GKE

CORPORATION LIMITED

(Company Registration No.: 200001941G)

39 Benoi Road
Singapore 627725
T: (65) 6261 7770 | F: (65) 6266 2557
Visit us at www.gke.com.sg

cre8 Tel: (65) 63278398

GKE

CORPORATION LIMITED

ROOTED IN RESPONSIBLE **GROWTH**

Sustainability Report 2026

Contents

This Sustainability Report has been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. ("the Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange 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 document.

The contact person for the Sponsor is Ms. Lim Joe Min at 36 Robinson Road, #10-06 City House, Singapore 068877. Email: sponsor@rhtgoc.com.

ABOUT THE COMPANY

Headquartered in Singapore, GKE Corporation Limited ("**GKE**" or the "**Group**") is listed on the Catalist Board of the Singapore Exchange under stock code 595. The Group's operations are concentrated in Singapore and China, with operations also conducted in the United Arab Emirates ("**UAE**"). The Group operates across two core sectors: Warehousing & Logistics, encompassing warehousing, freight, and supply chain services, and Strategic Investments, comprising diversified stakes across infrastructure, retail distribution, and agricultural technology.

Our value chain begins upstream with suppliers of energy, packaging, and transportation services, extends through our core logistics operations, and reaches downstream clients such as manufacturers, distributors, and retailers. Beyond these direct relationships, the Group also holds strategic interests through its subsidiaries and affiliated ventures across allied industries.

A complete list of subsidiaries and their respective operations is set out in the Corporate Structure section and on pages 103 to 104 of the Annual Report FY2026.

Our Vision

We strive to become one of the largest integrated warehousing and logistics solution providers in Singapore.

Our Mission

We are committed to delivering effective solutions for our customers and generating value for our shareholders.

Core Values

We are committed to providing excellent solutions and services to our customers while delivering greater value to our stakeholders.

Customer Focused. We strive to customise effective and efficient solutions and services to meet the evolving needs of our customers.

People. We value and develop personnel who are passionate and committed to growing our businesses with us.

Integrity. We value honesty and trustworthiness and deliver on our promises.

Teamwork. We practice open communication with respect and trust, and we work as a team to achieve our corporate goals.

Safety Matters. We take priority and responsibility to ensure workplace safety.

Membership and Associations

GKE holds memberships with a number of industry associations, including the Singapore Business Federation and the Singapore Logistics Association. These affiliations keep us informed of emerging developments within our sector and support the adoption of relevant best practices across our operations.

ABOUT THIS REPORT

ORGANISATIONAL DETAILS

[GRI 2-1,2-2, 2-3, 2-4, 2-5]

This marks GKE's ninth Sustainability Report ("**Report**"), covering the financial year ended 31 May 2026. Published annually, this Report is being released alongside the Group's annual report. Consistent with prior years, three years of historical data are presented for key material topics, where available, allowing readers to draw meaningful year-on-year comparisons.

Beyond strengthening transparency and accountability, this Report serves as a platform for meaningful engagement with our stakeholders, addressing the matters most material to them and to our business. In preparing this Report, our aim is to communicate how the Company embeds Environmental, Social, and Governance ("**ESG**") considerations into its business planning, operations, and decision-making, in pursuit of sustainable, long-term operations.

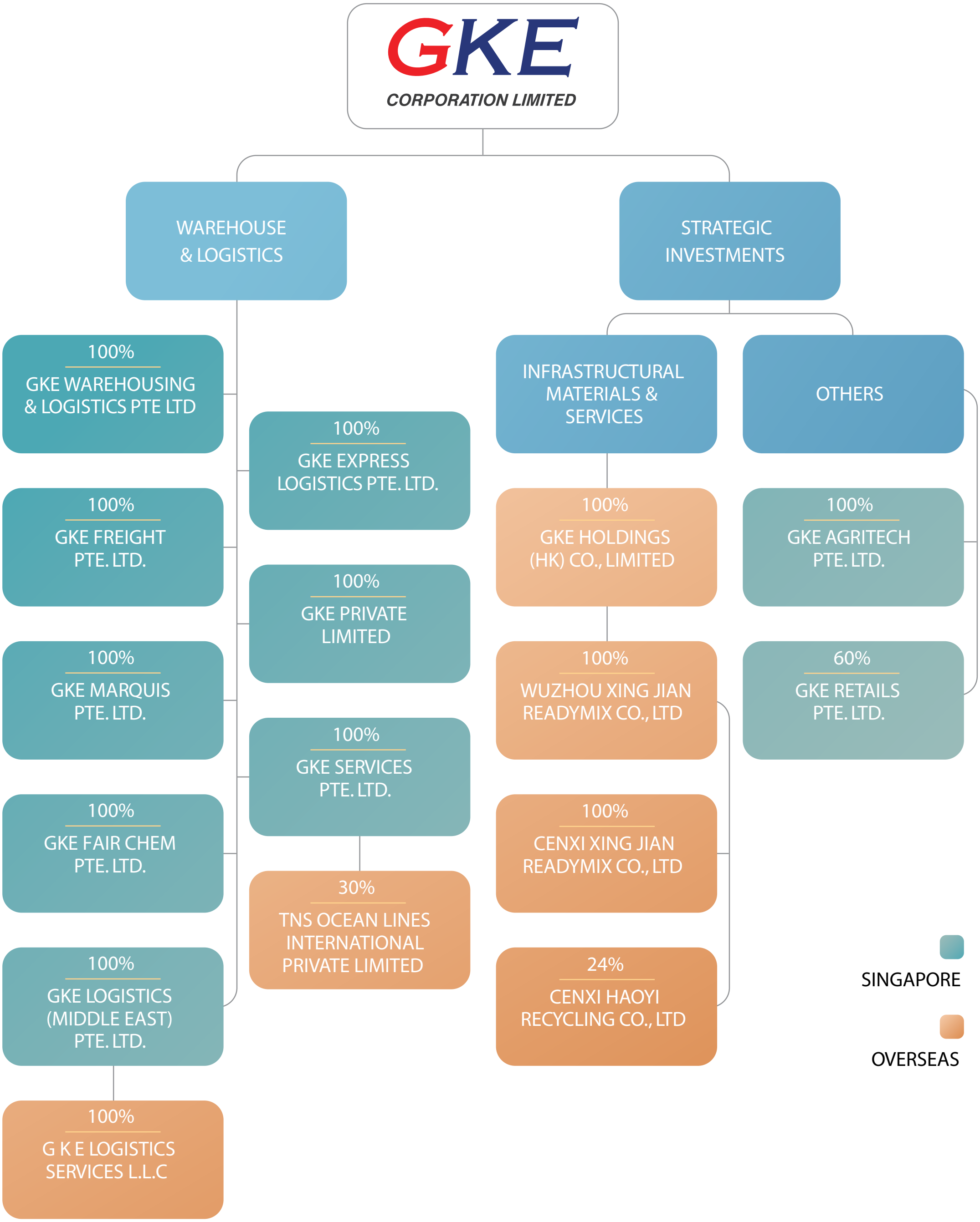
Scope of the Report

This Sustainability Report covers the period from 1 June 2025 to 31 May 2026 ("**FY2026**"). It encompasses the Group operating mainly in Singapore, China and UAE, determined on the basis of operational control. Across all entities within the scope, reporting practices have been aligned with the GRI framework to ensure consistency, comparability, and transparency.

The Report for this year includes GKE Logistics (Middle East) Pte. Ltd. and its operating subsidiary, G K E Logistics Services L.L.C, both of which forms part of the Group's corporate structure. G K E Logistics Services L.L.C, incorporated in Dubai, UAE, commenced operations only several months into FY2026. It was under construction and had not yet begun operations at the time of last year's Report, and sufficient data is now available to support its inclusion. As GKE Logistics (Middle East) Pte. Ltd. is a holding entity with no operations of its own, its business activity, comprising warehousing, transport, and freight services, is carried out entirely through G K E Logistics Services L.L.C. Accordingly, the sustainability performance data for this operation is reported based on the actual activities of G K E Logistics Services L.L.C, consistent with how the Report similarly consolidates GKE Corporation Limited and GKE Freight Pte. Ltd. under GKE Warehousing & Logistics Pte Ltd's figures in this Report.

Aside from the inclusion of these Dubai operations, the reporting scope for this year's Report remains consistent with the prior year, with no other changes to the subsidiaries or operations covered. A diagram illustrating the Group's operational and corporate structure is included to identify the entities within the reporting boundary.

CORPORATE STRUCTURE



ABOUT THIS REPORT

Reporting Framework

This Report has been prepared in accordance with the sustainability reporting requirements under the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Rules 711A and 711B applicable to issuers listed on the Catalist Board, together with Practice Note 7F. Its preparation also has regard to the six primary components set out under SGX-ST Listing Rule 711B namely: (1) Material ESG Factors, (2) Climate-related Disclosures, (3) Policies, Practices and Performance, (4) Targets, (5) Sustainability Reporting Framework, and (6) Board Statement and the associated governance structure for sustainability practices. Five of these components are disclosed on a "comply or explain" basis, while Climate-related Disclosures follow a phased mandatory timeline set by SGX RegCo. GKE's Scope 1 and Scope 2 GHG emissions disclosures fulfill the mandatory requirements applicable from FY2025, while other climate-related disclosures aligned with IFRS S2 are disclosed voluntarily, reflecting GKE's efforts to progressively strengthen its climate-related disclosures ahead of the mandatory requirements applicable from FY2030.

This Report is developed with reference to the GRI Universal Standards 2021, IFRS S2 Climate-related Disclosures and industry-relevant standards issued by the Sustainability Accounting Standards Board ("**SASB**"). GRI was selected as the principal broad sustainability reporting framework to provide a comprehensive basis for sustainability disclosures. This Report no longer includes a standalone TCFD index, as GKE is transitioning its climate-related disclosures from the TCFD recommendations to IFRS S2, which incorporates and builds upon the TCFD framework.

Consistent with the Group's sustainability strategy, this Report also maps our performance against the United Nations Sustainable Development Goals ("**UN SDGs**") most relevant to GKE's operations. More details can be found on page 13 to 14 of this Report.

Restatement

No restatements of previously reported information were made in FY2026.

Confirmation and Approval

The policies, practices, and performance data set out in this Report have been drawn from the Company's own records and documentation. Prior to publication, the sustainability reporting process and the Report were reviewed by the Internal Audit function and subsequently endorsed by the Board of Directors.

Assurance

This Report has not been externally assured but key environmental data have been subject to internal audit conducted by an external party. As our reporting practices continue to mature, the Company may consider seeking external assurance in future.

Feedback

Stakeholder feedback is welcomed and valued, helping us to continually improve both our sustainability performance and our reporting. Should you have any feedback or questions regarding this Report, please reach out to us through the following channels.

Email: enquiry@gkegroup.com.sg

Tel: (65) 6261 7770

CLIMATE AND SUSTAINABILITY GOVERNANCE

BOARD STATEMENT

Responsibility for GKE's sustainability reporting rests with the Board of Directors. Sustainability considerations have been factored into the Company's overall strategy and business planning, with the Board determining the ESG factors most material to our long-term success.

Monitoring and management of sustainability issues, including the identification and oversight of material ESG risks and opportunities, fall under the Board's purview. Having reviewed and approved this Sustainability Report, the Board affirms the Company's commitment to embedding sustainability within its governance, strategy, and operations in order to generate long-term value for stakeholders.

Sustainability in the Board

The Board of Directors stands as GKE Corporation Limited's highest governance body, entrusted with the Group's overall management, strategic guidance, and long-term sustainability. Comprising five directors, of whom two are Executive Directors and three are Independent Non-Executive Directors, the Board maintains a strong independent element to support objective judgment. The roles of Executive Chairman and Chief Executive Officer are held separately by the Group's two Executive Directors, who together provide effective leadership across the Group's vision, strategy, and operations.

Board members collectively bring together expertise spanning finance, logistics, law, and corporate governance, with one female director representing 20% of the Board, alongside a complementary mix of competencies suited to overseeing the Group's environmental, social, and governance impacts. The longest-serving Director, who is not an Independent Director, has served on the Board for 21 years. As the nine-year tenure limit under the Catalist Rules of the SGX-ST applies specifically to Independent Directors, the Nominating Committee ("**NC**") ensures this limit is adhered to for all Independent Directors on the Board. Several Board members additionally hold significant positions in other corporations and law firms, lending external perspectives that support the Group's sustainable growth.

Three standing committees, each governed by clearly defined Terms of Reference, support the Board in discharging its responsibilities: the Audit Committee ("**AC**"), the NC, and the Remuneration Committee ("**RC**"). Risk governance, spanning financial, operational, compliance, and information technology risks (including management of the Group's broader impacts), falls to the AC. The NC oversees succession planning and diversity, while the RC ensures remuneration policies remain aligned with sustainable, long-term value creation.

Sustainability oversight is reinforced through a dedicated Sustainability Committee, chaired by Mr. Neo Cheow Hui, Chief Executive Officer and Executive Director. The Committee draws together nine senior leaders from across the Group's business units, selected for the diversity of perspective they bring across duties, gender, and age. Its remit includes coordinating sustainability initiatives, building awareness, evaluating practices, identifying areas for improvement, and strengthening capacity across the Group. Accountability is maintained through quarterly reporting to the Board via the AC, which retains oversight of risk management functions.

The Board has ultimate responsibility for the Group's sustainability reporting. Consistent with its role, the Board determines the ESG factors identified as material to the business and ensures that they are monitored and managed. Management is responsible for ensuring that the material ESG factors are monitored on an ongoing basis and properly managed. Material ESG factors are reviewed directly by the Board on an annual basis, and the Board plays an active role throughout the preparation, review, and approval of this Sustainability Report. The Board and Management also ensure that any questions raised regarding this Sustainability Report are appropriately addressed. Directors are kept informed of sustainability developments through management briefings and external sources. Annual performance assessments are conducted for both the Board and its committees to preserve effectiveness.

CLIMATE AND SUSTAINABILITY GOVERNANCE

Communities, employees, investors, customers, and suppliers have been identified by the Board as key stakeholder groups, although no stakeholder group currently holds direct representation on the Board or its committees. Concerns may nonetheless be raised by employees and stakeholders through the established whistleblowing procedures set out under the Group's Code of Conduct, supporting a culture grounded in transparency, accountability, human rights, and integrity.

Further detail on the Board's governance structure, composition, and committee responsibilities can be found in the Annual Report 2026, pages 27 to 34.

Board Nomination

Oversight of Board nominations at GKE sits with the NC, composed entirely of Independent Directors and chaired by Ms. Guo Xiaofei. Recommending appointments and re-nominations, assessing Board and individual performance, reviewing independence, overseeing succession planning, and supporting continued training and professional development all fall within its remit.

Selection of new Directors follows a formal process, encompassing an assessment of the Board's existing skills and experience, the preparation of role descriptions, the shortlisting and evaluation of candidates, and, where warranted, engagement of external search support ahead of recommendations being put to the Board. Under the Company's Constitution, all Directors are required to submit themselves for re-nomination and re-election at least once every three years, with one-third retiring by rotation at each Annual General Meeting. NC members abstain from voting on their own nominations to preserve fairness and transparency.

Annual evaluations of the Board's overall effectiveness, its Committees, and individual Directors are conducted through an internal review process led by the NC and no external facilitator was used in FY2026. Guided by the outcomes of these evaluations and the Group's tenure policies, the Board's composition remained unchanged, supporting continued diversity and skills alignment. Further details are available in the Report on Corporate Governance on page 35 of the Annual Report 2026.

Remuneration Policies

Remuneration matters fall under the oversight of the RC, composed entirely of Independent Directors and chaired by Mr. Wong Quee Quee, Jeffrey. Its responsibilities include recommending a remuneration framework for the Board and key management personnel ("**KMP**"), determining packages for Executive Directors, and ensuring no Director takes part in decisions concerning his or her own remuneration. Fixed and variable components, comprising base salary, performance-based bonuses, and the GKE Employee Share Option Scheme 2021 ("**ESOS**"), together make up the Company's remuneration policy, designed to align rewards with corporate performance, individual contribution, and long-term shareholder value. External professional advice may be sought by the RC where appropriate, subject to safeguards preserving independence, though no consultants were engaged in FY2026. Independent Directors receive only Directors' fees, subject to shareholders' approval at the AGM. Further detail on remuneration policies, processes, and disclosures appears on pages 35 to 39 of the Annual Report 2026.

Conflict Of Interest

Independent judgment and action in the Company's best interests are exercised by the Board of Directors, supported by clear processes for managing potential conflicts of interest.

Directors facing a conflict are required to recuse themselves from related discussions and abstain from decision-making or voting on the matter concerned. The separation of the Chairman and CEO roles further strengthens accountability and governance, complemented by a Lead Independent Director who offers a channel for confidential discussion, facilitates communication among independent directors, and helps resolve conflicts where they arise.

Further details are available on pages 27 and 32 of the Annual Report 2026.

CLIMATE AND SUSTAINABILITY GOVERNANCE

Please refer to the Corporate Governance section of the Annual Report FY2026 for detailed information relating to the composition of the Board, criteria for nominating Board members, prevention and mitigation of conflicts of interest, Board diversity, communication of critical concerns, collective knowledge of the highest governance body, evaluation of the performance of the highest governance body, remuneration policies, the process for determining remuneration, and the annual total compensation ratio.

POLICIES AND PRACTICES

Upholding the highest standards of integrity, accountability, and compliance across all business operations remains a firm commitment for GKE. Since its founding, the Group has conducted its business in a manner guided by fairness, ethical responsibility, and adherence to all applicable local and international laws.

Setting out clear expectations for all employees and directors, our Code of Conduct forms the cornerstone of this commitment. Matters ranging from anti-bribery and corruption to workplace respect, customer focus, and the responsible use of company property fall within its scope. Approved by the Board and communicated to all employees, the Code is designed to be well understood and embedded within daily operations. Although comprehensive, it remains an internal document intended solely for employee use. Employees are required to comply with the Code in full and to seek guidance whenever situations are unclear.

A number of specific corporate policies support the Code, including the Anti-Bribery and Corruption Policy, QHSE Policies and Procedures, and the Personal Data Protection Policy, which together define the Group's governance framework and provide guidance on responsible conduct. Internal controls, awareness programmes, and, where necessary, disciplinary measures work together to reinforce compliance.

Guided by the precautionary principle, GKE takes proactive steps to prevent potential risks before they arise, integrating environmental, social, and governance considerations into its decision-making processes. The Group also remains firmly committed to respecting and upholding human rights throughout its operations and value chain, placing the dignity, safety, and fair treatment of all individuals at the forefront.

A respectful, collaborative, and professional workplace culture is regarded by GKE as essential to long-term business success. High priority is placed on customer satisfaction, employee professionalism, and stakeholder trust, in recognition that ethical, social, and environmental performance carries the same weight as the quality of our services.

CLIMATE AND SUSTAINABILITY GOVERNANCE

Code of Conduct

Policy / Area	Key Provisions (as set out in the Code of Conduct and related policies)
Compliance with Laws	All local and international laws must be followed by employees, covering matters such as environment, safety, and fair dealing, while unlawful or offensive behaviour is to be avoided.
Anti-Bribery & Corruption	Offering, receiving, or promising anything of value, whether directly or through an intermediary, that could improperly influence a decision is strictly prohibited.
Customer Satisfaction	As a foundation of trust, service quality is treated as a priority; GKE regards its ethical, social, and environmental performance as being just as important as operational excellence.
Respect in the Workplace	Discrimination, harassment, and victimisation are strictly prohibited, with all relations expected to be grounded in diversity, mutual respect, and cooperation.
Employee Standards	Responsibility, professionalism, and entrepreneurship are expected of employees, who are also expected to contribute to projects and decision-making with commitment and reliability.
Company Property	Company assets, including equipment, facilities, and intellectual property such as trademarks and confidential data, must be protected and used responsibly by employees.
Professional Conduct	Guidance is provided on matters including personal appearance, carrying out job duties with integrity, following supervisors' instructions, and fostering teamwork and open communication.
Conflict of Interest	Situations where personal, financial, or other interests conflict with those of the company must be avoided by employees, who are required to report potential conflicts to management.
Personal Data Protection	Confidential information belonging to the company, employees, customers, and partners is safeguarded against unauthorised use or disclosure.
Disciplinary Actions	Proportionate action, ranging from reprimands to suspension, termination, or legal proceedings for serious violations, follows non-compliance with the Code.

Commitments to Address and Remediate Negative Impacts

A Whistle-Blowing Policy has been established by GKE to ensure concerns regarding potential improprieties, whether relating to financial reporting or other matters, can be raised through channels that are both accessible and confidential. Prompt and appropriate independent investigations are guaranteed under the policy, with corrective action taken to strengthen internal controls and guard against recurrence. Administrative, disciplinary, civil, or criminal action may follow from investigation outcomes, all conducted fairly and in a balanced manner, while safeguarding employees from reprisal or victimisation when reports are made in good faith. Periodic review of the policy and its procedures is undertaken by the AC, which reports findings to the Board and, where necessary, engages external advice or regulatory authorities. No whistle-blowing cases have been reported to date. Further details are available on page 43 of the Annual Report 2026.

CLIMATE AND SUSTAINABILITY GOVERNANCE

STAKEHOLDER INCLUSIVENESS

Meaningful dialogue with our key stakeholders underpins GKE's commitment to sustainable development and transparent governance. Through ongoing engagement, we seek to understand the concerns and expectations of each stakeholder group and incorporate their feedback into our strategic decision-making. Our approach to this dialogue is summarised in the table below.

Stakeholder Group	Engagement Approach	Interest and Concern	Our Response
Employees	Quarterly Q&A sessions with senior management; employee surveys, including the 2026 materiality topics stakeholder engagement survey; ongoing company HR initiatives, including employee wellbeing programmes and training.	Career progression and development opportunities, fair remuneration, workplace health and safety, organisational culture, and job security.	Provide targeted training and development programmes, strengthen performance management processes, and regularly review remuneration benchmarks to ensure our compensation remains competitive.
Customers	Company website (www.gke.com.sg) and ongoing customer contact; networking sessions and business meetings held quarterly or bi-annually; annual formal feedback channel.	Product and service quality and reliability, pricing, customer support, ethical business practices, and innovation.	Maintain a dedicated customer service team, continuously enhance our quality assurance processes, and ensure transparent and timely communication on service updates.
Investors & Shareholders	Half-yearly financial results briefings; Annual General Meeting ("**AGM**"); Annual Report; continuous announcements via SGXNet, where required; investor relations contact available through the corporate website.	Financial performance and returns, corporate governance, risk management, long-term strategy, business performance, and timely access to information.	Provide transparent and timely financial and corporate disclosures through appropriate channels, facilitate active participation at AGMs, and maintain an accessible investor relations channel.
Suppliers	Networking sessions and business reviews held semi-annually; site visits and direct interactions on an ongoing basis; supplier performance evaluations.	Fair contractual terms, timely payment, long-term partnership stability, ethical business practices, and sustainable sourcing expectations.	Maintain long-term relationships with established suppliers and conduct background checks on new suppliers, considering their track record, market reputation and service capabilities to support reliable and responsible procurement. Streamline invoicing and payment processes, and foster collaborative relationships with suppliers to support mutual growth.
Communities	Ongoing engagement through Community Relations Committees; interactions with government agencies and authorities as required; periodic participation in industry associations.	Local employment opportunities, environmental impacts, community development, and responsible business operations.	Support local employment initiatives, participate in community development projects, and maintain open channels of dialogue to proactively address community concerns.

CLIMATE AND SUSTAINABILITY GOVERNANCE

In FY2026, we surveyed our internal and external stakeholders to better understand and prioritise their material topics. Internal stakeholders, comprising management and employees, accounted for 65% of respondents, while external stakeholders, made up of customers and vendors/subcontractors, accounted for the remaining 35%. These stakeholder groups were engaged through structured online surveys, with internal respondents deliberately drawn from across our business units and management levels to ensure the responses reflected a broad range of internal perspectives. The consolidated insights from this engagement have been integral to refining our materiality assessment and shaping our sustainability strategy for the coming year, and we intend to broaden participation further in future engagement cycles.

MATERIALITY ASSESSMENT

GKE Corporation Limited remains committed to engaging meaningfully with our stakeholders to identify the economic, environmental, and social topics that matter most to them and to our business. For FY2026, a targeted digital survey was conducted among a representative group of internal and external stakeholders, including management, employees, customers, and vendors or subcontractors. A total of 23 responses were collected in May 2026, and the feedback gathered was carefully analysed and presented to and approved by the Board. This process ensures that our sustainability reporting addresses the issues most relevant to our significant impacts and to stakeholder decision making.

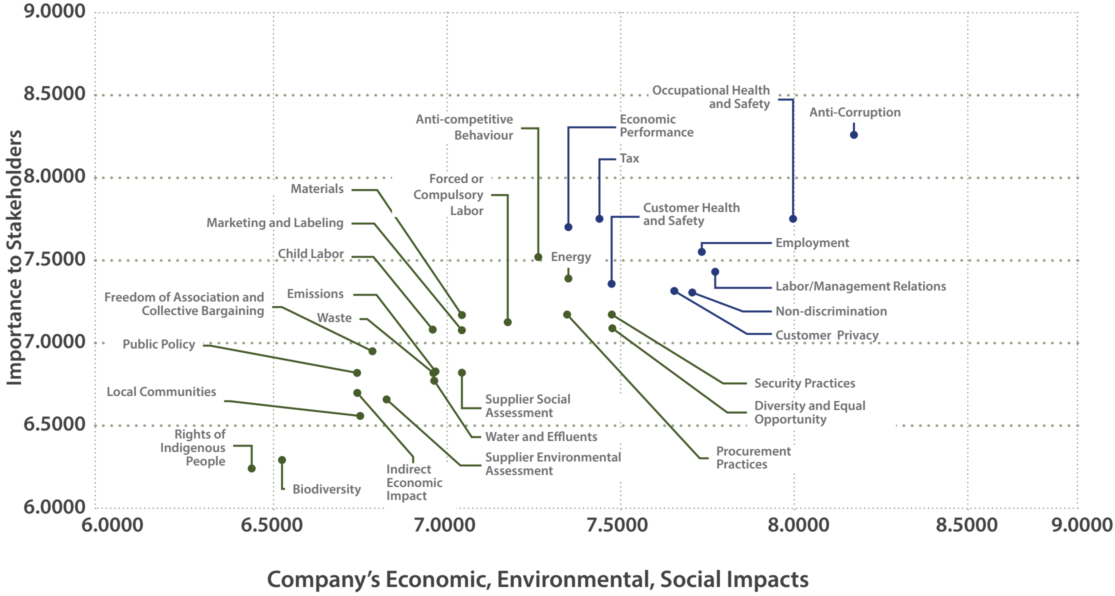
Step	Stage	Action
1	Identification	Compile the list of GRI Standards topics into a survey, using the material topics reported in GKE's prior sustainability reports as a reference point
2	Engagement	Run an online stakeholder survey (19 to 29 May 2026) to collect views on the importance of each topic and its relevance to GKE's impacts
3	Analysis	Review and rank the survey responses to determine stakeholder priorities
4	Validation	Cross-check the survey outcomes against a three-year historical review of previously disclosed topics and a benchmarking exercise against sector peers
5	Confirmation	Present the validated shortlist to the Board of Directors for review and final confirmation

Materiality Matrix

Our materiality matrix graphically maps GKE's material topics based on the results of the FY2026 stakeholder engagement survey. The vertical axis reflects the importance of each topic to our stakeholders, while the horizontal axis reflects GKE's economic, environmental, and social impact. Topics positioned in the upper right quadrant, among them Anti-corruption, Occupational Health and Safety, and Employment, were assessed as carrying the greatest priority on account of their combined high stakeholder importance and GKE's Economic, Environmental and Social impacts. This matrix was developed by first compiling a list of 31 potential topics drawn from the GRI Standards and prior year reports, then surveying a representative mix of internal and external stakeholders to rate their importance. The resulting rankings were analysed to plot each topic, providing a clear, visual prioritisation to guide our sustainability reporting and management focus for the year.

CLIMATE AND SUSTAINABILITY GOVERNANCE

Materiality Matrix
(based on stakeholders' survey responses)



Beyond the stakeholder survey, this year's assessment was further validated through a review of topics disclosed in our prior sustainability reports and a peer benchmarking exercise, expanded this year to cover a broader set of industry peers, to understand topics commonly reported across our sector. Topics identified through at least two of these approaches were shortlisted for inclusion. The findings of this materiality assessment were presented to and approved by the Board.

Following this validation process, ten material topics have been confirmed for inclusion in this Report:

Economic

1. Economic Performance
2. Anti-corruption

Environment

3. Energy
4. Water and Effluents
5. Emissions
6. Waste

Social

7. Employment
8. Occupational Health and Safety
9. Training and Education
10. Customer Privacy

While the scope of our assessment expanded this year to cover a wider range of topics, the resulting material topics remain consistent with those reported in FY2025.

CLIMATE AND SUSTAINABILITY GOVERNANCE

Performance Overview

8.8%
increase in revenue, from **S$126.5 million** in FY2025 to **S$137.6 million** in FY2026

2.7%
decrease in total energy consumption
from 90,163 GJ in FY2025 to 87,708 GJ in FY2026, achieved while revenue grew

10.6%
improvement in energy intensity
from 0.713 to 0.637 GJ per S$'000 revenue

100%
return-to-work rate
following parental leave, with 91.7% of returning employees still with the Group 12 months later

12.2%
increase in solid waste recycled
from 248 tonnes in FY2025 to 278 tonnes in FY2026

No complaints of breaches of customer privacy or loss of customer data

CLIMATE AND SUSTAINABILITY GOVERNANCE

OUR CONTRIBUTION TO THE UNITED NATIONS - SUSTAINABLE DEVELOPMENT GOALS

SDG 3 Good Health and Well-Being

The Wuzhou Xing Jian's Ready-Mix Concrete ("**RMC**") plant in Wuzhou City, China ("**RMC plant**") operates a fully enclosed structure and runs on electricity. Trucks and traffic areas are frequently sprayed with water, while trucks are washed before leaving the premises to minimise dust emissions. These measures help prevent the generation of dust particles that could affect the health of our employees and surrounding communities.

SDG 5 Gender Equality

GKE recognises the value of gender diversity and is committed to providing equal opportunities for women to participate and progress across all levels of the organisation.

SDG 8 Decent Work and Economic Growth

GKE maintains a zero-tolerance approach towards forced labour, including child labour, human trafficking and modern slavery, across our business operations. We are committed to providing fair and safe employment, with 99.6% of our workforce covered by a full-time basis and 98.8% engaged under permanent contracts. Employees are remunerated in accordance with applicable regulations, while respecting fundamental labour rights and fostering a safe, equitable and inclusive workplace.

SDG 11 Sustainable Cities and Communities

The RMC plants in Wuzhou City, China, and Cenxi, China, operate within fully enclosed structures to minimise dust emissions and prevent air pollution in the surrounding areas and communities.

CLIMATE AND SUSTAINABILITY GOVERNANCE

SDG 12 Responsible Consumption and Production	GKE continues to promote resource efficiency and responsible waste management across our operations. In FY2026, we recycled 278 tonnes of paper, plastic, metal and general waste. At our RMC plants in Wuzhou City, China, wastewater generated from truck washing is channelled into a water treatment facility, where it is recycled for use in the RMC mixing process.
SDG 16 Peace, Justice and Strong Institutions	GKE upholds equal opportunity and does not tolerate discrimination based on nationality, race, religion or political affiliation. We are committed to ensuring fair and equitable treatment throughout our recruitment and career development processes.

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

In accordance with Exchange Listing Rule 711B, GKE continues to disclose climate-related information under the four core pillars of the TCFD recommendations and, on a progressive basis, IFRS S2 Climate-related Disclosures.

SUSTAINABILITY GOVERNANCE

The Board of Directors holds ultimate responsibility for overseeing GKE's climate-related risks and opportunities, and for ensuring these considerations are embedded within the Group's long-term business strategy and decision-making. Climate-related matters are formally reviewed by the Board at least annually, with significant risks or emerging opportunities escalating for timely decision-making.

Day-to-day responsibility is delegated to the Sustainability Committee, chaired by the Chief Executive Officer and Executive Director, and supported by nine members across the Group's business units, including a designated Sustainability Champion. The Committee provides quarterly updates to the Board's AC and is responsible for guiding the identification, assessment, and management of climate-related risks and opportunities, monitoring adaptation and mitigation measures, and reviewing sustainability performance indicators. GKE's Enterprise Risk Management ("**ERM**") framework has been formally expanded to incorporate climate-related and other sustainability risks.

STRATEGY

Climate-related risks and opportunities are identified and assessed through a structured, multilevel process involving cross-functional workshops, stakeholder surveys, and Board review. Following GKE's FY2026 materiality review, the risk register has been updated: 'Increased pricing of GHG emissions' has been removed as it is no longer assessed as material, given GKE's operations remain below Singapore's carbon tax threshold and no nationwide carbon tax currently applies in China; 'Shift in consumer preferences' has been added as a new transition risk, reflecting growing client sustainability expectations observed during the year.

Risk Type	Risk Category	Risk Level	Risk Identified
Transition Risk	Market	Medium	Increased cost of raw materials
Physical Risk	Chronic	Medium	Rising mean temperatures
Physical Risk	Acute	Medium	Increased severity of extreme weather events (workforce impacts)
Transition Risk	Market	Medium	Shift in consumer preferences (new for FY2026)

Transition Risks - Scenario Analysis Under SSP1

SSP1-1.9 is the most consistent pathway with the Paris Agreement's aspirational goal of limiting global warming to below 1.5°C. Under this scenario, societies shift rapidly toward sustainable practices, transition policies accelerate, and both regulatory pressure and customer/market expectations around sustainability intensify faster than under a business-as-usual trajectory.

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

Increased Cost of Raw Materials (Market Transition Risk – Medium Term)

Potential Impacts	Adaptation or Mitigation Strategies
An accelerated SSP1 transition would likely intensify raw material cost pressure beyond what GKE experienced last year. Demand for certified sustainable materials would rise faster than supply, and continued volatility in energy and fossil-fuel-linked input costs. Cost driver amid geopolitical tension, would be expected to persist or worsen as the broader economy decarbonises unevenly. Under this pathway, GKE's established practices of supplier negotiation and market comparison would need to absorb a greater degree of cost volatility than experienced in the earlier years.	GKE maintains long-term relationships with established suppliers and conducts background checks on new suppliers; price-lock arrangements remain difficult to secure as suppliers face similar volatility. Cost increases are managed through supplier negotiation, market comparison, and project budget reviews. No formal R&D function exists; material optimisation is managed on an ongoing basis by the Operations team.
Dubai's electricity tariffs[1] follow a slab structure with a fuel surcharge, mandated by the Dubai Supreme Council of Energy, where per-unit rates increase progressively with consumption. Continued adjustment of these rates, including periodic fuel surcharge revisions tied to global energy prices, could raise operating costs at Dubai facility.	Monitoring of UAE energy pricing policy; energy efficiency assessment may be considered in future.

Shift in Consumer Preferences (Market Transition Risk - Medium, New risk identified for FY2026)

Potential Impacts	Adaptation or Mitigation Strategies
Under SSP1, rapid decarbonisation and stakeholder pressure would likely accelerate client sustainability expectations faster than the increase in sustainability questionnaires and briefings GKE already observed last year, with sustainability credentials becoming a stronger factor in tender outcomes. As this trend develops, GKE may face growing pressure to demonstrate the commercial relevance of its sustainability positioning to clients and tender panels.	GKE maintains a fleet with 70% of vehicles compliant with Euro VI standards, consistent with last year, and has agreed to a rooftop solar installation at 7 Kwong Min Road (pending installation), and is installing warehouse automation to support paperless operations. Sustainability practices are communicated via the annual Sustainability Report, client questionnaires, and direct engagement.
Under SSP1, growing customer and market demand for lower-carbon products and services could accelerate shifts in client expectations across the logistics and construction materials sectors, requiring GKE to continue adapting its service offerings in Singapore and China to remain aligned with evolving preferences.	Monitoring of customer sustainability requirements and green procurement trends; continued consideration and implementation of relevant emissions-reduction initiatives to remain competitive as customer expectations evolve.

[1] *Dubai Electricity and Water Authority (DEWA), Slab Tariff – Electricity and Water Tariffs. Available at: https://dewa.gov.ae/en/consumer/billing/slab-tariff*

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

Physical Risks - Scenario Analysis Under SSP5

GKE assessed projected mean temperature trends for its key operating locations using the World Bank Climate Change Knowledge Portal (CCKP), under the IPCC SSP5-8.5 pathway for 2050. This scenario represents a high-emissions, fossil-fuel-intensive development path and is used consistently with the physical risk scenario applied elsewhere in this report. SSP5-8.5 is a Business-as-Usual scenario in which economic development continues to rely on abundant fossil fuel resources, resulting in the most severe warming trajectory of any SSP. Physical risks intensify materially under this pathway.

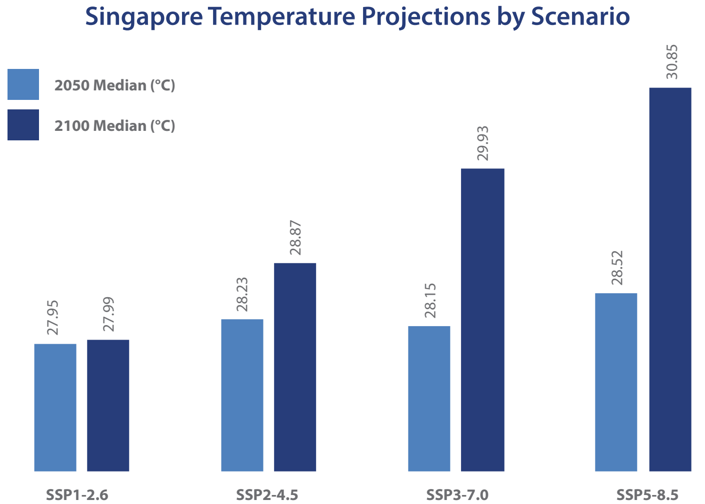


Figure: Projected Singapore mean maximum surface air temperature by scenario, 2050 and 2100 medians. Data as modelled in GKE's FY2025 climate scenario analysis; not remodelled for FY2026.

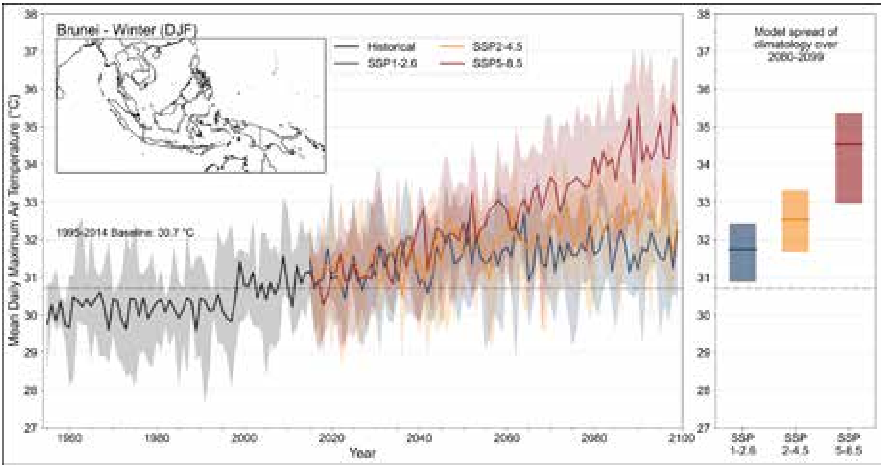
Rising Mean Temperatures (Chronic Physical Risk - Medium)

Potential Impacts	Adaptation or Mitigation Strategies
GKE's FY2025 modelling projects Singapore's mean surface air temperature under SSP5 reaching approximately 28.5°C by 2050 and 30.9°C by 2100, materially above the SSP1 trajectory. FY2026 confirms no current exposure to the urban heat island effect. Sustained warming of this magnitude over the coming decades may increase cooling demands on warehouse operations and workforce heat exposure over time.	Existing warehouse HVAC systems and ceiling fans continue to support temperature management, unchanged from FY2025; temperature-sensitive goods stored in air-conditioned compartments; reefer containers on customer request; no spoilage incidents recorded. GKE will continue to monitor changing climate conditions and operational needs.

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

To supplement the annual mean temperature projections referenced above, GKE has also reviewed seasonal projections for Singapore published by the Centre for Climate Research Singapore (CCRS), under the Meteorological Service Singapore's[2] V3 Climate Projections.

Singapore's December–February maximum daily air temperature has historically averaged 32.4°C (1995–2014 baseline). Modelled projections to 2100 show a consistent warming trend across all three SSP scenarios reviewed (SSP1-2.6, SSP2-4.5, and SSP5-8.5), with divergence between scenarios increasing significantly toward the end of the century. The 2080–2099 climatology shows a materially higher median maximum daily temperature under higher-emissions pathways compared to SSP1-2.6, reflecting greater warming risk during Singapore's warmest season under a business-as-usual trajectory.



By 2050, projected mean temperatures (Average Mean Surface Air Temperature) are 28.52°C for Singapore[3] (range 28.01 to 29.07°C), 30.01°C for Dubai, UAE[4] (range 29.15 to 30.77°C), and 22.65°C for GKE's Guangxi Zhuang[5] Autonomous Region facilities, Wuzhou and Cenxi (range 21.73 to 23.57°C, provincial-level projection covering both locations). The narrower model ranges for Singapore, Dubai, and Guangxi reflect stronger model agreement across these regions.

Dubai's projected temperature builds on an already severe baseline, with current summer temperatures regularly reaching 45 to 50°C. This underscores the importance of continued attention to heat management for outdoor and logistics-related activities at GKE's Jebel Ali warehouse.

Singapore's tropical climate similarly means continued warming adds to existing heat management requirements. For Guangxi, while absolute projected temperatures remain lower than Singapore and Dubai, the consistency of warming across the region supports continued monitoring of heat-related operational risk at GKE's Wuzhou and Cenxi facilities.

[2] *Meteorological Service Singapore, Climate Projections – Climate Visualiser: Atmospheric Variables, Future Changes, Time Series. Available at: https://www.mss-int.sg/v3-climate-projections/explore/climate-visualiser/atmospheric-variables/future changes time-series*

[3] *World Bank Group, Climate Change Knowledge Portal – Singapore: Climate Data and Projections. Available at: https://climateknowledgeportal.worldbank.org/country/singapore/climate-data-projections*

[4] *World Bank Group, Climate Change Knowledge Portal – United Arab Emirates: Climate Data and Projections. Available at: https://climateknowledgeportal.worldbank.org/country/united-arab-emirates/climate-data-projections*

[5] *World Bank Group, Climate Change Knowledge Portal – China: Climate Data and Projections. Available at: https://climateknowledgeportal.worldbank.org/country/china/climate-data-projections*

Taken together, these two independent sources point in the same direction. The World Bank CCKP's temperature projections and CCRS/Meteorological Service Singapore's own national climate projections, despite differing in methodology and institution, both indicate a sustained warming trajectory for Singapore that intensifies under higher-emissions scenarios. This analysis suggests the physical risks associated with rising temperatures are not merely a distant or hypothetical concern, but a trend already underway, and warming under higher-emissions pathways may place increasing pressure on existing adaptation measures over the medium to long term. Existing measures, including warehouse HVAC systems, ceiling fans, and heat stress protocols, continue to support current operations, and GKE will keep evaluating whether these measures remain fit for purpose as conditions evolve. This convergence of evidence supports continued attention to adaptation planning in future reporting cycles.

Extreme Weather Events, Workforce Impacts (Acute Physical Risk - Medium)

Potential Impacts	Adaptation or Mitigation Strategies
Under SSP5, the frequency and severity of extreme weather events, including cyclones, floods, and haze, would be expected to increase materially. FY2026's confirmation of no new disruption incidents reflects resilience under this year's actual conditions.	No new disruption incidents beyond FY2025; Business Continuity Plan, Heat Stress Management SOP, and Managing Haze SOP unchanged; covered loading bays, cross-training, and work-from-home capability remain in place; lost work hours broadly similar to FY2025.

Coastal and Flood Risk Exposure (Singapore Facilities)

Coastal and flood risk exposure has not been separately assessed for GKE's Singapore operations. Based on the inland location and elevation of the Group's Singapore facilities relative to identified coastal flood zones, this risk is assessed as low. A formal Climate Central screening for Singapore will be considered in future reporting cycles, consistent with the approach applied to GKE's China facilities.

Coastal and Flood Risk Exposure (China Facilities)

GKE's China operations, located in Wuzhou City6 and Cenxi City7, Guangxi Province, were assessed for riverine flood risk using the WRI Aqueduct Water Risk Atlas, replacing the coastal risk screening tool used in prior reporting cycles, which did not correspond to GKE's actual facility locations. Both facilities sit within the Xun Jiang river basin (Xi Jiang minor basin subcatchment), reflecting their shared location along this river system in Guangxi Province. The screening assigns both locations a Medium-High riverine flood risk rating, with a modelled annual flood probability of approximately 2 in 1,000 to 6 in 1,000 (depicted in the images below). This consistent result across both facilities reflects their shared river basin and close geographic proximity. This represents GKE's first facility-appropriate flood risk baseline for its China operations, replacing the previous Shanghai/Xinjiang coastal screening, which did not reflect GKE's actual facilities.

[6] *World Resources Institute (WRI), Aqueduct Water Risk Atlas – Water Risk Analysis (baseline water risk, annual time scale). Available at: https://www.wri.org/applications/aqueduct/water-riskatlas/#/?advanced=false&basemap=hydro&geoStore=2638eb20017c9e0b6294e29bb257b23f&indicator=rfr_cat&lat=- 14.445396942837744&lng=-142.85354599620152&mapMode=analysis&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection= absolute& scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=2*

[7] *World Resources Institute (WRI), Aqueduct Water Risk Atlas – Riverine Flood Risk (baseline, annual time scale). Available at: https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&geoStore=a17b91e4b487633786efb53518e4e211&indicator=rfr_cat&lat=-14.604847155053898&lng=53.96484375000001&mapMode=analysis&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=2*

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

GKE will continue to monitor riverine flood risk for its Guangxi facilities and evaluate site-level adaptation measures as part of its ongoing physical risk assessment.

Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Riverine flood risk Stress
Wuzhou, Guangxi China	-	23.4769099	111.27917	Xun Jiang	Xi Jiang 2	-	China	Guangxi	Medium - High (2 in 1,000 to 6 in 1,000)

Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Riverine flood risk Stress
Longmucun Cenxi, Wuzhou, Guangxi China 543214	-	23.046345	111.043592	Xun Jiang	Xi Jiang 2	-	China	Guangxi	Medium - High (2 in 1,000 to 6 in 1,000)

Coastal and Flood Risk Exposure (Dubai Facilities)

GKE's Dubai entity, G K E Logistics Services L.L.C, operates at facility Jebel Ali Free Zone[8]. Coastal and flood risk exposure for this site was screened using Climate Central's Coastal Risk Screening Tool, applying a 1.0 metre water level threshold above high tide, reflecting the coastal nature of the Jebel Ali site. This differs from the riverine flood screening methodology (WRI Aqueduct) applied to GKE's inland China facilities, with each tool selected to match the relevant physical risk pathway for the facility's location.

The screening shows the Jebel Ali Free Zone facility footprint sits outside areas mapped as below water level, though nearby port access roads and canal edges show exposure, which could affect logistics access during extreme events.

This is supported by the April 2024[9] UAE flooding event, the country's heaviest rainfall since records began in 1949. A peer-reviewed attribution study found that human-driven climate change made an event of this magnitude significantly more likely to occur, highlighting the relevance of acute flood risk to the region.

[8] *Climate Central, Coastal Risk Screening Tool – Jebel Ali Free Zone (South), United Arab Emirates (water level scenario, 1.0m above MHHW). Available at: https://coastal.climatecentral.org/map/12/55.0577/24.999/?theme=water_level&map_type=water_level_above_mhhw&basemap=roadmap&contiguous=true&elevation_model=best_available&water_level=1.0&water_unit=m*

[9] *Francis, D. et al., "From cause to consequence: examining the historic April 2024 rainstorm in the United Arab Emirates through the lens of climate change," npj Climate and Atmospheric Science, 8, 183 (2025). Available at: https://www.nature.com/articles/s41612-025-01073-1*

Given the Dubai entity only became operational in FY2026, this represents an initial screening baseline. A more detailed site-level flood risk assessment may be considered in future reporting cycles.

Separately, GKE's Dubai entity experienced a shipping delay in FY2026 due to shipping route disruption. This was assessed as a geopolitical disruption rather than a climate-related event and is addressed in the Group's Risk Management section rather than this climate disclosure.

Opportunities Arising

The initiatives GKE has undertaken in response to shifting consumer preferences, continued Euro VI fleet renewal, planned solar capacity expansion, and warehouse automation, also serve as opportunities which may help to reduce operating costs, strengthen client relationships, and differentiate GKE's service offering. Under an accelerated SSP1 pathway, these initiatives would become more commercially valuable, not less, as client sustainability expectations intensify.

RISK MANAGEMENT

GKE's approach to managing climate-related risks and opportunities is integrated into the Group's overall risk management framework. Cross-functional workshops and structured stakeholder surveys are used to identify and prioritise material climate-related risks, drawing on historical energy, water, and emissions data, regulatory updates, and stakeholder feedback. Scenario analysis under SSP1 and SSP5 is used to assess transition and physical risks respectively, considering likelihood, magnitude, and potential operational and financial impact. Identified risks are prioritised within GKE's overall enterprise risk framework and monitored by the Sustainability Committee, which tracks operational disruptions, workforce safety incidents, energy consumption, and emissions on an ongoing basis. Climate-related opportunities, including renewable energy, energy efficiency, sustainable materials, and green logistics services, are identified through the same scenario analysis process. Climate considerations are embedded within GKE's ERM framework and reviewed by the Board and Sustainability Committee at least annually, with findings considered in decisions on capital allocation, operational improvements, workforce planning, and long-term corporate strategy.

METRICS AND TARGETS

GKE tracks Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol, alongside energy consumption, water withdrawal, and waste generation, as detailed in the section, Protecting Our Planet and Inspiring Change of this Report. Scope 3 emissions are not currently measured. GKE has disclosed selected industry-based metrics aligned to SASB's Road Transportation Standard, as presented in Appendix C (SASB Content Index). The Group will continue to assess the applicability of SASB industry-based metrics across its other business segments and evolve its reporting over time. No quantified climate-related target (e.g. a Scope 1+2 reduction target with a defined base year) is currently in place. Given the changes in the Group's reporting scope and emissions methodology in FY2026, management considers it appropriate to further establish a reliable and comparable emissions baseline before setting a meaningful quantified climate-related target.

Progress Towards Full IFRS S2 Alignment

This report has been prepared with reference to the recommendations for the TCFD and, on a progressive basis, IFRS S2 Climate-related Disclosures, consistent with SGX's phased approach for Catalist-listed issuers. In FY2026, GKE maintained Board and management oversight of climate matters, conducted qualitative scenario analysis across an updated set of four material risks assessed under SSP1 (transition) and SSP5 (physical) scenarios, and continued to report Scope 1 and Scope 2 GHG emissions under the GHG Protocol. Areas identified for further development include quantification of financial effects, assessment of Scope 3 emissions, adoption of industry-based metrics, addition of a middle-pathway scenario (e.g. SSP2-4.5) to bound the current two-scenario range, and establishment of a quantified climate-related target.

SUSTAINABILITY AND CLIMATE-RELATED RISKS AND OPPORTUNITIES

Sustainability Scenario Analysis

Sustainability-Related Risks and Opportunities ("**SRROs**") refer to environmental, social, or governance events or conditions that, if they occur, could have a material impact, actual or potential, on the company's financial position and performance. The purpose of SRRO identification and disclosure is to demonstrate how external sustainability factors can influence the company's long-term value creation and resilience.

In FY2025, GKE had not yet conducted a formal survey to identify SRROs with management and reported primarily in line with the GRI Standards. For FY2026, GKE took a further step by incorporating SASB Sector Standards topics into its stakeholder engagement survey, allowing SASB-defined topics to be cross-checked against the company's existing GRI-based material topics.

The table below summarises this mapping exercise:

SASB Topics	GRI Topics	Remarks
Occupational Health & Safety + Critical Incident Risk Management	GRI 403 Occupational Health & Safety	Already included in recommended material topics
Labour Practices + Employee Recruitment, Inclusion & Performance	GRI 401 Employment	Already included in recommended material topics

This exercise confirmed that the SASB-identified topics are already substantively captured within GKE's existing GRI-aligned material topics, providing added assurance that the company's current materiality assessment reflects sector-relevant sustainability risks and opportunities.

GKE is committed to advancing its approach to SRRO identification and will continue to enhance its analysis in the coming years, with the goal of integrating more detailed SRRO disclosures into future reporting cycles.

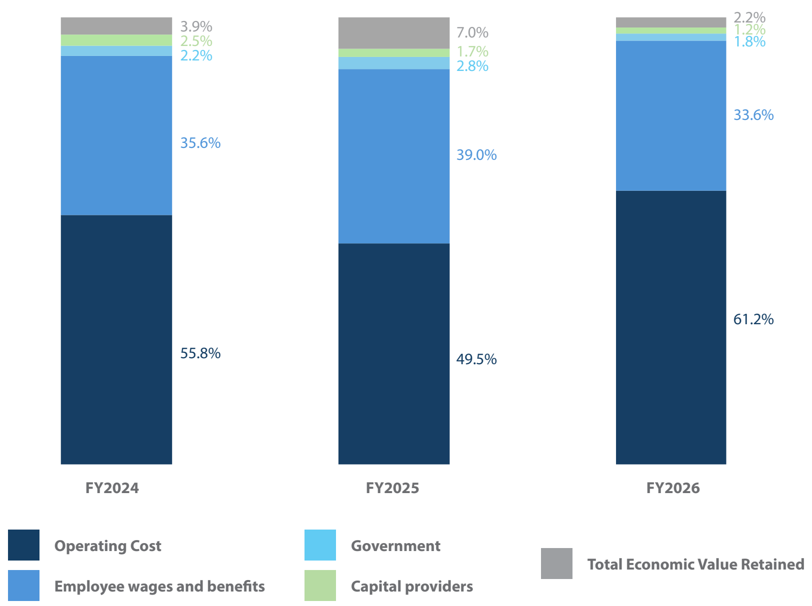
ETHICAL AND SUSTAINABLE PRACTICES

ECONOMIC PERFORMANCE

Generating economic value for shareholders, employees, and the communities where we do business remains one of the core priorities for GKE Corporation Limited. Through our operations, we help keep trade moving, contribute to infrastructure development, and provide stable employment opportunities across the markets we serve.

Revenue for FY2026 reached S$137.6 million, an 8.77% increase against FY2025's S$126.5 million. Breaking down how this economic value generated was distributed: 61.2% (S$84.2 million) went toward operational costs, and employee wages and benefits absorbed 33.6% (S$46.2 million). Income tax contributions to government made up 1.78% (S$2.44 million) of the total, while interest payments to capital providers accounted for a further 1.25% (S$1.72 million). Economic value retained within the Group came to 2.25% (S$3.10 million) for the year, compared with 7.0% (S$8.8 million) in FY2025, reflecting lower profitability amid higher operating costs, credit loss provisions, and start-up investment in overseas expansion. For further information, please refer to the Annual Report FY2026.

Distribution of revenue (%)



Climate change carries real financial consequences for our business. On one hand, evolving carbon regulations and the physical impacts of extreme weather events may affect our assets, operations and costs. On the other, these challenges present opportunities to expand our green logistics solutions and adopt energy-efficient technologies, helping us improve operational efficiency while meeting the growing sustainability expectations of our customers.

No defined benefit pension plan obligations sit on the Group's books; our only retirement-related commitments come through defined contribution plans, to which we contributed S$3.5 million in employer contributions during FY2026. Government grant income totalled S$514,000 for the year, all applied per the terms of the relevant schemes. Further detail on our economic performance can be found in our Annual Report 2026.

ETHICAL AND SUSTAINABLE PRACTICES

ANTI-CORRUPTION

GKE maintains zero tolerance for corruption, bribery, and unethical business conduct. We view integrity and transparency as foundational to both our long-term success and our licence to operate, and this principle guides every interaction across our operations and value chain, with employees, suppliers, contractors, and public officials alike.

Our Code of Conduct and Anti-Bribery and Corruption Policy set clear boundaries: employees may not offer, receive, or promise anything of value, directly or through a third party, with the intent of improperly influencing a business decision. These provisions apply to every employee and director, and are extended to our business partners through contractual obligations. Where uncertainty arises, employees are expected to seek guidance, and any suspected misconduct is to be raised through our established internal reporting channels.

During FY2026, the Group did not conduct formal corruption risk assessments. Nonetheless, internal controls and review mechanisms remained in place throughout the year to support compliance with applicable anti-corruption laws and standards. Our anti-corruption commitments were communicated to all employees and management through the Code of Conduct and internal communication channels, and a dedicated whistleblowing policy, covering how concerns can be raised and the safeguards in place for those who raise them, is likewise communicated internally to the entire workforce. Structured anti-corruption training was not conducted during the year and awareness programmes for employees, governance body members, and business partners may be planned in future years.

No confirmed incidents of corruption were identified in FY2026. This is consistent with FY2025, when no cases were identified. Similarly, the Group did not incur any significant fines, penalties, or non-monetary sanctions for non-compliance with applicable laws and regulations during the year, reinforcing our commitment to responsible business conduct and regulatory compliance.

Looking ahead, GKE remains focused on extending corruption risk assessments to cover more of our significant business units, strengthening structured training for employees and partners, and preserving our track record through continued vigilance, transparency, and accountability. Additional detail on our anti-corruption framework, whistleblowing mechanism, and compliance governance is available on pages 39 to 43 of our Annual Report 2026.

PROTECTING OUR PLANET AND INSPIRING CHANGE

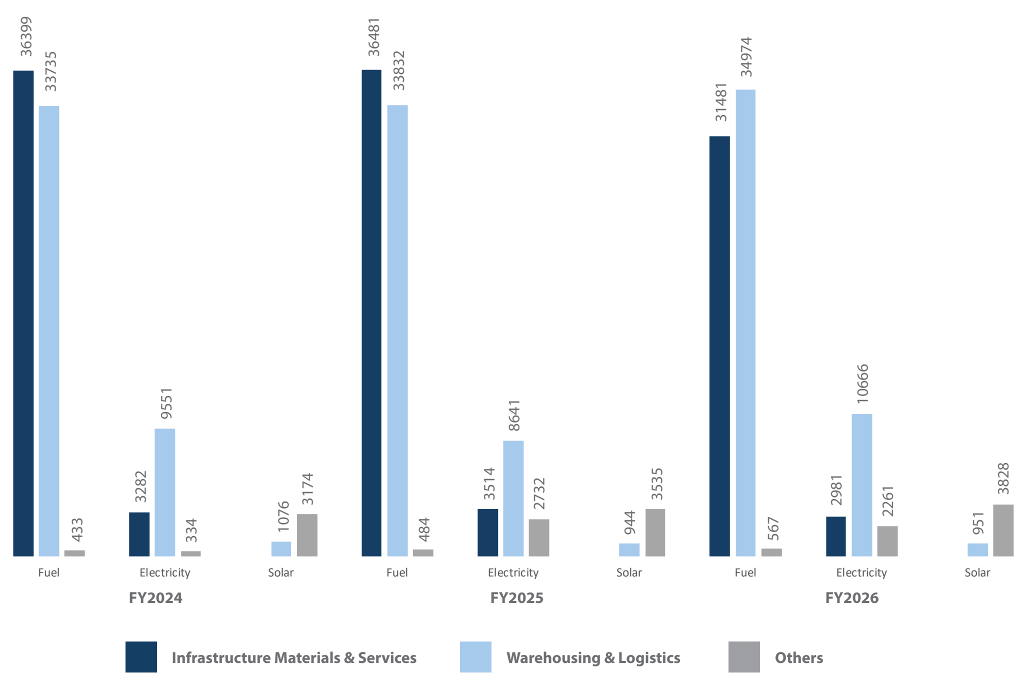
ENERGY AND EMISSIONS

Improving energy efficiency remains a key lever in how GKE pursues both operational performance and environmental responsibility. As a leading provider of warehousing and logistics solutions, we remain conscious of the environmental footprint of our operations and continue to introduce measures that improve energy efficiency across our businesses in Singapore, China and UAE. Whether drawn from renewable or non-renewable sources, energy consumption is treated as a material topic given its direct bearing on both greenhouse gas emissions and operating costs.

Investment in energy-efficient technologies and operational improvements continues to underpin this commitment. Our logistics business operates a dedicated fleet of prime movers and trailers, with older trucks progressively replaced by Euro VI models that meet the air pollution standards set by Singapore's National Environment Agency, reducing nitrogen oxide pollutants and fine particulate matter. As of 31 May 2026, 70% of our fleet vehicles complied with Euro VI emission standards, maintained at the same level as FY2025 as no new fleet units were purchased during the year. Energy-efficient LED lighting and modern HVAC systems remain installed across our warehouses, alongside an expanding footprint of rooftop solar panels, together forming a core part of our long-term decarbonisation pathway.

Total energy consumption for FY2026 came to 87,708 GJ, a decrease of 2.7% from 90,163 GJ in FY2025. The Infrastructural Materials & Services segment recorded the largest shift, with energy consumption falling 13.8% from 39,995 GJ in FY2025 to 34,461 GJ in FY2026, primarily attributable to a reduced sales volume of ready-mixed concrete. In contrast, the Warehousing & Logistics segment saw energy consumption rise 7.3%, from 43,417 GJ in FY2025 to 46,591 GJ in FY2026, continuing to represent the largest share of the Group's energy use. The "Others" category, which includes GKE Agritech, recorded a marginal decrease of 1.4%, from 6,751 GJ in FY2025 to 6,655 GJ in FY2026.

Total Energy Consumption (GJ)



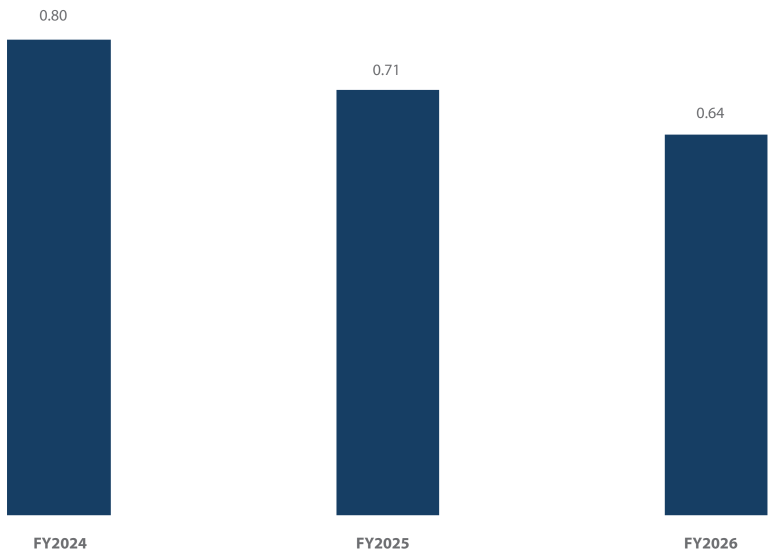
PROTECTING OUR PLANET AND INSPIRING CHANGE

Renewable sources accounted for approximately 5.4% of GKE's total energy consumption in FY2026, up from around 5.0% in FY2025, driven primarily by solar energy generated across our rooftop panel installations. Renewable energy production rose 6.7% year-on-year, from 4,479 GJ in FY2025 to 4,779 GJ in FY2026. GKE Agritech, within the "Others" category, continued to account for the majority of renewable generation, contributing approximately 80% of the total in FY2026, with the Warehousing & Logistics segment generating the remainder.

These results reflect GKE's continued focus on improving energy efficiency, managing the energy demands of its evolving business mix, and expanding the role of renewable sources within its overall energy portfolio.

In FY2026, GKE's energy intensity stood at 0.64* GJ per thousand SGD revenue, based on total energy consumption of 87,708 GJ and revenue of S$137.6 million, an improvement compared to 0.71 in FY2025 and 0.80 in FY2024.

Energy Intensity (GJ per S$ '000 revenue)



GKE recognises its role in contributing to climate change and remains committed to understanding, managing, and reducing its greenhouse gas ("**GHG**") emissions, a topic that holds significant relevance to regulators, investors, customers, and the community alike. Decarbonising our operations is regarded as essential to both long-term planetary health and business sustainability. Our current management boundary covers direct (Scope 1) and indirect (Scope 2) emissions. GKE does not currently calculate emissions of ozone-depleting substances ("**ODS**"), nitrogen oxides ("**NOx**"), sulfur oxides ("**SOx**"), or other significant air emissions, nor does it currently calculate Scope 3 emissions. Enhancing our environmental data management systems to enable disclosure of these indicators, including active preparation to assess and report Scope 3 emissions, remains an ongoing priority.

While total energy consumption declined in FY2026 due to lower fuel use for concrete production, GHG emissions rose over the same period, driven by growth in electricity consumption and the introduction of location-based and market-based Scope 2 accounting, which reflects solar energy in the emissions

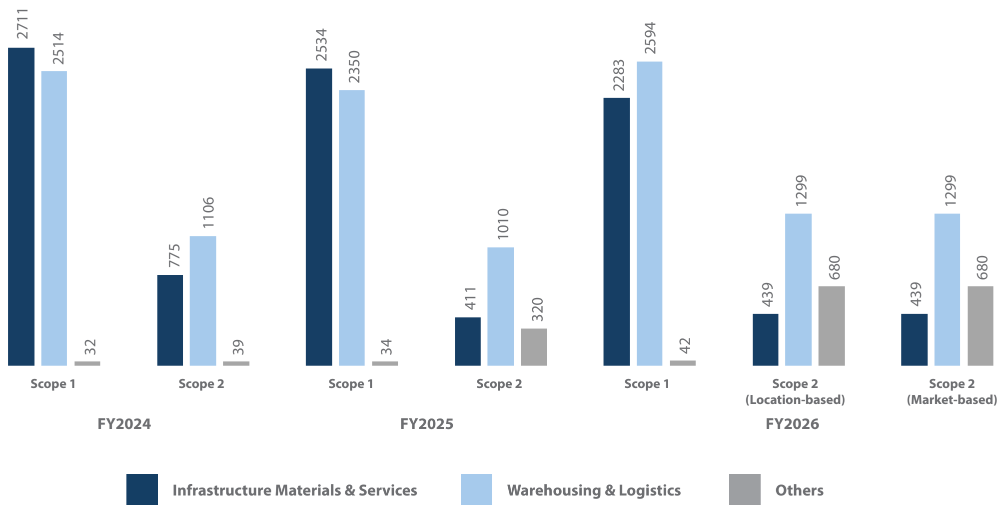
* *Calculated by dividing total energy consumption (GJ) by total revenue (S$'000).*

calculation for the first time this year. Total Scope 1 and Scope 2 GHG emissions for FY2026 amounted to 7,337 tCO_2e, an increase of 10.2% from 6,659 tCO_2e in FY2025. This figure is the same on both a location-based and a market-based basis, as GKE does not currently hold RECs or other market-based instruments for Scope 2 accounting purposes. FY2026 marks the first year in which GKE has reported Scope 2 emissions on both a location-based and market-based basis, in line with the dual reporting approach recommended under the GHG Protocol.

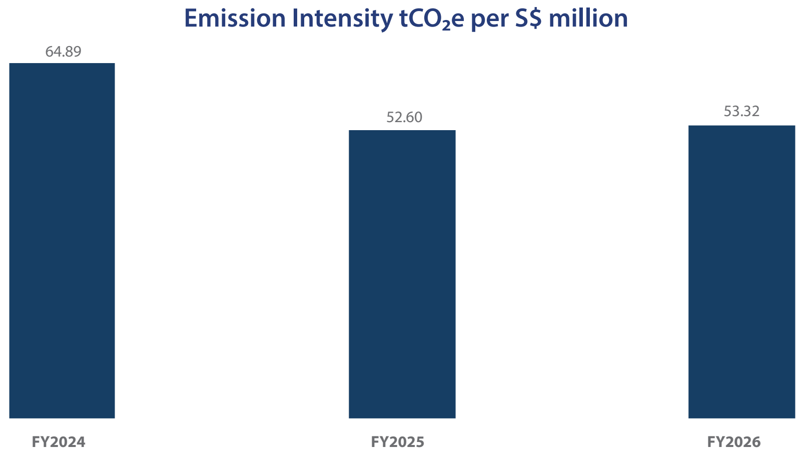
Scope 1 emissions amounted to 4,919 tCO_2e, representing approximately 67% of total emissions, and continued to arise primarily from trucks at our RMC plants in Wuzhou City and Cenxi City, China, as well as vehicles deployed in our Warehousing & Logistics operations in Singapore. At the segment level, Scope 1 emissions declined at Infrastructural Materials & Services, from 2,534 tCO_2e in FY2025 to 2,283 tCO_2e in FY2026, while emissions rose at Warehousing & Logistics, from 2,350 tCO_2e to 2,594 tCO_2e, and at Others, from 34 tCO_2e to 42 tCO_2e.

Scope 2 emissions, associated primarily with electricity consumption across our Warehousing & Logistics and Infrastructural Materials & Services segments, rose across all three segments. The year-on-year comparison is affected by a full year of GKE Retails Pte. Ltd. data in FY2026 versus three months in FY2025, as well as higher electricity use from new dangerous goods storage compartments, which require continuous explosion-proof air-conditioning. At Infrastructural Materials & Services, however, Scope 2 emissions rose despite lower electricity consumption, due to the application of a more accurate regional grid emission factor for our China operations this year.

Total Scope 1 & 2 GHG Emissions (tCO_2e)



PROTECTING OUR PLANET AND INSPIRING CHANGE



Our Scope 1 and Scope 2 GHG intensity stood at 53.32* tCO_2e per million SGD revenue compared to 52.60 tCO_2e per million SGD revenue in FY2025 and 64.89 tCO_2e per million SGD revenue in FY2024. Historical figures have been calculated using methodologies applicable in the respective reporting years.

To reduce emissions further, we continue to focus on operational efficiency and technological improvement. Transport and Network Optimisation remains a cornerstone of our logistics operations, where delivery routes are optimised, loads managed effectively, and driver guidance implemented to reduce fuel consumption, idling, and unnecessary emissions. Regular vehicle maintenance continues to support fuel efficiency, while the ongoing replacement of older trucks with Euro VI-compliant models helps lower nitrogen oxide and particulate emissions. In parallel, the continued expansion of renewable energy generation from our solar panels supports our transition toward cleaner energy use.

WATER AND EFFLUENTS

Water stands as a shared resource that GKE recognises as vital to both business continuity and community well-being, making responsible stewardship an essential part of how we operate. Although our activities are not especially water-intensive relative to other sectors, water remains an important input to our infrastructure and logistics operations, particularly at our larger facilities and in regions such as Wuzhou and Cenxi, China. We continue to monitor these areas for signs of water stress, consistent with both stakeholder expectations and regulatory requirements. Central to our approach is a clear understanding of water withdrawal, consumption, and discharge across our operations in Singapore, China and UAE, ensuring that our activities do not place undue pressure on local water resources. At present, GKE's data coverage extends to freshwater withdrawn or sourced through third parties. Freshwater drawn from wells in Cenxi and surface water withdrawn in Wuzhou are included based on estimated volumes calculated using the respective total production volumes and the average amount of water used per cubic metre of production. GKE may explore the collection of primary water withdrawal data for these sources in the coming years to further enhance the accuracy of its water withdrawal reporting.

In FY2026, total water consumption amounted to 74.24 megalitres (ML), comprising 43.49 ML (58.6%) from Infrastructure Materials & Services, 29.58 ML (39.8%) from Warehousing & Logistics, and 1.17 ML (1.6%) from Others. This represents an increase from FY2025, driven primarily by higher water consumption at our RMC plants. Variability in raw material quality increased the water required per cubic metre of concrete

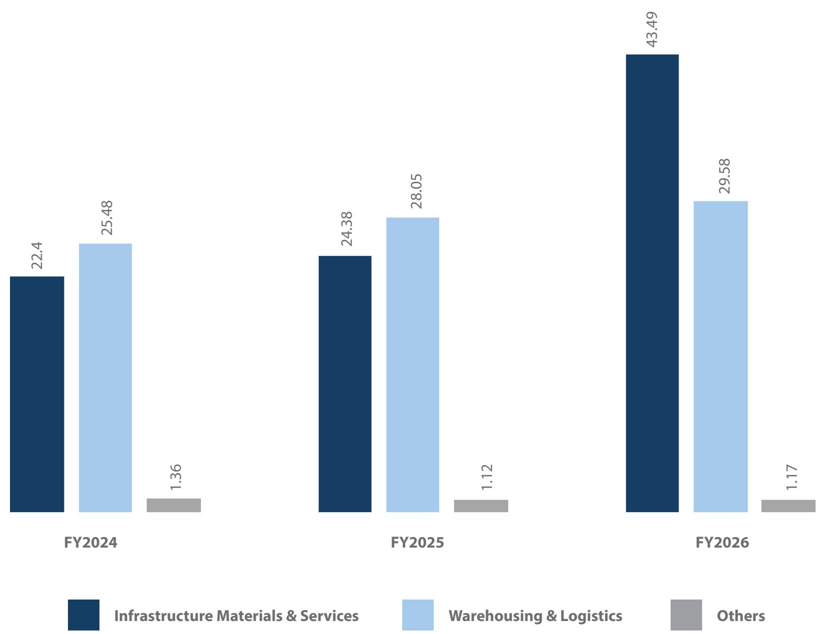
* *Emission Intensity was calculated by dividing total GHG emissions (tCO_2e) by total revenue (SGD million)*

produced, while higher ambient temperatures and longer transportation distances required additional water to maintain concrete workability during transit. Reduced rainfall during the rainy season also led to more frequent dust suppression measures, including spraying of material yards and washing of roads within our plants, further contributing to the increase.

Consistent with prior years, no water was discharged back to the environment, and total consumption therefore equals total withdrawal. This pattern reflects the nature of our operations, where water withdrawn is largely consumed through processes such as readymixed concrete production, incorporated into products, or lost to evaporation, with no direct discharge to external water bodies. Our water use predominantly supports infrastructure project activities, ready-mixed concrete production, and sanitary and operational needs at our warehouse facilities. Wastewater generated from ancillary processes, where applicable, continues to be managed in line with local regulations, with licensed contractors engaged for treatment. At our RMC plants in Wuzhou City, China, water conservation is supported by channelling truck-washing runoff into a treatment facility, where it is recycled for reuse in the RMC mixing process. None of our production facilities in FY2026 were located in areas classified as having high or extremely high baseline water stress, based on the World Resources Institute's Aqueduct® tool.

Enhancing our water management practices through stronger monitoring and efficiency initiatives remains a priority going forward. As data maturity improves, we may consider to set measurable water-efficiency objectives and explore opportunities for water recycling and rainwater harvesting within our operations. Through these initiatives, we aim to manage our relationship with water as a shared resource more effectively, reduce operational risk, and support our broader environmental sustainability goals.

Total Water Consumption (Megalitres)



PROTECTING OUR PLANET AND INSPIRING CHANGE

WASTE

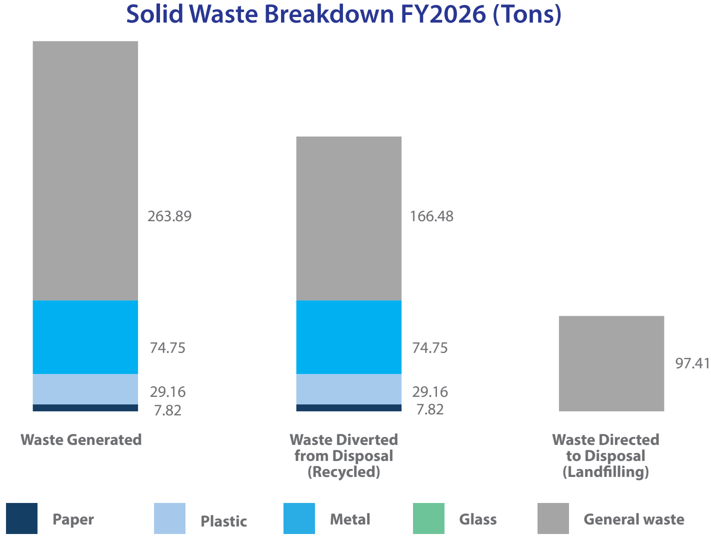
Reducing the environmental footprint of waste generated across our construction, logistics, and office activities remains a key focus for GKE. Given its potential to affect local environments and communities, and the close attention it receives from regulators, waste is treated as a material topic within our operations. Our approach follows the waste hierarchy: prevention comes first, followed by reuse and recycling, with disposal reserved as a last resort. Diverting recyclable materials away from landfill, and ensuring general and hazardous waste is disposed of responsibly to prevent soil and water contamination, represent our most significant waste-related impacts. Systematic waste segregation, partnerships with licensed recycling vendors, and contracts with licensed waste collectors together ensure proper treatment at government-approved facilities. To maintain accuracy and reliability, waste data is tracked through invoices and weighing tickets issued by our licensed contractors and recycling partners.

Following the implementation of an Enterprise Resource Planning ("**ERP**") system at GKE Services Pte Ltd in 2020, later extended to other GKE entities in 2022, the Group has meaningfully cut down on the paper associated with printing purchase orders and invoices. Supported by cloud-based data storage, this interconnected digital network has also helped streamline business processes, improving operational efficiency while reducing paper waste.

In FY2026, waste generated across paper, plastic, metal and general waste streams was measured in both tonnes and litres. Of this total, 278.21 tonnes were diverted from disposal through recycling, comprising 7.82 tonnes of paper, 29.16 tonnes of plastic, 74.75 tonnes of metal, and 166.48 tonnes of general waste. A further 97.41 tonnes of general waste and 72,520 litres of general waste were sent for disposal via landfilling. All hazardous waste generated continued to be managed exclusively by licensed contractors in accordance with regulatory requirements.

This reflects continued growth in our recycling and resource recovery efforts relative to FY2025, when 248 tonnes of waste were diverted from disposal, comprising 4 tonnes of paper, 28 tonnes of plastic, 25 tonnes of metal, 18 tonnes of glass, and 173 tonnes of general waste, alongside 79 tonnes and 47,520 litres of waste sent to disposal. At the same time, the corresponding rise in waste sent to disposal points to an overall increase in waste generated across our operations, underscoring the continued importance of strengthening waste management practices, through higher recycling rates, reduced disposal volumes, and a stronger sustainability culture, as an ongoing priority for the Group.

PROTECTING OUR PLANET AND INSPIRING CHANGE



Looking ahead, GKE is working towards greater detail and consistency in its waste reporting, with particular attention to capturing precise tonnage for general waste and strengthening traceability across hazardous waste streams. Digitalisation initiatives that reduce our reliance on paper, including the continued expansion of our ERP system across procurement, accounting, and invoicing, are also being advanced. Through these efforts, we aim to further reduce waste at the source, strengthen recycling outcomes, and ensure responsible disposal across all our operations. Over the longer term, our goal is to build greater circularity into our operations, reduce our environmental impact, and align our waste management practices more closely with GRI Standards and stakeholder expectations.

SAFE, SKILLED AND SECURED

EMPLOYMENT

Our people remain the driving force behind GKE's success, and we continue to prioritise fair employment practices, competitive benefits, and a supportive working environment that upholds the dignity of every individual, all in service of attracting, retaining, and motivating a talented workforce. As a topic fundamental to both our operational performance and our culture, employment carries direct significance for our employees and, in turn, for our investors and regulators. Management of these practices sits within our organisational boundary and spans hiring, turnover, remuneration, benefits, and our ongoing commitment to diversity and inclusion.

We continue to adhere strictly to the guidelines set out by the Tripartite Alliance for Fair and Progressive Employment Practices ("**TAFEP**") and all relevant employment laws in Singapore, alongside applicable regulations across the countries in which we operate. Our HR policies are designed with employee well-being at their core, providing comprehensive benefits that include healthcare, disability and accident coverage, and parental leave, with our compensation and benefits framework reviewed and enhanced on a regular basis to remain competitive.

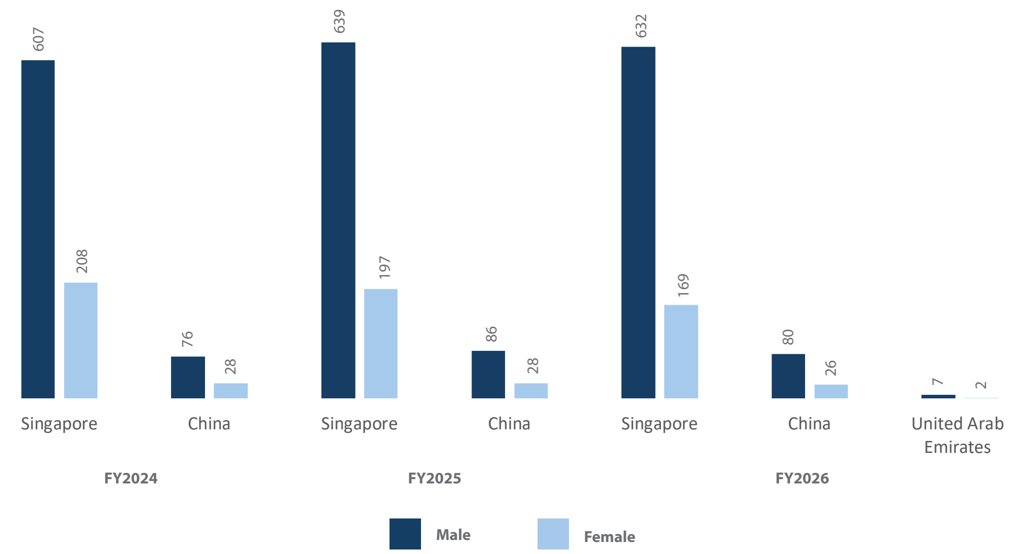
As part of these employee benefits, the Group continues to participate in national pension schemes as prescribed by the laws of the countries in which it operates, with contributions to defined contribution pension schemes recognised as an expense in the period the related service is rendered. In Singapore, monthly contributions continue to be made to the Central Provident Fund ("**CPF**") scheme at stipulated rates, while our subsidiaries in the People's Republic of China ("**PRC**") continue to provide pension benefits in accordance with PRC regulations, contributing at prescribed rates to government-administered pension funds on employees' behalf.

Beyond these statutory benefits, GKE also supports long-term value creation through a share-based compensation scheme, under which the fair value of employee services received in exchange for equity-settled remuneration is recognised as a variable share-based payment, with corresponding allocations made to the share-based payment reserve over the vesting period. These estimates continue to be updated at each reporting period to reflect expected outcomes, keeping rewards aligned with both employee performance and the Group's growth. Further detail on our employee benefits can be found on pages 84 to 85 of our Annual Report 2026.

GKE's total workforce stood at 916 employees in FY2026, comprising 719 male and 197 female employees, compared to 950 employees (725 male, 225 female) in FY2025. Singapore continued to account for most of our workforce at 801 employees (632 male, 169 female), while China accounted for 106 employees (80 male, 26 female). FY2026 also marks the first year our workforce composition extends to the United Arab Emirates, with 9 employees (7 male, 2 female), following the commencement of operations at G K E Logistics Services L.L.C. Our workforce remains largely on permanent contracts, with only a small number of employees on temporary arrangements.

SAFE, SKILLED AND SECURED

Total Workforce Composition by Gender and Region

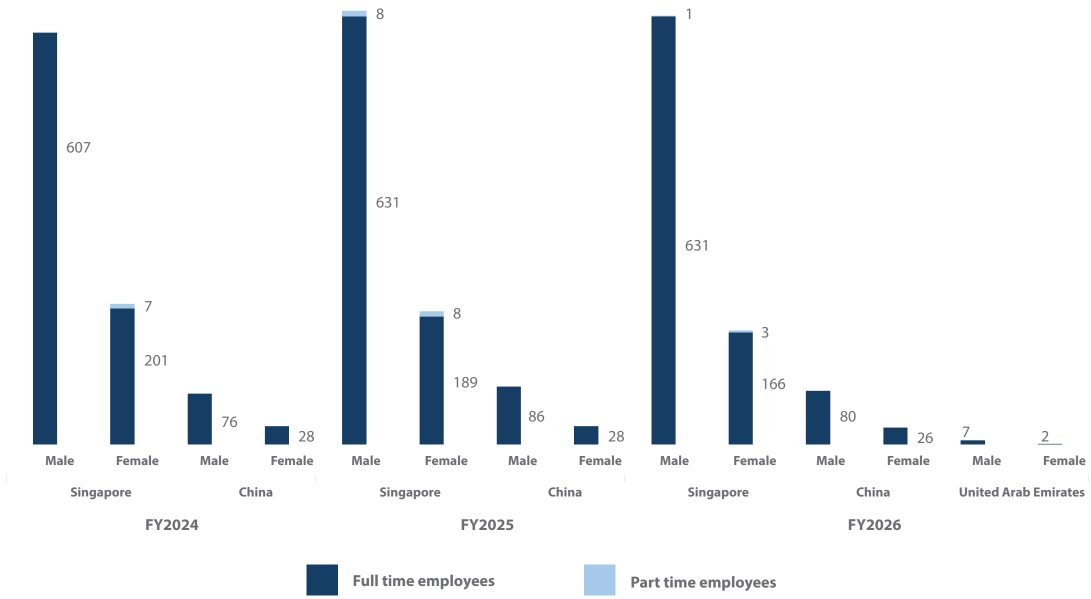


While our workforce demographics continue to point to room for improvement in gender diversity, particularly at senior levels, we remain committed to fostering career growth opportunities and strengthening inclusion across all roles. No employees were covered by collective bargaining agreements in FY2026; all employees nonetheless continue to receive comprehensive protection under their respective local employment regulations and fair employment guidelines.

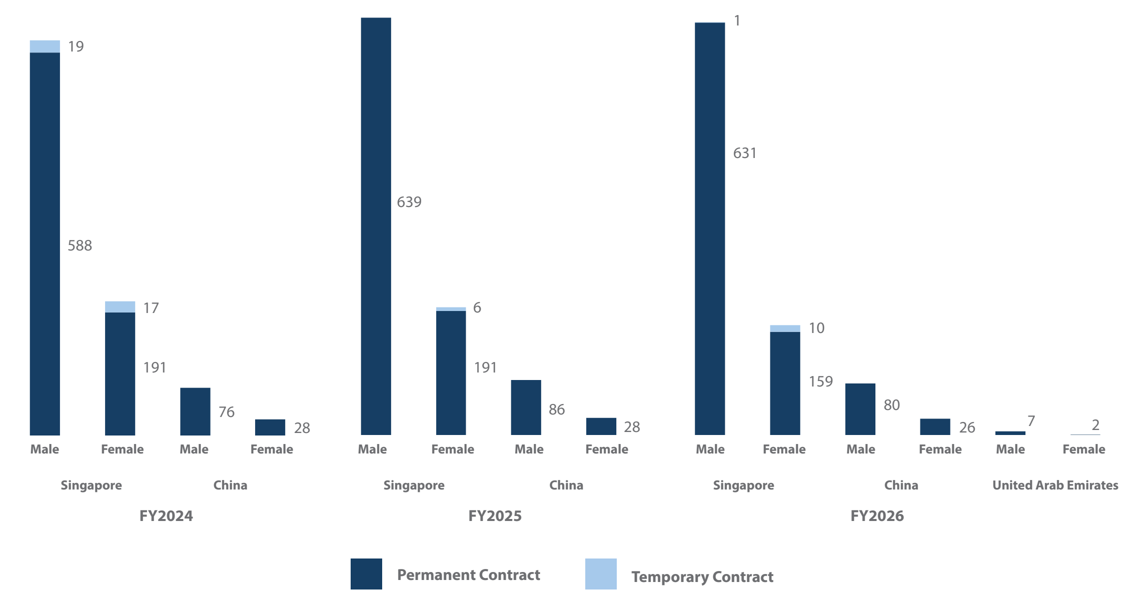
In terms of employment categories, our Board of Directors continues to comprise five members (4 male, 1 female), of whom 2 Executive Directors are reflected within our employee headcount, consistent with our reporting convention of excluding Independent Non-Executive Directors from total employee figures. Senior Management comprised 17 individuals (13 male, 4 female), Middle Management comprised 50 employees (34 male, 16 female), and General Staff represented the largest group at 847 members (670 male, 177 female).

SAFE, SKILLED AND SECURED

Total number of Employees by Employment Type, per Gender & Region



Total number of Employees by Employment Contract, per Gender & Region

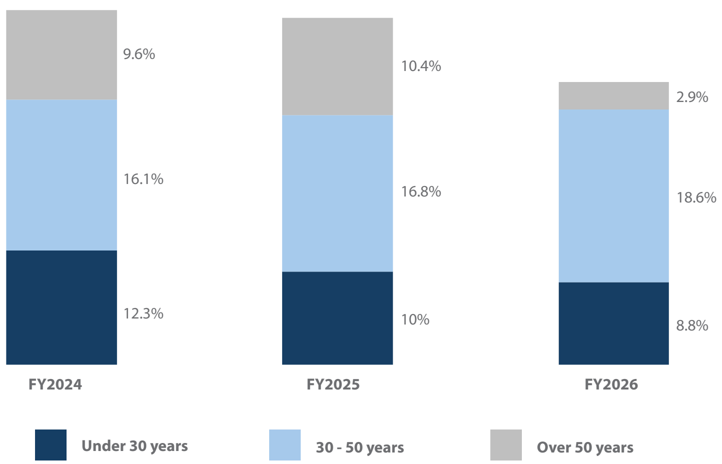


SAFE, SKILLED AND SECURED

Beyond our direct employees, GKE's operations are also supported by a small number of workers who are not employees but whose work is controlled by the organisation, comprising interns and contractors. In FY2026, this totalled 12 such workers: 10 interns engaged in retail store support within our Retails business, and 2 contractors providing security and office support services at G K E Logistics Services L.L.C in the United Arab Emirates.

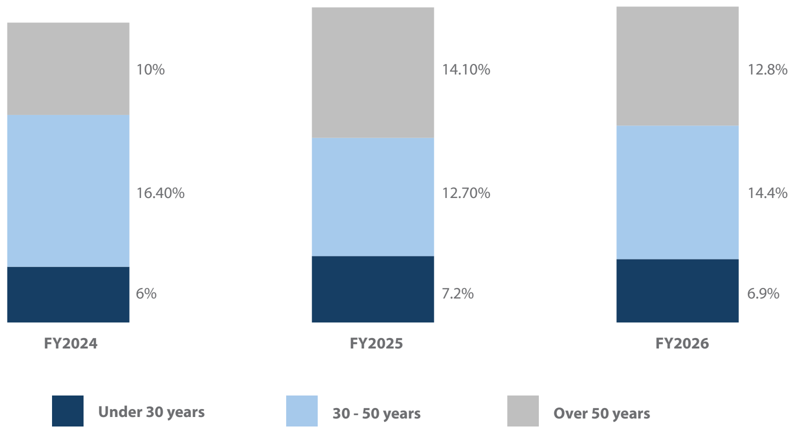
Recruitment activity moderated in FY2026, with 278 new hires recorded against 312 departures, representing hiring and turnover rates of 30.3% and 34.1% respectively, compared to 37.2% and 34% in FY2025. By age group, employees aged 30 to 50 continued to account for the largest share of both hiring (170 hires, 18.6%) and turnover (132, 14.4%), while hiring among employees aged over 50 declined notably to 2.9%, even as turnover within this group rose to 12.8%. By gender, male hiring rate declined from 26.9% to 23.7%, while male turnover rate increased from 22.7% to 24.3%. Female hiring and turnover rates decreased from 10.3% to 6.7% and 11.3% to 9.7% respectively. The Group continues to support employee retention through initiatives including recognition programmes, compensation reviews, and upskilling opportunities.

Hiring Rate by Age Group (%)

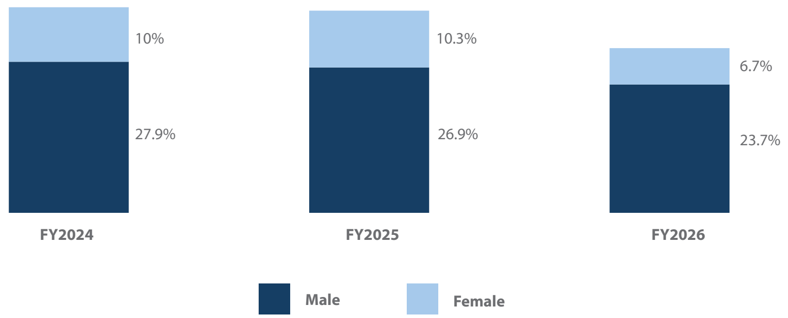


SAFE, SKILLED AND SECURED

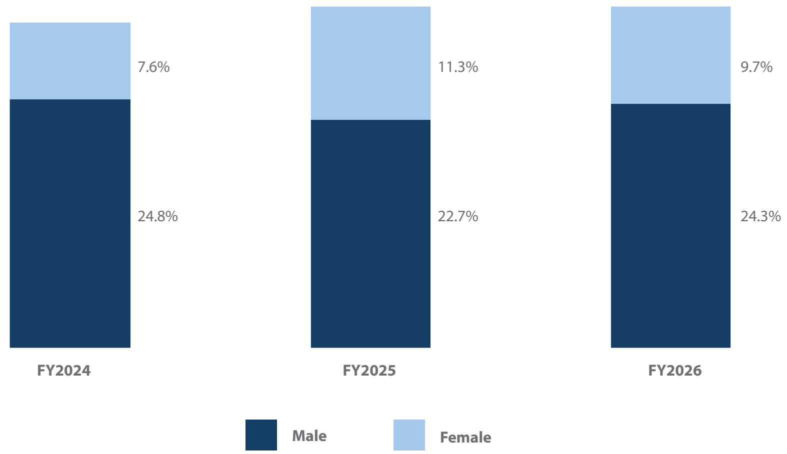
Turnover Rate by Age Group (%)



Hiring Rate by Gender (%)



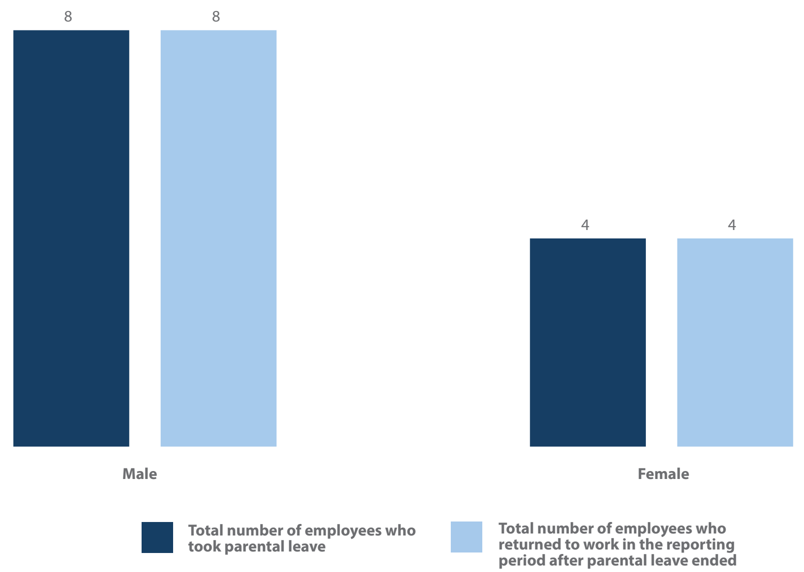
Turnover Rate by Gender (%)



Employee benefits remain a cornerstone of our employment practices, with the Company continuing to provide medical coverage, dormitory accommodation, and daily meals at the staff canteen. To further strengthen retention, the Company continues to apply strategies such as regular compensation reviews, recognition initiatives, and opportunities for upskilling and reskilling.

In FY2026, 597 employees were entitled to parental leave, of whom 12 took parental leave, 8 male and 4 female. All 12 employees returned to work within the reporting period, representing a 100% return-to-work rate. Of these, 11 remained employed 12 months after their return, a retention rate of 91.7%.

Parental Leave and Returned from Parental Leave



Going forward, workforce stability and diversity remain priority areas where we continue to seek improvement. Our FY2027 goal is to maintain overall turnover at or below 15%, while strengthening female representation in senior and middle management roles. Through the consistent application of our HR policies, continued compliance with TAFEP guidelines, and ongoing investment in employee growth, we remain committed to building a resilient, inclusive, and high-performing workforce.

OCCUPATIONAL HEALTH AND SAFETY

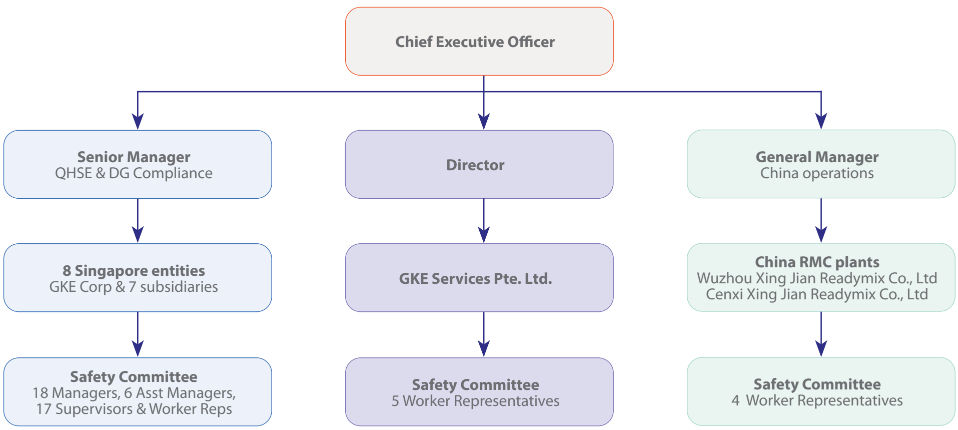
Nothing takes precedence over the safety, health, and well-being of our employees and contractors; this remains GKE's single most critical material issue, given its direct bearing on human life. Achieving zero harm and sustaining a safe working environment across all our operations is a goal GKE holds itself to without compromise. Responsibility for managing these risks extends across our own organisation and to contractors under our operational control, a duty that matters deeply to our employees, contractors, regulators, and investors alike. Full compliance with applicable occupational health and safety laws and standards guides our operations, underpinned by a safety culture in which employees are encouraged to take ownership of both their own well-being and that of their colleagues.

SAFE, SKILLED AND SECURED

At the heart of our safety culture sits our Occupational Health and Safety Management System ("**OHSMS**"), certified to ISO 45001:2018, which provides the framework for systematic risk assessment, proactive hazard control, and continuous improvement. GKE Corporation Limited, GKE Private Limited, GKE Warehousing & Logistics Pte Ltd, and GKE Express Logistics Pte. Ltd. hold certification to both ISO 45001 and BizSafe Star in Singapore, while GKE Fair Chem Pte. Ltd. and GKE Marquis Pte. Ltd. are certified to BizSafe Level 3. Together, these certifications reflect our sustained commitment to upholding high occupational health and safety standards throughout our operations.

Hazard identification, risk assessment, and incident investigation continue to form the key pillars of our OHSMS. Across all operations, proactive and reactive hazard identification exercises are carried out regularly, and every incident, including near-misses, is thoroughly investigated to establish root causes and drive corrective action. In FY2026, automation continued to reduce workers' exposure to hazards, particularly at our RMC plants in China, where mechanised material handling helps lower the risk of ergonomic injury and contact with moving machinery. Our "Stop Work Authority" continues to empower employees to halt operations the moment unsafe conditions are identified, ensuring hazards are resolved before work resumes. Worker participation remains central to how we manage OHS. Across our Singapore operations, a formal joint management-worker health and safety committee continues to meet monthly, reporting directly to the Senior Manager, QHSE and DG Compliance. In China, each RMC plant maintains its own site-level committee, overseen by the General Manager working closely with site managers and engineers.

OHS Hierarchy 2025/2026



Building safety knowledge remains a continuous effort, with comprehensive training extended to all employees and relevant contractors. New hires continue to undergo safety induction training and receive our bilingual Employee Safety and Health Handbook, supplemented by regular refresher training. Site Incident Controllers ("**SICs**") and Company Emergency Response Team ("**CERT**") members undergo annual training, while employees handling hazardous chemicals continue to attend certified chemical awareness courses. Our training modules span job-specific safety, fire drills, emergency evacuation, safe load handling, and dangerous goods management.

SAFE, SKILLED AND SECURED

Our focus on worker health extends beyond physical safety alone. Employees continue to have access to medical benefits and mental well-being support, while daily toolbox meetings reinforce both safety and health awareness on the ground.

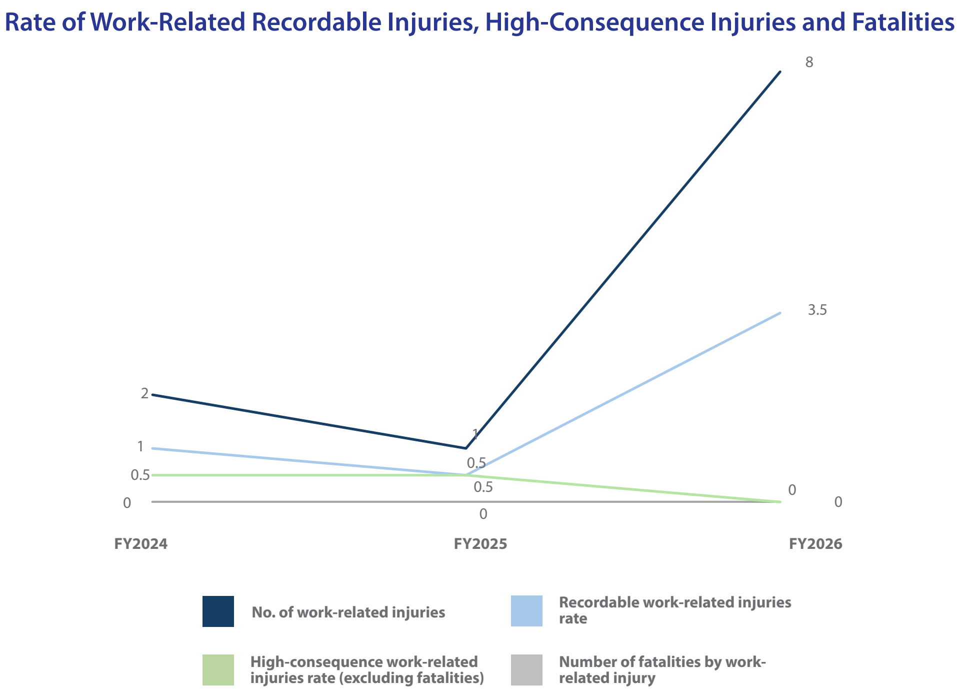
Occupational health and safety expectations extend to our contractors and business partners as well. Before deployment, all subcontractors across Singapore and China are required to understand and comply with our rules and regulations, and are subject to a selection and evaluation process that includes submission of risk assessments and safe work procedures. We continue to give preference to contractors holding at least BizSafe Level 3 certification, ensuring our value chain partners are held to the same safety standards as our own employees. Comprehensive management of occupational health and safety risk continues to be ensured through our OHSMS, which covers all employees and contractors under our operational control.

In FY2026, total hours worked across the Group amounted to 2,276,665, compared to 2,141,463 in FY2025 and 2,044,679 in FY2024, reflecting the scale of our operations and the continued reach of our safety monitoring.

In FY2026, GKE recorded an increase in work-related injuries, with 8 recordable work-related injuries compared to 1 case in FY2025, corresponding to a work-related injury rate of 3.5, an increase from 0.5 in FY2025. The increase in reported workplace injuries, from 1 case in the previous reporting year to 8 cases in the current reporting year for the Group, was attributable to separate incidents occurring across different entities, locations and work activities. While several cases involved slips, trips and falls, the incidents occurred under different circumstances and were investigated individually. Appropriate corrective and preventive actions were implemented based on the circumstances of each incident, including reviews of the relevant Risk Assessments and Safe Work Procedures, where applicable. The Group continues to monitor incident trends and reinforce safety awareness and safe work practices across its operations.

Despite the increase in recordable injuries in FY2026, GKE recorded no fatalities or high-consequence injuries during the year, an improvement from one high-consequence injury reported in FY2025. This also represents the achievement of the Group's FY2026 target, set in the previous year, to achieve zero fatalities and zero high-consequence work-related injuries. This reflects GKE's continued focus on hazard identification and risk management. We remain committed to reinforcing safe work practices, strengthening training, and driving continuous improvement across our operations to support a safe and healthy working environment for all employees.

SAFE, SKILLED AND SECURED



Looking ahead, GKE will continue to build on this progress by strengthening employee training, expanding automation for high-risk activities, and enhancing reporting transparency as our data collection systems evolve. Through these efforts, we aim to sustain zero fatalities and zero high-consequence work-related injuries, further embed health and safety into our culture and operations, and advance our commitment to zero harm across all our workplaces.

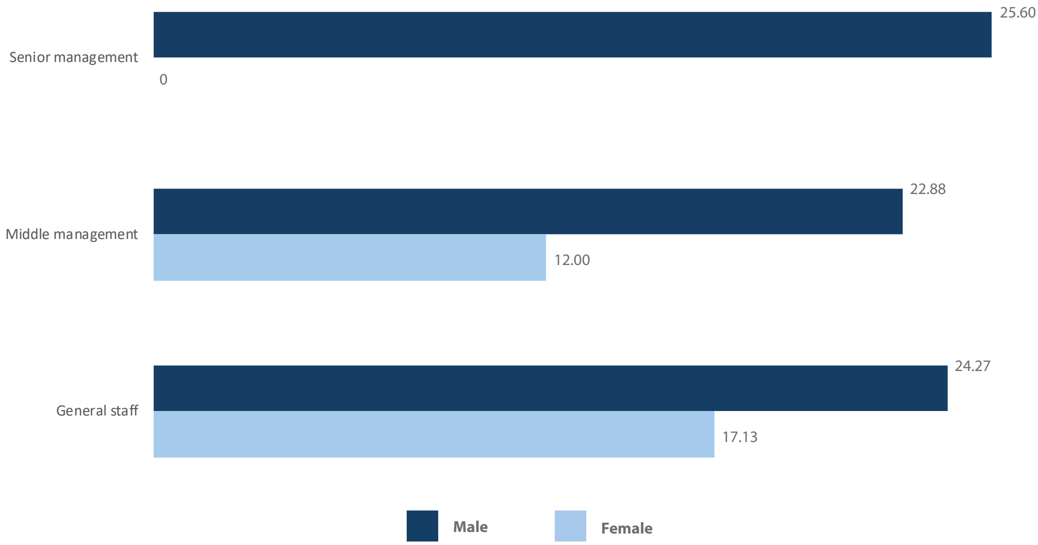
TRAINING AND EDUCATION

At GKE, our people remain central to our long-term success, and we continue to invest in their ongoing growth and development. Strengthening the skills and competencies of our workforce is treated as a material topic, given its direct bearing on both individual career progression and the organisation's future readiness. A more skilled, agile, and innovative organisation is built through the capabilities of our people, and this focus remains a key interest to both our employees and our investors, contained within our organisational boundary.

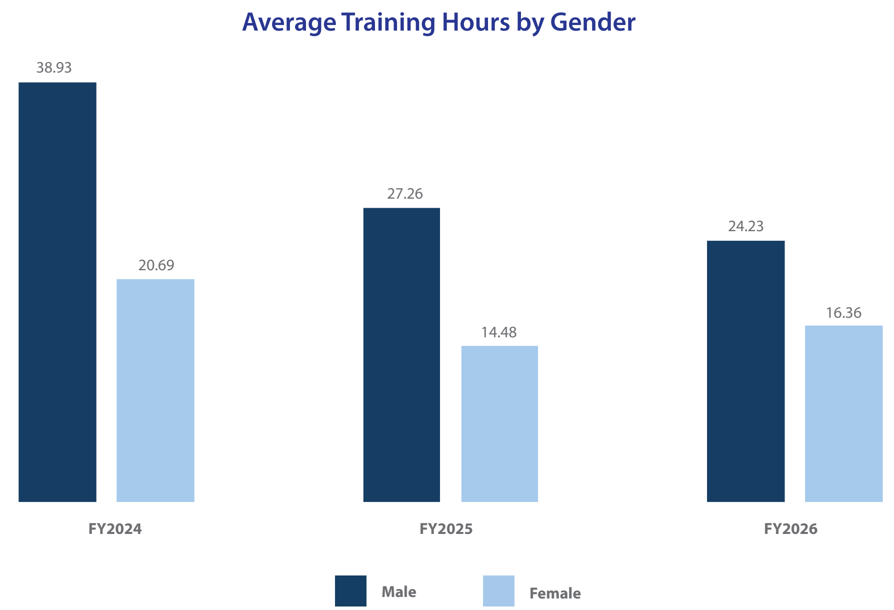
A range of programmes support this commitment, spanning on-the-job training, sponsored courses for skills upgrading, and leadership development workshops tailored to different levels of the organisation. These offerings include soft skills development in areas such as communication and leadership, technical programmes covering project management and office productivity tools, and safety-related training such as chemical safety awareness, work-at-height training, and container lashing. All Directors have completed the mandatory sustainability training prescribed by the Exchange. Training is calibrated to each employee's job scope and skillset requirements, ranging from essential safety courses and technical operational skills to strategic programmes in data analytics and problem-solving. Engagement among our general staff continues to be a particular strength, and we are exploring strategies to lift participation rates at the management level. Digital upskilling also remains a priority, ensuring our workforce stays equipped for an increasingly technology-driven industry.

The average hours of training per employee category in FY2026 are set out below.

Average Hours of Training Per Employee Level

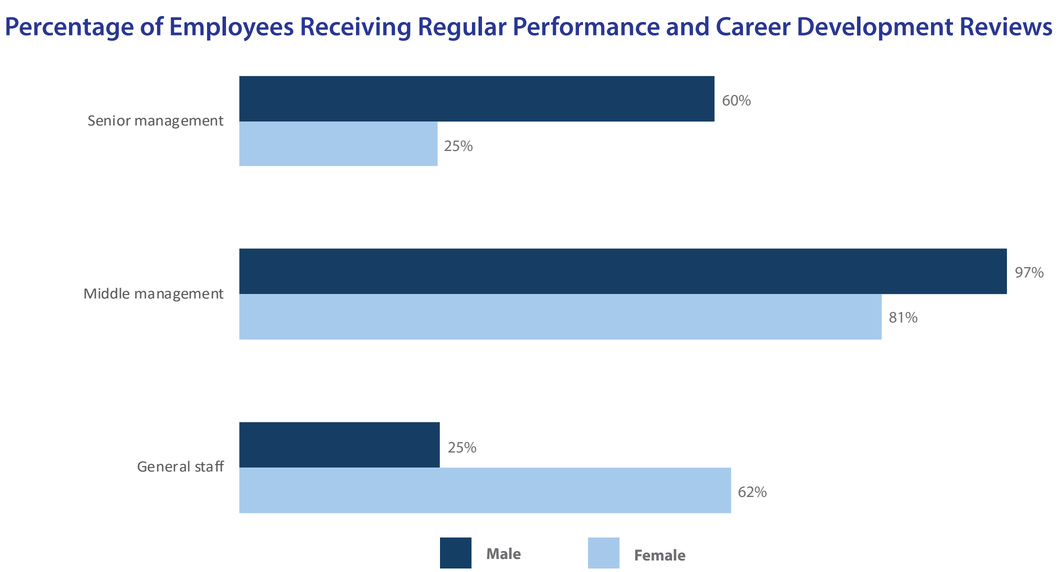


Average training hours for male employees were lower in FY2026 compared with the previous two years, while average training hours for female employees rose for the first time in three years, following declines in both FY2024 and FY2025. The decline in total training hours was primarily due to a lower number of new hires requiring mandatory onboarding and induction training compared with the previous year, and therefore reflects reduced onboarding-related training needs rather than a reduction in GKE's commitment to employee development. The Group continues to provide relevant training to support employees' skills, safety awareness, and professional development.



GKE remains committed to the continuous development of our workforce notwithstanding these shifts in training hours. Training participation will continue to be monitored closely, with further opportunities for learning and professional growth explored on an ongoing basis. Plans remain underway to optimise training schedules and introduce more flexible, targeted programmes, ensuring that all employees have access to meaningful development opportunities that support both their personal growth and the Company's long-term success.

In addition, we continue to track the percentage of employees receiving regular performance and career development reviews, as shown below.



Through these programmes and performance review practices, we aim to foster continuous learning, strengthen our leadership pipeline, and provide clear pathways for career growth across the organisation.

CUSTOMER PRIVACY

As digital operations continue to expand, safeguarding the personal data entrusted to GKE by our customers and partners has never been more important. This topic is material to our business precisely because it sits at the intersection of client trust and regulatory compliance: how we manage data privacy and security directly shapes both. Upholding rigorous standards of data protection, in a manner that is compliant, ethical, and transparent, remains a firm commitment across the organisation. Responsibility for this area is held internally, and it continues to underpin the long-term relationships we build with both customers and regulators.

Guiding our data protection practices is our Personal Data Protection Policy, developed in alignment with Singapore's Personal Data Protection Act ("**PDPA**"). A combination of administrative, technical, and physical safeguards works to protect personal data against unauthorised access, disclosure, or misuse, with access to customer data restricted on a strict need-to-know basis. As new technologies and threats emerge, our privacy protocols are reviewed and refined accordingly. Employee awareness forms a further layer of protection: staff are required to sign Non-Disclosure Agreements and undergo ongoing data security training. Physical safeguards, including CCTV monitoring and biometric-controlled access, are likewise maintained across key facilities to reinforce the protection of sensitive information. Governance in this area was further strengthened with the appointment of a dedicated Data Privacy Officer, responsible for overseeing compliance with data protection requirements, coordinating internal policies, and driving continuous improvement in privacy practices across all subsidiaries. Through this role, GKE ensures its data management practices stay responsive to both evolving regulatory expectations and industry best practice.

No substantiated complaints concerning breaches of customer privacy or losses of customer data were recorded across our subsidiaries in FY2026, consistent with our performance in FY2025. This outcome reflects the continued effectiveness of our policies and practices, reinforcing our commitment to safeguarding customer trust. Strengthening our systems and processes remains an ongoing priority, with the objective of sustaining zero breaches year after year. Safeguarding customer data continues to be a cornerstone of our operational integrity and long-term business sustainability.

GKE CARES – COMMUNITY AND SUSTAINABILITY INITIATIVES

Giving back to the communities in which we operate, and extending our commitment to sustainability beyond our core business activities, remains a priority for GKE. Our Corporate Social Responsibility ("**CSR**") efforts span environmental stewardship, support for vulnerable groups, and initiatives that foster employee engagement and volunteerism. Over the past year, GKE contributed a total of S$38,545.00 in social contributions and donations. The following highlights showcase GKE's key initiatives and contributions:

Environmental Initiatives

Initiative	Year	Description / Key Highlights
Earth Day 2026 – Turning Awareness Into Action	2026	Held on 22 April 2026. Non-essential lights and electrical devices switched off during lunch hour to promote energy conservation. A corporate bazaar featured energy-efficient electronics, essential oils, and fresh produce, alongside interactive game booths on recycling and sustainable habits, with strong participation across departments.
Waterways Watch Society	2026	Clean-up conducted on 7 March 2026 along the Kallang River to Marina Reservoir. 32 employees participated via speedboats and paddle boats, collecting a total of 95 kg of litter.
Empowering a Greener Future Through Responsible E-Waste Management with ALBA	2025	Ongoing partnership with ALBA E-Waste Singapore under a nationwide e-waste recycling programme. E-waste recycling bins placed across GKE buildings collected approximately 1,078 kg of electronic items, including monitors, laptops, printers, mobile phones, televisions, and tablets, by end June 2025.

Social Initiatives

Initiative	Year	Description / Key Highlights
Mobile Groceries with Hao Ren Hao Shi	2025	Conducted on 23 August 2025. 30 employees distributed S$4,000 worth of GKE-donated daily necessities and food to residents in need in Bukit Panjang.

For more details and photos of these initiatives, please visit our https://www.gke.com.sg/crs.html.

APPENDIX A - GRI CONTENT INDEX

Statement of use	GKE Corporation Limited has reported with reference to GRI Standards for the period 1 June 2025 to 31 May 2026.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
General Disclosures					
GRI 2: General Disclosures 2021	2-1	Organisational details		About the Company [Page 1]	
	2-2	Entities included in the organisation's sustainability reporting		About this Report [Page 2]	
	2-3	Reporting period, frequency and contact point		Reporting Framework [Page 4] Feedback [Page 4]	PN7F-6.1
	2-4	Restatements of information		Restatement [Page 4]	
	2-5	External assurance		Assurance [Page 4]	PN7F-5.1
	2-6	Activities, value chain and other business relationships		About the Company [Page 1] Scope of the Report [Page 2] Corporate Structure [Page 3]	
	2-7	Employees		Employment [Page 32-34]	
	2-8	Workers who are not employees		Employment [Page 35] Appendix D- Performance Data [Page 58]	
	2-9	Governance structure and composition		Sustainability in the Board [Page 5]	PN7F-3.1
	2-10	Nomination and selection of the highest governance body		Board Nomination [Page 6]	

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body		Sustainability in the Board [Page 5] Sustainability Governance [Page 15]	
	2-12	Role of the highest governance body in overseeing the management of impacts		Board Statement [Page 5] Sustainability Governance [Page 15]	
	2-13	Delegation of responsibility for managing impacts		Board Statement [Page 5] Sustainability Governance [Page 15]	
	2-14	Role of the highest governance body in sustainability reporting		Board Statement [Page 5]	
	2-15	Conflicts of interest		Conflict of Interest [Page 6] Code of Conduct [Page 8]	
	2-16	Communication of critical concerns		Commitments to Address and Remediate Negative Impacts [Page 8]	
	2-17	Collective knowledge of the highest governance body		Sustainability in the Board [Page 5]	
	2-18	Evaluation of the performance of the highest governance body		Board Nomination [Page 6]	
	2-19	Remuneration policies		Remuneration Policies [Page 6]	

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration		Remuneration Policies [Page 6]	
	2-21	Annual total compensation ratio	Annual total compensation ratio is not currently disclosed due to confidentiality considerations regarding individual remuneration.		
	2-22	Statement on sustainable development strategy		Board Statement [Page 5]	PN7F-4.1.f
	2-23	Policy commitments		Policies and Practices [Page 7] Code of Conduct [Page 8]	
	2-24	Embedding policy commitments		Policies and Practices [Page 7]	
	2-25	Processes to remediate negative impacts		Commitments to Address and Remediate Negative Impacts [Page 8]	
	2-26	Mechanisms for seeking advice and raising concerns		Commitments to Address and Remediate Negative Impacts [Page 8]	
	2-27	Compliance with laws and regulations		Code of Conduct [Page 8]	
	2-28	Membership associations		Membership and Associations [Page 1]	
	2-29	Approach to stakeholder engagement		Stakeholder Inclusiveness [Page 9]	PN7F-3.5 PN7F-4.35
	2-30	Collective bargaining agreements		Employment [Page 33]	

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
Material Topics					
GRI 3: Material Topics 2021	3-1	Process to determine material topics		Materiality Assessment [Page 10]	PN7F-4.2 PN7F-4.35
	3-2	List of material topics		Materiality Assessment [Page 11]	PN7F-4.1.a
Economic Performance					
GRI 3: Material Topics 2021	3-3	Management of material topics		Economic Performance [Page 23]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed		Economic Performance [Page 23] Appendix D - Performance Data [Page 57]	
	201-2	Financial implications and other risks and opportunities due to climate change		Economic Performance [Page 23]	
	201-3	Defined benefit plan obligations and other retirement plans		Economic Performance [Page 23]	
	201-4	Financial assistance received from government		Economic Performance [Page 23]	
Anti-Corruption					
GRI 3: Material Topics 2021	3-3	Management of material topics		Anti-Corruption [Page 24]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption		Anti-Corruption [Page 24]	
	205-2	Communication and training about anti-corruption policies and procedures		Anti-Corruption [Page 24]	
	205-3	Confirmed incidents of corruption and actions taken		Anti-Corruption [Page 24]	
Energy					
GRI 3: Material Topics 2021	3-3	Management of material topics		Energy and Emissions [Page 25]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
GRI 302: Energy 2016	302-1	Energy consumption within the organisation		Energy and Emissions [Page 25] Appendix D - Performance Data [Page 63-64]	
	302-2	Energy consumption outside of the organisation	Information unavailable		
	302-3	Energy intensity		Energy and Emissions [Page 26]	
	302-4	Reduction of energy consumption		Energy and Emissions [Page 25]	
	302-5	Reductions in energy requirements of products and services		Energy and Emissions [Page 25]	
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics			Water and Effluents [Page 28]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Water and Effluents [Page 28]	
	303-2	Management of water discharge-related impacts		Water and Effluents [Page 29]	
	303-3	Water withdrawal		Water and Effluents [Page 28] Appendix D - Performance Data [Page 61]	
	303-4	Water discharge		Water and Effluents [Page 29]	
	303-5	Water consumption		Water and Effluents [Page 28-29]	
Emissions					
GRI 3: Material Topics 2021	3-3	Management of material topics		Energy and Emissions [Page 26]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		Emissions [Page 26] Appendix D - Performance Data [Page 65]	
	305-2	Energy indirect (Scope 2) GHG emissions		Emissions [Page 27] Appendix D - Performance Data [Page 65]	
	305-3	Other indirect (Scope 3) GHG emissions	Information unavailable and still developing	Metrics and Targets [Page 21]	
	305-4	GHG emissions intensity		Emissions [Page 28]	
	305-5	Reduction of GHG emissions		Emissions [Page 28]	
	305-6	Emissions of ozone-depleting substances (ODS)	Information unavailable	Emissions [Page 26]	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information unavailable	Emissions [Page 26]	
Waste					
GRI 3: Material Topics 2021	3-3	Management of material topics		Waste [Page 30]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts		Waste [Page 30]	
	306-2	Management of significant waste-related impacts		Waste [Page 30]	
	306-3	Waste generated		Waste [Page 30] Appendix D - Performance Data [Page 62]	
	306-4	Waste diverted from disposal		Waste [Page 30] Appendix D - Performance Data [Page 62]	
	306-5	Waste directed to disposal		Waste [Page 30] Appendix D - Performance Data [Page 62]	

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
Employment					
GRI 3: Material Topics 2021	3-3	Management of material topics		Employment [Page 32]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 401: Employment 2016	401-1	New employee hires and employee turnover		Employment [Page 35-36] Appendix D - Performance Data [Page 59]	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Employment [Page 37]	
	401-3	Parental leave		Employment [Page 37]	
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3	Management of material topics		Occupational Health and Safety [Page 37]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system		Occupational Health and Safety [Page 38]	
	403-2	Hazard identification, risk assessment, and incident investigation		Occupational Health and Safety [Page 38]	
	403-3	Occupational health services		Occupational Health and Safety [Page 39]	
	403-4	Worker participation, consultation, and communication on occupational health and safety		Occupational Health and Safety [Page 38]	
	403-5	Worker training on occupational health and safety		Occupational Health and Safety [Page 38]	
	403-6	Promotion of worker health		Occupational Health and Safety [Page 39]	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Occupational Health and Safety [Page 39]	

APPENDIX A - GRI CONTENT INDEX

GRI Standard	Disclosure		Reasons for Omission	Page number(s)	SGX Requirement
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety		Occupational Health and Safety [Page 38]	
	403-9	Work-related injuries		Occupational Health and Safety [Page 39-40] Appendix D - Performance Data [Page 60]	
	403-10	Work-related ill health		Occupational Health and Safety [Page 39]	
Training and Education					
GRI 3: Material Topics 2021	3-3	Management of material topics		Training and Education [Page 40]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		Training and Education [Page 40-42] Appendix D - Performance Data [Page 60-61]	
	404-2	Programs for upgrading employee skills and transition assistance		Training and Education [Page 40]	
	404-3	Percentage of employees receiving regular performance and career development reviews		Training and Education [Page 42]	
Customer Privacy					
GRI 3: Material Topics 2021	3-3	Management of material topics		Customer Privacy [Page 43]	PN7F-4.1.c PN7F-4.1.d LR711B-1.b LR711B-1.c
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Customer Privacy [Page 43]	

APPENDIX B – IFRS S2 CONTENT INDEX

IFRS S2 Standard	Disclosure requirement	Reasons for Omission	Page No.
Governance			
6(a)	Governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities		15
6(a)(i)-(v)	How responsibilities are reflected in terms of reference/mandates; how skills are ensured; how and how often the body is informed; how climate is factored into strategy, major decisions and risk oversight; how target-setting is overseen		15
6(b)	Management's role in assessing and managing climate-related risks and opportunities		15
6(b)(i)-(ii)	Delegation of responsibility to specific role/committee and oversight mechanism; controls and procedures supporting management's oversight		15
Strategy			
9	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects		15
10	Description of the business model and value chain, including exposure to climate-related risks and opportunities		1, 15
13(a)	Current and anticipated effects of climate-related risks and opportunities on the business model and value chain		16-21
13(b)	How the entity's strategy and decision-making respond to climate-related risks and opportunities		16-21
13(c)	Climate transition plan, including targets and resources allocated	No formal climate transition plan with quantified targets is currently in place. Adaptation and mitigation measures are disclosed in Section 5.2; establishment of a quantified climate-related target has been identified as an area for further development.	16-21
14	Current and anticipated effects on financial position, financial performance and cash flows	Quantification of the financial effects of climate-related risks and opportunities is not yet available. Qualitative assessment of potential impacts is provided in Section 5.2; this has been identified as an area for further development.	16-20, 23
22	Climate resilience assessment, including use of climate-related scenario analysis		17-20

APPENDIX B – IFRS S2 CONTENT INDEX

IFRS S2 Standard	Disclosure requirement	Reasons for Omission	Page No.
Risk management			
25(a)	Processes and related policies used to identify, assess, prioritise and monitor climate-related risks		21
25(b)	Processes used to identify, assess, prioritise and monitor climate-related opportunities		21
25(c)	Extent to which, and how, these processes are integrated into the entity's overall risk management process		21
Metrics and targets			
29(a)	Greenhouse gas emissions: Scope 1, Scope 2 (location-based and market-based) and Scope 3, in line with the GHG Protocol	Scope 3 emissions are not currently measured. Scope 1 and Scope 2 emissions (location-based and market-based) are disclosed in 'Energy and Emissions'	26-28, 65
29(a)(iv)	GHG emissions intensity (emissions per unit of economic activity)		27-28
29(b)	Amount and percentage of assets or business activities vulnerable to climate-related transition risks	Quantified amounts and percentages of assets or business activities vulnerable to climate-related transition risks are not yet available. Qualitative risk assessment is provided in 'Sustainability and Climate-Related Risks and Opportunities' section.	16
29(c)	Amount and percentage of assets or business activities vulnerable to climate-related physical risks	Quantified amounts and percentages of assets or business activities vulnerable to climate-related physical risks are not yet available. Qualitative risk assessment is provided in 'Sustainability and Climate-Related Risk and Opportunities' section.	17-20
29(d)	Amount and percentage of assets or business activities aligned with climate-related opportunities	Quantified amounts and percentages of assets or business activities aligned with climate-related opportunities are not yet available.	21
29(e)	Amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities	Capital expenditure, financing, or investment deployed toward climate-related risks and opportunities is not currently quantified or disclosed.	N/A

APPENDIX B – IFRS S2 CONTENT INDEX

IFRS S2 Standard	Disclosure requirement	Reasons for Omission	Page No.
29(f)	Internal carbon price applied in decision-making, and how it is set	GKE does not currently apply an internal carbon price in decision-making.	N/A
29(g)	Whether and how executive remuneration is linked to climate-related considerations	Executive remuneration is not currently linked to climate-related considerations.	N/A
32	Industry-based metrics (cross-referenced to applicable SASB standards)		Appendix C, page 56
33	Climate-related targets set to monitor progress, and performance against those targets	No quantified climate-related target is currently in place yet.	21

APPENDIX C – SASB CONTENT INDEX

This Report is prepared with reference to SASB standards, the Road Transportation Standard which is relevant to GKE's primary business segment. Not all disclosures within these standards are addressed, as certain metrics are deemed not relevant to GKE's operations or not currently available for disclosure. We will continue to review developments in the SASB Standards, including their applicability across GKE's other business segments, and will evolve our reporting against them over time.

SASB code	Topic	Accounting Metrics	Page No.
TR-RO-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions	26-27, 65
TR-RO-110a.2	Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	21, 28
TR-RO-110a.3	Greenhouse Gas Emissions	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	25-26, 63-64
TR-RO-320a.1	Driver Working Conditions	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	39-40, 60
TR-RO-320a.2	Driver Working Conditions	Voluntary and involuntary turnover rate for all employees	35-36, 59
TR-RO-540a.1	Accident and Safety Management	Number of accidents and incidents	39-40, 60
TR-RO-000.C	Activity Metrics	Total number of employees, percentage of which are drivers	32 (total employees; driver % not separately disclosed)

APPENDIX D - PERFORMANCE DATA

Economic Performance

	FY2024		FY2025		FY2026	
	S$M	% of direct value generated	S$M	% of direct value generated	S$M	% of direct value generated
Direct Value Generated[10]	110.6		126.5		137.6	
Economic Value Distributed	106.3		117.7		134.5	
Operating Cost[11]	61.7	55.8%	62.6	49.5%	84.2	61.2%
Employee wages and benefits [12]	39.4	35.6%	49.3	39.0%	46.2	33.6%
Government[13]	2.5	2.2%	3.6	2.8%	2.4	1.8%
Capital providers[14]	2.7	2.5%	2.2	1.7%	1.7	1.2%
Total Economic Value Retained [15]	4.3	3.9%	8.8	7.0%	3.1	2.2%

[10] *This includes revenue and excludes other income – nett.*
[11] *This includes cost of goods and administrative expenses, and excludes employee compensation, less other income and share of results of associate.*
[12] *This includes wages, salaries and benefits.*
[13] *This includes income tax expenses*
[14] *This includes dividends and interest expenses on borrowings and other finance costs*
[15] *Economic value retained = Economic value generated – Economic value distributed*

APPENDIX D - PERFORMANCE DATA

Total Employees by Employment Contract & Type, per Gender & Region

Type of Employees by Employment Type and Contract	FY2024				FY2025				FY2026					
	Singapore		China		Singapore		China		Singapore		China		United Arab Emirates	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full-time Employees	607	201	76	28	631	189	86	28	631	166	80	26	7	2
Part-time Employees	0	7	0	0	8	8	0	0	1	3	0	0	0	0
Permanent Contract	588	191	76	28	639	191	86	28	631	159	80	26	7	2
Temporary Contract	19	17	0	0	0	6	0	0	1	10	0	0	0	0

Workers Who Are Not Employees, per Type of Worker in 2026

Type of worker	Number	Nature of work performed
Interns	10	Retail store support
Contractors	2	Security and office support
Total	12	-

New Employee Hires and Turnover in Singapore, China and UAE

New Employees Hire and Turnover		FY2024				FY2025				FY2026			
		New Hires		Turnover		New Hires		Turnover		New Hires		Turnover	
		No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
By Age Group	Under 30 yrs	114	12.3	56	6.0	95	10.0	68	7.2	81	8.8	63	6.9
	30 - 50 yrs	149	16.1	152	16.4	160	16.8	121	12.7	170	18.6	132	14.4
	Over 50 yrs	89	9.6	93	10.0	99	10.4	134	14.1	27	2.9	117	12.8
By Gender	Male	259	27.9	230	24.8	256	26.9	216	22.7	217	23.7	223	24.3
	Female	93	10.0	71	7.6	98	10.3	107	11.3	61	6.7	89	9.7
By Region*	Local	-	-	-	-	256	26.9	250	26.3	230	25.1	242	26.4
	Foreigner	-	-	-	-	98	10.3	73	7.7	48	5.2	70	7.6
Overall Total		352	37.9	301	32.4	354	37.2	323	34.0	278	30.3	312	34.1

*Breakdown by region data not available in FY2024

APPENDIX D - PERFORMANCE DATA

Workplace safety and health statistics for our operations in Singapore, China and UAE

	FY2024		FY2025		FY2026	
	No. of Cases	Rate	No. of Cases	Rate	No. of Cases	Rate
Fatalities as a result of work-related injury	-	-	-	-	-	-
High-consequence work-related injuries	1.0	0.5	1.0	0.5	-	-
Recordable work-related injuries	2.0	1.0	1.0	0.5	8	3.5
Total Man hours	2,044,679		2,141,463		2,276,665	

For FY2024, no. of man hours worked is assumed to be 2,044,679 man hours for the total headcount in Singapore and China (919 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 12 hrs/day) and different number of working days per month. Man hours increased from approximately 1.7 million in FY2023 to 2.0 million in FY2024 as there was more detailed tracking done in FY2024.

For FY2025, no. of man hours worked is assumed to be 2,141,463 man hours for the total headcount in Singapore and China (950 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 12 hrs/day) and different number of working days per month.

For FY2026, no. of man hours worked is assumed to be 2,276,665 man hours for the total headcount in Singapore, China and UAE (916 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 12 hrs/day) and different number of working days per month.

GKE calculates its Lost Day Rate (LDR) based on 1,000,000 hours worked. LDR is calculated as: (Total lost days × 1,000,000) / Total hours worked.

Training and Education

Average Training Hours by Employee category and gender

Employee Category	FY2025		FY2026	
	Male	Female	Male	Female
Senior management	36.92	6.00	25.6	0
Middle management	32.10	17.33	22.88	12.00
General staff	26.88	14.44	24.27	17.13

GKE revised the categorization of employee groups for reporting purposes in 2025. Previously, training hours were calculated and tabulated across five employee categories. To simplify data collection and improve reporting consistency, we consolidated these into three categories. As a result of this change, data for 2024 based on this categorisation is not available.

Average Training Hours by Gender

Gender	2024	2025	2026
Male	38.93	27.26	24.23
Female	20.69	14.48	16.36

Environmental Data

Water Withdrawal (in Megalitres ML)

		FY2024			FY2025			FY2026		
		Warehouse and Logistics	Infrastructural Materials & Services	Others	Warehouse and Logistics	Infrastructural Materials & Services	Others	Warehouse and Logistics	Infrastructural Materials & Services	Others
Surface Water	Other Water	-	-	-	-	-	-	-	16.80	-
Ground Water	Fresh Water	-	-	-	-	-	-	-	-	-
	Other Water	-	0.08	-	-	-	-	-	9.77	-
Third-party Water	Fresh Water	25.48	22.4	1.36	28.05	24.3	1.12	29.58	16.93	1.17
	Other Water	-	-	-	-	-	-	-	-	-
Total		25.48	22.48	1.36	28.05	24.3	1.12	29.58	43.49	1.17

APPENDIX D - PERFORMANCE DATA

Waste Generated, Recycled, Disposed

	Waste Generated	Waste Diverted from Disposal (Recycled)	Waste Directed to Disposal (Landfilling)
Waste in Tons			
Paper	7.82	7.82	0
Plastic	29.16	29.16	0
Metal	74.75	74.75	0
General Waste	263.89	166.48	97.41
Waste in Litres			
General Waste	72,520	0	72,520

Total Waste Generated

2024		2025		2026	
Tons	Liter	Tons	Liter	Tons	Liter
21.86	43,627	327	47,520	375.62	72,520

APPENDIX D - PERFORMANCE DATA

Energy Consumption

MJ	Business Unit	FY2024 Fuel	FY2024 Electricity	FY2024 Solar	FY2025 Fuel	FY2025 Electricity	FY2025 Solar	FY2026 Fuel	FY2026 Electricity	FY2026 Solar
Warehouse and Logistics	GKE Express Logistics Pte. Ltd.	26,122,756	260,524	-	24,168,417	181,474	-	26,068,491	137,179	-
	GKE Private Limited	204,785	3,267,007	214,530	1,327,197	2,274,835	-	918,639	2,521,508	-
	GKE Services Pte. Ltd.	2,178,350	307,624	-	2,155,451	324,621	-	1,914,183	339,415	-
	GKE Warehousing & Logistics Pte Ltd ^	686,733	4,017,474	861,180	819,955	4,352,956	943,857	675,829	5,983,284	950,684
	GKE Fair Chem Pte. Ltd.	435,909	981,728	-	1,235,000	823,631	-	1,210,040	778,107	-
	GKE Marquis Pte. Ltd.	4,106,771	717,008	-	4,126,067	683,076	-	4,186,529	707,872	-
	GKE Freight Pte. Ltd. ^	NA	NA	NA	-	-		-	-	-
	G K E Logistics Services L.L.C	NA	NA	NA	NA	NA	NA	-	199,008	-
	Subtotal	33,735,304	9,551,366	1,075,710	33,832,087	8,640,593	943,857	34,973,710	10,666,372	950,684
	Total		44,362,380			43,416,537			46,590,766	

APPENDIX D - PERFORMANCE DATA

MJ	Business Unit	FY2024			FY2025			FY2026		
		Fuel	Electricity	Solar	Fuel	Electricity	Solar	Fuel	Electricity	Solar
Infrastructural Materials and Services	Wuzhou Xing Jian Readymix Co., Ltd.	31,376,788	2,825,496	-	33,227,839	3,089,610	-	22,871,789	2,445,228	-
	Cenxi Xing Jian Readymix Co., Ltd.	5,022,628	456,714	-	3,253,037	424,422	-	8,609,129	535,280	-
	Subtotal	36,399,416	3,282,210	-	36,480,876	3,514,032	-	31,480,918	2,980,508	-
	Total		39,681,626			39,994,908			34,461,426	
Others	GKE Agritech Pte. Ltd.	432,555	333,943	3,173,756	484,384	2,672,865	3,534,871	451,155	1,790,707	3,827,984
	GKE Corporation Limited ^	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GKE Retails Pte. Ltd.	NA	NA	NA	-	59,225	-	115,389	470,167	-
	Subtotal	432,555	333,943	3,173,756	484,384	2,732,090	3,534,871	566,544	2,260,874	3,827,984
	Total		3,940,254			6,751,345			6,655,403	
	Total	70,567,275	13,167,519	4,249,466	70,797,347	14,886,715	4,478,728	67,021,172	15,907,754	4,778,669
	Grand Total		87,984,260			90,162,790			87,707,596	

^ Energy consumed for GKE Warehousing and Logistics Pte Ltd includes GKE Corporation Limited and GKE Freight Pte. Ltd. as they are in the same building and have a common electricity billing.

**While we expected an increase in energy consumption due to GKE Agritech Pte Ltd's operations, we noticed an unusual meter reading for GKE Private Limited and GKE Agritech Pte Ltd in FY2024. This case was investigated and meters have since been rectified in mid-June 2024 and the data adjustments were reflected in FY2025*

APPENDIX D - PERFORMANCE DATA

Direct (Scope 1) emissions & energy indirect (Scope 2) GHG emissions

$kgCO_2e$	FY2024		FY2025		FY2026		
Business Unit	**Scope 1**	**Scope 2**	**Scope 1**	**Scope 2**	**Scope 1**	**Scope 2 (Location Based)**	**Scope 2 (Market Based)**
GKE Express Logistics Pte. Ltd.	1,946,853	30,163	1,678,999	21,222	1,933,214	15,318	15,318
GKE Private Limited	15,264	378,247	92,205	266,029	68,131	281,568	281,568
GKE Services Pte. Ltd.	162,372	35,616	149,747	37,963	141,965	37,901	37,901
GKE Warehousing & Logistics Pte Ltd ^	51,188	465,134	56,965	509,054	50,123	774,293	774,293
GKE Fair Chem Pte. Ltd.	32,492	113,662	85,800	96,319	89,743	86,889	86,889
GKE Marquis Pte. Ltd.	306,115	83,014	286,653	79,882	310,494	79,046	79,046
GKE Freight Pte. Ltd. ^	NA	NA	NA	NA	-	-	-
G K E Logistics Services L.L.C (Dubai)	NA	NA	NA	NA	-	24,301	24,301
Subtotal	**2,514,284**	**1,105,836**	**2,350,369**	**1,010,469**	**2,593,670**	**1,299,316**	**1,299,316**
Total	**3,620,120**		**3,360,838**		**3,892,986**		**3,892,986**
Wuzhou Xing Jian Readymix Co., Ltd.	2,337,421	667,131	2,308,155	361,313	1,658,706	360,399	360,399
Cenxi Xing Jian Readymix Co., Ltd.	374,071	107,835	225,935	49,634	624,552	78,894	78,894
Subtotal	2,711,492	774,966	2,534,090	410,947	2,283,258	439,294	439,294
Total	3,486,458		2,945,037		2,722,552		2,722,552
GKE Agritech Pte. Ltd.**	32,242	38,663	33,652	312,577	33,460	627,421	627,421
GKE Corporation Limited ^	NA	NA	NA	NA	NA	NA	NA
GKE Retails Pte. Ltd.	NA	NA	-	6,926	8,498	52,502	52,502
Subtotal	**32,242**	**38,663**	**33,652**	**319,503**	**41,958**	**679,923**	**679,923**
Total	**70,905**		**353,155**		**721,881**		**721,881**
Total	**5,258,018**	**1,919,465**	**4,918,111**	**1,740,919**	**4,918,886**	**2,418,533**	**2,418,533**
Grand Total	**7,177,484**		**6,659,030**		**7,337,419**		**7,337,419**

For FY2024 and FY2025, Grid Emission Factors were sourced from Singapore Energy Market Authority (EMA) and IGES Institute for Global Environmental Strategies (2021), List of Grid Emission Factors, version 11.4. For FY2026, region-specific factors have been applied instead, as set out below.

FY2026 fuel and grid electricity emission factors have been updated and applied on a region-specific basis for Singapore, China, and the United Arab Emirates, in place of the single blended factor used across all regions in prior years. Singapore grid electricity factors are sourced from the Energy Market Authority (2024). China grid electricity factors are sourced from the Ministry of Ecology and Environment (2023 data, published 2025). Grid electricity factors for our new Dubai operations are derived from Dubai Electricity and Water Authority ("DEWA") Sustainability Report 2025 disclosures, as no standalone published factor is currently available for this market. This change in methodology affects the comparability of Scope 2 emissions between FY2026 and prior reporting periods, particularly for our China operations.

^ Scope 2 emissions for GKE Warehousing and Logistics Pte Ltd include GKE Corporation Limited and GKE Freight Pte. Ltd. as they are in the same building and have a common electricity billing.

***While we expected an increase in energy consumption due to GKE Agritech Pte Ltd's operations, we noticed an unusual meter reading for GKE Private Limited and GKE Agritech Pte Ltd in FY2024. This case was investigated and meters have since been rectified in mid-June 2024 and the data adjustments were reflected in FY2025*