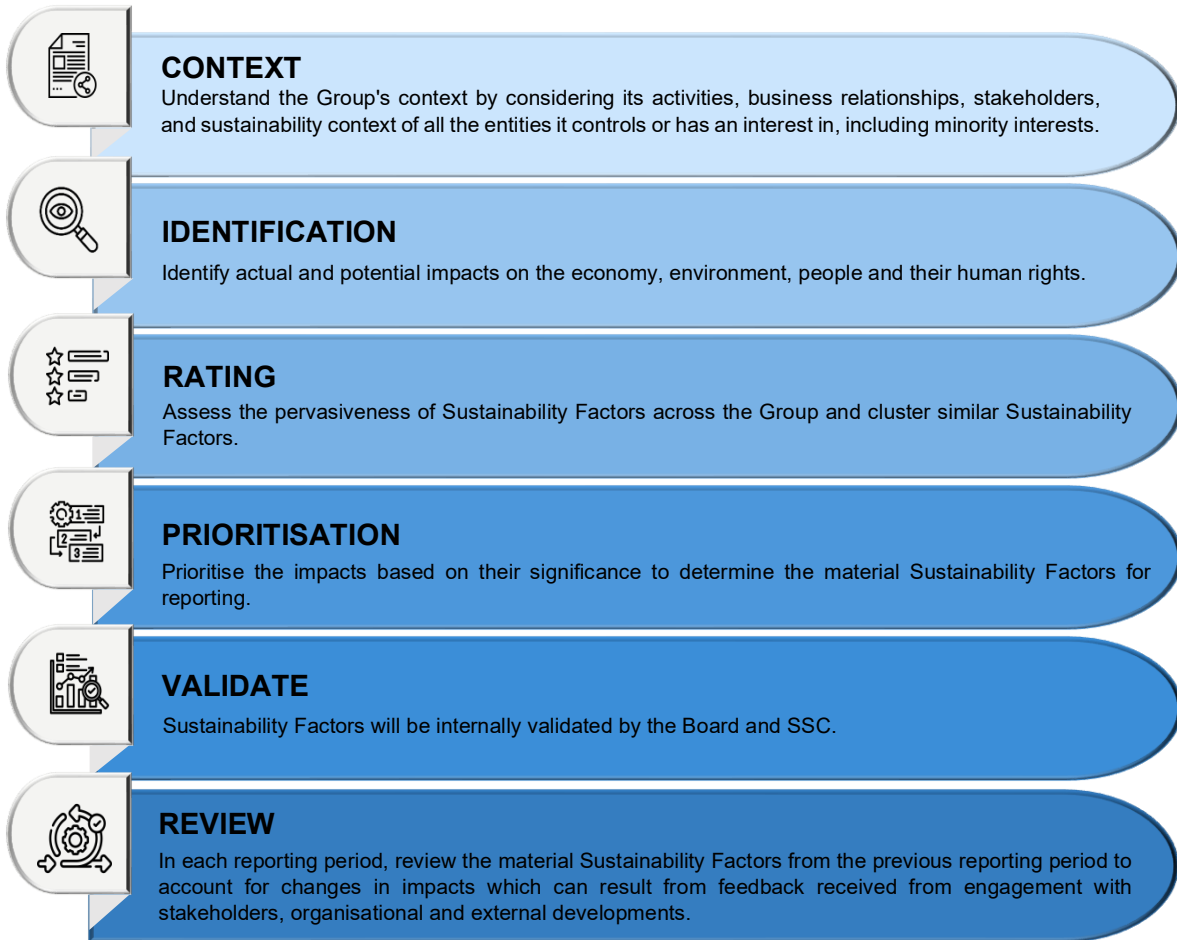
### Terms of Reference of Component Parties

Component Party	Member	Term of Reference
<b>Board</b>	Board members	<ul style="list-style-type: none"> <li>▪ Determine material Sustainability Factors of the Group</li> <li>▪ Review and approve sustainability strategy, policies and targets</li> <li>▪ Review and approve sustainability reports (including materiality assessment process and outcome)</li> <li>▪ Monitor implementation of sustainability strategy, policies and performance against targets</li> <li>▪ Oversee the identification and evaluation of climate-related risks and opportunities</li> <li>▪ Oversee the integration of sustainability and climate-related risks and opportunities within the Group's enterprise risk management ("ERM") framework</li> <li>▪ Evaluate the composition and competencies of the SSC of support effective oversight of sustainability strategy, with consideration of climate-related risks and opportunities</li> </ul>
<b>AC</b>	AC members	<ul style="list-style-type: none"> <li>▪ Review the adequacy and effectiveness of the Group's internal controls and risk management systems</li> <li>▪ Oversee the conduct of assurance activities pertaining to the Group's sustainability reporting processes</li> </ul>
<b>SSC</b>	<ul style="list-style-type: none"> <li>▪ ED</li> <li>▪ COO</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop sustainability strategy and policies and management plans, as well as recommend revisions to the Board</li> <li>▪ Ensure that the implementation of sustainability strategy is aligned across business segments and geographical locations</li> <li>▪ Evaluate overall sustainability risks and opportunities, with a focus on climate-related issues</li> <li>▪ Track and monitor sustainability related regulatory requirements</li> <li>▪ Perform materiality assessment to identify and prioritise material Sustainability Factors</li> <li>▪ Align the Group's practices at the operational level with the organisation-wide sustainability agenda and strategy</li> <li>▪ Monitor sustainability activities and performance against targets</li> <li>▪ Consolidate sustainability metrics to track sustainability impact on a Group basis and for reporting purposes</li> <li>▪ Prepare and review sustainability reports prior to its approval by Board</li> </ul>
<b>Business Units/ Corporate Functions</b>	Employees from Business Units and Corporate Functions designated to support the work of the SSC	<ul style="list-style-type: none"> <li>▪ Align practices at the operational level with the Group's agenda and sustainability strategy</li> <li>▪ Collect and compile sustainability data to track sustainability impact</li> </ul>

## Sustainability Reporting Processes

Under our SR Policy, the sustainability reporting 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 as shown in the figure below:



## Materiality Assessment

We constantly refine our management approach to adapt to the changing business landscape. The Group's SSC performs an annual materiality assessment to ensure that the material sustainability factors disclosed in our sustainability reports remain 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.

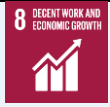









## Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying relevant sustainability metrics, monitoring and measuring them. 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.

## MATERIAL SUSTAINABILITY FACTORS

In FY2025, a materiality assessment was performed by the SSC to update the material Sustainability Factors, and this was followed by a stakeholder engagement session<sup>12</sup> 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 are the results showing how our material Sustainability Factors relate to these SDGs:

S/N	Material Sustainability Factor	SDG	Stakeholder	Our Effort
<b>Economic</b>				
1	Sustainable Business Performance		<ul style="list-style-type: none"> <li>Employees</li> <li>Regulators</li> <li>Shareholders</li> <li>Suppliers</li> </ul>	We contribute to economic growth through creating long-term value for our Shareholders.
<b>Environmental</b>				
2	Sustainable Water Management		<ul style="list-style-type: none"> <li>Communities</li> <li>Regulators</li> <li>Shareholders</li> </ul>	We adopt responsible and sustainable water management practises for our office use and bottled water production.
3	Optimal Waste Management		<ul style="list-style-type: none"> <li>Communities</li> <li>Regulators</li> <li>Shareholders</li> </ul>	We adopt eco-friendly practices such as reducing paper waste through the adoption of technological tools and minimise unnecessary waste disposal through recycling efforts.
4	Energy Conservation and GHG Emissions Reduction		<ul style="list-style-type: none"> <li>Communities</li> <li>Regulators</li> <li>Shareholders</li> </ul>	We implement practices to reduce energy consumption, improve efficiency and lower GHG emissions for our business operations.
<b>Social</b>				
5	Occupational Health and Safety		<ul style="list-style-type: none"> <li>Employees</li> <li>Regulators</li> </ul>	We implement measures to ensure a safe working environment for our employees.
6	Employee Retention and Development		Employees	We offer professional development opportunities and recognise employees' achievements to build employees' loyalty and career advancement.
7	Customer Health and Safety		<ul style="list-style-type: none"> <li>Customers</li> <li>Regulators</li> <li>Suppliers</li> </ul>	We prioritise product quality standards and adhere strictly to safety regulations to ensure our products are safe and meet the needs of our customers.
8	Workplace Equality and Diversity		Employees	We foster an inclusive culture that respect individuals of different backgrounds.
9	Ongoing Community Engagement		Communities	We contribute to community projects to create a positive impact in the communities where we operate
<b>Governance</b>				
10	Robust Corporate Governance Framework		<ul style="list-style-type: none"> <li>Regulators</li> <li>Shareholders</li> </ul>	We ensure that business practices align with legal standards and ethical principles.

<sup>12</sup> The Company distributed an online survey to both its internal and external stakeholders of customers and employees to gather perspectives on the most important sustainability factors for the business to prioritise.

We review the material Sustainability Factors on an annual basis to reflect changes in business operations, the environment, stakeholders' feedback and sustainability trends. For FY2025, pursuant to the review, there are no changes to the material Sustainability Factors identified from FY2024.

The details of each material Sustainability Factor are presented as follows:

## ECONOMIC

### Sustainable Business Performance

#### Commitment

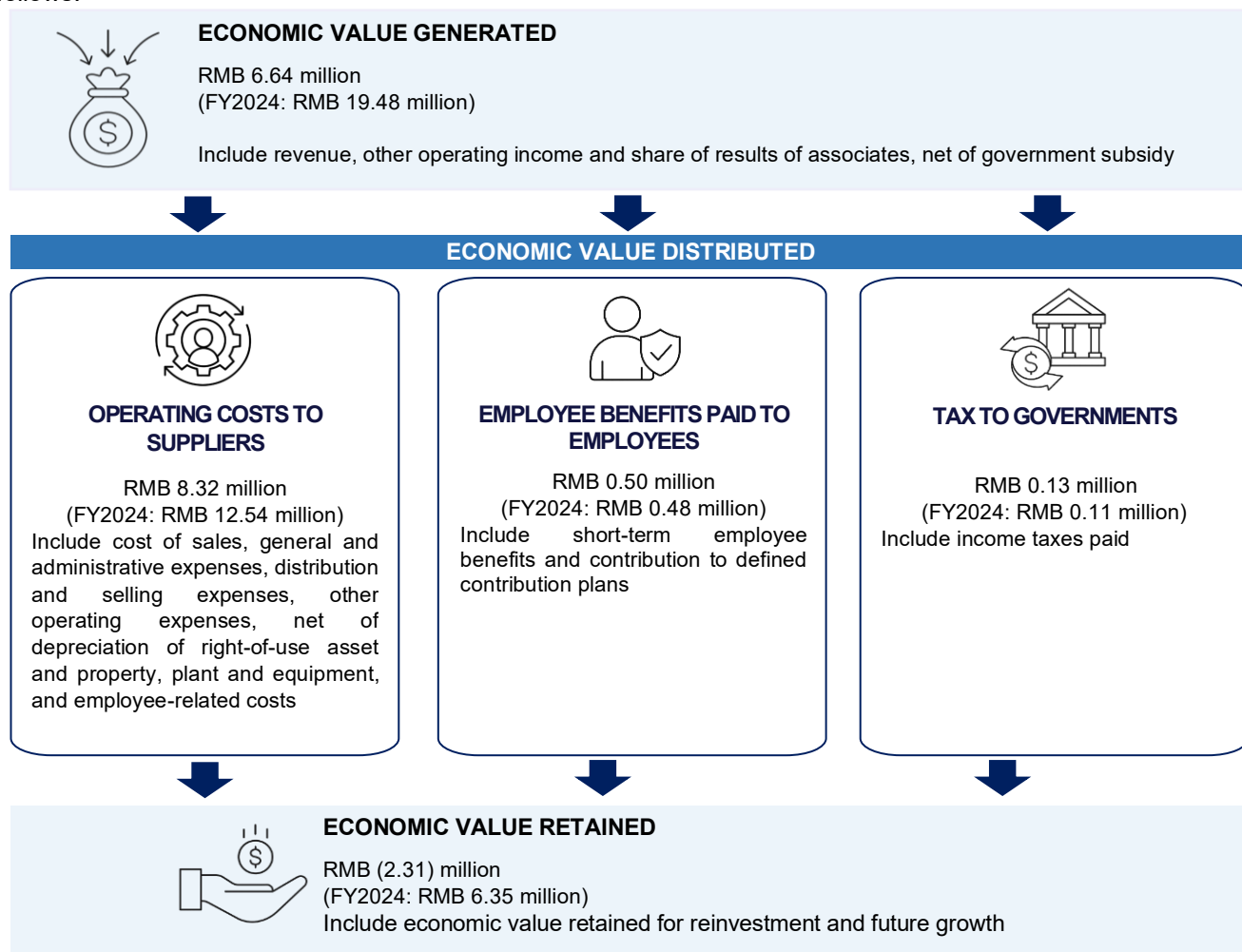
We are committed to providing value to various stakeholders through relevant and meaningful ways.

#### Approach

We strive to generate and distribute economic value to our stakeholders by executing our business strategy, which includes staying abreast with market trends, maintain a healthy balance sheet and strong cash flow, whilst mitigating business risks we face. Through our business operations, we create employment opportunities for our employees, provide opportunities for suppliers, deliver products and services for our customers, and contribute tax revenues to government.

#### Performance

In line with the commitment, economic value created in FY2025 is distributed to our relevant stakeholders as follows:



The decrease in economic value generated was mainly due to a decline in health supplement sales, which was primarily attributable to continued challenging market conditions and intensified competition in the health supplement market.

Please refer to the financial statements in annual report (“AR”) FY2025 for the Group’s financial performance and financial risk management disclosure on our efforts and progress to maintain financial sustainability.

## ENVIRONMENTAL

### Sustainable Water Management

#### Commitment

We are committed to responsible and sustainable water management practices, prioritising the efficient use of water and working to preserve valuable natural water resources.

#### Approach

Our operations rely on the following water resources:

- Water purchased from third-party municipal water suppliers for office usage; and
- Groundwater withdrawal mainly for the manufacturing of bottled water in Fujian Liangye.

Our initiatives ensure that we balance production needs with environmental stewardship, safeguarding water for future generations. For our office usage, we perform regular tracking of water consumption and take corrective actions when there are unusual consumption patterns.

Our groundwater extraction is drawn from the Longyan basin while our water for office usage is primarily derived from the public utility company in the PRC<sup>13</sup>.

#### Performance

A year-on-year comparison of water consumption is shown in the table below:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Total water consumption from all areas of operations	ML	24.9	23.0
▪ Groundwater	ML	24.8	22.8
▪ Municipal water supplies	ML	0.1	0.2
Water consumption intensity	ML/ production volume (bottle)	<0.001	<0.001 <sup>14</sup>

### Optimal Waste Management

#### Commitment

We are committed to waste reduction in our operations to minimise the impact to the environment.

#### Approach

Waste is consumed at office premises and utilised in the process of bottled water production such as bottling, capping and sealing. General waste such as paper waste, used ink cartridges and plastic bags are generated in our office operations, while defective plastic bottles and caps, plastic wrappers as well as used carton boxes and pallets are generated in our bottled water production and storage.

<sup>13</sup> Disclosure on water drawn from water stress areas is not made as it is not applicable given that our groundwater extraction facility located in Fujian province of China is not situated within a high-risk water stress zone. Areas with water stress are identified based on the World Resources Institute Aqueduct Water Risk Atlas.

<sup>14</sup> Figure is restated as a correction.

To minimise the impact of waste, we segregate general waste from our operations into recyclables and non-recyclables. We also adopt green practices such as: (i) encouraging the use of emails; and (ii) working digitally by communicating through digital applications and storing information on shared drive storage.

**Performance**

During the Reporting Period, all recyclable waste generated was collected by third-party contractors, enabling material recovery and promoting the circular use of resources, thereby contributing to our environmental sustainability efforts (FY2024: 100%).

During the Reporting Period, we had zero (FY2024: zero) incidents of non-compliance with laws and regulations related to waste management.

Key statistics on waste generated during the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Waste generated	tonnes	1.08	1.08
Waste generated intensity	tonnes/ revenue RMB'000	<0.001	<0.001

**Energy Conservation and GHG Emissions Reduction**

**Commitment**

We are committed to reduce our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

**Approach**

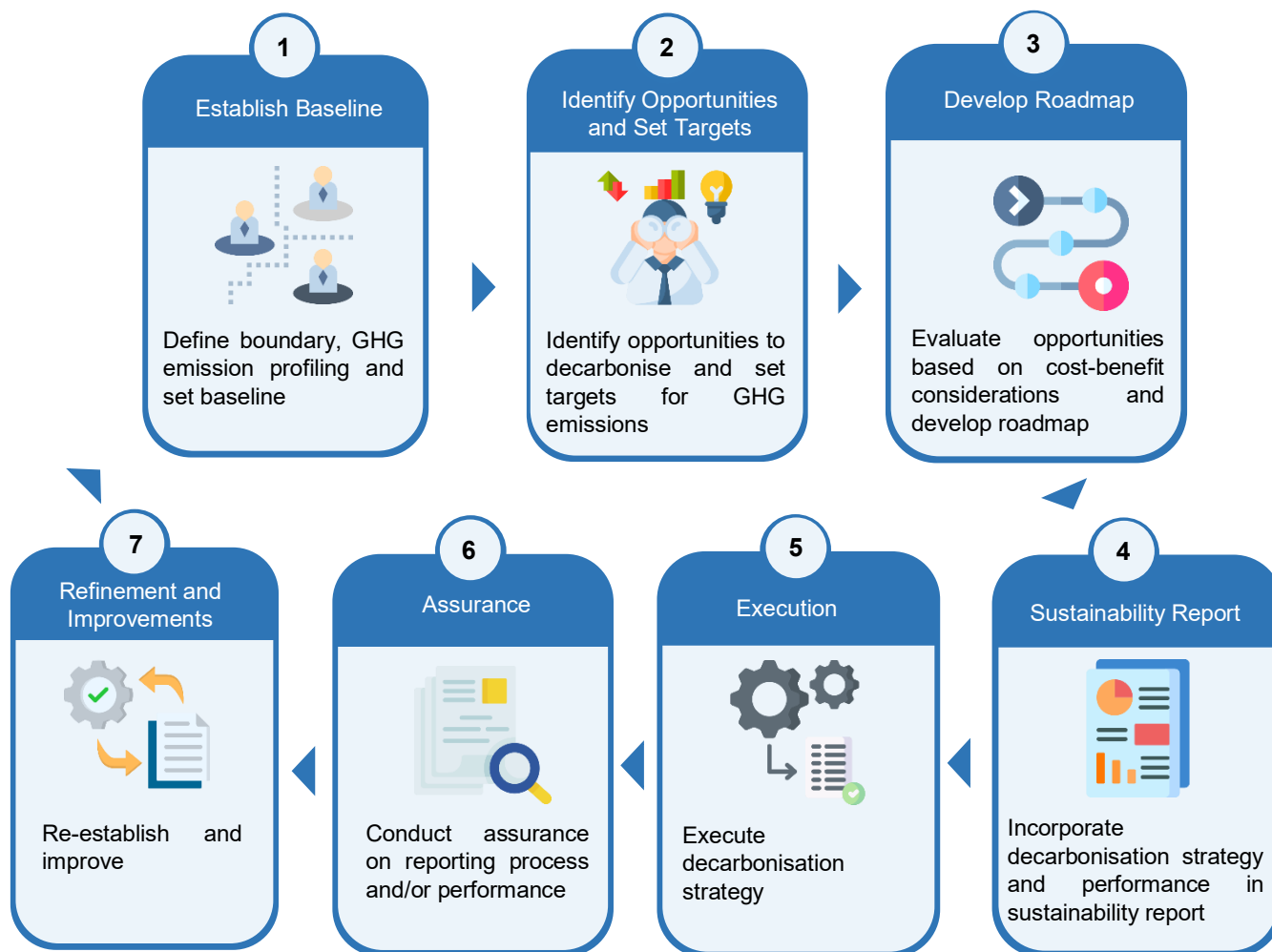
We aim to reduce our environmental footprints and at the same time, establish operational resilience to deliver long-term and sustainable value to our key stakeholders. We adopt a balanced approach in managing and effectively minimising the impacts arising from our business operations.

To run our operations, we rely mainly on the following energy sources:

- Petrol for a company motor vehicle for local commute within the PRC; and
- Electricity for running equipment for production use and office use such as lighting, office work, cooling and ventilation.

Decarbonisation Approach

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



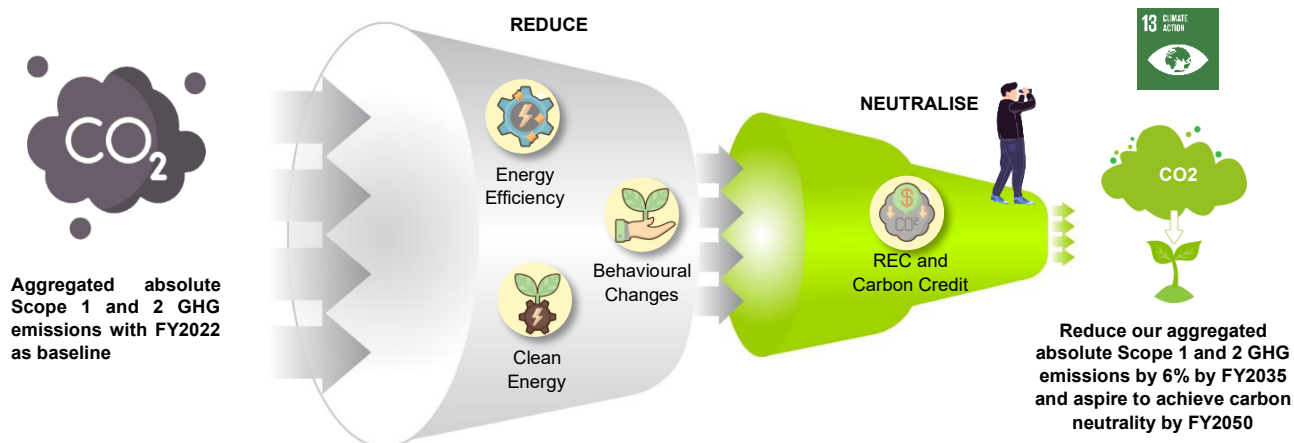
We developed a GHG emissions profile for our Scope 1 and 2 GHG emissions based on defined organisational boundaries. We will also conduct a GHG emissions profiling exercise whenever there are significant changes to our business models and work processes.

We track and monitor our Scope 1 and 2 GHG emissions closely and are in the process of developing mechanisms to track scope 3 GHG emissions, where relevant and practicable, with consideration of market trends. We developed a climate change transition plan which will be refined and improved as it is progressively implemented, taking into account 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 operations. This approach is 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 operations covered in this Report.

Climate Change Transition Plan

Our climate change transition plan guides us on our decarbonisation journey. Under this strategy, we commit to reduce our aggregated absolute Scope 1 and 2 GHG emissions by 6% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2022 as our baseline. Our climate change transition plan is focused on two (2) strategic levers of reduce and neutralise as follows:



Our action plans by lever and focus area are as follows:

Lever	Description	Focus Area	Action Plan
<b>Reduce</b>	<ul style="list-style-type: none"> <li>Reduce absolute emissions within the operations</li> <li>Replace existing energy source with low or zero-carbon sources</li> </ul>	Energy efficiency – Machinery and equipment	We perform routine maintenance of machinery and equipment to ensure good working conditions to optimise energy efficiency.
		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"> <li>Installing centralised air conditioning which has a lower consumption rate and higher energy efficiency; and</li> <li>Routine maintenance of filters for air-conditioning systems to reduce air flow resistance.</li> </ul>
		Energy efficiency – Electric vehicles	We are committed to a more sustainable future, we will gradually transition our internal combustion vehicle fleet to electric vehicles, guided by market developments, infrastructure readiness, and technological advancements.
		Clean energy	We constantly explore opportunities to source for clean and/or renewable energy where we operate in.
		Behavioural changes	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, enabling power saving modes and optimising operating temperatures.
<b>Neutralise</b>	Neutralise unavoidable residual emissions	<ul style="list-style-type: none"> <li>Renewable energy certificates (“REC”)</li> <li>Carbon credits</li> </ul>	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:

### Energy Consumption

Sustainability Metric	FY2025		FY2024	
	GJ	%	GJ	%
Petrol consumption	67	23	63	24
Electricity (purchased) consumption	220	77	203	76
Total energy consumption	287	100	266	100

### Energy Consumption Intensity<sup>15</sup>

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Petrol consumption intensity	GJ/ revenue RMB'000	0.024	0.024
Electricity (purchased) consumption intensity	GJ/ revenue RMB'000	0.077	0.076

### GHG Emissions and Intensity<sup>15</sup>

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Direct GHG emissions (Scope 1)	tonnes CO <sub>2</sub> e	5	4
Indirect GHG emissions (Scope 2)	tonnes CO <sub>2</sub> e	33	30
Aggregated absolute GHG emissions (Scope 1 and 2)	tonnes CO <sub>2</sub> e	38	34
Direct GHG emissions (Scope 1) intensity	tonnes CO <sub>2</sub> e/ revenue RMB'000	0.002	0.002
Indirect GHG emissions (Scope 2) intensity	tonnes CO <sub>2</sub> e/ revenue RMB'000	0.011	0.011

## SOCIAL

### Occupational Health and Safety

#### **Commitment**

We are committed to maintain a culture of workplace safety in which our employees can work in a safe and healthy environment.

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<sup>15</sup> In FY2025, to provide a more accurate representation of our energy and GHG emission intensities, we have changed the denominator used in their calculation to the revenue of the associated business activities.

### **Approach**

The Group enhances workplace safety through: (i) raising safety awareness; and (ii) educating and promoting safe work behaviours amongst employees.

To emphasise the importance of workplace safety standards, health and safety handbooks are disseminated to all employees. We also implemented mandatory safety training requirement for all employees. Through these trainings, employees learn to actively identify current and potential workplace safety hazards, enabling preventive actions.

We abide by the relevant local labour laws to ensure that our employees are working under high health and safety standards, thus creating a safe and comfortable working environment for our employees where they can perform with greater productivity and efficiency.

### **Performance**

During the Reporting Period, key statistics relating to occupational health and safety are as follows:

Sustainability Metric	FY2025	FY2024
Number of work-related fatalities	-	-
Number of high consequence work-related injuries	-	-
Number of recordable work-related injuries	-	-
Number of recordable work-related ill health cases	-	-

## **Employee Retention and Development**

### **Commitment**

We are committed to invest in employee development to enhance our competencies and ensure we remain at the forefront of the industry. We also believe that staff welfare plays a major role in attracting and retaining talent through fostering a supportive work environment where every individual feels valued.

### **Approach**

Employee turnover affects our productivity and performance. We believe that high job satisfaction and employee engagement translate to a low turnover rate. Successful retention of our talents improves the Group's overall performance. On top of that, we believe that new hires introduce new ideas and fresh perspectives to the business, and thus welcome new employees joining our Group.

### **Employee Benefits**

We take care of our employees' wellness and achieve greater employee engagement by offering incentives and benefits. Setting the right incentive culture for our employees encourages and motivates them to strive for better performance. Employees based in Singapore and China enjoy the following benefits:

- A healthcare plan that covers all our full-time employees and includes essential healthcare services such as medical consultation and insurance;
- Maternity leave and paternity leave; and
- Birthday or festive gifts during their birth month or celebrative seasons such as Chinese New Year or Mid-autumn festival.

To support our employees' personal and professional development, we provide the necessary resources and environment required to upskill our employees. We aim to grow our employees by nurturing a culture of lifelong learning through the conduct of structured training.

For new hires and transferred employees, we equip them with the necessary skill set through in-house orientations and transfer trainings. Additionally, structured training programmes are implemented for our employees to upgrade both their functional skills as well as their product knowledge as follows:

- General skills training;
- On-the-job skills training; and
- External training.

### Performance Management

We aim to maintain a transparent working environment where the management can deliver organisational goals and recognise employees for their achievements. To fulfil these objectives, a performance management system is in place for our management to track the performance as well as to reward our employees. Ongoing reviews, quarterly performance check-ins, annual performance reviews and career development reviews are conducted for our employees, to ensure that our employees are at their peak performance.

In assessing employees' performance, ongoing reviews are conducted by our appointed supervisors. The key sustainability metrics, evaluation criteria, and benchmark performance level are communicated in advance to our employees to facilitate transparency. Our employees are graded twice by separate supervisors, and the average assessment score is used to allocate bonuses for eligible employees. As advocates of open communications, we share appraisals and feedback with employees to motivate them and build a high-performance culture.

At the end of each year, a comprehensive annual performance review is conducted for our employees. Based on the results of the review and parameters set by the management, employees are granted bonuses to motivate them in the following year.

### **Performance**

Key statistics on new hires and turnover of our employees are as follows:

#### New Hires<sup>16</sup>

Sustainability Metric	FY2025		FY2024	
	Number of New Hire	New Hire Rate	Number of New Hire	New Hire Rate
<b>Overall</b>	1	11%	1	13%
<b>Gender</b>				
Male	-	-%	-	-%
Female	1	20%	1	25%
<b>Age</b>				
Below 30	-	-%	-	-%
30 to 50	1	14%	1	17%
Above 50	-	-%	-	-%

#### Turnover<sup>17</sup>

Sustainability Metric	FY2025		FY2024	
	Number of Turnover	Turnover Rate	Number of Turnover	Turnover Rate
<b>Overall</b>	-	-%	1	13%
<b>Gender</b>				
Male	-	-%	-	-%
Female	-	-%	1	25%
<b>Age</b>				
Below 30	-	-%	-	-%
30 to 50	-	-%	1	17%
Above 50	-	-%	-	-%

<sup>16</sup> New hire related statistics are calculated based on the number of new hires over total employees by gender and age.

<sup>17</sup> Turnover related statistics are calculated based on the number of turnovers of confirmed employees over total employees by gender and age.

### Training Hours

Key statistics on training hours provided for our full-time employees are as follows:

Sustainability Metric	FY2025	FY2024
<b>Overall</b>		
Total training hours	360	360
Average training hours per employee	36	40
<b>Male</b>		
Total training hours	171	171
Average training hours per employee	43	43
<b>Female</b>		
Total training hours	189	189
Average training hours per employee	38	38
<b>Management</b>		
Total training hours	180	180
Average training hours per employee	45	45
<b>Executive and below</b>		
Total training hours	180	180
Average training hours per employee	30	36

The decrease in average training hours per employee was mainly due to the addition of one employee during the Reporting Period. As the employee joined during the Reporting Period, training needs are being assessed and training will be progressively provided going forward. In a lean workforce, fluctuations in headcount can influence average training hours significantly.

### Performance Review

During the Reporting Period, 100% of our employees received performance reviews and career development reviews (FY2024: 100%).

## Customer Health and Safety

### **Commitment**

We are committed to delivering the best to our customers by providing them with safe and quality products.

### **Approach**

We ensure that market standards and best practices are adopted by our Suppliers to ensure the quality and safety of our products.

Standards adopted by our Suppliers for our range of health and nutrition supplement products include the following:

- ISO9001:2015 certification for production and processing of health and nutrition supplement products;
- Hazard Analysis and Critical Control Point system (“**HACCP**”) for production and processing of health and nutrition supplement products [危害分析关键控制点];
- National Food Safety Standard General Hygienic Regulation for Food Production [质量管理体系认证证书]; and
- Halal Certification.

Market standards adopted by our Suppliers for bottled water include the followings:

- ISO9001:2015 for production of packaged drinking water;
- HACCP for production of packaged drinking water [危害分析关键控制点];
- Production license for plastic bottle packaging [全国工业产品生产许可证]; and
- Food production license [食品生产许可证].

## Performance

Key statistics on customer health and safety for the Reporting Periods as follows:

Sustainability Metric	FY2025	FY2024
Number of incidents of product returns due to food safety reasons	-	-
Number of incidents of non-compliance with regulations resulting in a fine or penalty	-	-
Number of incidents of non-compliance with regulations resulting in a warning	-	-
Number of incidents of non-compliance with voluntary codes	-	-

## Workplace Equality and Diversity

### Commitment

We are committed to the goals of diversity and equal opportunity in employment by implementing fair employment practices during the hiring process and ensuring non-discrimination against employees.

### Approach

To promote equal opportunity, we implemented various human resources measures as follows:

- Recruitment is based on merit, competency and this is formalised in our Human Resource Policy and Employee Handbook;
- Assessment is performed regularly to evaluate the performance of employees and provide them with a sense of self-awareness to undertake training that will improve their skills and abilities; and
- Recruitment advertisements do not state age, race, gender or religion preferences as a requirement.

### Performance

As at 31 December 2025, we have a total number of 9 full-time employees (FY2024: 8 employees).

During the Reporting Period, there were zero incidents of unlawful discrimination against employees (FY2024: zero incidents).

### Our People

Employment Type	Singapore	China	Total
<b>Full-time</b>	2	7	9
<b>Part-time</b>	0	1	1
<b>Overall</b>	2	8	10

### Gender Diversity (%)

We view diversity in the Group as essential in supporting sustainable development. Currently, we have no female representation on our Board. Nonetheless, we will work towards increasing the number of female directors as we believe that a diverse Board helps to enhance decision-making capability and the performance of the Group.

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

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
Management	75%	25%	75%	25%
Executive and below	17%	83%	20%	80%
<b>Overall</b>	40%	60%	44%	56%

### Age Diversity (%)

On age diversity, matured workers are valued for their experience, knowledge and skills. Key statistics on age diversity of our employees are as follows:

Sustainability Metric	FY2025			FY2024		
	Below 30	30 – 50	Above 50	Below 30	30 – 50	Above 50
Management	-%	75%	25%	-%	75%	25%
Executive and below	-%	83%	17%	-%	80%	20%
<b>Overall</b>	-%	80%	20%	-%	78%	22%

### Educational Diversity (%)

We seek to create an inclusive environment for employees from different educational background. Key statistics on educational background diversity of our employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Tertiary	Non-Tertiary	Tertiary	Non-Tertiary
Performance of employees by educational diversity	40%	60%	44%	56%

## Ongoing Community Engagement

### **Commitment**

We are committed not only to set a good example but also to encourage individuals and other corporations to embrace the spirit of giving.

### **Approach and Performance**

During the Reporting Period, we embarked on various activities to engage the local communities as follows:

#### In Support of Healthy Living for the Jimei School Village Cup

Since FY2024, we have sponsored Dr. Blue's bottled water for the Jimei School Village Cup to support the event and encourage a healthy and active lifestyle among students participating in sports activities.



## GOVERNANCE

### Robust Corporate Governance Framework

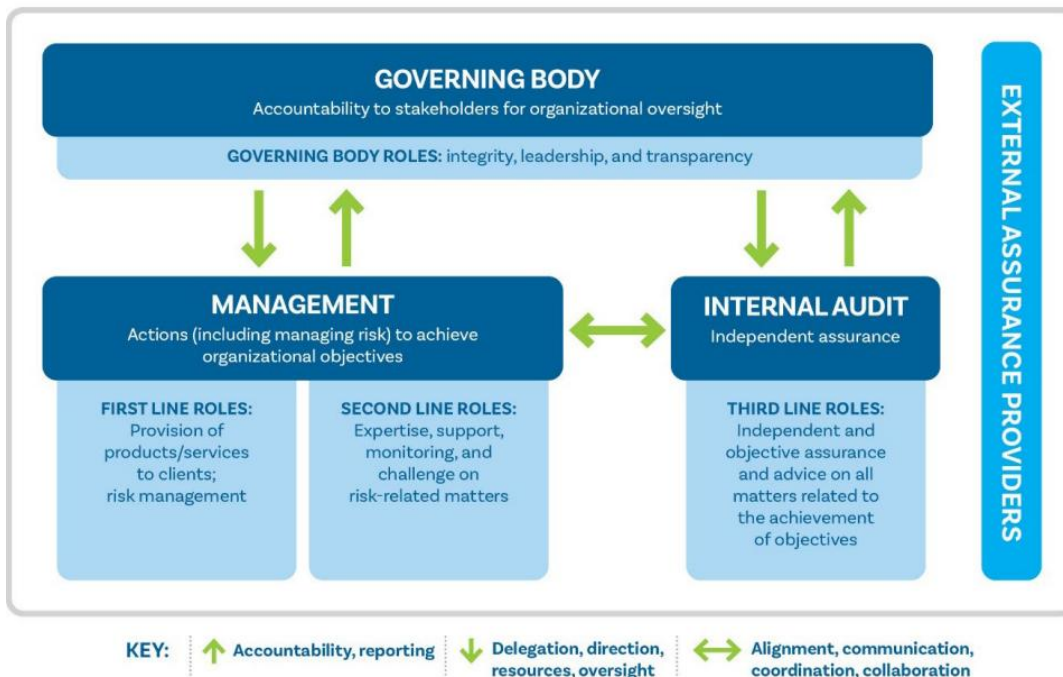
#### **Commitment**

We adhere to the principles and guidelines of the Code of Corporate Governance and are committed to responsible business practices and long-term value creation for all stakeholders.

## Approach

A robust corporate governance framework with effective internal policies and practices is crucial to support a progressive corporate culture. The 2018 Code of Corporate Governance is used as a guide to support our effort to uphold high standards of governance in our business operations.

We aligned our corporate governance and risk management approach with the Three Lines Model published 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: The IIA's Three Lines Model

We are dedicated to upholding ethical business practices and maintain a strong reputation as an ethical company by complying with the Criminal and Anti-Money Laundering laws of China. This approach ensures adherence with relevant laws and regulations related to insider trading, fraud, bribery and extortion. To reinforce anti-corruption practices, we provided employees with relevant handbooks and training on the consequences of such unethical practices.

Our policies and commitments for enforcing anti-corruption and ethical business practices are as follows:

- A code of conduct that outlines expectations for employees and the consequences for any violations of rules or standards not being met. Additionally, clear and fair grievance procedures are detailed in the employee handbook; and
- A whistleblowing policy to encourage employees to report unethical conduct in the workplace. Reporting channels are available and provided through confidential emails sent out to all employees on the procedures for reporting violation of laws and misconduct.

Internal audit on accounting and finance, management and third-party services are conducted periodically to check compliance with internal policies and external regulations.

In dealing with interested persons transactions, the Board oversees the review and approval procedures of this process. To prevent insider trading when dealing in securities, all directors and employees are required to abide to insider trading laws.

Please refer to our AR FY2025 for more information on our Corporate Governance practices.

## Performance

Key statistics relating to corporate governance are as follows:

Sustainability Metric	FY2025	FY2024
Number of reported incidents of serious offence	-	-
Number of incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred	-	-

## TARGETS AND PERFORMANCE HIGHLIGHTS

To measure our ongoing sustainability performance and drive continuous improvement, the Board and SSC have carefully considered the relevance and usefulness of setting targets across the short, medium and long-term horizons that are related to the material Sustainability Factors identified in this Report. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress Tracking
ooo	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	Material Sustainability Factor	Target <sup>18</sup>	Current Year Performance
<b>Economic</b>			
1	Sustainable Business Performance	<p><u>Short-term</u> Maintain or improve economic value generated subject to market conditions</p> <p><u>Ongoing</u> Maximise returns for long-term profitability, with the aim of creating sustainable shareholder value</p>	<p>●○○ Economic value generated decreased mainly due to a decline in health supplement sales which was primarily attributable to continued challenging market conditions and intensified competition in the health supplements market. The Group will continue to monitor market developments, review its product mix and explore additional distribution channels in response to evolving market dynamics.</p> <p>ooo</p>

<sup>18</sup> Time horizons for target settings are: (i) short-term: within 5 years (up to FY2028); (ii) medium-term: between 6 and 20 years (from FY2029 to FY2043); (iii) long-term: beyond 20 years (after FY2043); and (iv) ongoing: encompassing short, medium, and long-term.

S/N	Material Sustainability Factor	Target	Current Year Performance
<b>Environmental</b>			
2	Sustainable Water Management	<p><u>Short-term</u> Maintain or improve water consumption intensity</p> <p><u>Ongoing</u> Implement water efficiency measures to support long-term environmental sustainability</p>	<p>●●● We maintained the water efficiency of bottled water production at &lt;0.001 ML/production volume.</p> <p>○○○</p>
3	Optimal Waste Management	<p><u>Short-term</u> Maintain waste generated intensity at &lt;0.001 tonnes/revenue RMB'000</p> <p><u>Ongoing</u> Maintain zero incidents of non-compliance with laws and regulations related to waste management</p>	<p>●●● We maintained the waste generated intensity at &lt;0.001 tonnes/revenue RMB'000.</p> <p>○○○</p>
4	Energy Conservation and GHG Emissions Reduction	<p><u>Short-term</u> Maintain or reduce Scope 1 and Scope 2 GHG emissions intensities with FY2022 as our baseline</p> <p><u>Medium-term and long-term</u> Reduce aggregated absolute Scope 1 and 2 GHG emissions by 6% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2022 as our baseline</p>	<p>●●○ We maintained our Scope 1 GHG emissions intensity at 0.002 tonnes CO<sub>2</sub>e per RMB'000 of revenue, while Scope 2 GHG emissions intensity remained at 0.011 tonnes CO<sub>2</sub>e per RMB'000 of revenue.</p> <p>●○○ The aggregated absolute Scope 1 and 2 GHG emissions increased to 38 tonnes CO<sub>2</sub>e, reflecting higher bottled water production. We will continue to focus on energy efficiency and the adoption of sustainable practices in our operations.</p>
<b>Social</b>			
5	Occupational Health and Safety	<p><u>Ongoing</u> Maintain zero incidents of workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases</p>	<p>●●● We maintained zero incidents of workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases.</p>

S/N	Material Sustainability Factor	Target	Current Year Performance
<b>Social</b>			
6	Employee Retention and Development	<u>Short-term</u> <ul style="list-style-type: none"> <li>▪ Maintain or improve training hours per employee</li> <li>▪ Maintain the percentage of employees who received regular performance and career development review</li> </ul> <u>Ongoing</u> Provide training opportunities for development and growth to keep our employees motivated and engaged	●●○ <ul style="list-style-type: none"> <li>▪ The decrease in average training hours per employee was mainly due to the addition of one employee during the Reporting Period. As the employee joined during the Reporting Period, training needs are being assessed and training will be progressively provided going forward. In a lean workforce, fluctuations in headcount can influence average training hours significantly. We maintained the percentage of employees who received regular performance and career development review at 100%.</li> </ul> ○○○
7	Customer Health and Safety	<u>Ongoing</u> Maintain zero incidents of product returns due to food safety reasons	●●● We maintained zero incidents of product returns due to food safety reasons
8	Workplace Equality and Diversity	<u>Ongoing</u> Maintain zero incidents of unlawful discrimination against employees	●●● We maintained zero incidents of unlawful discrimination against employees
9	Ongoing Community Engagement	<u>Ongoing</u> Continue to engage in community campaigns	●●● We continued to engage in community campaigns.
<b>Governance</b>			
10	Robust Corporate Governance framework	<u>Ongoing</u> <ul style="list-style-type: none"> <li>▪ Maintain zero incidents of serious offence</li> <li>▪ Maintain zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred</li> </ul>	●●● <ul style="list-style-type: none"> <li>▪ We maintained zero incidents of serious offence</li> <li>▪ We maintained zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred.</li> </ul>

# CLIMATE-RELATED DISCLOSURES

We are committed to supporting the recommendations by the TCFD and disclosed our climate-related financial disclosures in the following key areas:

## Governance

### **a. Describe the board's oversight of climate-related risks and opportunities.**

The Board oversees the management in the development of the sustainability strategy and performance targets while monitoring the Sustainability Factors of the Group as well as climate-related issues and takes them into consideration in the determination of the Group's strategic direction and policies on an annual basis.

### **b. Describe management's role in assessing and managing climate-related risks and opportunities.**

The SSC is led by our ED and supported by the COO and selected employees from key business units and corporate functions. The SSC is responsible for the management and monitoring of Sustainability Factors, including working with the various business units to ensure that climate-related issues are considered in the development of sustainability strategy, target setting, as well as collection, monitoring and reporting of performance data.

## 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 climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios<sup>19</sup>:

Scenario	Description
<u>Orderly</u> Net zero 2050	Achieving a target of net-zero global CO <sub>2</sub> 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.
<u>Hot house world</u> Current policies	Whilst 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 likely 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.

We selected NGFS' 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, up to FY2028), medium-term (between 6 and 20 years, from FY2029 to FY2043) and long-term (beyond 20 years, after FY2043). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group during a climate-related risk assessment exercise includes the following:

<sup>19</sup> We revised our climate related scenarios by aligning with market practice. We also reassessed and refined our approach to managing climate-related risks in ensuring that our strategies are aligned with current environmental challenges and best practices for long-term sustainability.

## 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 and droughts) may affect the availability of water supply for our bottled water business, which will in turn adversely affect its business performance.		
	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 alarming estimated global cost of USD 16 million per hour <sup>20</sup> arising from climate-related damage.		
Financial Impact	Short-Term	Medium-Term	Long-Term
	Scenario: Orderly		
	●	●	●
Mitigation Measure	Scenario: Hot house world		
	●	●	●
	We 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' for further details.		
Climate-Related Opportunity	In view of the potential environmental risks and the resultant emerging needs for energy efficiency and lower emissions, the Group realises the opportunity to invest in energy-efficient technologies and renewable energy use.		

## Transition Risk

Transition Risk 1: Enhanced GHG Emissions Reporting Obligations			
Description	With rising concerns over the effects of climate change, key stakeholders such as the Regulators and Shareholders are requiring 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.		
	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 consultancy and employee training.		
	To strengthen our sustainability governance structure, our SSC is responsible 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.		
Financial Impact	Short-Term	Medium-Term	Long-Term
	Scenario: Orderly		
	●	●	●
Mitigation Measure	Scenario: Hot house world		
	●	●	●
	In addition, we established terms of reference for component parties involved in the sustainability reporting process, for clarity and accountability purposes.		
Climate-Related Opportunity	The enhanced emissions reporting obligations and increase in regulatory costs will raise climate awareness among our employees.		
	With more defined job responsibilities and trainings, the Group will also be better positioned to use energy resources responsibly and adopt environmentally friendly practices.		

<sup>20</sup> Source: <https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/>

Refer to Section 'Key Assumptions' for further information.

### **Legend**

● Minor   ● Moderate   ● Major

Based on the scenarios above, we will continue to formulate adaptation and mitigation plans and allocate resources towards transitioning to low or net zero carbon operations, through optimal business strategy and effective financial planning. We strive to minimise the climate risks associated with our business and will seize opportunities 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, unmitigated climate risk of increased severity of extreme weather events may lead to major financial impact in the long term. Under the orderly scenario, the climate-related risks identified are not expected to result in significant financial impacts in the short, medium, or long term. 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.***

The Group's climate-related risks and opportunities are identified and assessed during a climate-related risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related sustainability metrics. We will integrate climate-related risks into our risk management framework in the future.

### ***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 and 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 and 2 GHG emissions in this Report. We will continue to track and monitor our Scope 1 and 2 GHG emissions, and are developing mechanisms to track Scope 3 GHG emissions, where relevant and practicable, with consideration of market trends.

***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. For further details, please refer to the section on 'Targets and Performance Highlights'.

## INDUSTRY-BASED GUIDANCE ON IMPLEMENTING CLIMATE-RELATED DISCLOSURE METRICS

The sustainability disclosure metrics are based on the IFRS Sustainability Disclosure Standards Industry-Based Guidance for implementing climate-related disclosure (Volume B29 - Health Care Distributors) for the Group's health supplements business. The details as follows:

### Sustainability Metrics

Topic	Code	Sustainability Metric	FY2025 Response
Fleet Fuel Management	HC-DI-110a.1	Payload fuel economy	Not applicable as the logistics operations are outsourced.
	HC-DI-110a.2	Description of efforts to reduce the environmental impact of logistics	Not applicable as the logistics operations are outsourced.

### Activity Metrics

Code	Activity Metric	FY2025 Response
HC-DI-000.A	Number of pharmaceutical units sold by product category	Not disclosed due to confidentiality.
HC-DI-000.B	Number of medical devices sold by product category	Not applicable as the Group is not engaged in the trade of medical devices.

## KEY ASSUMPTIONS

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
Climate Change Transition Plan	<p>Our climate change transition plan, including levers and detailed action plans, assumed certain future events, trends, plans, expectations, and objectives relating 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>
Scenario Analysis	<ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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"> <li>(i) Orderly (Net Zero 2050): Assumes that ambitious climate policies and technological shifts are introduced immediately and forcefully impact the economy.</li> <li>(ii) Hot House World (Current Policies): Assumes that only currently implemented policies are preserved, leading to high physical risks. Emissions grow leading to about 3 °C. Investments allocation and energy mix do not change.</li> </ul> </li> <li>▪ Constant growth is assumed when assessing the financial and environmental impact.</li> <li>▪ 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.</li> </ul>

# GRI Content Index

Statement of use	Suntar Eco-City Limited has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Location (Page Reference) and Omissions
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organisational details	1, AR FY2025 ("AR25"): 2-3, 45, 61, 63, 79-80
	2-2 Entities included in the organisation's sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3, 8
	2-4 Restatements of information	2, 11
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	4, AR25: 2, 71
	2-7 Employees	19
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	6-7, AR25: 3, 6-7, 12-14
	2-10 Nomination and selection of the highest governance body	AR25: 15-16
	2-11 Chair of the highest governance body	6-7, AR25: 14
	2-12 Role of the highest governance body in overseeing the management of impacts	6-7, AR25: 9
	2-13 Delegation of responsibility for managing impacts	6-7
	2-14 Role of the highest governance body in sustainability reporting	6-7, AR25: 9
	2-15 Conflicts of interest	AR25: 10, 29
	2-16 Communication of critical concerns	21, AR25: 25
	2-17 Collective knowledge of the highest governance body	6, AR25: 10
	2-18 Evaluation of the performance of the highest governance body	AR25: 15, 19
	2-19 Remuneration policies	AR25: 19-22
	2-20 Process to determine remuneration	AR25: 19-22
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	1, AR25: 4-5
	2-23 Policy commitments	16, 18-19, 21
	2-24 Embedding policy commitments	16, 18-19, 21
	2-25 Processes to remediate negative impacts	21, AR25: 25
	2-26 Mechanisms for seeking advice and raising concerns	21, AR25: 25
	2-27 Compliance with laws and regulations	12, 19, 22
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	5, AR25: 28
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6-10
	3-2 List of material topics	9-10

GRI Standard	Disclosure	Location (Page Reference) and Omissions
<b>Sustainable Business Performance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	10-11, 22
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-11, AR25: 41, 43-44
	201-2 Financial implications and other risks and opportunities due to climate change	25-27
	201-3 Defined benefit plan obligations and other retirement plans	AR25: 57, 68
	201-4 Financial assistance received from government	AR25: 68
<b>Robust Corporate Governance Framework</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21, 24
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	21, AR25: 22
	205-2 Communication and training about anti-corruption policies and procedures	21
	205-3 Confirmed incidents of corruption and actions taken	22
<b>Energy Conservation and GHG Emissions Reduction</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	12-14, 23
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	15
	302-2 Energy consumption outside of the organization	27
	302-3 Energy intensity	15
	302-4 Reduction of energy consumption	14
	302-5 Reductions in energy requirements of products and services	14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	15
	305-2 Energy indirect (Scope 2) GHG emissions	15
	305-3 Other indirect (Scope 3) GHG emissions	27
	305-4 GHG emissions intensity	15
	305-5 Reduction of GHG emissions	14
	305-6 Emissions of ozone-depleting substances (ODS)	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	12, 15
<b>Sustainable Water Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	11, 23
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	11
	303-2 Management of water discharge-related impacts	Disclosure is not applicable as we do discharge a material amount of wastewater or effluents in our operations.
	303-3 Water withdrawal	11
	303-4 Water discharge	Disclosure is not applicable as we do discharge a material amount of wastewater or effluents in our operations.
	303-5 Water consumption	11
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	11

GRI Standard	Disclosure	Location (Page Reference) and Omissions
<b>Optimal Waste Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	11-12, 23
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11-12
	306-2 Management of significant waste-related impacts	12
	306-3 Waste generated	12
	306-4 Waste diverted from disposal	12
	306-5 Waste directed to disposal	12
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	11-12
<b>Employee Retention and Development</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	16-17, 24
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	17
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	16
	401-3 Parental leave	Disclosure is not applicable as we do not have employees who are eligible for Parental Leave for the Reporting Period and the preceding Reporting Period.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	18
	404-2 Programmes for upgrading employee skills and transition assistance programmes	16
	404-3 Percentage of employees receiving regular performance and career development reviews	18
<b>Occupational Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	15-16, 23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	16
	403-2 Hazard identification, risk assessment, and incident investigation	16
	403-3 Occupational health services	16
	403-4 Worker participation, consultation, and communication on occupational health and safety	16
	403-5 Worker training on occupational health and safety	16
	403-6 Promotion of worker health	16
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	16
	403-8 Workers covered by an occupational health and safety management system	16
	403-9 Work-related injuries	16
	403-10 Work-related ill health	16
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	16
<b>Workplace Equality and Diversity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 24
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	19-20
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	19

GRI Standard	Disclosure	Location (Page Reference) and Omissions
<b><i>Ongoing Community Engagement</i></b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	20, 24
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	20
<b><i>Customer Health and Safety</i></b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 24
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	18-19
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	18, AR25: 22
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	19