



**GOODWILL ENTERTAINMENT HOLDING LIMITED**

---

**SUSTAINABILITY REPORT**  
**FINANCIAL YEAR ENDED 2025**

---

## Contents

BOARD STATEMENT.....	2
ABOUT GOODWILL ENTERTAINMENT .....	3
REPORTING PRACTICE .....	6
STAKEHOLDER ENGAGEMENT.....	8
MATERIALITY ASSESSMENT .....	9
Pillar 1: Economic.....	12
Pillar 2: Environment .....	14
Pillar 3: Social .....	18
Pillar 4: Governance .....	26
IFRS S2 CLIMATE-RELATED DISCLOSURES.....	27
GRI CONTENT INDEX .....	32
IFRS DISCLOSURES INDEX .....	35

This Sustainability Report has been reviewed by the Group's Sponsor, Evolve Capital Advisory Private Limited (the "Sponsor").

This Sustainability Report has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "SGX-ST") and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Mr. Jerry Chua (Tel: (65) 6241 6626), at 160 Robinson Road, #20-01/02, SBF Center, Singapore 068914.

## BOARD STATEMENT

Goodwill Entertainment Holding Limited (“**Goodwill Entertainment**” or “**GEH**”), together with its subsidiaries (the “**Group**”), is pleased to present its inaugural sustainability report (“**Report**”), marking a significant milestone in formalising the Group’s commitment to understand, manage, and communicate its environmental, social and governance (“**ESG**”) impacts.

The Group’s sustainability strategy is anchored in four core pillars—Economic, Environmental, Social, and Governance (“**EESG**”). These pillars provide a holistic framework for responsible growth. This Report outlines the Group’s approach to conducting business responsibly, with considerations for material EESG impacts. It provides stakeholders with a transparent overview of how the Group identifies and manages its sustainability priorities.

The Board of Directors (“**Board**”) has incorporated sustainability considerations into the Group’s strategic direction and oversight responsibilities. The Group is currently evaluating opportunities to enhance its sustainability practices and reduce its environmental footprint. These include initiatives such as staff awareness and training on energy conservation, the adoption of energy-efficient lighting (e.g. LED systems), reducing electricity consumption across operations, and the regular maintenance of air-conditioning systems and equipment to improve efficiency. The Group is also exploring measures to reduce food waste as part of its broader sustainability efforts.

Looking ahead, the Group intends to progressively develop and implement these initiatives over the next five years, in line with its long-term sustainability objectives. To support this commitment, the Board is advised by the COO and CFO—who play a critical role in reviewing key sustainability issues and coordinating cross-functional efforts. The Board remains actively engaged in ensuring that stakeholder interests are reflected in the Group’s policies and practices.

While the Group is in the early stages of its sustainability journey, the Board is committed to continuous improvement, transparency, and accountability. It supports the development of measurable targets and performance indicators to guide future progress and ensure alignment with global standards and stakeholder expectations.

The Board extends its appreciation to the management team, employees, partners, and stakeholders for their contributions and ongoing support. It remains fully committed to guiding the Group toward a more resilient, responsible, and sustainable future.

Yours faithfully,

**Flint Lu**

*Executive Director & CEO*

## ABOUT GOODWILL ENTERTAINMENT

### Our Business

Headquartered in Singapore, Goodwill Entertainment Holding Limited is a leading multi-entertainment provider with strong presence across Singapore and Malaysia. The Group delivers diverse entertainment experiences through an extensive network of venues spanning karaoke, live performances, nightlife concepts, and food & beverage establishments

The Group operates under the established brand names - "HaveFun Family Karaoke", "Fatebyhavefun", "HaveFun Live Show", "Bloom and Boom" and "Sticks and Stones".

The Group's business activities span across three main segments: (i) karaoke lounges and multi-entertainment venues, (ii) live show performances, (iii) Food & Beverages restaurant ("F&B"); and food manufacturing.

The Group listed on the Catalist of SGX-ST on 15 November 2024 (Stock Code: GEH).

### Our Vision, Mission and Values

#### Our Mission

**Customer Focus:** We are dedicated to providing our customers with the ultimate entertainment experience. We strive to exceed their expectations, delivering exceptional service, innovative concepts, and unforgettable moments that leave a lasting impression.

**Employee Development:** We believe in fostering a supportive and empowering environment for our employees. We provide them with growth opportunities, a platform to enhance their skills and talents, and a nurturing space where they can thrive both personally and professionally.

**Shareholder Value:** We are committed to delivering continuous value to our shareholders. Through strategic decision-making, efficient operations, and sustainable growth, we aim to maximise returns on investments and ensure long-term success for our shareholders.

By upholding these principles, we create a harmonious ecosystem that benefits our customers, employees, and shareholders alike, while maintaining a strong focus on delivering exceptional entertainment experiences.

#### Our Vision

**Pioneering Integrated Entertainment:** Redefining the Landscape of Southeast Asian Entertainment.

Seamlessly combining various elements of entertainment, we aim to create a comprehensive and unparalleled entertainment ecosystem. Through innovation, strategic partnerships, and a relentless focus on customer satisfaction, we aspire to shape the future of entertainment in the region, captivating audiences and solidifying our position as the go-to destination for exceptional entertainment experiences in Southeast Asia.

### **Our Core Values**



We value teamwork and believe in the power of collaboration. By harnessing the collective knowledge and perspectives of our employees, partners, and stakeholders, we foster innovation and achieve collective success.



We uphold sincerity and integrity in all interactions. We build trust through transparency, ethical practices, and respectful treatment of others, fostering strong relationships with our customers, employees, partners, and the community.



We embrace an enterprising spirit, constantly seeking new opportunities and proactively driving progress. Through a forward-thinking approach and calculated risk-taking, we strive for growth and push the boundaries of what is possible.



We foster a culture of innovation, encouraging creativity and the pursuit of breakthrough ideas. By staying at the forefront of industry trends and embracing new technologies, we provide unique experiences and innovative solutions that meet evolving customer needs.

## **Sustainability Governance**

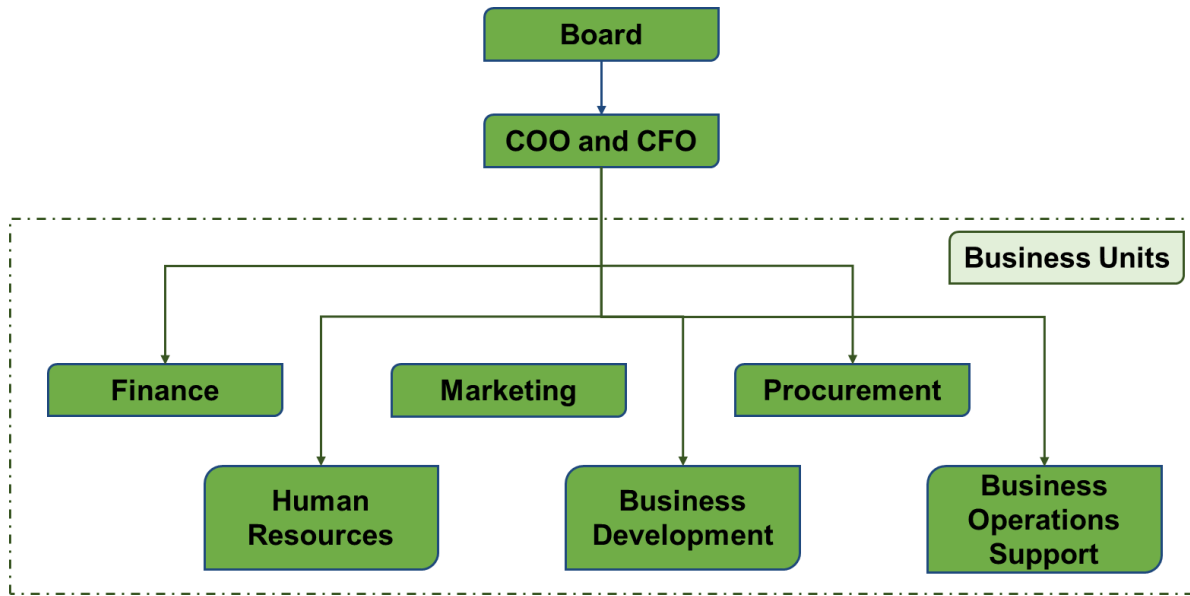
The Group has established a foundational sustainability governance framework in our first year of reporting. This framework ensures that sustainability is integrated into our strategic decision-making and operational processes.

The Board is ultimately responsible for the oversight of the Group's sustainability agenda, including identifying material Sustainability Topics, shaping the Group's sustainability strategy, and setting performance targets. The Board is advised by the COO and CFO, ensuring alignment of the sustainability strategy with business objectives and stakeholder expectations. The COO and CFO are supported by selected representatives from the Group's key business units.

The Group is exploring the establishment of a Sustainability Steering Committee to enhance governance and oversight of sustainability matters. The proposed structure presented below reflects a preliminary framework that the Group may adopt to support cross-functional coordination and accountability, with involvement from senior management.

The Group's sustainability governance structure, including the roles and responsibilities of relevant functions, is outlined below.

## Sustainability Governance Structure



## Roles and Responsibilities

Committees	Member	Roles and Responsibilities
<b>Board</b>	Board Members	<ul style="list-style-type: none"> <li>• Identify and prioritise the Group's key material Sustainability Topics.</li> <li>• Review and endorse sustainability strategies, policies, and targets—including materiality assessments—and incorporate climate-related risks and opportunities into strategic planning.</li> <li>• Oversee the implementation of sustainability initiatives and performance and set targets for sustainability performance tracking.</li> <li>• Approve sustainability report prior to publication.</li> </ul>
-	COO and CFO	<ul style="list-style-type: none"> <li>• Develop sustainability strategies and policies, propose updates to the Board, and incorporate climate-related risks and opportunities into strategic planning.</li> <li>• Assess overall sustainability risks and opportunities, emphasising climate-related factors.</li> <li>• Monitor sustainability activities and performance.</li> <li>• Conduct materiality assessments and prepare sustainability reports for Board approval.</li> <li>• Track and review sustainability activities and performance against established targets.</li> </ul>
<b>Business Units</b>	Representatives from the following business units: <ul style="list-style-type: none"> <li>• Finance</li> <li>• Marketing</li> <li>• Procurement</li> <li>• Human Resource</li> <li>• Business development</li> <li>• Business Operations Support</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure operational practices are aligned with the Group's overarching sustainability strategy and objectives.</li> <li>• Gather and consolidate sustainability data to monitor impact and support reporting requirements.</li> </ul>

## REPORTING PRACTICE

### Reporting Framework

The FY2025 Report has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards covering the period from 1 January 2025 to 31 December 2025 (“Reporting Period”). The GRI has been chosen due to its global recognition as a sustainability reporting standard and for representing the global best practices for reporting on economic, environmental, and social topics.

The GRI Content Index section of the Report provides a detailed reference to the relevant GRI Standards. The Group has adopted the GRI reporting principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.

This Report met the requirements of Catalist Rule 711A and 711B on sustainability reporting, as established by the Singapore Exchange Securities Trading Limited (“SGX-ST”). The Board has reviewed and approved the reported information, including the material topics.

The Group’s climate-related disclosures were also guided by the recommendations of the International Sustainability Standards Board (“ISSB”) Standards—International Financial Reporting Standards (“IFRS”) S1 and IFRS S2, collectively the IFRS Sustainability Disclosure Standards (“SDS”).

### Reporting Scope

This Report covers Goodwill Entertainment’s sustainability performance for the financial year ended 31 December 2025 for the following key operating entities<sup>1</sup>:

S/N	Entity
1	Goodwill Entertainment Holding Limited
2	Have Fun Bugis Pte. Ltd.
3	Have Fun DTE Pte. Ltd.
4	Have Fun Suntec Pte. Ltd.
5	Have Fun Bugis Plus Pte. Ltd.
6	Have Fun TPY Pte. Ltd.
7	Have Fun Yishun Pte. Ltd.
8	7-24 Entertainment Pte. Ltd.
9	Have Fun Cineleisure Pte. Ltd.
10	Have Fun Orchard Pte. Ltd.
11	Have Fun Serangoon Pte. Ltd.
12	Yakitori One Pte. Ltd.
13	Have Fun Seletar Pte. Ltd. (formerly known as Open Menu Marketing Pte. Ltd.)
14	HF Chinatown Pte. Ltd.
15	Have Fun Pasir Ris Pte. Ltd.
16	Have Fun Thomson Pte. Ltd.
17	Cookease Pte. Ltd.
18	Have Fun Collective Pte. Ltd.
19	Goodwill Entertainment Malaysia Sdn Bhd
20	Have Fun Lite Pte. Ltd.
21	Aimo Entertainment Pte. Ltd.

<sup>1</sup> Have Fun KL Sdn. Bhd. – Not operational in FY2025; data is therefore unavailable for this reporting cycle.

As this is the Group's first year of sustainability reporting, only FY2025 data is disclosed. Historical data and year-on-year comparisons will be incorporated in future reports as the Group builds its sustainability data infrastructure and reporting capabilities.

## **Assurance**

The Group has established internal controls and verification processes to ensure that the narratives and data in the Report are accurate and reliable. Internal review on the sustainability report has been incorporated as part of our internal audit review cycle. No external assurance has been obtained for this Report.

## **Availability and Feedback**

This Report supplements the Group's Annual Report 2025 which is available online at SGXNet and GEH's website at <https://goodwillsg.com/publications/>.

As we continue to strengthen our sustainability reporting, we welcome feedback on our sustainability initiatives from all stakeholders. Please contact us at [events@goodwillsg.com](mailto:events@goodwillsg.com) for related enquiries and feedback.

## STAKEHOLDER ENGAGEMENT

The Group recognises that stakeholder engagement is essential in shaping its sustainable business practices. By maintaining open communication and collaboration across the value chain, stakeholder feedback plays a vital role in strengthening our sustainability initiatives.

As part of its stakeholder engagement process, the Group identifies key stakeholders relevant to its business—these include entities or individuals that have an interest that is affected or could be affected by its activities. These key stakeholders include employees, customers, investors, suppliers, regulators and community.

The Group remains committed to fostering meaningful dialogue with stakeholders to proactively address key issues and uphold transparency. The table below outlines the Group’s key stakeholders, engagement channels, frequency of engagement, key concerns, and the Group’s responses.

	Engagement Channel	Frequency of Engagement	Key Concerns	The Group’s Response
<b>Employees</b>	<ul style="list-style-type: none"> <li>Performance appraisals</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>Career development</li> <li>Remuneration</li> <li>Workplace health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Provide fair remuneration and benefits</li> <li>Provide constructive feedback through performance appraisals</li> <li>Conduct health and safety training for employees</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Customer Feedback</li> <li>Email enquiries</li> <li>Social media</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ad-hoc</li> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Customer service standard</li> </ul>	<ul style="list-style-type: none"> <li>Identify areas for improvement through customer feedback</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Annual report</li> <li>Annual general meeting</li> <li>Corporate announcements/ press release</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Annually</li> <li>Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable business performance</li> <li>Market valuation</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Ensure informative corporate communication through announcements and shareholders meeting</li> <li>Code of business ethics</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>E-mail communications</li> <li>Face-to-face meetings</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Regularly</li> </ul>	<ul style="list-style-type: none"> <li>Order volatility</li> </ul>	<ul style="list-style-type: none"> <li>Maintain open communication channels to address order volatility and supply chain concerns</li> </ul>
<b>Regulators</b>	<ul style="list-style-type: none"> <li>Half-yearly announcements</li> <li>Annual reports</li> <li>Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>Half-yearly</li> <li>Annually</li> <li>Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Engage in seminars carried out by governments and regulators</li> <li>Comply with relevant laws and regulations</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>Sustainability report</li> <li>Community engagement programmes</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Corporate social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Engage in corporate social responsibility projects aligned with community needs</li> </ul>

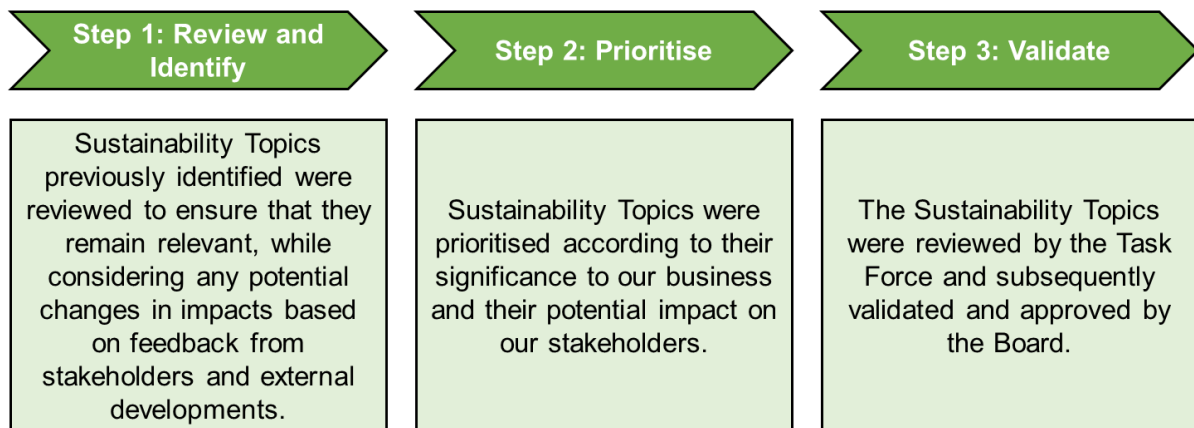
## MATERIALITY ASSESSMENT

Conducting a materiality assessment enables the Group to prioritise sustainability issues that are most significant to its business, ensuring that the strategies set forth in this Report are impactful and meaningful for stakeholders. The Group’s FY2025 materiality assessment reflects the dual-perspective approach:

1. **Significance of topics on business:** Evaluates sustainability topics based on their potential to influence the business and financial prospects.
2. **Relevance of topics to stakeholders:** Assesses sustainability topics based on their significance to stakeholders and external impacts.

The Group identifies and prioritises key sustainability issues (“**Sustainability Topics**”) that are of concern to the Group’s stakeholders, considering the impact on the business, economy, environment, and people through the materiality assessment process. The results of the materiality assessment contribute to the development of Group’s sustainability strategy, initiatives, and goals.

This methodology comprises the following key steps:



## Sustainability Topics

The Group has identified eight Sustainability Topics in FY2025, validated through Board approval. The following key Sustainability Topics were identified as most material to the Group’s business and are ranked accordingly. Grouped under the EESG pillars, the Group’s Sustainability Topics are as follows:

Material Topics by Criticality	
<b>High</b>	Employee Health and Safety
	Economic Performance
	Employee Training and Advancement
<b>Medium</b>	Energy
	Employment
	Anti-Corruption
<b>Low</b>	Workforce Diversity
	Greenhouse Gas Emissions

*Environmental*
 *Social*
 *Governance*
 *Economic*

Employee Health and Safety has been identified as a double material topic, reflecting its significance from both an impact and financial perspective. The Group’s operations rely heavily on frontline employees across its entertainment venues and F&B outlets, making a safe and healthy working environment essential to maintaining service quality and operational continuity. At the same time, workplace incidents or safety lapses may result in financial implications, including operational disruptions, regulatory penalties, and reputational damage. As such, the Group prioritises this topic to safeguard employee well-being while supporting sustainable business performance.

## Sustainability Targets and Performance Highlights

As this is the Group’s first year of sustainability reporting, formal targets have not yet been established for FY2025. The Group intends to develop and implement specific targets related to its material Sustainability Topics in the next reporting period to support ongoing monitoring and continuous improvement. A preliminary outline of proposed targets for the next reporting cycle is as follows:

The Group defines its time horizons as follows: short-term targets are those to be achieved by FY2027, medium-term targets by FY2030, and long-term targets by FY2050. These timeframes support the Group’s approach to managing sustainability-related risks and opportunities across different planning horizons.

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

Sustainability Topic	Targets
<b>Pillar 1: Economic</b>	
<b>Economic Performance (Perpetual)</b>	<ul style="list-style-type: none"> <li>• Maintain the Group's economic value generated subject to economic conditions.</li> </ul>
<b>Pillar 2: Environmental</b>	
<b>Energy Management (Short-term)</b>	<ul style="list-style-type: none"> <li>• Establish a robust environmental data collection system, including tracking fuel use.</li> </ul>
<b>Energy Management (Mid-term)</b>	<ul style="list-style-type: none"> <li>• Implement energy-efficient best practices across operations.</li> <li>• Promote employee awareness campaigns on energy conservation.</li> </ul>
<b>Greenhouse Gas Emissions (Long-term)</b>	<ul style="list-style-type: none"> <li>• Develop internal carbon awareness programmes for employees.</li> </ul>
<b>Pillar 3: Social</b>	
<b>Workforce Diversity and Employment (Short-term)</b>	<ul style="list-style-type: none"> <li>• Foster an inclusive culture through bias-awareness training.</li> <li>• Ensure equal opportunity policies are embedded in recruitment process.</li> </ul>
<b>Occupational Health &amp; Safety (Short-term)</b>	<ul style="list-style-type: none"> <li>• Create a proactive safe work culture through employee engagement and awareness programmes</li> <li>• Implement mental health and well-being programmes for employees</li> </ul>
<b>Employee Training and Advancement (Short-term)</b>	<ul style="list-style-type: none"> <li>• Develop personalised career development plans for all employees.</li> <li>• Promote continuous learning through digital platforms and mentorships.</li> </ul>
<b>Pillar 4: Governance</b>	
<b>Corporate Governance and Business Ethics (Short-term)</b>	<ul style="list-style-type: none"> <li>• Conduct regular ethics training for all employees.</li> </ul>

While this section outlines our qualitative commitments across each of our four sustainability pillars, the Group recognises the importance of setting measurable, time-bound targets to track progress effectively. The Group will be conducting baseline assessments when historical data trends stabilise to ensure the targets set are achievable. Accordingly, the Group will establish and disclose specific metrics and performance indicators in upcoming reporting cycles to provide greater transparency and accountability.

## Pillar 1: Economic

### Economic Performance

Goodwill Entertainment is committed to achieving sustainable financial growth while upholding responsible business practices that create long-term value for its stakeholders. The Audit Committee (“AC”) and the Board oversee and regularly review the Group’s financial performance to ensure sound governance and transparency.

The Group’s audited financial statements, prepared in accordance with the Singapore Financial Reporting Standards (International) and the provisions of the Companies Act 1967, are available in the Goodwill Entertainment Annual Report 2025, which provides detailed information on the Group’s financial performance and position.

### Impact on Goodwill Entertainment

Financial performance is a material topic for Goodwill Entertainment as it underpins the Group’s ability to operate sustainably, invest in growth, and support its workforce and stakeholders. Strong and stable financial results enable the Group to maintain high service quality, enhance customer experiences, and allocate resources towards sustainability initiatives such as employee development, energy efficiency, and responsible sourcing. Conversely, economic fluctuations, changing consumer behaviour, and rising operational costs may affect profitability and limit investment capacity. The Group therefore views prudent financial management and transparent reporting as essential to long-term business resilience and stakeholder confidence.

### Management Approach

Goodwill Entertainment adopts a disciplined and transparent approach to financial management to ensure long-term business sustainability and value creation for stakeholders. The Board of Directors and the Audit Committee provide oversight of the Group’s financial governance, reviewing financial performance, risk exposure, and compliance with applicable accounting standards on a regular basis. The finance team ensures that all financial statements are prepared in accordance with the Singapore Financial Reporting Standards (International) and the Companies Act 1967, supported by robust internal controls and independent external audits. The effectiveness of this approach is evaluated through regular financial reviews, variance analyses, and audit outcomes, which inform strategic decision-making and resource allocation. Through sound financial stewardship, the Group aims to maintain resilience, support sustainable growth, and deliver consistent returns to its stakeholders.

## Our Performance

	FY2025
<b>Economic Value Generated</b>	
Generated Amount (SGD)	50,789,547
<b>Total Generated Value</b>	<b>50,789,547</b>
<b>Economic Value Distributed</b>	
Operating Costs	(18,311,462)
Employee Wages and Benefits	(16,709,416)
Capital Providers	(517,384)
Government	(1,192,798)
Communities	(5,000)
<b>Total Distributed Value</b>	<b>(36,736,060)</b>
<b>Economic Value Retained</b>	<b>14,053,487</b>

## Pillar 2: Environment

GEH is committed to embedding environmental responsibility across its diverse operations, which span a centralised kitchen, offering food and delivery services, event spaces, karaoke outlets and a Live Performance outlet across Singapore. As the Group continues to deliver vibrant entertainment and culinary experiences, it remains acutely aware of the environmental footprint associated with energy use, food production, and resource consumption. This section outlines the Group's approach to environmental sustainability, focusing on key impact areas such as energy and emissions. By aligning with Singapore's Green Plan 2030 and adopting innovative practices across its venues and supply chain, GEH aims to foster a culture of environmental stewardship that resonates with its customers, partners, and the broader community.

### Energy Management

#### Impact on Goodwill Entertainment

Effective energy management plays a pivotal role in the health of the business and its operations. These facilities rely heavily on energy-intensive systems such as refrigeration, cooking equipment, lighting, air conditioning, and audiovisual setups. Inefficient energy use can lead to elevated operating costs, increased greenhouse gas emissions, and greater vulnerability to fluctuations in energy prices. As Singapore advances its climate goals under the Green Plan 2030, GEH faces growing expectations to demonstrate environmental accountability and reduce its carbon footprint.

#### Management Approach

To address these challenges, the Group has adopted a range of energy management strategies. These include the implementation of energy-efficient LED lighting, the use of energy-saving air-conditioning systems, and staff training to promote energy conservation practices. Collectively, these measures can support regulatory compliance, enhance cost efficiency, and reinforce GEH's commitment to sustainable growth.

#### Our Performance

##### Energy Consumption Methodology

In FY2025, the Group's total energy consumption within the organisation was 13,242.8 gigajoules ("GJ").

As this is the Group's first year of sustainability reporting, it is not yet able to disclose energy consumption from company vehicles due to the preliminary stage of its data collection methodology. However, the Group is able to report electricity consumption across its operations and natural gas usage based on utility bill data. The Group intends to begin disclosing energy consumption from company vehicles in the next reporting cycle.

Electricity consumption data, provided by the utility supplier in kilowatt-hours (“kWh”), is converted to joules using a standard conversion factor of 0.0036 gigajoules per kWh. Natural gas data is also provided by the utility supplier in kWh and is converted to GJ using the same conversion factor.

Goodwill Entertainment did not consume any energy from renewable sources in FY2025.

#### Energy Consumption in Gigajoules (GJ) – Inside of Organisation

Source Type	FY2025
<b>Non-Renewable Sources</b>	
Natural Gas	439.0
Purchased Electricity	12,803.8
<b>Total</b>	<b>13,242.8</b>

#### Energy Intensity

	FY2025
<b>Total Energy Consumption (GJ)</b>	13,242.8
<b>Revenue (S\$'000)</b>	50,789.5
<b>Energy Intensity Ratio (GJ/Revenue)</b>	<b>0.26</b>

Goodwill Entertainment remains committed to identifying and implementing measures to reduce energy consumption and greenhouse gas emissions across its operations. The Group continues to enhance its monitoring and reporting systems to better track environmental performance, while maintaining practical energy-saving practices such as implementing LED lighting across its operations, using energy-efficient air-conditioning systems, and providing staff training to promote energy conservation.

## Greenhouse Gas Emissions

### **Impact on Goodwill Entertainment**

Greenhouse gas (“GHG”) emissions represent a significant environmental impact for Goodwill Entertainment, stemming from its wide-ranging operations across multiple sectors, including entertainment and F&B. These activities contribute to both direct emissions (Scope 1), such as the consumption of diesel and petrol and indirect emissions (Scope 2), primarily from electricity consumption. As Singapore intensifies its climate commitments under the Green Plan 2030, GEH faces increasing expectations to quantify and reduce its carbon footprint. Addressing these emissions is essential not only for regulatory compliance but also for enhancing operational efficiency and demonstrating environmental leadership within the entertainment and food & beverage sectors.

As part of its ongoing efforts to strengthen emissions reporting, the Group intends to begin tracking and disclosing fuel consumption data, including petrol and diesel usage, in the next reporting cycle. At present, the methodology and data collection processes required to support such disclosures have not yet been fully established. The Group will progressively develop the necessary systems and controls to enable accurate measurement and reporting of Scope 1 emissions from fuel use in future reports.

## Management Approach

To manage these impacts, the Group is in the early stages of developing its approach to emissions monitoring and reduction. At present, data collection processes and methodologies for tracking greenhouse gas emissions are not yet fully established, as previously mentioned. The Group is working to strengthen its data collection capabilities and intends to progressively improve the tracking and monitoring of Scope 1 and Scope 2 emissions. In addition, GEH aims to build the necessary systems and methodologies to support future Scope 3 disclosures as its data maturity improves. These efforts reflect the Group's commitment to enhancing transparency and progressively strengthening its management of GHG emissions in support of Singapore's transition to a low-carbon economy.

### GHG Emission Methodology

The Group has adopted an operational control approach to consolidating its GHG emissions. This means it accounts for 100% of emissions from operations under its control.

#### Scope 1

The Group calculates its greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 emissions comprise direct emissions from fuel use, including natural gas consumption in kitchen activities. Fuel usage is collected through bills provided by the utility supplier, and converted into emissions using the emission factors set out in Singapore's Greenhouse Gas Emissions Measurement and Reporting Guidelines<sup>2</sup>.

#### Scope 2

Purchased electricity data, provided by the utility supplier in kilowatt-hours, is converted to CO<sub>2</sub> using the emission factor published by the Energy Market Authority ("EMA")<sup>3</sup>. The Group's indirect (Scope 2) emissions primarily comprise electricity consumption and are calculated using the location-based method in accordance with the Greenhouse Gas Protocol.

It is worth noting that the grid emission factor published by the Energy Market Authority in Singapore is expressed in units of kg CO<sub>2</sub>/kWh rather than kg CO<sub>2</sub>e/kWh. While Scope 1 emissions include other greenhouse gases such as CH<sub>4</sub> and N<sub>2</sub>O, the grid emission factor used for purchased electricity does not incorporate these gases. Nevertheless, the Group does not expect this to have a significant impact on the reported emissions from purchased electricity, as CO<sub>2</sub> remains the predominant greenhouse gas.

---

<sup>2</sup> [https://www.nea.gov.sg/docs/default-source/default-document-library/ghg-measurement-and-reporting-guidelines-part-ii-appendix-\(ver-29-may-2023\).pdf](https://www.nea.gov.sg/docs/default-source/default-document-library/ghg-measurement-and-reporting-guidelines-part-ii-appendix-(ver-29-may-2023).pdf)

<sup>3</sup> <https://www.ema.gov.sg/resources/singapore-energy-statistics/chapter2>

## Our Performance

### Scope 1 GHG Emissions in tCO<sub>2</sub>e by Source

Natural gas is primarily used for kitchens under the Group's operational control.

Source Type	FY2025
Natural Gas	24.7

### Scope 2 GHG Emissions in tCO<sub>2</sub>e by Source

Source Type	FY2025
Purchased Electricity	1,429.8

### Total GHG Emission Intensity

	FY2025
Scope 1 GHG Emissions (tCO <sub>2</sub> e)	24.7
Scope 2 GHG Emissions (tCO <sub>2</sub> e)	1,429.8
<b>Total GHG Emissions (tCO<sub>2</sub>e)</b>	<b>1,454.5</b>
<b>Revenue (S\$'000)</b>	<b>50,789.5</b>
<b>Emission Intensity Ratio (tCO<sub>2</sub>e /Revenue)</b>	<b>0.03</b>

The organisation-specific metric used to calculate the ratio is the Group's revenue for the financial year, expressed in thousands of SGD, as the Group considers this to provide the most consistent basis for year-on-year comparison in future reporting periods.

### Reduction of GHG Emissions

As this marks the Group's first year of sustainability reporting, it does not yet have prior emissions data necessary to calculate reductions in GHG emissions. A baseline year will be established in the next financial year to support future disclosures.

In addition to monitoring energy use and emissions from its internal operations, the Group remains mindful of the energy consumption and associated emissions generated by its stakeholders, including suppliers and customers. The Group will continue to refine its current assessment to identify significant sources of energy consumption beyond its operational boundaries and aims to develop a framework for measuring Scope 3 GHG emissions in future reporting cycles.

### Ozone-Depleting Substances ("ODS")

In FY2025, there were no ozone-depleting substances or other significant air emissions.

## Pillar 3: Social

### Workforce Diversity and Employment

#### Impact on Goodwill Entertainment

Workforce diversity and employment practices have a direct impact on Goodwill Entertainment, shaping both organisational culture and business performance. With operations spanning centralised kitchen, restaurants, karaoke outlets, and event spaces, the Group relies on a wide range of skills and backgrounds to deliver exceptional customer experiences. A diverse workforce fosters creativity, innovation, and resilience, while also strengthening GEH’s ability to connect with Singapore’s multicultural society. Conversely, gaps in inclusivity or fair employment practices could affect employee morale, retention, and the Group’s reputation in a competitive industry.

#### Management Approach

To manage these impacts, GEH is committed to cultivating an inclusive and supportive workplace. The Group promotes equal opportunities in recruitment and career progression, ensuring that employees are valued for their skills and contributions regardless of background. Training and development programmes are designed to empower staff, while policies on fair wages, safe working conditions, and respect in the workplace reinforce its commitment to responsible employment. By embedding diversity and inclusion into its organisational practices, GEH not only enhances employee satisfaction and retention but also strengthens its position as a socially responsible leader in Singapore’s entertainment and F&B sector.

#### Our Performance

Goodwill Entertainment is able to present an overview of its current workforce, disaggregated by gender, age group, and region. Employee headcount data for the Report was collected on the 31<sup>st</sup> of December 2025.

##### Employees by Gender, Age Group, and Region

There are a total of 316 employees across GEH’s operations.

Categories	FY2025	
	Headcount	Percentage
<b><u>By Gender</u></b>		
Male	187	59.2%
Female	129	40.8%
<b><u>By Age Group</u></b>		
Under 30	125	39.6%
30-50	165	52.2%
Above 50	26	8.2%
<b><u>By Region</u></b>		
Singapore	295	93.4%
Malaysia	21	6.6%

The Group has further categorised its workforce by contract type and employment status. Contract types comprise permanent and temporary arrangements, while employment status is classified into full-time, part-time, and non-guaranteed-hours employees.

Employees by Contract Type – Permanent Employees

Categories	FY2025 Headcount
<b><u>By Gender</u></b>	
Male	187
Female	129
<b><u>By Region</u></b>	
Singapore	295
Malaysia	21

Employees by Contract Type – Temporary Employees

There are currently no temporary employees under the Group's operations.

Employees by Employment Status – Full-time Employees

Categories	FY2025 Headcount
<b><u>By Gender</u></b>	
Male	156
Female	95
<b><u>By Region</u></b>	
Singapore	230
Malaysia	21

Employees by Employment Status – Part-time Employees

Categories	FY2025 Headcount
<b><u>By Gender</u></b>	
Male	31
Female	34
<b><u>By Region</u></b>	
Singapore	65
Malaysia	0

Employees by Employment Status – Non-Guaranteed-Hours Employees

There are currently no non-guaranteed-hours employees under the Group's operations.

Diversity

Beyond its workforce, the Group is equally committed to fostering diversity within its leadership. The following table sets out the composition of the Board across the Group's subsidiaries, providing a breakdown of diversity indicators among its members.

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

Board

There is a total of 5 Board members in GEH's governing board.

Categories	FY2025	
	Headcount	Percentage
<b><u>By Gender</u></b>		
Male	5	100.0%
Female	0	0.0%
<b><u>By Age Group</u></b>		
Under 30	0	0.0%
30-50	2	40.0%
Above 50	3	60.0%

Employee

Managers

Categories	FY2025	
	Headcount	Percentage
<b><u>By Gender</u></b>		
Male	40	75.5%
Female	13	24.5%
<b><u>By Age Group</u></b>		
Under 30	8	15.1%
30-50	38	71.7%
Above 50	7	13.2%

Supervisors

Categories	FY2025	
	Headcount	Percentage
<b><u>By Gender</u></b>		
Male	16	53.3%
Female	14	46.7%
<b><u>By Age Group</u></b>		
Under 30	14	46.7%
30-50	15	50.0%
Above 50	1	3.3%

Rank & File

Categories	FY2025	
	Headcount	Percentage
<b><u>By Gender</u></b>		
Male	131	56.2%
Female	102	43.8%
<b><u>By Age Group</u></b>		
Under 30	103	44.2%
30-50	112	48.1%
Above 50	18	7.7%

### New Hires and Turnovers

Monitoring new hires and employee turnover provides insight into the Group's ability to attract and retain talent. These disclosures demonstrate GEH's commitment to transparency and workforce resilience.

The tables below provide a breakdown of new hires and employee turnover rates, disaggregated by gender, age group, and region.

#### New Hires

There was a total of 170 new hires in FY2025, or a hiring rate<sup>4</sup> of 53.8%.

Categories	FY2025	
	Headcount	Hiring Rate (%)
<b><u>By Gender</u></b>		
Male	101	54.0%
Female	69	53.5%
<b><u>By Age Group</u></b>		
Under 30	84	67.2%
30-50	81	49.1%
Above 50	5	19.2%
<b><u>By Region</u></b>		
Singapore	149	50.5%
Malaysia	21	100.0%

#### Employee Turnover

In FY2025, the Group saw a turnover of 185 employees and a turnover rate<sup>5</sup> of 58.5%.

Categories	FY2025	
	Headcount	Turnover Rate (%)
<b><u>By Gender</u></b>		
Male	107	57.2%
Female	78	60.5%
<b><u>By Age Group</u></b>		
Under 30	99	79.2%
30-50	82	49.7%
Above 50	4	15.4%
<b><u>By Region</u></b>		
Singapore	185	62.7%
Malaysia	0	0.0%

---

<sup>4</sup> Hiring rates are calculated by dividing the number of new hires by the total number of employees at the end of FY2025. Hiring rates by category are calculated by dividing the number of new hires within each specific category by the total number of employees in that category.

<sup>5</sup> Turnover rates are calculated by dividing the number of employees no longer contracted with the Group divided by the total number of employees at the end of FY2025. Turnover rates by category are calculated by dividing the number of turnovers within each specific category by the total number of employees in that category.

### Ethical Labour Practices

The Group is committed to treating its employees with fairness and respect and strives to maintain full compliance with all applicable labour laws and regulations across the jurisdictions in which it operates. In FY2025, the Group has not been found in breach of any relevant labour legislation or regulatory requirements.

### Non-discrimination

The Group believes that every employee deserves to be treated with respect and dignity. It maintains a strict zero-tolerance policy against discrimination, human rights violations, and illegal working conditions. In FY2025, no incidents of discrimination were recorded. Looking ahead, the Group remains committed to compliance in its hiring and supplier assessment processes, ensuring that it partners only with ethically managed businesses. Through these efforts, the Group seeks to strengthen its network and contribute positively to the communities in which it operates.

## **Occupational Health & Safety**

Goodwill Entertainment places strong emphasis on the health, safety, and well-being of its employees, recognising that a safe working environment is fundamental to operational excellence and service quality. The Group is committed to maintaining a workplace culture that prioritises accident prevention, hygiene, and compliance with relevant safety regulations. Given the nature of its operations across entertainment venues, restaurants, and a central kitchen, the Group actively monitors occupational risks and implements measures to safeguard both staff and patrons. Through continuous training, regular inspections, and adherence to safety protocols, Goodwill aims to ensure that all employees can perform their duties confidently and safely.

### **Impact on Goodwill Entertainment**

Occupational health and safety (“OHS”) has both positive and negative implications for Goodwill Entertainment’s operations and long-term performance. Safe and well-managed workplaces contribute to higher employee morale, improved productivity, and stronger retention across the Group’s entertainment venues, restaurants, and central kitchen. A robust safety culture also supports consistent service quality and enhances customer experience. Conversely, inadequate OHS practices may lead to workplace incidents, operational disruptions, regulatory non-compliance, and reputational harm. Ensuring strong health and safety standards is therefore essential to protecting employees, maintaining operational efficiency, and supporting sustainable business growth.

## **Management Approach**

Goodwill Entertainment adopts a structured approach to managing occupational health and safety to ensure a secure and healthy working environment across all operational sites. The Group is committed to complying with applicable workplace safety regulations and maintaining high hygiene and safety standards in its entertainment outlets, restaurants, and central kitchen. Responsibility for implementing OHS measures lies with operational managers, supported by the Human Resources and Compliance teams, who oversee training, incident reporting, and adherence to safety protocols.

To manage occupational health and safety risks, the Group conducts visual inspections of potential hazards, holds daily briefings for employees, and adopts a case study approach when incidents or near-misses occur. The Group also provides mandatory training on safe work practices and implements standard operating procedures for high-risk tasks.

Potential hazards are monitored through a collective effort involving quality assurance (“QA”) personnel and employees’ individual workplace inspections, enabling the timely identification of risks and corrective action. The effectiveness of this approach is evaluated through OHS incident rates and staff feedback on identified safety hazards, where applicable.

Through continuous monitoring and improvement, the Group aims to cultivate a strong safety culture and safeguard the well-being of all employees.

## **Our Performance**

In FY2025, GEH encountered no work-related fatalities, no high-consequences work-related injuries, no recordable work-related injuries, and no work-related ill-health cases. There were no fines or penalties imposed on the Group resulting from breaches in safety standards and/or regulations in FY2025.

In FY2025, the Group recorded a total of 744,796 hours worked.

## **Employee Training and Advancement**

The Group places strong emphasis on continuous learning and professional growth, recognising that employee development is essential to sustaining long-term success. Training programmes are designed to enhance technical skills, service excellence, and leadership capabilities, while advancement opportunities ensure that employees are able to progress in their careers based on merit and performance. By investing in its people, the Group fosters an engaged, capable, and future-ready workforce.

## **Impact on Goodwill Entertainment**

Employee training and advancement have a significant impact on Goodwill Entertainment, directly influencing service quality, operational efficiency, and long-term competitiveness. As the Group operates across diverse business segments, continuous skill development ensures that employees remain adaptable to evolving customer expectations and industry trends. Without structured training and clear pathways for career progression, GEH risks reduced employee engagement, higher turnover, and diminished organisational resilience.

## Management Approach

To address these impacts, Goodwill Entertainment adopts a proactive and structured approach to workforce development. The Group implements on-the-job training for Rank & File employees and bi-monthly training sessions for managers to enhance both technical and soft skills, while also providing clear pathways for career progression based on merit and performance. Responsibility for implementing these initiatives lies with the Human Resources department in coordination with outlet managers to ensure alignment with operational needs. The effectiveness of these training initiatives is monitored via training participation data, and employee performance reviews. By continuously investing in employee growth and measuring outcomes, GEH strengthens its talent pipeline, fosters loyalty, and builds a future-ready workforce that supports the Group’s long-term sustainability objectives.

## Our Performance

### Employee Receiving Performance Reviews<sup>6</sup>

Categories	FY2025
	Percentage
<b><u>By Gender</u></b>	
Male	60.7%
Female	39.3%
<b><u>By Employee Type</u></b>	
Managers	17.1%
Supervisors	23.9%
Rank & File	59.0%

### Average Number of Training Hours Per Employee Per Year<sup>7</sup>

Categories	FY2025
	Avg. Training Hours
<b><u>By Gender</u></b>	
Male	125.3
Female	93.8
<b><u>By Employee Type</u></b>	
Managers	143.4
Supervisors	197.3
Rank & File	78.0

---

<sup>6</sup> Performance rates are determined by referencing the total number of employees at the end of the reporting period and, within that group, identifying those who have received a performance review.

<sup>7</sup> Average training hours are determined by dividing the total number of training hours provided to employees by the total number of employees.

**Benefits Provided to Full-time Employees**

The Group is committed to supporting the well-being and long-term engagement of its workforce. Full-time employees are offered a comprehensive package of benefits designed to promote financial security, health, and professional growth. These provisions reflect the Group’s dedication to fostering a supportive workplace culture and ensuring that employees are recognised and rewarded for their contributions.

Benefits for full-time employees include, but are not limited to, outpatient (medical and dental) subsidies, birthday incentives, referral bonuses, quarterly performance bonuses, company transport, and annual increments in leave and salary.

**Parental Leave**

Parental leave is available to employees who meet the eligibility requirements set by the Singaporean government. The table below presents data on employees who utilised parental leave during FY2025, capturing the number of employees that took parental leave, returned to work, and remains employed after 12 months of returning from parental leave.

Categories	FY2025 Headcount
<b><u>Employees Taking Parental Leave</u></b>	
Male	1
Female	2
<b><u>Employees that Returned to Work After Taking Parental Leave</u></b>	
Male	1
Female	2
<b><u>Employees Retained 12 Months After Parental Leave</u></b>	
Male	1
Female	2
<b>Return-to-Work Rate (%)</b>	100%
<b>Retention Rate (%)</b>	100%

## Pillar 4: Governance

### Corporate Governance and Business Ethics

#### Impact on Goodwill Entertainment

Strong corporate governance and ethical business practices are fundamental to sustaining stakeholder trust and long-term value creation. They help mitigate risks related to regulatory compliance, corruption, and reputational damage, while ensuring transparent decision-making and accountability across all levels of the organisation. Effective governance also supports sustainable growth by aligning business objectives with environmental and social responsibilities.

#### Management Approach

##### Anti-Corruption

To uphold the highest standards of integrity, the Group has established internal policies and procedures on anti-bribery and anti-corruption, which are communicated to all employees during their onboarding and induction. Furthermore, the Group periodically conducts training sessions to promote compliance awareness and knowledge among employees.

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

- A code of conduct outlines expectations for employees and the consequences for violations of the rules or standards not met. Additionally, clear and fair grievance procedures are detailed in our employee handbook; and
- A conflict-of-interest policy is established to safeguard against situations where personal interests may conflict with professional responsibilities, with clear procedures for the disclosure and resolution of any potential conflicts.

##### Whistleblowing

The Group has established a whistle-blowing procedure that allows employees to report concerns regarding alleged wrongful acts without fear of reprisal. All employees have been made aware of the process for submitting complaints. The AC investigates all issues raised, with support from executive directors and/or Management as needed. Following the investigation, the AC will recommend appropriate disciplinary and/or remedial action and seek Board approval for their implementation by the AC and/or Management.

#### Our Performance

In FY2025, the Group has achieved zero reported incidents of corruption. The Group noted that no operations were assessed for corruption-related risks during the year but plans to carry out such assessment in the next financial year.

For further details on the Group's corporate governance practices and risk management framework, please refer to the Corporate Governance Report in the Group's Annual Report 2025.

## IFRS S2 CLIMATE-RELATED DISCLOSURES

The Group recognises the importance of aligning with the IFRS S1 and S2 standards established by the International Sustainability Standards Board to ensure transparent and comparable climate-related disclosures. While the Group is still developing the systems needed to measure and report quantitative financial impacts, it is committed to progressively enhancing its climate reporting. Initial disclosures focus on qualitative information regarding governance, strategy, and risk management, with the aim of expanding to full IFRS-aligned reporting in future reporting cycles.

The following section outlines Goodwill Entertainment's approach to the four core pillars of the IFRS S2 framework—Governance, Strategy, Risk Management, and Metrics and Targets. These disclosures describe how climate-related considerations are integrated into the Group's decision-making processes, operational practices, and future planning.

### Governance

The Board has overall responsibility for overseeing climate-related risks and opportunities as part of its broader risk and governance framework. The COO and CFO support the Board by reviewing environmental and operational risk factors, while management ensures day-to-day compliance and identifies opportunities for efficiency improvements. The Group intends to formalise its climate governance structure and reporting processes in future years as part of its progressive alignment with IFRS S2. Further details regarding the governance structure of GEH can be found in the Sustainability Governance section of this Report (refer to pages 4–6).

### Strategy

GEH recognises that climate-related risks and opportunities may influence its operations, particularly in areas such as energy consumption, supply-chain stability, and customer behaviour. Although quantitative financial impacts have not yet been assessed, the Group has begun identifying potential exposures related to rising utility costs and evolving environmental regulations. Opportunities may also arise from greater energy efficiency, sustainable sourcing, and the adoption of environmentally responsible business practices.

These considerations are integrated into the Group's strategic planning through ongoing reviews of operational efficiency, procurement policies, and facility management practices. As GEH enhances its data-collection capabilities, it aims to develop scenario analysis and introduce financial impact assessments in future reporting cycles to support long-term strategic decision-making.

### Transition and Adaptation Plans

At present, the Group has not established formal climate-related transition and adaptation plans, reflecting its early stage of climate maturity and evolving data capabilities. As the Group continues to enhance its understanding of climate-related risks and opportunities, it intends to progressively develop structured transition and adaptation strategies. These will be supported by improved data collection, monitoring systems, and analytical capabilities in future reporting cycles.

## Risk Management

### Risk/Opportunity Methodology

To better understand potential climate-related risks and their implications for the Group, Goodwill Entertainment undertook a structured process to identify, assess, and prioritise material risks relevant to its operations. The Group first referred to the Sustainability Accounting Standards Board (“**SASB**”) framework to identify disclosure topics most pertinent to its industry. These topics were then refined to reflect the Group’s business model and operating context. Within each topic, climate-related risk categories were reviewed to compile a preliminary list of potential transition and physical risks.

An internal assessment was subsequently conducted with key management personnel. Participants evaluated each identified risk across two dimensions—*likelihood* and *impact*—using a six-point scale. The results were plotted on a likelihood-impact matrix to determine overall materiality. Risks with higher combined scores were prioritised for further review and inclusion in the Group’s emerging climate-risk management framework.

The same methodology was applied to identify and evaluate climate-related opportunities, ensuring a consistent approach to understanding both potential risks and areas for value creation.

Climate-related risks and opportunities have not yet been incorporated into the Group’s Enterprise Risk Management (“**ERM**”) framework for FY2025. However, the Group plans to integrate these considerations into its ERM process from the next financial year onwards.

## Climate-Related Risks and Opportunities

Goodwill Entertainment recognises that climate change presents both risks and opportunities that may influence its business operations, supply chain, and long-term growth. As a service-oriented company with entertainment and F&B operations, the Group is particularly attentive to the potential effects of rising energy costs, resource availability, and evolving stakeholder expectations. While quantitative assessments are still being developed, the Group has begun identifying key areas where climate-related factors could impact operational efficiency and cost management, as well as opportunities to enhance resilience through energy efficiency, responsible sourcing, and sustainable facility management.

To better understand the potential implications of climate-related risks and opportunities, Goodwill Entertainment has begun exploring scenario analysis as a tool for assessing future business resilience. Given the Group’s current stage of sustainability reporting, this assessment is primarily qualitative and aims to identify potential exposure to transitional and physical climate risks under different plausible future conditions. The Group intends to progressively enhance this analysis to incorporate quantitative modelling and financial impact assessment in alignment with the recommendations of the IFRS S2 framework.

Climate-Related Risks

Risk Type	Risk Description	Time Horizon	Potential Impact on Operations and Financial Planning	Mitigation / Management Measures
<b>Transitional</b>				
<b>Increased Pricing of GHG Emissions</b>	Rising carbon taxes and emissions costs are expected to increase in Singapore	Short-Medium Term (1-5 years)	Increased pricing can lead to higher utility costs and increased supply chain expenses	Invest in energy-efficient equipment, monitor regulatory changes and integrate carbon pricing into financial planning
<b>Enhanced Emissions-reporting Obligations</b>	Stricter regulatory requirements in Singapore mandate more detailed and frequent GHG emissions disclosures	Short-Medium Term (1-5 years)	Increased compliance costs, demands stronger data management systems	Strengthen emissions data management, train staff on compliance, and conduct regular internal audits
<b>Increased Cost of Raw Materials</b>	Climate-related disruptions may drive up the cost of raw materials used in GEH's catering operations	Short-Medium Term (1-5 years)	Increased food and beverage costs, reduced margins, and increased supply chain instability	Diversify suppliers, secure long-term contracts, and source locally where possible
<b>Physical</b>				
<b>Chronic Rising Mean Temperatures</b>	Average global temperatures are expected to rise	Long Term (>5 years)	Increased demand for cooling and ventilation, energy consumption, and possible decrease in customer attendance	Invest in energy-efficient cooling systems, optimize event scheduling, and enhance staff safety protocols

Climate-Related Opportunities

Opportunity Type	Description	Strategic Response
<b>Adopting More Efficient Modes of Transport</b>	Transitioning to low-carbon and efficient transport options (e.g., electric vehicles, hybrid fleets, optimised logistics) reduces emissions, lowers fuel costs, and enhances sustainability credentials	<ul style="list-style-type: none"> <li>Invest in electric or hybrid vehicles for catering and logistics</li> <li>Optimise delivery routes and scheduling to reduce fuel use</li> <li>Explore shared transport solutions for staff and event logistics</li> </ul>
<b>Enhancing Energy and Water Efficiency</b>	Improving energy and water efficiency reduces operating costs, lowers emissions, and strengthens resilience against rising utility prices	<ul style="list-style-type: none"> <li>Upgrade to energy-efficient lighting, cooling, and kitchen equipment</li> <li>Adopt water-saving fixtures and recycling practices in catering and venues</li> <li>Train staff on conservation practices and embed efficiency targets into operations</li> </ul>
<b>Utilising Lower Emission Sources of Energy</b>	Switching to renewable or cleaner energy reduces carbon footprint and regulatory exposure	<ul style="list-style-type: none"> <li>Explore the possibility of purchasing green electricity</li> <li>Utilise cleaner fuels for company vehicles</li> </ul>
<b>Participation in Renewable Energy</b>	Engaging in renewable energy initiatives and	<ul style="list-style-type: none"> <li>Participate in national and industry renewable energy schemes</li> </ul>

Opportunity Type	Description	Strategic Response
<b>Programmes and Adoption of Energy-Efficiency Measures</b>	implementing energy-efficiency measures reduces operating costs, lowers emissions, and enhances GEH's brand reputation	<ul style="list-style-type: none"> <li>• Upgrade to energy-efficient lighting, cooling, and catering equipment</li> <li>• Install smart monitoring systems to track and optimise energy use</li> </ul>

## Scenario Analysis

To better understand potential future outcomes, Goodwill Entertainment has undertaken a preliminary qualitative scenario analysis to explore how different climate-related pathways could affect its operations and value chain. This exercise enables the Group to assess the resilience of its current business model under varying climate, regulatory, and market conditions, and to identify areas where efficiency, adaptation, or risk-mitigation efforts may be needed. Although quantitative financial modelling has not yet been developed, the analysis provides an initial foundation for future, more detailed assessments in line with the IFRS S2 framework.

Two indicative scenarios were considered: a Low-Carbon Transition Scenario, reflecting an accelerated shift towards a net-zero economy, and a High-Physical-Risk Scenario, representing a future with limited policy action and greater exposure to physical climate impacts.

- **Low-Carbon Transition Scenario (aligned with IEA NZE 2050 / IPCC 1.5 °C)<sup>8</sup>**: This pathway assumes stronger environmental regulations and higher carbon prices in Singapore. Energy and operating costs may increase in the short term, but efficient investments and sustainable sourcing could yield long-term cost savings and reputational benefits.
- **High-Physical-Risk Scenario (aligned with IPCC SSP 3–7.0)<sup>9</sup>**: This scenario assumes slower global mitigation efforts, leading to higher temperatures and more frequent extreme weather events. The Group could face rising cooling and energy demands, potential supply-chain disruptions, and increased maintenance costs for its facilities.

Together, these scenarios help Goodwill Entertainment identify operational sensitivities and long-term resilience opportunities, forming a foundation for future quantitative analysis and strategic adaptation planning.

---

<sup>8</sup> "IPCC AR6 Assessment Report" IPCC (<https://www.ipcc.ch/assessment-report/ar6/>) and <https://www.iea.org/reports/global-energy-and-climate-model>

<sup>9</sup> "IPCC AR6 Assessment Report" IPCC (<https://www.ipcc.ch/assessment-report/ar6/>)

## **Metrics and Targets**

In line with IFRS S2 requirements, Goodwill Entertainment discloses the climate-related metrics used to assess its exposure to climate risks and opportunities. The Group's Scope 1 and Scope 2 greenhouse gas emissions, including the methodology, organisational boundaries, and estimation techniques applied, are presented in the Environmental section of this Report under Greenhouse Gas Emissions (refer to pages 16–18). These disclosures have been prepared in accordance with the GHG Protocol and meet the measurement and reporting principles required under IFRS S2.

As the Group is in its first year of sustainability reporting, certain quantitative climate-related metrics—such as Scope 3 emissions, climate-related financial impacts, and climate-adjusted performance indicators—are still under development. Cross-industry metrics are also not yet available due to the Group's early stage of climate-reporting. The Group is progressively enhancing its data-collection processes to enable more comprehensive reporting in future cycles.

At present, Goodwill Entertainment has not yet established formal climate-related targets, given the early stage of its climate maturity and the need to develop baseline data. The Group intends to define appropriate targets in areas such as energy efficiency and emissions reduction as its measurement capabilities strengthen. Progress against these targets will be disclosed once they are formalised and data becomes available to support meaningful tracking.

Climate-related metrics will be reviewed periodically to inform decision-making and to support the integration of climate considerations into strategic and risk-management processes over time.

## GRI CONTENT INDEX

<b>Statement of use</b>	Goodwill Entertainment Holding Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
<b>GRI Used</b>	GRI 1 Foundation 2021
<b>Applicable GRI Sector Standard</b>	Not applicable

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Section Reference</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	Annual Report 2025
	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report 2025: Reporting Practices – Reporting Scope
	2-3 Reporting period, frequency and contact point	Sustainability Report 2025: Reporting Practices – Availability and Feedback
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Sustainability Report 2025: Reporting Practices - Assurance
	2-6 Activities, value chain and other business relationships	Annual Report 2025
	2-7 Employees	Sustainability Report 2025: Pillar 3: Social – Workforce Diversity and Employment
	2-8 Workers who are not employees	Not applicable
	2-9 Governance structure and composition	Annual Report 2025
	2-10 Nomination and selection of the highest governance body	Annual Report 2025
	2-11 Chair of the highest governance body	Annual Report 2025
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2025: About Goodwill Entertainment – Sustainability Governance – Roles and Responsibilities
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2025: About Goodwill Entertainment - Sustainability Governance – Roles and Responsibilities
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2025: About Goodwill Entertainment – Sustainability Governance – Sustainability Governance Structure
	2-15 Conflicts of interest	Annual Report 2025
	2-16 Communication of critical concerns	Annual Report 2025; Sustainability Report 2025

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

GRI Standard	Disclosure	Section Reference
	2-17 Collective knowledge of the highest governance body	Annual Report 2025
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2025
	2-19 Remuneration policies	Annual Report 2025
	2-20 Process to determine remuneration	Annual Report 2025
	2-21 Annual total compensation ratio	Not disclosed due to confidentiality.
	2-22 Statement on sustainable development strategy	Sustainability Report 2025: Board Statement
	2-23 Policy commitments	Sustainability Report 2025: Pillar 1: Economic to IFRS S2 Climate-Related Disclosures.
	2-24 Embedding policy commitments	Sustainability Report 2025: Pillar 1: Economic to IFRS S2 Climate-Related Disclosures
	2-25 Processes to remediate negative impacts	Annual Report 2025
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report 2025
	2-27 Compliance with laws and regulations	Sustainability Report 2025: Pillar 4: Governance
	2-28 Membership associations	Not applicable
	2-29 Approach to stakeholder engagement	Sustainability Report 2025: Stakeholder Engagement
	2-30 Collective bargaining agreements	Not applicable
<b>Material Sustainability Topics</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainability Report 2025: Materiality Assessment
	3-2 List of material topics	Sustainability Report 2025: Materiality Assessment
	3-3 Management of material topics	Sustainability Report 2025: Pillar 1: Economic to IFRS S2 Climate-Related Disclosures.
<b>Economic Performance</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 1 Economic – Economic Performance
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Sustainability Report 2025: Pillar 1 Economic – Economic Performance
<b>Energy Management</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 2 Environment – Energy Management
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	Sustainability Report 2025: Pillar 2 Environment – Energy Management

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

GRI Standard	Disclosure	Section Reference
	302-3 Energy intensity	Sustainability Report 2025: Pillar 2 – Environment – Energy Management
<b>GHG Emissions</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 2 – Environment – Greenhouse Gas Emissions
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2025: Pillar 2 – Environment – Greenhouse Gas Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2025: Pillar 2 – Environment – Greenhouse Gas Emissions
	305-4 GHG emissions intensity	Sustainability Report 2025: Pillar 2 – Environment – Greenhouse Gas Emissions
<b>Workforce Diversity and Employment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 3: Social – Workforce Diversity and Employment
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Sustainability Report 2025: Pillar 3: Social – Workforce Diversity and Employment
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2025: Pillar 3: Social – Employee Training and Advancement
	401-3 Parental leave	Sustainability Report 2025: Pillar 3: Social – Employee Training and Advancement
<b>Occupational Health and Safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 3: Social – Occupational Health & Safety
<b>GRI 403: Occupational Health and Safety 2018</b>	403-9 Work-related injuries	Sustainability Report 2025: Pillar 3: Social – Occupational Health & Safety
	403-10 Work-related ill health	Sustainability Report 2025: Pillar 3: Social – Occupational Health & Safety
<b>Employee Training and Advancement</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 3: Social –

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

GRI Standard	Disclosure	Section Reference
		Employee Training and Advancement
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Sustainability Report 2025: Pillar 3: Social – Employee Training and Advancement
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2025: Pillar 3: Social – Employee Training and Advancement
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2025: Pillar 3: Social – Employee Training and Advancement
<b>Corporate Governance and Business Ethics</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability Report 2025: Pillar 4: Governance – Corporate Governance and Business Ethics
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2025: Pillar 4: Governance – Corporate Governance and Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2025: Pillar 4: Governance – Corporate Governance and Business Ethics

## IFRS DISCLOSURES INDEX

IFRS S2 Para.	Requirements	Section Reference
<b>Governance</b>		
<b>5</b>	Governance processes for managing climate risks & opportunities	Sustainability Report 2025, Sustainability Governance and IFRS S2 - Governance
<b>6 (a–c)</b>	Board oversight, frequency of updates, and integration with strategy	
<b>7 (a–c)</b>	Management roles, responsibilities, and reporting lines	
<b>Strategy</b>		
<b>9</b>	Identify and describe climate-related risks and opportunities	Sustainability Report 2025, IFRS S2 – Climate-Related Risks and Opportunities
<b>11 (a–c)</b>	Describe how climate-related risks and opportunities influence business model and strategy	Sustainability Report 2025, IFRS S2 – Climate-Related Risks and Opportunities
<b>12 (a–c)</b>	Disclose resilience of strategy to different climate scenarios	Not disclosed
<b>13</b>	Explain how climate considerations are integrated into overall business planning and decision-making	Not disclosed
<b>14 (a–b)</b>	Describe how transition and adaptation plans support strategy and targets	Not disclosed

**GOODWILL ENTERTAINMENT HOLDING LIMITED**  
**SUSTAINABILITY REPORT 2025**

IFRS S2 Para.	Requirements	Section Reference
<b>Risk Management</b>		
<b>15 (a–b)</b>	Process for identifying and assessing climate-related risks	Sustainability Report 2025, IFRS S2 – Risk Management
<b>16 (a–b)</b>	Process for prioritising and managing identified risks	Sustainability Report 2025, IFRS S2 – Risk Management
<b>17</b>	How climate-related processes are integrated into overall risk-management framework	Not disclosed
<b>18</b>	Connection or consistency with existing internal-control and governance systems	Sustainability Report 2025, IFRS S2 – Risk Management
<b>Metrics and Targets</b>		
<b>19-21</b>	Metrics used to assess climate-related risks and opportunities	Sustainability Report 2025, IFRS S2 – Metrics and Targets
<b>23 (a–c)</b>	Quantified GHG emissions (Scope 1, 2, 3) and calculation methodology	Sustainability Report 2025: Pillar 2 – Environment – Greenhouse Gas Emissions
<b>24</b>	Cross-industry metrics (e.g. internal carbon price, remuneration linkage)	Not disclosed
<b>25 – 26</b>	Climate-related targets (unit, base year, period, progress tracking)	Sustainability Report 2025: Materiality Assessment – Sustainability Targets and Performance Highlights
<b>27 – 28</b>	How targets are derived, monitored, and aligned with strategy	Sustainability Report 2025, IFRS S2 – Metrics and Targets