

# GP Industries Limited

## Sustainability Report

### 2024 – 2025

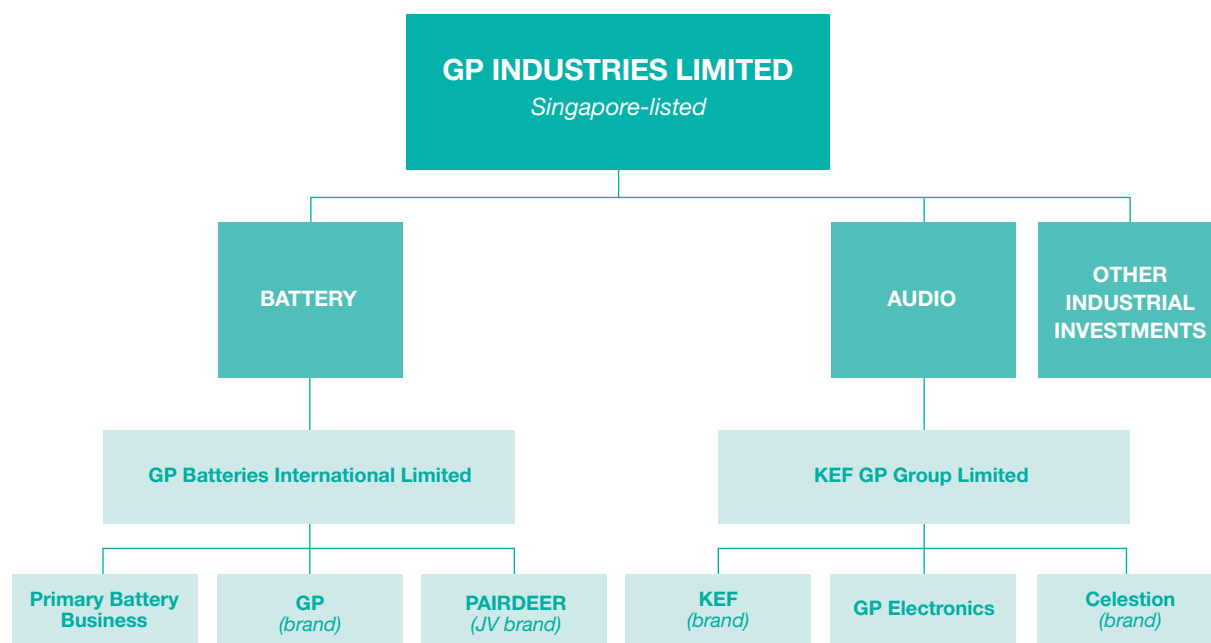
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# About the Group



**GP Industries Limited (“GP Industries” or the “Company”) is an international manufacturing and marketing group in the battery and audio industries.**

The Company has been listed on the Mainboard of the Singapore Exchange Securities Trading Limited (“SGX-ST”) since 1995. It is the main industrial investment vehicle of Hong Kong-listed Gold Peak Technology Group Limited which currently owns an 86.18% interest in the Company as at the date of this FY2025 Sustainability Report.

The businesses of GP Industries are mainly operated under its two major wholly-owned subsidiaries, namely:

- (a) GP Batteries International Limited is engaged in the development, manufacturing and marketing of primary consumer batteries and battery related products under the GP brand and PAIRDEER brand. The PAIRDEER brand is operated by the Company’s 70%-owned subsidiaries in China with significant domestic market presence.
- (b) KEF GP Group Limited specialises in the design, manufacturing and marketing of professional audio products, KEF-branded audio systems, Celestion branded professional loudspeakers and electronic and audio related products.

GP Industries and its subsidiaries (the “Group”) has a strong and extensive manufacturing and distribution network spanning over 10 countries. Excluding associates, the Group currently employs a workforce of approximately 5,350 and occupies a total floor area of about 590,500 square metres.

# Board Statement

## Driving Sustainability with Governance and Environmental Commitments

As a leading company in the batteries, audio, and electronics industries, **GP Industries** is committed to embedding sustainability principles across its operations. Over the past year, we have made significant progress in advancing our sustainability agenda, reflecting our commitment to responsible corporate citizenship and long-term value creation.

With a mission to excel in sustainable battery manufacturing, we continue to harness regional expertise, advanced automation, and AI-driven innovations to enhance our competitiveness and environmental performance.

To demonstrate our commitment to environmental stewardship, **four of our battery manufacturing facilities** earned **Zero Waste to Landfill Platinum or Gold validation** from UL Solutions. These certifications underscore our ongoing efforts to reduce waste and improve resource efficiency, setting new benchmarks within our industry.

To accelerate our sustainability journey, we have **enhanced the structure of our Sustainability Steering Committee**, appointing segment business leaders as executive sponsors and functional heads as committee members. This update ensures a more substantial alignment between our strategic objectives and sustainability priorities, embedding sustainability more deeply into our business operations.

Recognising the evolving sustainability landscape, we have conducted **targeted training for our Board of Directors (the “Board”) and senior management** on sustainability trends, regulatory developments, and material issues. These sessions equip our leadership with the knowledge to make informed, future-ready decisions.

## Looking ahead

With the Board's full endorsement, the Group is committed to achieving **net-zero carbon emissions in Scopes 1 and 2 by 2050**. In the year ahead, we will translate this ambition into actionable plans by integrating sustainability targets into group-wide strategies and performance appraisals. Initiatives will focus on further reducing our carbon footprint, improving energy efficiency, and driving sustainable practices across all operations.

We are deeply grateful to our Board, management team, employees, shareholders, investors and business partners for their ongoing support and collaboration. Their collective commitment has been vital to our achievements and will remain essential as we continue advancing toward a more sustainable future.

With a shared vision and steadfast commitment to sustainability excellence, **GP Industries** is confident in leading the way toward a greener, more resilient, and innovatively sustainable tomorrow, empowering lives through responsible growth in the battery, audio and electronics industries.

**Victor LO Chung Wing**

Chairman & Chief Executive Officer

31 July 2025

# About this Report

## Reporting Scope

As part of the Group's annual reporting exercise, this sustainability report (the "FY2025 SR") provides an overview of the Group's sustainability performance for the year ended 31 March 2025 ("FY2025"). This FY2025 SR covers the sustainability approach, initiatives and performance of GP Industries and its subsidiaries.

## Reporting Standards and Principles

This FY2025 SR has been prepared in alignment with the climate-related requirements in the International Sustainability Standards Board's International Financial Reporting Standards (IFRS) S1 and S2 sustainability disclosure standards, the Global Reporting Initiative (GRI) standards, and the Singapore Exchange Securities Trading Limited (SGX-ST) Listing Rules 711A, 711B, Practice Note 7.6 Sustainability Reporting Guide. We align with IFRS S1 and strictly follow the below IFRS S1 fundamental qualitative characteristics of practical sustainability-related financial information to define both the content and the presentation of the FY2025 SR:

- **Relevance:** Sustainability-related financial information is capable of making a difference in the economic decisions of primary users through its predictive and confirmatory value. Information possessing predictive value serves as an input for forecasting an entity's future sustainability performance. In contrast, information with confirmatory value provides feedback on prior expectations, thereby enabling users to refine their evaluation processes.
- **Materiality:** Information is material when its omission, misstatement or obscuration could reasonably be expected to influence the decisions of primary users of general-purpose financial reports. Materiality is inherently entity-specific and is determined by considering both the nature and the magnitude of the sustainability-related matter under review, within the context of the entity's overall disclosures.
- **Faithful Representation:** Useful sustainability-related disclosures must present a complete, neutral and accurate depiction of the phenomena they purport to represent. A complete depiction includes all information necessary for primary users to understand the full extent of a sustainability risk or opportunity. Neutrality requires freedom from bias in selection or presentation, and accuracy demands that measurements and descriptions faithfully reflect the underlying substance of the phenomenon.

This is the first year the Group has adopted the IFRS Sustainability Disclosure Standards (IFRS SDS) for climate-related disclosures. As such, comparative information prepared in accordance with IFRS SDS is not available for the prior financial year. Nonetheless, information disclosed in the previous reporting period under the GRI Standards continues to be presented, where appropriate, to support comparability and provide contextual continuity.

## Restatements

In this FY2025 SR, specific data for the year ended 31 March 2024 ("FY2024") have been restated to enhance accuracy and consistency. Greenhouse gas ("GHG") emissions figures have been updated to reflect changes in emission factors, calculation methodology, and reporting scope. Similarly, energy consumption data, along with the associated intensity figures, have been revised following a refinement of the reporting scope.

### Internal Review and External Assurance

In accordance with SGX-ST Listing Rule 711B on Sustainability Reporting, the Group's Internal Audit team conducted a review of the sustainability reporting processes to assess their adequacy and effectiveness. This internal review focused on evaluating the robustness of data management systems, control mechanisms, and internal procedures that support the preparation of sustainability disclosures.

To further enhance the credibility of its environmental disclosures, the Group engaged an independent third-party assurance provider to verify its FY2025 GHG emissions data. The assurance process was conducted in accordance with established assurance standards and aimed to validate the accuracy and completeness of the Group's GHG accounting.

This FY2025 SR, available to shareholders via the SGX website and GP Industries' website, should be read together with the Company's Annual Report for more information on the Group's businesses and financial performance. Detailed section reference with IFRS S2 and GRI Standards can be found at the end of this FY2025 SR.

The management of the Group welcomes feedback on this FY2025 SR and any aspect of the Group's sustainability performance. Comments or feedback can be sent to [gpind@gp.industries](mailto:gpind@gp.industries).

## Sustainability Highlights

During FY2025, the Group has achieved significant milestones in sustainability and Environmental, Social and Governance (“ESG”) practices:

- The Group has been presented with the “BDA Brand Award 2025 – Grand Award of the Year” by the Hong Kong Designers Association, which recognises our commitment to brands, design, innovation, and sustainability.

### Environmental, Social and Governance

- GP Batteries has secured the EcoVadis COMMITTED Badge.
- A factory in Thailand under GP Electronics & Acoustics Co., Ltd. received a “Green Industry Level 2 – Green Activity” certificate from the Department of Industrial Works, Thailand.
- GP Batteries and a factory in China were named “EcoPartners” of the BOCHK Corporate Low-Carbon Environmental Leadership Awards by the Federation of Hong Kong Industries.
- GP Batteries was presented the “Wastewi\$e Certificate – Good Level” and recognised as a “Hong Kong Green Organisation” by the Environmental Campaign Committee, HKSAR for its achievements in multiple environmental aspects, particularly in reducing waste, energy, air emission, noise impact and carbon footprint.
- GP Batteries was awarded “100% HK Branding Award – Greater Bay Area ESG Sustainable Corporate Award” organised by the Greater China Association of Branding Industry to recognise its continued efforts in advancing ESG practices to achieve sustainable development.
- A battery factory in Malaysia has gained the “ESG Award for Safety Culture – Silver Award”. In comparison, another battery factory in Vietnam was presented with a “Bronze Award” by the Institute of Safety & Health Practitioners.



**Figure 1. 100% HK Branding Award – GBA ESG Sustainable Corporate Award 2024 and BOCHK Low-Carbon Environmental Leadership Awards 2023 - EcoPartner**



# Sustainability Governance

The Group is firmly committed to fulfilling its social responsibilities by embedding sustainability considerations into the formulation and execution of its corporate strategies. This includes:

- Proactively monitoring the environmental and resource impacts of its operations.
- Ensuring full compliance with labour laws and regulations to safeguard employee rights.
- Maintaining a safe and healthy working environment.
- Providing employees with the training and resources needed to support their long-term development.

To support this commitment, the Group has established a robust sustainability governance framework. This framework serves as the foundation for integrating sustainability into business operations, while also ensuring that stakeholder interests and expectations are effectively considered in strategic planning and decision-making. It also facilitates clear communication and delineates roles and responsibilities across the organisation for addressing ESG matters, including climate-related risks and opportunities.

## Overview of the Sustainability Governance Structure

The Group's governance structure is designed to embed sustainability into all facets of its operations. At the highest level, the Board provides strategic oversight and direction, ensuring that sustainability considerations are aligned with the Group's long-term vision and objectives. Supporting this, the Sustainability Steering Committee is responsible for implementing sustainability initiatives and managing ESG-related risks across the organisation.

The following provides an overview of the Group's sustainability governance framework:

**Figure 2. Sustainability Governance Structure**



In light of increasing public scrutiny and growing stakeholder expectations surrounding climate-related issues, the Group is committed to strengthening its sustainability governance framework to ensure more systematic oversight and effective management of climate-related risks and opportunities.

### **Governance Mechanism and Frequency of Communication**

The Sustainability Steering Committee is responsible for regularly reporting to the Board on sustainability and climate-related matters, ensuring these critical topics receive consistent attention and strategic oversight. While updates are formally provided on an annual basis, additional reporting may be conducted as necessary in response to emerging risks or developments. The Committee is convened by the Head of Group ESG Initiatives, who oversees the Group's ESG-related matters on a day-to-day basis and plays a central role in integrating sustainability into operational decision-making. This top-down governance structure ensures that the Board is equipped with timely and relevant information to support informed decisions on climate-related risks and opportunities.

### **Governance Body and Individual Responsibilities**

The oversight of sustainability and climate-related issues rests with the Board, which holds ultimate responsibility for ensuring that these matters are appropriately managed across the Group and its subsidiaries. The Sustainability Steering Committee, operating under the Board's endorsement, plays a key supporting role by coordinating the implementation of sustainability initiatives and managing ESG-related risks and opportunities across the organisation.

The Group's governance structure is supported by clear documentation of roles and responsibilities, as outlined in the Group's Climate Change Policy and the Terms of Reference of the Sustainability Steering Committee. These documents articulate the Group's strategic approach to climate change, encompassing mitigation, adaptation, resilience building, and disclosure. The Climate Change Policy sets out guiding principles for reducing the Group's environmental impact and enhancing its resilience to climate-related challenges. Meanwhile, the Terms of Reference define the specific responsibilities and expectations of the Committee and its members, thereby ensuring accountability and effective execution of the Group's sustainability strategy.

### **Skills and Competencies of the Board on Sustainability Management**

Ensuring that the governing body and senior management possess the necessary skills and competencies to oversee sustainability and climate-related strategies effectively remains a cornerstone of the Group's sustainability governance approach. The Group offers ongoing training and development opportunities to directors, executives, and management teams, strengthening their understanding of emerging sustainability challenges, international best practices, and evolving regulatory requirements. These capacity-building efforts are designed to support informed oversight and strategic decision-making at the highest levels of the organisation.

The Convenor of the Sustainability Steering Committee, who also serves as the Head of Group ESG Initiatives, plays a critical leadership role in guiding the Group's ESG agenda. With a relevant academic background and extensive practical experience in managing ESG-related matters, the Convenor provides expert insights. It facilitates cross-functional coordination to ensure sustainability considerations are embedded across the Group's operations.

Beyond enhancing the capabilities of its governing body, the Group recognises the importance of fostering ESG awareness and accountability throughout the wider organisation. To this end, the Group is actively working on embedding sustainability-related KPIs into employee performance evaluation

frameworks. By doing this, we aim to reinforce the alignment between individual responsibilities and the Group's overarching sustainability objectives, ensuring that ESG considerations are integrated into day-to-day operations and performance expectations at all levels.

**Figure 3. Summary of work performed by the Sustainability Steering Committee in FY2025 and up to the date of this FY2025 SR**

- Updated the Board on the Group's sustainability and climate-related reporting matters, including an update from the consultancy on climate-related risk identification and gaps in reporting;
- Laid groundwork to formulate sustainability strategies and goals towards achieving Net Zero for Scopes 1 and 2 emissions by 2050;
- Identified initial opportunity for colleagues across business units and functions to contribute towards ESG;
- Offered ESG training to Directors and senior executives, and spearheaded further progress on the Group's sustainable development; and
- Reviewed and considered the sustainability report of the Group for approval by the Board.

### Internal Controls and Procedures

The Group employs a comprehensive set of internal controls and procedures to oversee sustainability and climate-related risks and opportunities, ensuring these considerations are systematically integrated into its business operations and decision-making frameworks. These mechanisms are designed to operate in coordination with other internal functions, including enterprise risk management, compliance, and financial planning, thereby supporting a cohesive and cross-functional approach to sustainability governance.

Climate-related risks are explicitly incorporated into the Group's broader risk management framework, as outlined in the Group's Climate Change Policy. This policy mandates the incorporation of climate risks into the Group's enterprise risk management and internal control systems, which are subject to oversight by the Audit Committee. This approach ensures that material sustainability and climate-related risks are evaluated alongside other strategic and operational risks, enabling more informed mitigation planning and enhanced business resilience.

To further institutionalise sustainability across its operations, the Group has introduced function-specific controls aimed at managing material ESG issues. For instance, sustainability considerations have been formally incorporated into procurement processes. The Group's newly adopted Sustainable Procurement Policy serves as a top-down mechanism to guide procurement decisions, ensuring that environmental and social criteria are evaluated when selecting products, services, and suppliers. This policy enables the Group to influence supply chain behaviour and encourage the adoption of more responsible sourcing practices.

Moreover, the Group is progressively enhancing its capacity to assess and respond to the financial implications of sustainability and climate-related risks. These considerations are increasingly factored into capital planning, investment evaluations, and long-term business strategies, enabling the Group to align financial decision-making with its broader sustainability objectives.

### Sustainability Strategy and Approach

The Group is committed to leading the industry in sustainable battery manufacturing and accelerating the transition to a greener future. Recognising its responsibility to minimise environmental impact, the Group actively implements its Zero-Positive Strategy and adopts a comprehensive approach to sustainability throughout the product life cycle.

**Figure 4. “Zero-Positive” Strategy**

- Established an environmental management system certified with ISO14001 standards, which focuses on various environmental topics including product manufacturing, design, research & development and product life cycle management
- Prioritise cleaner manufacturing processes and the circular economy
- Improve energy efficiency and deploy renewable energy in factories
- Implement air quality and sewage control measures to minimise environmental impact
- Implement a water recycling system to conserve water resources
- Continuously enhance manufacturing process and quality control to minimise waste generation
- Certified under UL’s Zero Waste to Landfill programme to divert over 95% of waste from landfill
- R&D focuses on using eco-friendly and recyclable raw materials, as well as utilising recycled materials
- Promote the use of rechargeable batteries through improved features such as increased recharge cycles and shorter charging times
- Support local battery recycling programmes to minimise waste and utilise products as raw materials for new ones to create a circular economy
- Explore easily recyclable packaging materials and reduce plastic use in end-product packaging and transportation.

### Decision Making with Sustainability Considerations

At GP Industries, sustainability and climate-related considerations are increasingly embedded into the Group’s overarching business strategy, investment planning, significant transactions, and risk management processes. The integration reflects the growing importance of environmental resilience and long-term value creation. The principles outlined in the Group’s Climate Change Policy provide the foundation for this integration, which involves the careful evaluation of trade-offs associated with climate-related risks and opportunities, including:

- 1. Climate-conscious Procurement:** Climate and sustainability considerations are systematically incorporated into the Group’s procurement practices, guided by the Sustainable Procurement Policy. These efforts aim to support the use of low-carbon and energy-efficient products and materials across the supply chain, promoting a more sustainable procurement ecosystem while contributing to the reduction of the Group’s overall carbon footprint.
- 2. Risk Management:** Climate-related risks are integrated into the Group’s risk management policy and internal control framework, which the Audit Committee oversees. This ensures that climate and sustainability-related risks are managed in parallel with other key business risks. The Group’s ESG data management platform continues to serve a critical role in this process by enabling timely access to relevant metrics and analytics for informed risk assessments and mitigation planning.
- 3. Informed Decision-Making:** Senior management actively evaluates sustainability-related factors as part of the Group’s strategic and operational decision-making. This includes considering short-term implementation costs against long-term benefits, such as climate resilience, regulatory preparedness, and reputational enhancement. In this context, the Group continues to explore and utilise green and sustainability-linked financing instruments, such as green loans, to secure dedicated financial resources that can support the achievement of its sustainability goals. Moreover, ESG-related investment planning and the potential implications of carbon pricing mechanisms—such as carbon tax—are also factored into financial and capital expenditure decisions to ensure long-term alignment with climate transition priorities.

- 4. Stakeholder Collaboration and Contingency Planning:** Recognising the systemic nature of climate-related risks, the Group works closely with key stakeholders—including suppliers, logistics providers and customers—to identify and implement mitigation measures. This includes the development of contingency plans to address disruptions caused by climate-induced events, such as extreme weather and supply chain interruptions, thereby enhancing the Group's adaptive capacity.

### Setting and Monitoring Sustainability Targets

The Group maintains a structured and strategic approach to setting and monitoring its sustainability targets, with oversight and direction from multiple governance levels. The Board holds ultimate responsibility for overseeing the Group's sustainability performance, including the establishment of climate-related goals. The Sustainability Steering Committee, reporting directly to the Board, is responsible for formulating target-setting strategies and monitoring the progress of implementation. The Sustainability Operation Teams support these efforts by coordinating data collection, performance evaluation, and internal communication across the Group's operations.

To enhance data transparency and performance tracking, the Group has adopted an enterprise-wide data management platform that consolidates ESG data from its business units. This platform facilitates the regular review of key environmental indicators—such as greenhouse gas emissions, energy consumption, and waste generation—enabling data-driven decision-making and the timely identification of areas for improvement. By centralising ESG-related information, the system supports both internal management processes and external reporting requirements.

Recognising the role of performance incentives in advancing sustainability objectives, the Group has also initiated an internal review to explore the integration of ESG performance indicators into executive remuneration structures. This is intended to align leadership accountability with the Group's long-term sustainability goals, particularly regarding climate risk management and emissions reduction.

FY2025 marks a significant milestone for GP Industries as the Group formally announces its science-informed GHG emissions reduction targets, which encompass Scope 1 and Scope 2 operational emissions. Building on its ongoing decarbonisation roadmap, the Group has established interim and long-term reduction targets as follows:

- a 20% reduction by 2030 compared to the FY2024 baseline;
- a 60% reduction by 2040; and
- the achievement of net-zero operational emissions (i.e., 100% reduction) by 2050.

The GHG emissions reduction targets reflect our growing commitment to climate action and form a core part of our broader sustainability agenda. The Group is currently developing and refining a set of internal mechanisms and tools to track progress against these targets and identify priority decarbonisation measures across its operations.

Looking ahead, the Group continues to prioritise education and awareness-building as key enablers of sustainable transformation. The Group will strengthen its internal capacity through targeted training for directors and management, ensuring alignment with emerging regulatory developments and stakeholder expectations. We will complement our efforts with broader engagement initiatives aimed at empowering employees and enhancing the integration of sustainability into operational practices.

# Stakeholder Engagement and Materiality

## Stakeholder Engagement

Stakeholder feedback plays a vital role in shaping the Group's sustainability strategy and supporting its long-term success. The assessment of material ESG topics is guided by both internal and external perspectives, ensuring that the Group's actions reflect the priorities and expectations of its stakeholders. A strong understanding of these expectations allows the Group to proactively identify and respond to emerging risks and opportunities across its operations.

The Group is committed to maintaining regular and transparent engagement with stakeholders. By broadening its communication channels, the Group encourages stakeholders to share their views, concerns, and experiences, while also keeping them informed of key developments. The table below outlines the primary channels through which the Group engages with its various stakeholder groups on an ongoing basis:

**Figure 5. Key Stakeholders and Methods of Engagement**

Key Stakeholders	Methods of Engagement
Employees	<ul style="list-style-type: none"> <li>Formal and informal internal communications</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Customer satisfaction surveys</li> <li>Customer hotline</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Suppliers' assessment</li> <li>Suppliers' training</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>Annual and interim reports</li> <li>Annual general meetings</li> <li>Investor relations management</li> </ul>
Government and regulatory authorities	<ul style="list-style-type: none"> <li>Periodic reports and returns</li> <li>Ongoing dialogues</li> </ul>
Local communities	<ul style="list-style-type: none"> <li>Community services</li> </ul>

## Materiality Assessment

Taking into account both internal and external factors, the Group conducted a comprehensive materiality assessment to identify the ESG issues most relevant to its stakeholders. Representatives from various stakeholder groups were invited to assess the significance of a curated list of potential material topics. The assessment process is comprised of the following key steps:

- 1. Issue Identification:** A preliminary screening of relevant ESG topics was conducted and a benchmarking review of material issues disclosed by industry peers was performed.
- 2. Stakeholder Engagement:** Key internal and external stakeholders were engaged through structured surveys to gather their perspectives and ratings on each ESG topic.
- 3. Prioritisation:** Insights from the issue identification and stakeholder engagement stages were consolidated to determine the most critical ESG risks and opportunities.
- 4. Validation:** The identified material issues were reviewed and validated to ensure alignment with the Group's strategic priorities and stakeholder expectations.



The resulting materiality assessment encompasses a diverse range of topics closely tied to the Group’s mission, strategic direction, resource allocation, and industry-specific trends. The following materiality matrix illustrates the level of importance to stakeholders (y-axis) and their significance to the Group’s business continuity (x-axis). Accompanying this matrix is a list of material topics, which serves as a guide to locate the corresponding sections in this FY2025 SR, demonstrating how the Group is addressing these critical areas of concern.

Figure 6. Materiality Matrix



Tier 1	High Importance	Issues that are critical to the Group’s core business operations and have substantial impacts on stakeholders and the environment
Tier 2	Moderate Importance	Issues that have a moderate impact on the Group’s business, stakeholders and the environment
Tier 3	Relatively Low Importance	Issues that have a relatively low impact on the Group’s business, stakeholders, and the environment



## Material Topics

FY2025 Ranking	Material Topic	Trend	FY2024 Ranking (Relative)	Corresponding sections
1	Product Safety and Quality	=	1	Social Responsibilities – Customer Relations and Satisfaction
2	Business Ethics and Anti-Corruption	↑	4	Governance Practices
3	Ethical Employment Practices and Labour Rights Protection	↑	7	Social Responsibilities – Human Capital
4	Talent Recruitment, Development and Caring	↑	10	Social Responsibilities – Human Capital
5	Sustainable Growth	↓	3	Environmental Stewardship – Emissions, Waste, Use of Resources; Social Responsibilities – Value Chain Management
6	Occupational Health and Safety	↓	2	Social Responsibilities – Occupational Health and Safety
7	Sustainability Governance and Risk Management	↑	8	Sustainability and ESG Governance
8	Supply Chain Management and Responsible Sourcing	↓	5	Social Responsibilities – Value Chain Management
9	Waste Management and Packaging Optimisation	↓	6	Environmental Stewardship – Waste, Use of Resources; Social Responsibilities – Product Innovation and Responsibility
10	Climate Change and GHG Emissions	↑	11	Environmental Stewardship – Emissions; Climate Change Management
11	Resource, Water, and Energy Management	↓	9	Environmental Stewardship – Emissions, Waste, Use of Resources
12	Diversity, Equal Opportunity, and Inclusivity (DEI)	=	12	Social Responsibilities – Human Capital

FY2025 Ranking	Material Topic	Trend	FY2024 Ranking (Relative)	Corresponding sections
13	Community Investment and Engagement	↑	14	Social Responsibilities – Human Capital, Community Investment
14	Biodiversity Conservation	↓	13	Environmental Stewardship – Nature-related Resources and Biodiversity

- Environmental
- Social
- Governance

# Climate Change Management

The Group is aware of the evolving global climate and the potential implications of climate-related risks and opportunities for its business. In response to the release of the IFRS S2 standard by the International Sustainability Standards Board (ISSB), the Group has begun disclosing climate-related information in alignment with the standard in this FY2025 SR. The Group aims to provide its investors and other stakeholders with a more comprehensive and nuanced understanding of its climate practices and the potential impacts of climate change on its operations, focusing on four pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

## Governance

The Group adopts an integrated approach to managing ESG-related risks and opportunities, including climate-related ones, ensuring that these critical considerations are fully embedded within its overarching sustainability governance framework. Detailed information on the Group's climate governance structure, including the specific roles and responsibilities of governing bodies and key individuals, can be found in the "Sustainability Governance" section of this FY2025 SR. That section provides a comprehensive overview of how sustainability and climate-related considerations are incorporated into the Group's strategic planning and decision-making processes.

## Strategy

The Group has utilised the Turquoise and Brown climate scenarios to assess the impact of climate change on the Group's business operations. The Turquoise scenario represents a strongly declining emissions trend and global mean temperature increase well below 1.5 to 2.0 degrees Celsius by the end of the century. The Brown scenario represents a rising emissions trend and a global mean temperature increase of above 3 degrees Celsius by the end of the century. Additionally, the Group has undertaken a comprehensive city-level scenario analysis for key asset locations, including Hong Kong, Mainland China, and Malaysia, to understand the specific impacts of these scenarios on these regions.

## Climate-related Risks

The Group has examined the potential impacts of both physical and transition climate-related risks that may affect its operations, assets, and long-term business viability. Physical risks refer to the direct consequences of climate change—such as rising temperatures, shifting precipitation patterns, and sea-level rise—which could disrupt operations and damage infrastructure. Transition risks, on the other hand, arise from regulatory shifts, market expectations, and technological changes associated with the global transition to a low-carbon economy.

The following physical and transition risks have been assessed for their impacts on business across short-, medium- and long-term time horizons as indicated below:

- Short-term: 2030
- Medium-term: 2050
- Long-term: 2090

Physical Risks			
Risk Categories	Potential Risks	Time Horizon	Potential Business Impact
Acute	Increase in highest temperature and hot days above 35 degrees Celsius.	Medium – Long	Higher temperatures can lead to increased cooling costs for manufacturing facilities, impact employee health and productivity, and strain energy resources.
	Increase in extreme rain days.	Medium – Long	Extreme rainfall can cause flooding, disrupt supply chains, damage infrastructure, and lead to production downtime.
	1-in-100-year extreme sea level.	Long	Higher sea levels can threaten coastal facilities, increase the risk of flooding, and necessitate significant investments in flood defence systems and infrastructure resilience.
	Increase in longest dry spell days.	Medium – Long	Prolonged dry spells can affect water supply for manufacturing processes, increase the risk of wildfires, and impact the availability of cooling water for facilities.
Chronic	Increase in annual mean temperature.	Medium – Long	Rising mean temperatures can lead to higher energy consumption for cooling, affect employee health and safety, and exacerbate wear and tear on equipment.
	Increase in total annual rainfall.	Medium – Long	Increased rainfall can lead to flooding, disrupt transportation and logistics, and cause delays in production and delivery schedules.
	Relative sea level rise.	Long	Rising sea levels can threaten coastal manufacturing sites, increase the risk of saltwater intrusion, and require substantial investments in protective infrastructure or relocation of manufacturing sites.

Transition Risks			
Risk / Opportunity Category	Potential Risks / Opportunities	Time Horizon	Potential Business Impact
Policy and Legal	Increased production costs due to carbon pricing and carbon tax.	Short – Medium	The most direct impact of carbon pricing is the increase in production costs for businesses reliant on carbon-intensive processes. This can lead to higher operational costs as companies pay more for carbon emissions, potentially reducing profit margins.
	Reliance on non-renewable electricity sources leading to higher costs and regulatory risks.	Short – Medium	Businesses that continue to rely on non-renewable energy sources may face increased costs as these resources become more expensive due to diminishing availability, increased regulation, and taxes on emissions. The potential increase in costs can be exacerbated by price volatility, making financial planning more challenging.
Market	Carbon pricing and tax may incentivise companies to early comply with the potential regulations and innovate on low-carbon technologies and products.	Short – Long	Companies that proactively comply with carbon regulations, seek innovations, and lead in sustainability can enhance their market positioning. Early compliance and innovative low-carbon products can provide a competitive advantage, attracting customers, partners, and investors who prioritise sustainability.
	Opportunities in energy efficiency improvements and renewable energy adoption.	Short – Long	In the long-term, implementing energy-efficient technologies is likely to substantially reduce energy consumption, leading to lower utility bills. Over time, the cost savings generated can be substantial, particularly for industries such as manufacturing.
	Opportunities to transition to renewable electricity sources, reducing carbon footprint and operational costs.	Medium – Long	Utilising renewable energy sources helps companies stay ahead of regulatory requirements, reducing the risk of non-compliance penalties. By transitioning to renewable energy, companies can attract green financing options, including bonds and grants dedicated to sustainability projects.

Transition Risks			
Risk / Opportunity Category	Potential Risks / Opportunities	Time Horizon	Potential Business Impact
Market	Costs of raw materials may rise due to climate change impacts on supply chains, such as increased frequency of extreme weather events disrupting mining and transportation. Regulatory changes aimed at reducing carbon emissions may also lead to increased costs for carbon-intensive materials.	Short – Long	As the prices of raw materials increase, whether due to climate change impacts on supply chains or regulatory changes aimed at reducing emissions, production costs for manufacturers inevitably rise, which may compress profit margins and potentially affect the financial health of the Group.
	Opportunities in supply chain optimisation, circular economy practices, and developing alternative materials with a lower carbon footprint.	Short – Long	The pressure to reduce raw material costs can drive innovation in supply chain management, pushing firms to optimise logistics, reduce waste, and improve inventory management. Alternative materials that are less carbon-intensive may also be developed, potentially opening up new business opportunities.
	Shift towards sustainable and eco-friendly products (which may lead to increase in production and procurement costs in the short to medium term).	Short – Medium	Transitioning to products with sustainability features often entail initial increases in production and procurement costs. These can arise from sourcing more expensive sustainable material, investing in new manufacturing processes, or complying with environmental certifications and standards.
Technology	Fluctuating electricity costs due to unstable energy cost and supply affecting manufacturing expenses.	Short – Long	Fluctuations in production costs such as the price of electricity may lead to unstable product prices.

Transition Risks			
Risk / Opportunity Category	Potential Risks / Opportunities	Time Horizon	Potential Business Impact
Reputation	Opportunities in capturing new market segments and investor interest through sustainability initiatives.	Short – Medium	As consumer demand for sustainable products grows, companies that effectively meet this demand can sharpen their competitive edge and access new segments of the market. Companies that successfully adapt to changing consumer preferences often see enhanced reputation and brand loyalty, leading to increased customer acquisition and retention.

The identified risks and opportunities may influence various aspects of the Group's operations, financial performance, and long-term strategic positioning. In particular, the following areas within the business model and value chain are considered key impact hotspots:

- **Supply Chain Sustainability:** Risks associated with the sourcing of key chemicals, metals, and electronic components used in the Group's products highlight the importance of responsible procurement. Ensuring environmental and social compliance across the supply chain is critical for reducing upstream climate-related vulnerabilities and supporting resilience.
- **Product Lifecycle Management:** Climate-related risks underscore the need to strengthen sustainability throughout the entire product lifecycle. This includes designing products for energy efficiency, durability, and end-of-life recyclability, while continuing to expand relevant initiatives to support responsible disposal and circularity.
- **Customer Engagement and Sustainable Innovation:** The Group also recognises that climate-related risks are influencing consumer expectations and market dynamics. In response, the Group is enhancing its efforts to educate customers on sustainability issues, strengthening brand equity through responsible product positioning, and promoting the broader adoption of sustainable alternatives. This includes accelerating the launch of environmentally friendly products and packaging backed by evidence-based sustainability attributes.

The Group is currently collecting relevant data to perform a financial impact assessment of climate-related risks. This assessment will enable a more informed understanding of the potential financial implications associated with climate change. Results and implications of the evaluation will be disclosed in the next reporting year.

During FY2025, the Group did not observe any potential material adjustments to the carrying amounts of assets or liabilities for the next reporting period as a direct result of the identified climate-related risks and opportunities.

### *Mitigation and Adaptation Plans*

To address the identified climate-related risks and seize emerging opportunities, the Group is progressively integrating climate considerations into its core business strategy and operational frameworks. A comprehensive set of mitigation and adaptation measures has been formulated to build long-term organisational resilience and support the low-carbon transition. These measures include:

- **Infrastructure Resilience:** Manufacturing facilities are being upgraded with enhanced stormwater management, flood defence mechanisms, and temperature-control systems to withstand extreme weather events.
- **Workforce Wellbeing:** Measures such as improved cooling systems, hydration support and rest areas have been implemented to safeguard employee health and safety during extreme temperature events.
- **Geographic Diversification of Operations:** Production capabilities for key products are strategically distributed across multiple manufacturing sites in different geographical locations to minimise disruption risk arising from climate-related incidents in any single area.
- **Supply Chain Resilience:** To avoid over-reliance on single-source suppliers, the Group is broadening its supplier base and establishing multiple sourcing channels to enhance procurement stability.
- **Renewable Energy Investment:** Continued investment in solar and other renewable energy sources supports the Group's transition away from carbon-intensive energy and enhances long-term energy cost stability.
- **Energy Efficiency Enhancement:** Advanced energy management systems and energy-efficient equipment are deployed across operations to reduce energy consumption and operating costs.
- **Sustainable Materials R&D:** Resources are being allocated to research and development of alternative, recycled, and low-impact materials to reduce reliance on carbon-intensive inputs.
- **Circular Economy Practices:** The Group continues to expand product and packaging recyclability, improve reuse and recycling within manufacturing processes, and support local end-of-life recycling schemes in our business locations.
- **Regulatory Monitoring and Compliance:** Ongoing tracking of regulatory developments, including carbon pricing mechanisms and emissions reporting requirements, ensures the Group maintains full compliance and stays ahead of evolving expectations.
- **Stakeholder Engagement and Transparency:** Dialogue with customers, investors, local authorities and other stakeholders is strengthened to align with rising sustainability expectations and foster climate-related transparency.
- **Climate Risk Assessment and Forward Planning:** Periodic assessments are conducted to evaluate climate vulnerabilities and inform the Group's mitigation and adaptation strategies.



The Group anticipates a gradual transition towards a circular and low-carbon business model, focusing on the design of products that emphasise durability, repairability, and recyclability. In parallel, the Group is strengthening its investment in product research and development to incorporate more environmentally friendly features, ensuring its offerings remain relevant and resilient in a carbon-constrained future. With the establishment of Group-wide GHG emissions reduction targets, the Group will continue to allocate resources to support the realisation of these targets. This includes, for instance, increasing the adoption of renewable energy from both self-generated and externally purchased sources to decarbonise operational processes. The Group remains committed to refining and enriching its climate transition plan over time, ensuring that it remains robust, actionable, and aligned with international best practices and stakeholder expectations.

### *Climate Resilience*

A climate-resilient business model and strategy are essential for safeguarding the Group's long-term sustainability and competitiveness amid an evolving climate landscape. By embedding climate-related considerations into core operations, the Group aims to proactively manage both physical and transition risks, while leveraging new opportunities associated with the low-carbon transition. The Group demonstrates its ability to build resilience by continuously reviewing and adjusting its strategic and operational decisions across short-, medium- and long-term horizons. Its approach is underpinned by several key areas:

- 1. Financial Resources and Flexibility:** The Group regularly reviews the adequacy and flexibility of its financial resources to ensure effective responses to climate-related challenges, including extreme weather events, regulatory tightening, and market shifts. Its financial management framework is designed to enable timely investments in adaptive measures and emerging opportunities, ensuring long-term value creation in a carbon-constrained economy.
- 2. Asset Management and Adaptability:** Climate-related risks are incorporated into asset management and capital planning decisions. The Group's capacity to redeploy, upgrade, or retrofit assets ensures continued operational stability under various climate scenarios. This includes provisions for preventive maintenance and adaptive infrastructure investment to address rising exposure to climate extremes.
- 3. Multi-Location Strategy and Supply Chain Diversification:** A key enabler of the Group's climate resilience is its multi-location manufacturing strategy. By distributing production sites across multiple countries and regions, the Group achieves geographic risk diversification, reducing its vulnerability to climate-related disruptions at any single location.
- 4. Investment in Climate Resilience and Innovation:** The Group continues to invest in climate-related mitigation and adaptation initiatives, including the development of energy-efficient and environmentally responsible products, the integration of renewable energy into operations, and the enhancement of supply chain resilience. These measures are instrumental in mitigating climate exposure while also positioning the Group to meet emerging consumer and regulatory expectations for sustainable solutions.

As part of its scenario analysis and climate resilience assessment, the Group recognises that uncertainties remain in climate projections, policy developments, and technological advancements. Nevertheless, through its proactive strategy – supported by strong financial discipline, agile operations, and a geographically diversified footprint – the Group is well-positioned to withstand and adapt to climate-related risks over varying time horizons, while aligning its business model with the global transition to a low-carbon economy.

### *Strategy to Achieve Climate-related Targets*

In response to the growing urgency of climate change and in alignment with global decarbonisation pathways, the Group has established GHG emissions reduction targets to guide its transition toward a low-carbon operating model. The targets serve as a strategic benchmark for the Group's climate action and reflect its intent to manage and mitigate climate-related risks while capitalising on new business opportunities in the evolving sustainability landscape.

To support the achievement of these targets, the Group has adopted an integrated climate strategy that aligns business functions, investment priorities, and operational practices with decarbonisation objectives. The Group maintains cross-functional coordination to ensure that climate-related targets are embedded into business planning, capital investment decisions, and risk management frameworks.

## **Risk Management**

Climate-related risk management is an essential component of the Group's approach to sustainability and overall business resilience. The Group employs comprehensive processes and policies to identify, assess, prioritise, and monitor climate-related risks and opportunities.

### *Identifying, Assessing, Prioritising, and Monitoring Climate-related Risks*

#### *Processes and Inputs:*

To identify the relevant climate-related risks, the Group gathers inputs from various sources, including management, operational teams, external sustainability professionals, suppliers, customers and investors. This multi-stakeholder approach helps identify a comprehensive range of climate-related risks that may affect the Group. Parameters such as carbon emissions, resource scarcity, regulatory changes and stakeholder expectations are considered during the identification process.

#### *Scenario Analysis:*

The Group utilises scenario analysis to inform its identification of climate-related risks, assessing both the Turquoise and Brown scenarios to understand the range of emerging risks and their potential impacts on its business. The chosen scenarios help explore different pathways and outcomes, enabling the Group to develop robust strategies for mitigation and adaptation.

#### *Risk Assessment:*

The Group leverages publicly available climate databases and inputs from third-party consultants to assess the nature, likelihood, and magnitude of climate risks. For physical climate risks, the Group analyses the trajectories of severity and intensity compared to global averages under different climate scenarios. For transition climate risks, the Group evaluates the potential business implications by drawing on insights gained from climate databases and the professional inputs provided by the management of its different business units.

#### *Risk Prioritisation:*

The Group integrates and prioritises climate-related risks alongside other types of risks by considering their materiality, significance, and potential long-term impact. The prioritisation process involves assessing the alignment of risks with its strategic objectives, stakeholder expectations, regulatory requirements, and industry best practices. This integrated approach ensures that climate risks are managed within the broader context of the Group's overall risk management practices.

#### *Monitoring:*

The Group continuously monitors climate-related risks over time – this includes regularly reviewing its Climate Change Policy and evaluating KPIs to promptly identify and address changes in risk profiles or emerging risks.

#### *Identifying, Assessing, Prioritising, and Monitoring Climate-related Opportunities*

The Group uses similar processes to identify, assess, prioritise and monitor climate-related opportunities, including leveraging scenario analysis and inputs from third-party sustainability professionals to explore potential opportunities arising from climate-related trends and developments.

### **Metrics and Targets**

The Group recognises that robust and transparent climate-related metrics and targets are essential for steering its decarbonisation efforts and aligning corporate strategy with global and jurisdictional climate goals. In FY2025, the Group made significant progress by establishing its first set of GHG emissions reduction targets, marking a pivotal step in enhancing its climate accountability and accelerating its transition to a low-carbon operating model.

The Group accounted for its GHG emissions using the operational control approach, which includes 100% of the GHG emissions from operations over which it has complete operational control. For FY2025, the Group's GHG emissions inventory covers the emissions of the Company and its subsidiaries.

The following table presents the FY2025 Scope 1 emissions of the Group by entities and the seven primary greenhouse gases regulated by the GHG Protocol:

<b>Scope 1 (tonnes)</b>	<b>Battery Business</b>	<b>Audio Business</b>
CO <sub>2</sub>	488.211	186.126
CH <sub>4</sub>	0.021	0.009
N <sub>2</sub> O	0.058	0.033
HFCs	0	39.527
PFCs	-	-
SF <sub>6</sub>	-	-
NF <sub>3</sub>	-	-

### Monitoring Targets

To reinforce its climate strategy, the Group utilises a variety of quantitative metrics to monitor progress, manage risks, and guide decision-making. These metrics, including absolute emissions in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), emissions intensity indicators, and investment volumes linked to sustainability and climate objectives, form the foundation of the Group's climate performance management.

At the operational level, the Group tracks and analyses Scope 1 and Scope 2 emissions on a monthly and quarterly basis through an internal ESG data management platform. This enables timely identification of trends, benchmarking across facilities, and course correction where necessary. Progress toward climate-related targets is regularly reviewed at the management level and integrated into broader business planning and risk oversight processes.

### Climate Financing and Internal Carbon Pricing

In addition, the Group has established a climate-related financing strategy to support the implementation of its transition initiatives. Rather than allocating a dedicated fund solely for climate-related projects, the Group integrates climate actions directly into its core operations and capital planning. A key financial instrument the Group adopted is the use of sustainability-linked loans (SLLs), which incentivise performance on pre-defined sustainability metrics.

As of the end of FY2025, the Group held a total of SGD 205.6 million in outstanding SLLs. These financial instruments will serve an increasing role as our capital enablers.

While the Group does not currently apply an internal carbon pricing mechanism to investment decisions or other financial analyses, it is actively monitoring regulatory developments and emerging global practices in this area. The Group continues to assess the potential financial implications of carbon pricing schemes and remains open to future adoption where appropriate.

### Our Targets

In FY2025, the Group formally introduced its first set of GHG emissions reduction targets. These targets are designed to guide the organisation's medium- and long-term decarbonisation efforts. The details of the targets are as follows:

- **Target Type:** The Group has adopted a series of progressive, quantitative, absolute emissions reduction targets. The Group acknowledges the importance of emissions removal and offset mechanisms in global net-zero pathways; however, at present, no carbon credits – either nature-based or technology-based – are used to meet the targets. The Group is focused on decarbonising its own operations through direct action and will continue to assess the future role of high-integrity offsets should operational abatement potential be exhausted.
- **Coverage:** The GHG emissions reduction targets apply to Scope 1 and Scope 2 emissions across all operations owned or controlled by the Group, covering its entire geographic and business footprint. The Group's GHG inventory is prepared in accordance with the GHG Protocol and includes all six GHGs recognised under the Kyoto Protocol, namely: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF<sub>6</sub>); as well as nitrogen trifluoride (NF<sub>3</sub>), which falls under the reporting scope of the GHG Protocol.
- **Base Year and Target Period:** The base year for measuring progress is FY2024. The full target period extends to FY2050.

- **Ultimate Objective:** The Group aims to achieve net-zero Scopes 1 and 2 GHG emissions by 2050, in alignment with the Singapore Government's 2050 net-zero pledge and the objectives of the Paris Agreement. While the current targets are not derived from a sectoral decarbonisation pathway, the Group plans to explore alignment with internationally recognised target-setting methodologies, such as the Science Based Targets initiative (SBTi), by 2040. The Group is also committed to progressively enhancing the ambition, credibility, and transparency of its targets over time.
- **Interim Targets:** To ensure structured progress and accountability, the Group has established two interim absolute reduction targets:
  - o Achieve a 20% reduction in Scopes 1 and 2 GHG emissions by 2030
  - o Achieve a 60% reduction in Scopes 1 and 2 GHG emissions by 2040

### *Reviewing Targets*

Interim performance data is analysed on a monthly and quarterly basis, allowing for timely management responses and continuous improvement. To ensure consistency and relevance, the target review process is conducted annually as part of the Group's ESG strategy review and reporting cycle, which includes evaluation of emissions data, assessment of internal and external developments (such as new regulations, market conditions, or technological innovation), and engagement with relevant business units to determine whether any revisions to targets or methodologies are warranted. While the targets have not yet undergone third-party validation, the Group anticipates fully aligning with the SBTi framework by 2040, at which point external validation will be pursued.

### *Base Year Emissions*

In line with best practices under the GHG Protocol, base year emissions may be recalculated where structural, methodological, or data quality changes materially impact the integrity or comparability of the baseline. The Group will perform such recalculations if the change reaches a materiality threshold of 5% or higher. Accordingly, during the FY2025 reporting cycle, the Group undertook a recalculation of its base year emissions to ensure that progress toward targets is measured against a consistent and reliable reference point.

Two key adjustments were made to the base year emissions data:

#### **1. Update of Grid Emission Factor (GEF) for Malaysian Operations:**

The Group adopted an updated and more representative GEF for calculating Scope 2 emissions from purchased electricity in its Malaysian operations. The revised GEF more accurately reflects the actual regional emission intensity specific to the location of the Group's Malaysian facilities.

#### **2. Removal of R22 from GHG Inventory:**

In order to align with the GHG Protocol, the Group removed R22 refrigerant from its inventory of reportable greenhouse gases. Although R22 (chlorodifluoromethane) is an ozone-depleting substance, it is not included among the seven GHGs covered under the Kyoto Protocol and the GHG Protocol, and therefore not required for inclusion in corporate GHG accounting under internationally recognised standards.

## Environmental Stewardship

The Group's operations face potential vulnerabilities from environmental factors, including GHG emissions, natural resource consumption, and waste generation. The majority of GHG emissions stem from the use of grid-supplied electricity in manufacturing processes. In response, the Group is prioritising the adoption of energy-efficient production techniques, investing in energy-saving equipment, and developing products designed to reduce overall energy consumption and associated emissions.

To systematically manage its environmental performance, the Group has implemented a robust environmental management system, with most of its factories certified under the ISO 14001 standard.

Throughout FY2025, the Group remained fully compliant with all relevant laws and regulations governing air and GHG emissions, water and land discharges, and the management of hazardous and non-hazardous waste.

### Emissions

As part of its ongoing efforts to combat climate change, the Group continues to actively identify opportunities to reduce GHG emissions across its operations. In accordance with the Group's Environmental Policy, all facilities are required to identify and document their GHG emission sources and maintain updated emission records. This includes tracking and reporting both Scope 1 emissions from sources owned or controlled by the Group, and Scope 2 emissions from purchased electricity and energy consumption. To further strengthen data accuracy and reliability, the Group encourages facilities to conduct regular carbon audits.

Direct carbon emissions primarily result from the consumption of diesel in generators and forklifts, as well as petrol and diesel used in company-owned vehicles. To reduce these emissions, the Group monitors fuel use closely and exercises control over diesel generator operations and company vehicle usage. In addition, the Group is gradually transitioning from diesel-powered forklifts and vehicles to electric alternatives, supporting long-term decarbonisation goals.

Indirect carbon emissions are largely attributable to electricity consumption from the grid. To manage this, the Group has implemented a range of energy-saving measures and efficiency improvements across its facilities. A minor portion of indirect emissions also stem from outsourced logistics and business air travel. To minimise these impacts, the Group promotes the use of virtual meetings and advocates paperless operations.

The Group's FY2024 GHG emissions have been restated to reflect updates in emission factors, calculation methodology and scope which are explained in more detail under "Metric and Targets" section of this FY2025 SR. After restatement, total direct GHG (Scope 1) and indirect GHG (Scope 2) emissions amounted to 51,178 tCO<sub>2</sub>e. Scope 1 and Scope 2 emissions represented approximately 2% and 98% of the Group's total GHG emissions, respectively.

During FY2025, the Group's total Scope 1 and Scope 2 GHG emissions amounted to 40,657 tCO<sub>2</sub>e. Scope 1 emissions accounted for approximately 2% of the total, while Scope 2 emissions constituted the remaining 98%. The reduction in Scope 2 emissions reflects the impact from the change in organisation structure for which GP Energy Tech Limited is no longer under the Group, and was otherwise driven by a reduction in energy usage and a change in energy mix that utilises more renewable energy.

**Figure 7. GHG Emissions for the Year ended 31 March 2025<sup>1</sup>**

	<b>FY2025 Tons CO<sub>2</sub>-e</b>	FY2024 Tons CO <sub>2</sub> -e
Direct GHG <sup>#</sup> (Scope 1) emissions	<b>739.6</b>	825.1
Indirect GHG <sup>#</sup> (Scope 2) emissions	<b>39,917.2</b>	50,353.3
	<b>40,656.8</b>	51,178.4
Intensity (per S\$ million revenue)	<b>36.80</b>	46.19

<sup>1</sup> Greenhouse gases covered in this FY2025 SR include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>.

To advance towards its long-term net-zero carbon emissions goal, the Group continues to implement targeted measures to reduce its carbon footprint, with a particular focus on increasing the use of renewable energy to replace grid electricity. In FY2025, the Group generated over 2,600,000 kWh of electricity from its solar photovoltaic systems. In addition, the Group employs solar water heaters, which convert solar energy into heat, and air-to-water heat pumps that extract thermal energy from ambient air to heat water. It has also replaced fossil fuel vehicles with electric vehicles, further reducing reliance on conventional energy sources.

The Group also prioritises energy efficiency enhancements across its operations. Key initiatives include the widespread adoption of LED lighting, the installation of inverters in discharge facilities to optimise power usage, and the replacement of centralised air conditioning systems with zonal air conditioners that allow greater flexibility and efficiency by aligning operation with actual occupancy patterns.

Through these efforts, the Group aims to make a tangible contribution to climate change mitigation while maintaining a sustainable and responsible operational model.

To enhance the credibility of its environmental disclosures, the Group engaged an independent third party to conduct assurance on its FY2025 GHG emissions. This assurance process serves to validate the accuracy and completeness of its GHG accounting, and reinforces the Group's commitment to transparency, accountability, and continuous improvement in climate-related performance. Please refer to the Appendix on pages 73 to 77 of this FY2025 SR for the assurance statement.



To further minimise environmental impact, the Group actively works to reduce air pollutant emissions across its operations. In battery manufacturing, volatile organic compounds (VOCs) are treated using biological trickling filters, while dust emissions are controlled through cloth bag and water spray dedusting systems. In audio manufacturing, emissions mainly arise from the use of glue and paint in speaker production. As these materials cure, solvents such as toluene and xylene may be released. The Group mitigates these risks by strictly using solvents classified as “preferred” or “usable,” continuously monitoring emission levels, and phasing out high-risk substances.

To further reduce emissions, the Group is adopting natural alternatives to petroleum-based products – such as water-based systems, gels, and low-toxicity substitutes – and implementing cleaner production methods, including resistance welding in place of soldering where applicable.

## Waste

### *Waste Generated during Manufacturing*

In line with its Environmental Policy, the Group has established standardised procedures for managing hazardous and non-hazardous waste, aiming to minimise waste generation and promote resource recycling. The policy mandates regular monitoring, proper segregation, and environmentally responsible disposal of waste, with strict adherence to legal requirements and detailed record-keeping.

Hazardous waste, including nickel, manganese, metals, mineral oil-water emulsions from defective batteries, and contaminated materials such as rags, containers, and solvents, is centrally stored in designated warehouses with clear labelling. Assigned personnel record waste volumes in ledgers, and licensed recycling companies are engaged for collection and treatment, minimising risks to soil, water, and air.

Non-hazardous waste, such as scrap cardboard, wood, plastics, metals, food, and office waste, is sorted into recyclable and non-recyclable categories. Recyclables, such as copper wire and solder oxide, are recovered, while non-reusable waste is handled by refuse treatment providers. The Group also adopts innovative waste solutions—for example, in Dongguan, China, food waste is processed by licensed firms to breed black soldier flies, producing insect protein and organic fertilisers.

In FY2025, the Group generated 4,169 tonnes of waste (compared to 3,677 tonnes in FY2024), comprising 651 tonnes of hazardous waste (down from 1,027 tonnes in FY2024) and 3,518 tonnes of non-hazardous waste (up from 2,650 tonnes in FY2024). We have improved the completeness of data by including more waste streams in our statistics in this FY2025 SR after an internal review that contributed to a higher waste level.

The Group is committed to reducing overall waste and improving its diversion rate from landfills. This includes collaborating with suppliers to redesign packaging, promoting sustainable packaging solutions, and raising customer awareness of the 3R principles – reduce, reuse, and recycle.







**Figure 8. Waste Produced for the Year ended 31 March 2025**

	<b>FY2025 Tons</b>	FY2024 Tons
Hazardous waste	<b>651.0</b>	1,027.2
Non-hazardous waste	<b>3,517.8</b>	2,649.9
<b>Total</b>	<b>4,168.8</b>	3,677.1
Intensity (per S\$ million revenue)	<b>3.774</b>	3.318

The Group now has two factories in Malaysia that have achieved Platinum Validation, signifying a 100% waste diversion rate. In addition, two other factories located in China and Vietnam were awarded Gold Validation, recognising a diversion rate of over 95%. These distinctions underscore the Group's ongoing commitment to maximising waste diversion across its production processes and advancing sustainable manufacturing practices.

**Figure 9. UL Environmental Claim Validation ("ECV") certificate for Zero Waste to Landfill**

 <p><b>ENVIRONMENTAL CLAIM VALIDATION SUMMARY</b></p> <p><b>GP Batteries (Vietnam) Limited Liability Company</b> GP Batteries (Vietnam) LLC.</p> <p><b>Report Number:</b> 230414-4160</p> <p><b>Validation Period:</b> 22 Apr 2023 - 22 Apr 2025</p> <hr/> <p><b>Claim:</b> GP Batteries (Vietnam) LLC. has achieved Zero Waste to Landfill GOLD Operations, 98% diversion, with 8% Thermal Processing with Energy Recovery.</p> <p><b>Method:</b> Environmental Claim Validation Procedure (ECVP) for Zero Waste Classifications, UL 2799A First Edition, Dated July 20, 2018</p> <p><b>Facility:</b> N3 Road, Block C, Hoa Mac Industrial Park, Hoa Mac Ward, Duy Tien Town, Ha Nam Province, Vietnam</p> <p><small>© 2023 UL • 2211 Newmarket Parkway, Marietta, GA 30067-8399 USA • T: 888.485.4753 • F: 770.880.0072 • W: ul.com/environment</small></p> 	 <p><b>ENVIRONMENTAL CLAIM VALIDATION SUMMARY</b></p> <p><b>GP Batteries (Malaysia) Sdn. Bhd.</b> GP Batteries (Malaysia) Sdn. Bhd. SENAI site</p> <p><b>Report Number:</b> 158745-4160</p> <p><b>Validation Period:</b> 23 Dec 2019 - 23 Dec 2025</p> <hr/> <p><b>Claim:</b> GP Batteries (Malaysia) Sdn. Bhd. SENAI site has achieved Zero Waste to Landfill Platinum Operations, 100% diversion rate, with 0% Thermal Processing with Energy Recovery.</p> <p><b>Method:</b> Environmental Claim Validation Procedure (ECVP) for Zero Waste Classifications, UL 2799A First Edition, Dated July 20, 2018</p> <p><b>Facility:</b> Plo 171, Jalan Persiaran Cyber, Kawasan Perindustrian SENAI 3, SENAI, Johor, Malaysia, 81400</p> <p><small>© 2023 UL • 2211 Newmarket Parkway, Marietta, GA 30067-8399 USA • T: 888.485.4753 • F: 770.880.0072 • W: ul.com/environment</small></p> 
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### **GP Electronics Drives Sustainable Operations: Solar Power and Green Certification**

During FY2025, GP Electronics achieved notable progress in its ESG initiatives, focusing on environmental sustainability and employee wellness. A major milestone was the launch of the Solar Energy Project at GP Electronics (Huizhou) Co., Ltd. (“GPE Huizhou Factory”) in March 2025, which reduced reliance on non-renewable energy and carbon emissions. The factory further enhanced its environmental performance through the implementation of energy-efficient system upgrades and water conservation measures.

These efforts resulted in a reduction in electricity intensity (kWh/HK\$ sales), from 0.00984 in FY2024 to 0.00956 in FY2025, representing a year-over-year decrease of 2.85%.



Large-scale of solar panels installed at GPE Huizhou Factory  
for increased use of renewable energy

Meanwhile, GP Electronics & Acoustics Co., Ltd. (“GPE Thailand Factory”) has obtained Level 2 Green Industry Certification from the Department of Industry, Thailand, in recognition of its commitment to environmental responsibility and sustainable operations.



GPE Thailand Factory Obtained Level 2 Green Industry Certification

### *Raw Materials and Recyclability for Products*

Circularity lies at the core of the Group's product design philosophy. The Group continually seeks to enhance the recyclability of its products while increasing the use of recycled and sustainable materials in both products and packaging. For example, GP Recyko rechargeable batteries and chargers are packaged in user-centric paper materials, and 90% of the battery materials by weight are recyclable at end-of-life. Certain GP Recyko battery models have received UL Environmental Claim Validation (UL ECV 2809) for containing at least 10% recycled content, with plans underway to further increase this proportion. Through these efforts, the Group transforms end-of-life materials into valuable resources, conserving natural assets and advancing its vision of circular economy.

The Group also organises regular recycling initiatives. During the Mid-Autumn Festival, the Group launched a "Mooncake Tins Recycling Programme" by placing dedicated collection boxes in office cafeterias. The collected tins were sent to recycling stations for proper processing, reinforcing employee awareness of waste reduction in everyday practices.

## **Use of Resources**

### *Energy Consumption*

To conserve natural resources, the Group implements a wide range of efficiency-enhancing measures aimed at optimising resource use and promoting recycling wherever possible. Guided by its Environmental Policy, the Group strives for the efficient use of energy, water, and materials, with a clear objective to reduce overall energy demand while increasing the share of renewable energy in its operations in realising our carbon reduction targets.

The Group adopts a cradle-to-grave perspective in evaluating the environmental impact of its products. Beyond upstream measures, such as material efficiency and packaging optimisation, the Group also addresses environmental impacts during product usage. To improve energy efficiency in the use phase, product designs are continuously refined to minimise self-discharge and reduce energy loss during standby charging – demonstrating the Group's commitment to developing environmentally responsible and energy-efficient solutions.

Operational energy consumption is closely monitored and evaluated to support lean and sustainable manufacturing. Energy performance is an important consideration in capital investment decisions, with new equipment prioritising energy-efficient features and technologies. The Group actively promotes the use of green energy through the installation of solar systems and related renewable energy infrastructure.

Green building principles are also embedded into facility design. These include maximising natural lighting through the use of windows and courtyard glass, installing underground utilities to improve headroom, using glass partitions, replacing outdated lighting with LED tubes, and implementing zonal lighting systems. To foster energy-saving behaviours among staff, the Group has placed reminder signage near power switches and produced educational videos to promote green office practices.

In FY2025, the Group achieved a reduction in both total energy consumption and energy intensity, reflecting the effectiveness of its ongoing efficiency initiatives. The Group remains firmly committed to expanding its use of renewable energy and continuously improving energy performance across all operations.

**Figure 10. Energy Consumption for the Year ended 31 March 2025**

	<b>FY2025 Million kWh</b>	FY2024* Million kWh
Energy consumption <sup>#</sup>	<b>72.2</b>	86.4
Intensity (per S\$ million revenue)	<b>0.065</b>	0.078

<sup>#</sup> Energy consumption mainly includes electricity purchased from external parties and determined by direct measurements based on metre readings, as well as the city gas purchased from external parties.

<sup>\*</sup> FY2024 energy consumption and intensity are restated due to a refinement in the calculation scope.

A Smart Logistics System tailored for its multi-storey facility is implemented in the Group's audio factory in Huizhou, China. The entire system is centrally managed by an integrated warehouse control system, which is linked to the factory's enterprise resource planning system. This integration enables lean production management and energy efficiency by enhancing operational efficiency, streamlining material flow, optimising inventory control, and improving overall resource allocation.

### Water Consumption

The Group maintains continuous oversight of water consumption to ensure its operations are conducted with a strong commitment to conserving water resources. Efforts to minimise water usage include the installation of low-flow faucets, the adoption of water-saving practices, and the ongoing evaluation of water reduction strategies across facilities.

To further enhance water efficiency, the Group ensures that water supply systems and equipment are properly maintained and integrates water-efficient washing systems into its operations. In several production plants, water is recycled and reused for non-potable purposes such as floor cleaning, battery washing, spray dedusting, and laundering dusty uniforms and containers.

In FY2025, the Group continued to achieve a reduction in its total water usage and water usage intensity. There were no reported incidents of poor water quality affecting the Group's manufacturing processes, nor were there any challenges in securing water supplies that meet operational requirements. The Group's manufacturing operations are not located in areas identified as being under high water stress, thereby further reducing the risk of water scarcity impacting its business.

**Figure 11. Water Consumption for the Year ended 31 March 2025**

	<b>FY2025 Million litres</b>	FY2024 Million litres
Water consumption	<b>304.6</b>	387.8
Intensity (per S\$ million revenue)	<b>0.276</b>	0.350

### Packaging Materials Usage

GP Industries continues to enhance its packaging practices to minimise environmental impact and promote resource efficiency throughout the value chain. The Group remains committed to designing packaging that minimises waste generation while safeguarding product integrity and user functionality. Eco-friendly materials – such as Forest Stewardship Council (FSC) certified paper – are employed across product categories, and efforts are made to minimise excessive or unnecessary packaging elements. Wherever feasible, packaging is designed to be easily reusable or recyclable, enabling circularity through material recovery for reuse, conversion into energy, or composting.

The Group uses a range of packaging materials, including cartons, plastics, metals, and plywood pallets. In recent years, the use of virgin plastic has been actively reduced, with biodegradable alternatives introduced to replace conventional single-use plastic components. For selected consumer alkaline battery products, the Group also utilises soy-based inks – an environmentally friendly, biodegradable substitute – for packaging print applications.

During FY2025, usage of packaging materials increased, which was attributed to higher production levels and changes in the product mix.

**Figure 12. Packaging Material Usage for the Year ended 31 March 2025**

	<b>FY2025 Tons</b>	FY2024 Tons
Weight	<b>18,787.8</b>	18,242.1
Intensity (per S\$ million revenue)	<b>17.007</b>	16.462

### Roadmap to Packaging Sustainability

In pursuit of more sustainable packaging practices, the Group has established a clear and progressive roadmap during FY2025, centred around three strategic directions: optimised structural design, material reduction or elimination, and responsible material substitution. These principles are reflected in the Group's long-term transition targets for both plastic and paper packaging components:

Key Strategic Directions:

- Optimised Structure: Smaller, more compact designs with easily separable components.
- Reduce or Eliminate: Digitalisation of user manuals and reduction in plastic content.
- Substituting Materials: Prioritisation of recyclable, FSC-certified, recycled, and non-toxic (PVC-free) alternatives.

The Group is building its packaging revamp roadmap according to these key directions, aiming to eliminate virgin plastic use, expand the use of recycled and sustainably sourced fibres, and comply with emerging regulations and meet customer expectations.

## Nature-related Resources and Biodiversity

The Group's Environmental Policy reflects its strong commitment to minimising the environmental impacts of its operations and conserving natural resources. Sustainability is embedded at the core of the Group's product development and manufacturing processes, with active support for battery recycling initiatives and continuous enhancement of product features and packaging designs to reduce environmental impact. This dedication to environmental stewardship extends across the supply chain, where the Group actively promotes cleaner production practices.

In addition to improving operational sustainability, the Environmental Policy also emphasises the Group's responsibility to minimise the environmental impact of its end-products. The Group rigorously complies with international and local regulations governing chemical substances and restricted materials. Going beyond compliance, it proactively reduces the use of hazardous substances in its products to mitigate environmental harm at the end-of-life stage and to protect nature-related resources.

The Group is also attentive to the effects of its operations and products on local ecosystems and biodiversity. It advocates for circular economy principles by designing products with enhanced recyclability and degradability, aiming to alleviate pressure on landfills, conserve finite resources, and mitigate pollution risks to wildlife and habitats. These efforts help protect natural ecosystems, support biodiversity, and foster a more sustainable environment.

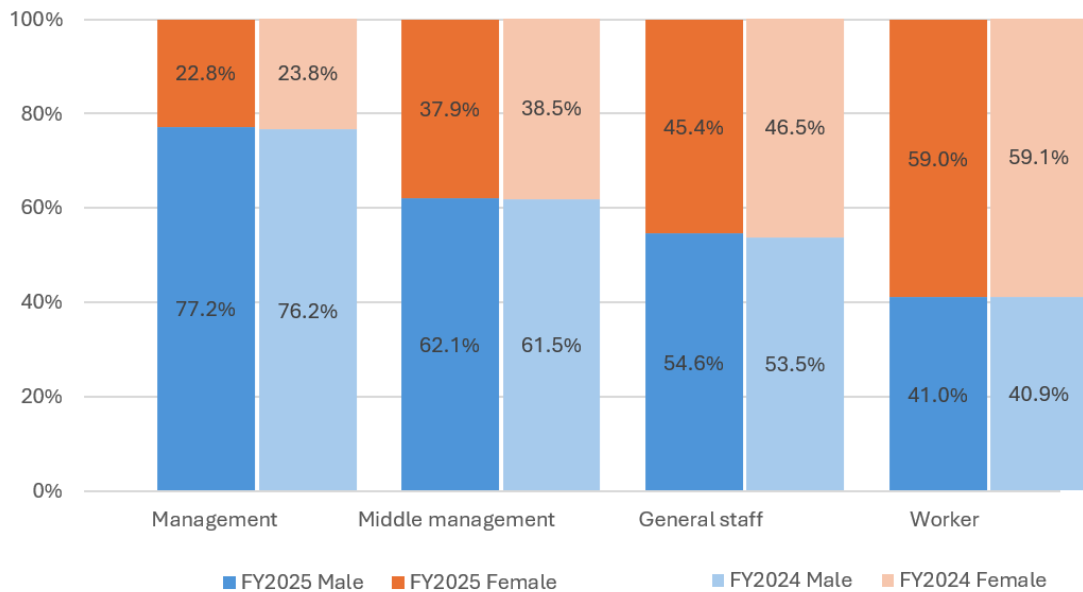
As a testament to these efforts, GP Batteries was presented with the "Wastewi\$e Certificate – Good Level" and recognised as a "Hong Kong Green Organisation" by the Environmental Campaign Committee, HKSAR for its achievements in multiple environmental aspects.

# Social Responsibilities

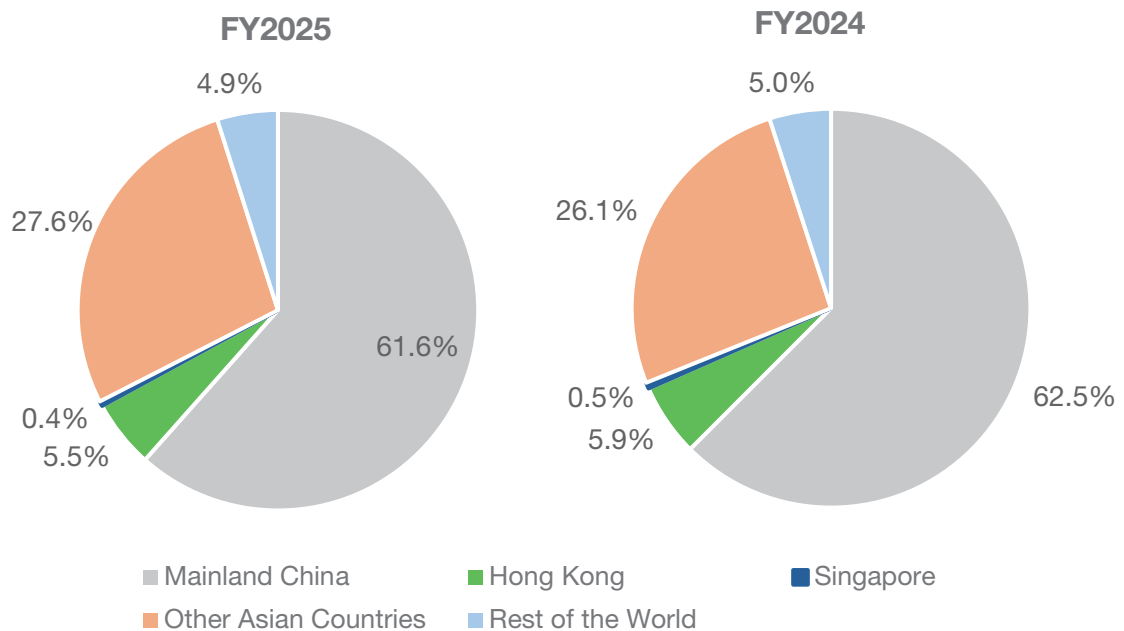
## Human Capital

As at 31 March 2025, the Group was supported by a motivated workforce of approximately 5,350 (2024: 5,400) employees worldwide, including about 2,560 (2024: 2,545) male employees and 2,790 (2024: 2,855) female employees in various countries or regions, as shown below.

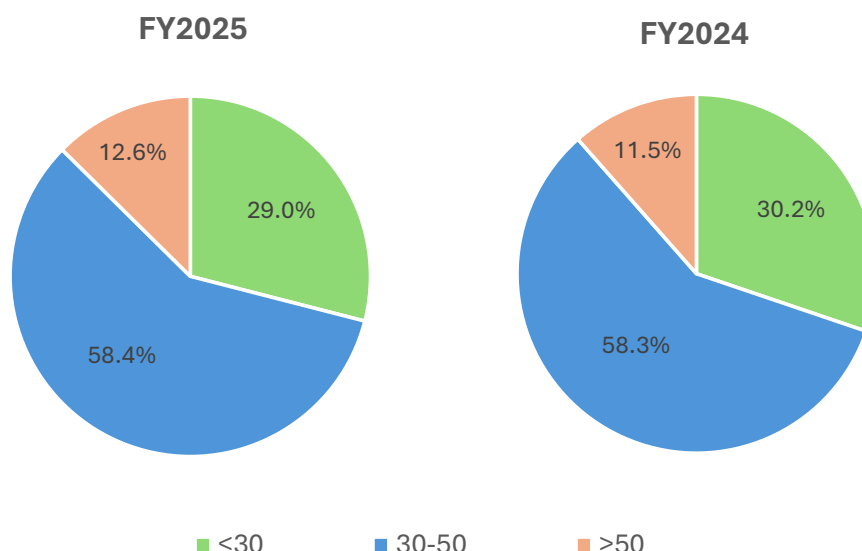
**Figure 13a. Percentage of Employees per Employee Category by Gender as at 31 March 2025**



**Figure 13b. Workforce by Region**



**Figure 13c. Percentage of Employees by Age Group as at 31 March 2025**



The Group places its people at the heart of its sustainable growth model, underpinned by a steadfast commitment to fostering a diverse, inclusive and equitable workplace. We champion equal opportunities in recruitment, promotion and remuneration, ensuring that talent from all backgrounds can thrive. Our investment in employee well-being and capability development – from comprehensive onboarding and human rights training to ongoing professional and wellness programmes – reinforces a culture of respect and continuous learning. Equally, we maintain rigorous safety and health standards across all sites, with proactive risk management, certified systems and targeted initiatives designed to safeguard every individual. Together, these measures demonstrate the Group's holistic approach to human capital, driving both organisational resilience and the long-term fulfilment of our people.

### *Diversity and Equal Opportunities*

The Group is committed to fostering an inclusive and diverse workplace. Firmly believing that enhanced diversity is crucial for attracting and retaining top talent, the Group actively promotes diversity, anti-discrimination, and equal opportunities, irrespective of employees' gender, race, or religion.

Our goal is to create a model work environment that upholds human rights, fosters equal opportunities, and eliminates discrimination across all aspects of the business. To achieve this, we have implemented the Equal Employment Opportunities Policy, ensuring that every job applicant and employee receives fair treatment in employment and promotion opportunities, with decisions based solely on personal capability and suitability.

Furthermore, the Group has introduced the Harassment-free Workplace Policy to guarantee that employees work in an environment free from discrimination and harassment. These policies underscore our dedication to creating a respectful, inclusive, and equitable workplace for all.

We celebrate and promote diversity by recognising international and local festive occasions. On International Women's Day, we honour our female employees with flowers and gifts across various operational sites, acknowledging their contributions and advocating for gender equality. On Vietnam Women's Day, we hosted a sports event to promote women's well-being and foster a spirit of camaraderie and healthy competition, highlighting our commitment to their health and empowerment.



**Figure 14. Muslim Fasting Gift**



**Figure 15. Celebrating Women Day**



### *Employee Well-being*

Prioritising employee well-being remains a core pillar of the Group's people strategy. To promote engagement and team cohesion, various factories regularly organise sports and recreational activities for employees. The Group celebrates traditional festivals such as Chinese New Year and the Mid-Autumn Festival by distributing festive gifts as a token of appreciation and goodwill across offices and manufacturing sites. Furthermore, the monthly tradition of celebrating employees' birthdays continue to foster a supportive and inclusive workplace culture that reinforces staff morale and a strong sense of belonging.

**Figure 16. Festival Celebration Parties for Employees in Different Countries**





**Figure 17. Employee Birthday Celebrations**



The Group places great importance on arranging team-building events that facilitate communication among employees, enhancing workplace culture and atmosphere. These efforts create a positive and cohesive environment, fostering a sense of unity and collaboration, and ensuring that the Group and its employees can work together more effectively towards shared goals.

**Figure 18. Team Building & Outing**





The Group recognises its employees as one of its most valuable assets and is committed to offering equitable and competitive remuneration packages. Remuneration policies and compensation structures are regularly reviewed to ensure alignment with prevailing market standards across the Group's operating regions. Eligible employees may receive discretionary incentives that reflect both the Group's overall performance and individual contributions. Contributions to retirement benefit schemes also form an integral part of the total compensation offering. This comprehensive and market-aligned approach strengthens the Group's ability to attract, motivate, and retain high-calibre talent, reflecting its enduring commitment to the well-being and development of its workforce.

**Figure 19. Long Service Award**



The Group launched a series of professional development workshops designed to promote holistic wellness among its employees. These sessions covered a diverse range of topics, including leadership skills, running and business/life skills, first aid, and Chinese dietary medicine, among others. The primary objective was to equip the workforce with the knowledge and skills necessary to enhance their health, boost productivity, and achieve a better work-life balance. By investing in these workshops, the Group demonstrates its commitment to fostering a healthier and more engaged workforce, ultimately contributing to both individual and organisational success.



**Figure 20. Insights Discovery Workshop**

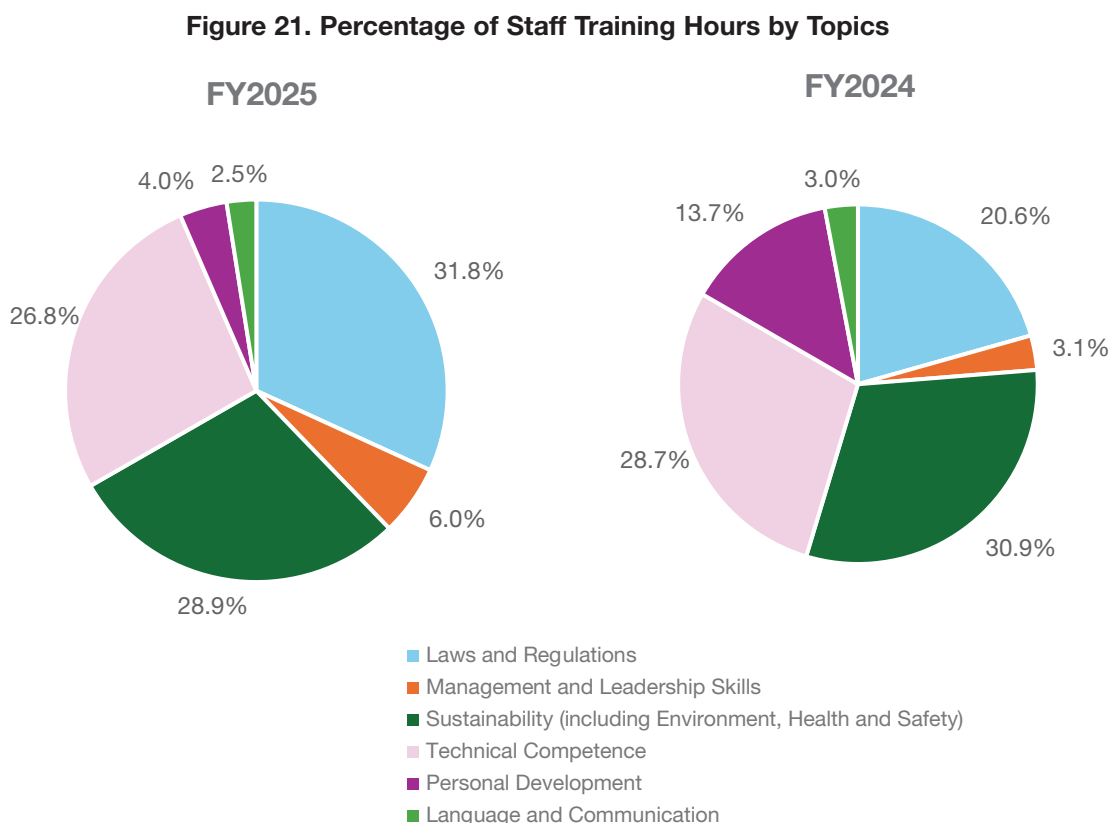


The Group is committed to investing in the growth and development of its employees through a comprehensive range of training programmes aimed at enhancing both technical and interpersonal competencies, thereby equipping staff for long-term career progression. A broad spectrum of learning opportunities is offered, encompassing topics such as business compliance and ethics, occupational safety and health, sustainability, and personal development. Wellness-related training sessions are also provided to support the holistic well-being of employees.

To ensure new employees are aligned with the Group's values and practices from the outset, structured orientation programmes are conducted. These sessions introduce the Group's sustainability vision and familiarise newcomers with key policies and initiatives related to environmental stewardship, social responsibility, and workplace safety.

During FY2025, approximately 36,460 hours (2024 (restated): 53,600 hours) of training were recorded, while the average training hours per employee were 6.8 hours (2024: 9.9 hours), excluding orientation programmes for new employees. A significant portion of training was dedicated to sustainability, covering topics such as responsible practices, employee health and safety, waste management, emergency response, and regulatory compliance.

The percentage of staff training hours, excluding orientation programs for new employees, by topics is shown below:



During FY2025, the Group remained fully compliant with all applicable laws and regulations relating to employment matters, including those governing compensation and benefits, recruitment, promotion, working hours, leave entitlements, termination, social insurance, equal opportunity, diversity, anti-discrimination, and other aspects of employee welfare. Dedicated complaint channels are in place to allow employees to report suspected violations to designated personnel, with all information handled in strict confidence.

The Group maintains a zero-tolerance stance towards child and forced labour, as outlined in its Human Rights Policy & Fair Labour Practices. Identity documents of all job applicants are rigorously verified during recruitment to ensure compliance with legal minimum age requirements.

GP Batteries is a member of amfori and adheres to the Business Social Compliance Initiative (BSCI) standards. As part of its commitment, the factories under GP Batteries undergoes regular independent factory audits, which include site inspections and employee interviews to assess compliance with labour standards, including the prohibition of child and forced labour.

In the event of any non-compliance, the Group takes prompt and decisive action, including root cause investigation and the implementation of corrective measures to prevent recurrence.

No incidents of child or forced labour were identified during the reporting year.

## Occupational Health and Safety

The Group is committed to fostering a safe and healthy culture that encompasses all employees and business partners. Safety is a fundamental aspect of the Group's business strategy and a critical factor in decision-making. To ensure this, the Group has implemented comprehensive safety management mechanisms, including staff training, safety design for equipment and tools, governance policies, standard operating procedures, regular safety audits, and reward and control practices. Safety performance is a key criterion in the selection of suppliers and service providers, and failure to meet these standards can result in contract termination.

During FY2025, two sites under GP Batteries were awarded the "ESG Award for Safety Culture," which demonstrates the Group's strong commitment to promoting a robust safety environment.

**Figure 22. Asia Safety Management Summit**



The Group is committed to maintaining a safe and healthy working environment through the implementation of comprehensive policies and procedures. These include emergency response plans (e.g., fire and chemical spills), hazardous chemicals management, dust control systems, safety manuals, personal protective equipment (PPE) regulations, and occupational health guidelines. Adherence to these measures helps safeguard employees from occupational risks.

Visitor safety is also prioritised. All visitors to factory operation areas receive safety briefings and must wear appropriate personal protective equipment. Entry is restricted for those who do not comply, ensuring health and safety standards are upheld.

Occupational health and safety performance is integrated into the Group's business evaluation framework. The Group follows the ISO 45001 Occupational Health and Safety Management System to minimise workplace risks and enhance working conditions. Several factories have obtained ISO 45001 certification.

The Group is highly cautious about the chemicals used in its products. Hazardous chemicals can persist in the environment, bioaccumulate through the food chain, and ultimately pose risks to human health and the environment. The Group adheres to global chemical compliance requirements and conducts chemical tests under various conditions. The use of chemical substances in the manufacturing process is also crucial for protecting the environment and ensuring customer health and safety. The Group strictly follows the standards set forth in international and local regulations, including those on the restricted substances list.

Various measures related to occupational health and safety are implemented across the Group. Workers are required to undergo regular occupational health checks to detect work-related injuries and diseases. The Group's Hong Kong office and several factories are equipped with Automated External Defibrillators (AED), and all operation areas have fire extinguishers in place to handle emergencies.

On-site safety audits are conducted in factories to assess safety issues at the operational level, including dust control, prevention of occupational diseases, and fire safety. After each site audit, the findings related to potential risks are meticulously recorded and communicated. Subsequently, the appropriate follow-up actions are implemented to effectively address the identified issues.

The Group has organised a comprehensive suite of safety training programmes, encompassing first-aid training, emotional and stress management, and health seminars. First-aid training is provided to employees across various operational locations, with the number of certified employees exceeding local regulatory requirements to ensure qualified first aiders are always available in emergencies. Safety and occupational health courses are mandatory in the orientation programmes for new employees joining the production plants, including training on first aid and the safe handling of hazardous and chemical materials.

**Figure 23. On-Site Health & Safety Trainings**



Risk management has been instrumental in preventing major injury cases. The Group has identified various work-related hazards with the potential to cause severe injuries, including chemical exposure, fire and explosion risks, electrical hazards, and physical hazards. To mitigate these risks, the Group has implemented a range of safety measures, such as providing PPE, introducing engineering controls, offering training on safe work practices, and conducting routine safety audits and risk assessments.

During FY2025, the Group fully complied with all laws and regulations aimed at ensuring a safe working environment and protecting employees from occupational hazards. There were 22 cases (2024: 12 cases) of workplace injury<sup>6</sup>, resulting in a loss of 750 working days (2024: 344 working days). The Total Recordable Incident Rate (TRIR) of the Group was 0.395 for FY2025. There were no work-related fatalities for permanent and contract employees in the past three years, including FY2025. The Group remains committed to further reducing work injury cases by enhancing staff awareness and creating a safer working environment.

<sup>6</sup> A workplace injury refers to harm or physical damage that occurs to an employee while performing their job duties or within the work environment.

### Value Chain Management

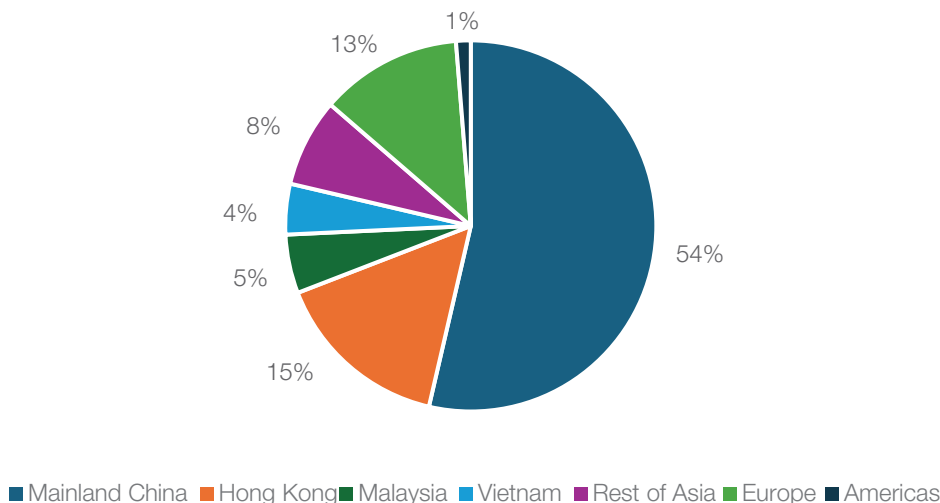
The Group's value chain initiatives reflect its commitment to sustainability, product responsibility, and ethical business practices. Key areas of focus include:

- Collaborating with suppliers to ensure alignment with the Group's sustainability standards and values.
- Driving product innovation by developing environmentally friendly and responsible product designs.
- Enforcing strict quality control to uphold high standards of product safety and performance.
- Ensuring ethical marketing by maintaining truthful, non-discriminatory communications.
- Engaging with customers to better understand their expectations and incorporate their values into product development.
- Supporting local communities through active engagement to address social and environmental challenges.

### Supply Chain Considerations

During FY2025, the Group had a total of 706 suppliers. The distribution of these suppliers by geographical region is detailed below.

**Figure 24. Number of suppliers by geographical region**





As committed to in its Sustainable Procurement Policy, the Group engages with procurement partners to adopt the same rigorous environmental and social criteria. The Supplier Code of Conduct outlines the Group's commitment to ethical, legal, and socially responsible business practices. It sets clear standards for suppliers, covering areas such as business ethics, anti-corruption, conflict of interest, fair competition, data privacy, intellectual property, labour and human rights, environmental sustainability, and safety and health. Suppliers are also expected to minimise environmental impacts, manage energy consumption and greenhouse gas emissions, and handle waste responsibly.

During the past year, GP Batteries implemented its first Sustainable Procurement Policy. This policy underscores the Group's dedication to ethical, legal, and environmentally and socially responsible business practices. It sets out the sustainability criteria that the Group considers when selecting suppliers and making indirect procurements, emphasising the importance of minimising environmental impact throughout the product or service lifecycle. Key aspects include green procurement criteria, responsible sourcing of critical minerals, and other ethical and safety standards.

In line with its commitment to responsible supply chain management, GP Batteries has established a comprehensive Supply Chain Due Diligence Policy. The policy aims to address the environmental and social risks inherent in its supply chain, aligning with internationally recognised standards such as the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

### *Supplier Evaluation and Monitoring*

To strengthen governance over its external partnerships, the Group has implemented a comprehensive supplier evaluation mechanism under its Responsible Supplier Management System. Suppliers are required to complete detailed questionnaires assessing their compliance with environmental, safety, and social responsibility standards. Internal teams conduct audits using structured checklists, perform rigorous evaluations, and validate samples to ensure ongoing compliance and risk management across the supply chain. Findings from these audits inform ongoing supplier engagement and capacity-building efforts.

Looking ahead, the Group will continue to strengthen the integration of sustainability considerations into its supplier evaluation and selection processes. Currently, sustainability accounts for 5% of the supplier audit criteria, reflecting the Group's commitment to responsible sourcing. The Group plans to progressively increase the weighting of these criteria, encouraging continuous improvement and reinforcing shared responsibility among its suppliers.

### *Capacity Building for Suppliers on Sustainability*

Emphasising collaboration, the Group provides targeted training to strategic suppliers on key topics, including corporate social responsibility, environmental regulations, and waste management. Suppliers are encouraged to align with the Group's sustainability vision, and preference is given to those with active environmental initiatives.


## Product Innovation and Responsibility

The Group has dedicated considerable resources and effort to its research and development centres, with a focus on the development of new products and the integration of advanced equipment. With the Group's extensive manufacturing and distribution network, the Group is committed to responsibly produce and deliver its products across the globe.

### Quality Single Use Batteries

With options of alkaline, carbon zinc and lithium batteries, GP single use batteries help our customers to get the most out of the devices with reliable optimal power.

The newly introduced improved Ultra+ alkaline battery series incorporates the brand-new G-TECH and four significant technical advancements. Using high-density Zinc S powder and high purity graphite in multiple ring cores, combined with innovative structure and patented leakage prevention, the new batteries provide power that is more durable for users. The design of the unique nylon sealing ring prevents battery leakage, providing a safe battery that children and family members can trust and rely on.



**Unleashes up to 200% power\***

A great choice for all your high energy-consuming appliances.

\* In the electrical performance test under the simulated high-power discharge mode, the average discharge time is up to 200% compared to the minimum average discharge time of IEC 60086-2: 2021.

### A Greener Battery to support Circular Economy

Through its flagship Nickel Metal Hydride (NiMH) rechargeable battery line, GP Recyko, and other GP-branded offerings, the Group actively promotes the adoption of rechargeable batteries among consumers worldwide. Designed with circular economy principles in mind, GP Recyko aims to reduce reliance on virgin raw materials and minimise landfill waste, thereby lowering its overall carbon footprint and environmental impact across the product lifecycle. The use of paper-based packaging and recyclable materials further reduces plastic usage and enhances recyclability.

A standout innovation under the GP Recyko line is Charge 10 – the world's fastest NiMH rechargeable battery system, offering a full charge in just 10 minutes. This breakthrough reflects the Group's continued investment in advanced manufacturing, engineering, and product design excellence.

### To make a planet friendly choice, look for the **green circle**

- All GP Recyko products are packaged in user-centric paper packaging.
- All GP Recyko batteries are manufactured in the Group's facilities, which have achieved Zero Waste to Landfill (ZWTL) validation from UL.
- Over 90% of the entire battery pack, including the box, for all GP Recyko battery products can be recycled.
- Selected cell models of GP Recyko batteries are certified as containing more than 10% recycled materials.\*



\* For GP Recyko AAA 650/800/850/950 mAh and GP Recyko AA 1300/2000/2100/2600 mAh rechargeable batteries.

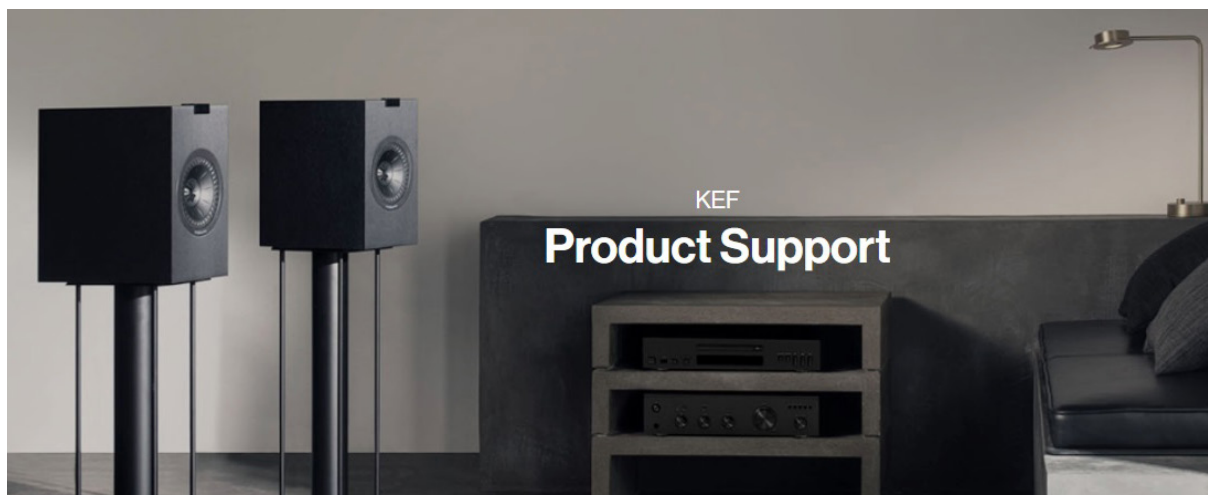
### *Continuous R&D on Sound Technology*

In tandem with the Group's commitment to minimising environmental impact, KEF, a trailblazer in high-fidelity audio, continues to push the boundaries of sound technology innovation. KEF's relentless pursuit of perfection is driven by a singular focus: to deliver a truly immersive listening experience with breathtakingly natural sound that lets customers connect with music on a deep level. From R&D to product design, engineering, and manufacturing, the Group is dedicated to crafting products that consistently exceed expectations, marrying exceptional quality with outstanding performance.



The LS Wireless Collection is a series of all-in-one high-fidelity music systems developed to transform your entertainment experience by delivering the power of high-fidelity sound streamed from any source and connected to any home audio device.

## Customer Relations and Satisfaction



Customer trust and safety are central to the Group's operations. Purchases of GP and KEF products through official websites or authorised retailers come with price transparency, quality assurance, full customer service support, and international warranty coverage.

To better understand customer needs and address concerns, the Group maintains regular communication with industrial clients and provides accessible feedback channels for consumers, including public hotlines and email addresses. All feedback is promptly handled, and performance metrics are continuously reviewed to identify recurring issues. Senior management engages regularly with business units to monitor feedback and resolve operational matters.

A structured complaint handling procedure is in place for both commercial and technical issues. The process follows defined timelines, includes impact assessments, and remains open until senior management confirms resolution. In FY2025, the Group received 790 product- and service-related complaints, all of which were duly resolved.


To manage potential safety issues, the Group has established a comprehensive product recall procedure. This covers internal analysis, external communication, recall logistics, and post-recall corrective actions. In FY2025, no products were recalled for safety or health reasons.

## Product Health and Safety

The Group ensures strict adherence to all policies and operational procedures related to product development and quality control to minimise product-related risks. Quality control data is continuously monitored to detect and address potential systemic issues and abnormalities. In response to increasing market demand, the Group has adopted cost-effective automated systems to enhance productivity while maintaining stringent quality standards.

For example, GP Batteries has implemented data-driven quality management systems and manufacturing processes grounded in the principles of continuous improvement. Key parameters affecting product quality are clearly defined in process management plans and are subject to rigorous

controls. The Group has also established a Product Safety and Fail-Safe Design Guideline, which directs product designers to incorporate fail-safe principles and appropriate safeguards to enhance consumer safety. Additionally, a Declaration of Non-use/Banned Substances has been implemented, requiring suppliers to manage and exclude hazardous substances as outlined in the document.



### Safety Design

#### GP Recyko Charge 10 Ultra-Fast Charger

The charger provides battery analytics features with an LED display indicating charging status and warnings if any non-rechargeable or bad batteries are inserted. Other safety features include power cut-off timer and -dV full charge detection, which helps our customer to avoid over-charging, over-voltage and short-circuits, as well as preventing damage to the battery lifespan.

### Comprehensive Quality Certification

To meet regulatory requirements, the Group ensures that all relevant products obtain the necessary certifications and testing reports in accordance with national and international standards. These include IEC 62133-1 (NiMH batteries), IEC 62133-2 (Li-ion batteries), UL 1642, UL 2054, UL 217 (batteries for smoke alarms), the IEC 60086 series (primary batteries), and UN 38.3 (lithium cells/batteries).

The Group's 9V carbon zinc and alkaline batteries are among the few globally recognised components certified under UL 217 for smoke alarm applications. Additionally, three factories have obtained BIS ISI licenses for the Indian carbon zinc battery market, and the Group has registered relevant NiMH and Li-ion battery models under India's BIS CRS scheme, which is mandatory for secondary battery imports.

The Group also holds the MC Mark for alkaline battery imports into Malaysia, a Certificate of Conformity for carbon zinc batteries in Morocco. It has renewed its battery certification license for alkaline battery imports into Colombia through a successful product surveillance process.

In 2020, the Group introduced childproof packaging for coin-sized lithium batteries, featuring tamper-proof design, child safety pictograms, and warning labels, in compliance with IEC 60086-4 (Edition 5) and Australian ACCC requirements.

To support product compliance and performance, the Group operates accredited battery testing laboratories in Mainland China, Hong Kong, and Singapore. These facilities conduct testing in accordance with international standards to ensure product reliability. The Group also maintains robust hazardous substance control systems, and most of its factories are certified to ISO 9001, reinforcing its commitment to quality and regulatory compliance.

Figure 25. ISO 9001 Accreditation



## Community Investment

At the core of its operations, the Group places strong emphasis on sustainability and the development of resilient, inclusive communities in the regions where it operates. To this end, the Group actively engages with local stakeholders to understand their needs and ensure its business activities are aligned with broader community interests.

The Group's approach to sustainable community development begins with fostering a culture of social responsibility among its employees. This foundation enables the Group to generate lasting, meaningful impact and contribute to the overall well-being of the communities in which it operates.

Since 2014, GP Batteries has served as the exclusive battery supplier and an official sponsor of the Hong Kong Standard Chartered Marathon. This longstanding partnership reflects the Group's advocacy for healthy living and work-life balance. Employees are encouraged to participate in the marathon with family and friends, reinforcing brand engagement while advancing the Group's broader corporate social responsibility agenda.



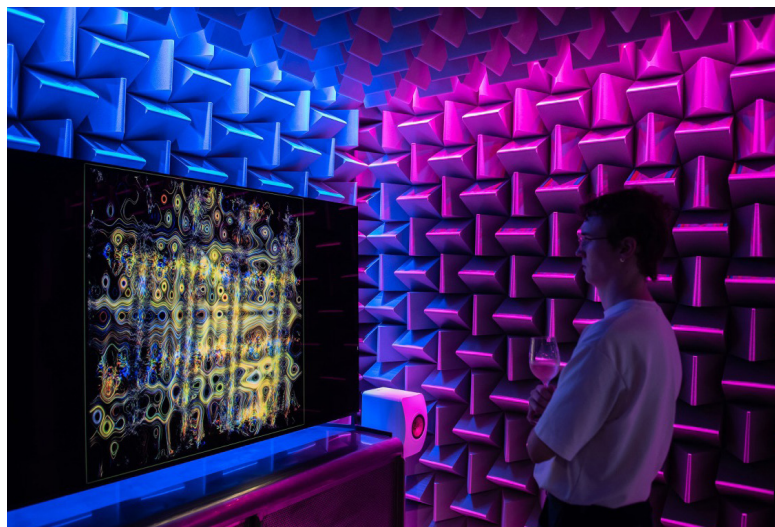
### **KEF – Supporting Art, Culture, and Local Communities**

At KEF, our commitment to Corporate Social Responsibility fuels our mission to support and nurture **arts and cultural communities**. We connect creators with lovers through **democratising high fidelity** to deliver emotional experiences.

Through innovative projects and strategic partnerships, we empower creators and artists to explore new horizons in sound and expression. By collaborating with local businesses, we strengthen community ties and drive economic growth. For example, the **“Journey Through Sound”** project brings together sound enthusiasts and immersive explorers, unveiling the transformative power of exceptional sound. The **“Sound of Life”** platform also showcases our dedication to enhancing cultural experiences and promoting artistic talent worldwide.

KEF is passionately committed to enriching the art and culture community. We will deepen our engagement with cultural circles to create meaningful social impact, enhancing communities both locally and globally.

#### **KEF. Listen and believe.**



Journey Through Sound - Re-Absorbed organised by the flagship KEF Music Gallery London in August 2024

The Group has actively promoted employee participation in various social responsibility initiatives, such as blood donation, Earth Hour and the Lai See Packet Recycling Campaign. These efforts reflect the Group's dedication to community engagement and sustainability. As a testament to this commitment, the Group has proudly received the Caring Company Logo from the Hong Kong Council of Social Service for 23 consecutive years, highlighting its long-standing contributions to social responsibility and community support.

During FY2025, the Group contributed around 1,700 hours to community activities related to education, environmental concerns, labour needs, health, culture and sport.

# Governance Practices

## Business Ethics and Integrity

The Group upholds the highest standards of ethical business conduct and is committed to operating with integrity and transparency under fair market competition. It maintains a zero-tolerance policy towards unfair trade practices, including bribery and corruption, and ensures full compliance with applicable laws and regulations across all transactions and business interactions.

The Board is responsible for upholding and promoting a strong ethical culture across the Group. To this end, a Code of Business Conduct and Ethics (the “Ethics Code”) has been adopted to provide guidance to Directors on managing ethical risks and responsibilities. The Ethics Code covers key areas such as avoiding conflicts of interest, protecting confidential information, ensuring legal and regulatory compliance, and promoting fairness in dealings with customers, suppliers, and competitors. All Directors are expected to act in accordance with the Ethics Code and lead by example.

The Board also encourages all employees to seek guidance when in doubt and to report any suspected breaches of laws or company policies. The Ethics Code provides clear procedures and communication channels for reporting concerns relating to improper conduct or unethical practices.

## Protection of Intellectual Property

The Group is committed to upholding intellectual property rights and strictly prohibits the use of infringing materials in its operations. It adheres to the core principles of copyright law, and all employees are required to comply with the Group’s copyright policy throughout their employment. Any employee found to have knowingly used unauthorised copies of copyrighted works in the course of their duties may face civil and criminal liability.

## Information Responsibility, Security and Privacy

The Group is committed to responsible advertising, ensuring that all marketing materials are truthful, accurate, and transparent, with a strong emphasis on sustainability. In line with its environmental principles, the Group prioritises lower-carbon communication channels, such as electronic advertising, over traditional paper-based alternatives.

To ensure compliance with applicable regulations, the Group places particular importance on accurate and transparent product labelling. Clear and comprehensive labelling is essential for building customer trust and promoting responsible business practices. Labels are designed to be easily understood, featuring legible text and language that is appropriate and in accordance with relevant laws and standards.

In parallel, the Group upholds the highest standards of data privacy and information security. A robust framework of internal policies governs the handling of personal data, including the Data Breach Policy, Data Retention Policy, Records of Processing Activity Policy, and other related guidelines addressing consent, storage, transfers, and privacy by design.

Personal data is stored securely, with access restricted to authorised personnel only. The Group does not disclose personal data of employees, customers, or suppliers to external parties without prior consent.

To reinforce these safeguards, the Group regularly conducts cybersecurity awareness training for employees, promoting responsible data handling and the protection of personal information across all stakeholder groups.



## Anti-corruption

The Group is firmly committed to preventing corruption, bribery, extortion, fraud, and money laundering, and to complying with all applicable anti-corruption laws and regulations. All employees are strictly prohibited from offering, receiving, or soliciting bribes or kickbacks, or engaging in any conduct that seeks to gain improper business advantages.

To reinforce this commitment, the Group has implemented a whistle-blowing policy that enables employees and external parties to report suspected misconduct in good faith and without fear of retaliation. Reports can be made through a confidential channel. Where investigation is warranted, the Head of Internal Audit leads the process, supported administratively by the Executive Directors, who may also engage an independent external party if appropriate. The identity of the whistle-blower is kept strictly confidential, and any form of retaliation is explicitly prohibited.

The Group's Code of Conduct requires all employees to comply with the laws of their respective jurisdictions, including anti-corruption and other laws governing ethical business conduct. In addition, the Group's Guidelines on Business Ethics and Integrity apply to employees, suppliers, and contractors, promoting ethical conduct across the value chain.

During FY2025, the Group remained fully compliant with all relevant laws and regulations related to anti-corruption. Training sessions were conducted to reinforce employee awareness of anti-corruption requirements and associated risks. No legal cases involving corrupt practices were brought against the Group or its employees during the year.

**Figure 26. Anti-corruption training**



**Interested Person Transaction (“IPT”)**

The Company has implemented an internal policy to govern transactions with interested persons. Clear procedures are in place for reviewing and approving such transactions to ensure transparency and compliance with applicable regulations. For more information, please refer to the section titled “Interested Person Transactions” in the Company’s Annual Report.

**Dealing in Securities**

The Group has adopted a Code of Best Practices on Securities Transactions, which sets out restrictions on securities dealings by Directors and officers. Specifically, dealings in the Company’s securities are prohibited during the period beginning one month before the announcement of half-yearly and full-year results, and ending on the date of the relevant announcement.

Furthermore, Directors and officers are expected to refrain from trading the Company’s securities based on short-term considerations. The Company confirms that it has fully complied with this Code in FY2025.

# ISSB IFRS S2 Climate-related Disclosures

## Content Index

Governance		
Para.	IFRS S2 Climate-related Disclosures	Section Index
(5)	The objective of climate-related financial disclosures on governance is to enable users of general purpose financial reports to understand the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	-
(6)	To achieve this objective, an entity shall disclose information about:	-
6(a)	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	-
6(a)(i)	how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Sustainability Governance Climate Change Management
6(a)(ii)	how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Sustainability Governance Climate Change Management
6(a)(iii)	how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	Sustainability Governance Climate Change Management
6(a)(iv)	how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and	Sustainability Governance Climate Change Management
6(a)(v)	how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets (see paragraphs 33–36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g)).	Sustainability Governance Climate Change Management
6(b)	management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	-
6(b)(i)	whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Sustainability Governance Climate Change Management

<b>Governance</b>		
<b>Para.</b>	<b>IFRS S2 Climate-related Disclosures</b>	<b>Section Index</b>
6(b)(ii)	whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Sustainability Governance  Climate Change Management

<b>Strategy</b>		
<b>Para.</b>	<b>IFRS S2 Climate-related Disclosures</b>	<b>Section Index</b>
(8)	The objective of climate-related financial disclosures on strategy is to enable users of general purpose financial reports to understand an entity's strategy for managing climate-related risks and opportunities.	-
(9)	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand:	-
9(a)	the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects (see paragraphs 10 – 12);	Climate Change Management
9(b)	the current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain (see paragraph 13);	Climate Change Management
9(c)	the effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan (see paragraph 14);	Climate Change Management
9(d)	the effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning (see paragraphs 15 – 21); and	Climate Change Management
9(e)	the climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities (see paragraph 22).	Climate Change Management
<b>Climate-related risks and opportunities</b>		
(10)	An entity shall disclose information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall:	-
10(a)	describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	Climate Change Management

Strategy		
Para.	IFRS S2 Climate-related Disclosures	Section Index
10(b)	explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk;	Climate Change Management
10(c)	specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term— the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Climate Change Management
10(d)	explain how the entity defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	Climate Change Management
Business model and value chain		
(13)	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity’s business model and value chain. Specifically, the entity shall disclose:	-
13(a)	a description of the current and anticipated effects of climate-related risks and opportunities on the entity’s business model and value chain; and	Climate Change Management
13(b)	a description of where in the entity’s business model and value chain climate-related risks and opportunities are concentrated.	Climate Change Management
Strategy and decision-making		
(14)	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:	-
14(a)	information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about:	Climate Change Management Sustainability Governance
14(a)(i)	current and anticipated changes to the entity’s business model, including its resource allocation, to address climate-related risks and opportunities;	Climate Change Management
14(a)(ii)	current and anticipated direct mitigation and adaptation efforts;	Climate Change Management
14(a)(iii)	current and anticipated indirect mitigation and adaptation efforts;	Climate Change Management
14(a)(iv)	any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity’s transition plan relies; and	Climate Change Management

Strategy		
Para.	IFRS S2 Climate-related Disclosures	Section Index
14(a)(v)	how the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36.	Climate Change Management
14(b)	information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	Climate Change Management
14(c)	quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	-
Financial position, financial performance and cash flows		
(15)	An entity shall disclose information that enables users of general purpose financial reports to understand:	-
15(a)	the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects); and	-
15(b)	the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	-
(16)	Specifically, an entity shall disclose quantitative and qualitative information about:	-
16(a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	Climate Change Management
16(b)	the climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;	Climate Change Management
16(c)	how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	-
16(c)(i)	its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to; and	-
16(c)(ii)	its planned sources of funding to implement its strategy; and	-

Strategy		
Para.	IFRS S2 Climate-related Disclosures	Section Index
16(d)	how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	-
<b>Climate resilience</b>		
(22)	An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances (see paragraphs B1–B18). In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:	-
22(a)	the entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:	-
22(a)(i)	the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;	Climate Change Management
22(a)(ii)	the significant areas of uncertainty considered in the entity's assessment of its climate resilience;	Climate Change Management
22a(iii)	the entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including; <ul style="list-style-type: none"> <li>(1) the availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities;</li> <li>(2) the entity's ability to redeploy, repurpose, upgrade or decommission existing assets; and</li> <li>(3) the effect of the entity's current or planned investments in climate-related mitigation, adaptation or opportunities for climate resilience; and</li> </ul>	Climate Change Management
22(b)	how and when the climate-related scenario analysis was carried out, including:	Climate Change Management

Strategy		
Para.	IFRS S2 Climate-related Disclosures	Section Index
22(b)(i)	<p>information about the inputs the entity used, including:</p> <ol style="list-style-type: none"> <li>1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios;</li> <li>2) whether the analysis included a diverse range of climate-related scenarios;</li> <li>3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;</li> <li>4) whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;</li> <li>5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;</li> <li>6) the time horizons the entity used in the analysis; and</li> <li>7) what scope of operations the entity use in the analysis;</li> </ol>	Climate Change Management
22(b)(ii)	<p>the key assumptions the entity made in the analysis, including assumptions about:</p> <ol style="list-style-type: none"> <li>1) climate-related policies in the jurisdictions in which the entity operates;</li> <li>2) macroeconomic trends;</li> <li>3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources);</li> <li>4) energy usage and mix; and</li> <li>5) developments in technology; and</li> </ol>	Climate Change Management
22(b)(iii)	the reporting period in which the climate-related scenario analysis was carried out (see paragraph B18).	Climate Change Management

Risk Management		
Para.	IFRS S2 Climate-related Disclosures	Section Index
(24)	The objective of climate-related financial disclosures on risk management is to enable users of general purpose financial reports to understand an entity's processes to identify, assess, prioritise and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process.	-
(25)	To achieve this objective, an entity shall disclose information about:	-
(25)(a)	the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:	-



Risk Management		
Para.	IFRS S2 Climate-related Disclosures	Section Index
25(a)(i)	the inputs and parameters the entity uses;	Climate Change Management
25(a)(ii)	whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	Climate Change Management
25(a)(iii)	how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Climate Change Management
25(a)(iv)	whether and how the entity prioritises climate-related risks relative to other types of risk;	Climate Change Management
25(a)(v)	how the entity monitors climate-related risks; and	Climate Change Management
25(a)(vi)	whether and how the entity has changed the processes it uses compared with the previous reporting period;	Climate Change Management
25(b)	the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	Climate Change Management
25(c)	the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Climate Change Management

Metrics and targets		
Para.	IFRS S2 Climate-related Disclosures	Section Index
(27)	The objective of climate-related financial disclosures on metrics and targets is to enable users of general purpose financial reports to understand an entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	-
(28)	To achieve this objective, an entity shall disclose:	-
(28)(a)	information relevant to the cross-industry metric categories (see paragraphs 29–31);	Emissions Climate Change Management
(28)(b)	industry-based metrics that are associated with particular business models, activities or other common features that characterize participation in an industry (see paragraph 32); and	Emissions Climate Change Management

Metrics and targets		
Para.	IFRS S2 Climate-related Disclosures	Section Index
(28)(c)	targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets (see paragraphs 33–37).	Emissions  Climate Change Management
<b>Climate-related metrics</b>		
(29)	An entity shall disclose information relevant to the cross-industry metric categories of:	
29(a)	greenhouse gases – the entity shall: <ul style="list-style-type: none"> <li>(i) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO<sub>2</sub> equivalent (see paragraphs B19 – B22), classified as:               <ul style="list-style-type: none"> <li>(1) Scope 1 greenhouse gas emissions;</li> <li>(2) Scope 2 greenhouse gas emissions;</li> <li>(3) Scope 3 greenhouse gas emissions;</li> </ul> </li> </ul>	Emissions
29(a)(ii)	measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs B23 – B25);	Climate Change Management
29(a)(iii)	disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs B26–B29), including: <ul style="list-style-type: none"> <li>(1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;</li> <li>(2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and</li> <li>(3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</li> </ul>	Climate Change Management
29(a)(iv)	for Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between: <ul style="list-style-type: none"> <li>(1) the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries); and</li> <li>(2) other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries);</li> </ul>	Climate Change Management

Metrics and targets		
Para.	IFRS S2 Climate-related Disclosures	Section Index
29(a)(v)	for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions (see paragraphs B30 – B31); and	Climate Change Management
29(a)(vi)	for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), and with reference to paragraphs B32-B57, disclose: <ul style="list-style-type: none"> <li>(1) the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and</li> <li>(2) additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance (see paragraphs B58 – B63);</li> </ul>	-
29(b)	climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks;	-
29(c)	climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks;	-
29(d)	climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities;	-
29(e)	capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities;	Climate Change Management
29(f)	internal carbon prices—the entity shall disclose:	-
29(f)(i)	an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and	Climate Change Management
29(f)(ii)	the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	-
29(g)	remuneration—the entity shall disclose:	-
29(g)(i)	a description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and	Sustainability Governance
29(g)(ii)	the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations.	-

Metrics and targets		
Para.	IFRS S2 Climate-related Disclosures	Section Index
<b>Climate-related targets</b>		
(33)	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose:	-
33(a)	the metric used to set the target.	Climate Change Management
33(b)	the objective of the target;	Climate Change Management
33(c)	the part of the entity to which the target applies;	Climate Change Management
33(d)	the period over which the target applies;	Climate Change Management
33(e)	the base period from which progress is measured;	Climate Change Management
33(f)	any milestones and interim targets;	Climate Change Management
33(g)	if the target is quantitative, whether it is an absolute target or an intensity target; and	Climate Change Management
33(h)	how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Climate Change Management
(34)	An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	-
34(a)	whether the target and the methodology for setting the target has been validated by a third party;	Climate Change Management
34(b)	the entity's processes for reviewing the target;	Climate Change Management
34(c)	the metrics used to monitor progress towards reaching the target; and	Climate Change Management
34(d)	any revisions to the target and an explanation for those revisions.	Climate Change Management
35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	Climate Change Management

Metrics and targets		
Para.	IFRS S2 Climate-related Disclosures	Section Index
(36)	For each greenhouse gas emissions target disclosed in accordance with paragraphs 33–35, an entity shall disclose:	-
36(a)	which greenhouse gases are covered by the target.	Climate Change Management
36(b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	Climate Change Management
36(c)	whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68–B69).	Climate Change Management
36(d)	whether the target was derived using a sectoral decarbonisation approach.	Climate Change Management
36(e)	the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the entity shall disclose information, including, and with reference to paragraphs B70–B71:	The Group did not use any carbon credits in FY2025
36(e)(i)	the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	-
36(e)(ii)	which third-party scheme(s) will verify or certify the carbon credits;	-
36(e)(iii)	the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	-
36(e)(iv)	any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset).	-

# The GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference and Remarks
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<b>GRI 2: General Disclosures 2021</b>		
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<b>2-2</b>	Entities included in the organisation's sustainability reporting	About the Group
<b>2-3</b>	Reporting period, frequency and contact point	Financial year ended 31 March 2025, Annually, gpind@gp.industries
<b>2-4</b>	Restatements of information	Restatements Emissions Energy Consumption
<b>2-5</b>	External assurance	Emissions
<b>2-6</b>	Activities, value chain and other business relationships	Environmental Stewardship Value Chain Management
<b>2-7</b>	Employees	Social Responsibilities
<b>2-8</b>	Workers who are not employees	Social Responsibilities
<b>2-9</b>	Governance structure and composition	Group Structure Sustainability Governance
<b>2-10</b>	Nomination and selection of the highest governance body	Annual Report - Corporate Governance Report - Selection, Appointment and Re-Appointment of Directors
<b>2-11</b>	Chair of the highest governance body	Sustainability Governance
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
<b>2-13</b>	Delegation of responsibility for managing impacts	Sustainability Governance
<b>2-14</b>	Role of the highest governance body in sustainability reporting	Sustainability Governance
<b>2-15</b>	Conflicts of interest	Governance Practices
<b>2-17</b>	Collective knowledge of the highest governance body	Annual Report - Corporate Governance Report - Board Composition and Size and Diversity
<b>2-18</b>	Evaluation of the performance of the highest governance body	Annual Report - Corporate Governance Report - Board Performance
<b>2-19</b>	Remuneration policies	Social Responsibilities
<b>2-20</b>	Process to determine remuneration	Social Responsibilities

GRI Standards	Disclosure Content	Section Reference and Remarks
<b>GENERAL DISCLOSURE (cont'd)</b>		
<b>GRI 2: General Disclosures 2021 (cont'd)</b>		
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2-22	Statement on sustainable development strategy	Board Statement
2-23	Policy commitments	Sustainability Governance
2-24	Embedding policy commitments	Board Statement Sustainability Governance
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2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality
<b>TOPIC MANAGEMENT DISCLOSURES</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Stakeholder Engagement and Materiality
3-2	List of material topics	Stakeholder Engagement and Materiality
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<b>Material Issue: Economic Performance</b>		
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	Annual Report – Consolidated Income Statement
<b>GRI 205: Anti-Corruption 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	Governance Practices
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GRI Standards	Disclosure Content	Section Reference and Remarks
<b>Material Issue: Environmental</b>		
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	Packaging Materials Usage
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organisation	Energy Consumption
302-3	Energy intensity	Energy Consumption
<b>GRI 303: Water and Effluents 2018</b>		
303-5	Water consumption	Water Consumption
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Emissions
305-4	GHG emissions intensity	Emissions
305-5	Reduction of GHG emissions	Emissions
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	Waste
306-2	Management of significant waste-related impacts	Waste
306-3	Waste generated	Waste
<b>Material Issue: Social</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Employee Well-being
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Human Capital
413-1	Operations with local community engagement, impact assessments, and development programs	Community Investment



# Appendix: Assurance Statement on Scopes 1 and 2 Carbon Emission Disclosures



## ASSURANCE STATEMENT

### SGS INTERNATIONAL CERTIFICATION SERVICES SINGAPORE PTE LTD'S ASSURANCE STATEMENT ON GP INDUSTRIES LIMITED SCOPE 1 AND 2 CARBON EMISSIONS DISCLOSURES IN FY2024/25

#### NATURE OF THE ASSURANCE

SGS International Certification Services Singapore Pte Ltd (hereinafter referred to as "SGS") was commissioned by GP Industries Limited (hereinafter referred to as "GP Ind") to commence a limited assurance external Assurance. The Assurance is limited to the disclosures of the Scope 1 and 2 Carbon Emissions (hereinafter referred to as the "Disclosures") and for the reporting period 1 April 2024 to 31 March 2025.

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance statement is provided with the intention of informing all GP Ind stakeholders.

#### RESPONSIBILITIES

The Disclosures, its presentation, and supporting documents provided to SGS are the responsibility of the directors, governing body, and the management of GP Ind. SGS has not been involved in the preparation of any of the material included in the disclosures.

Our responsibility is to express an opinion on the text, data, graphs, and statements within the scope of Assurance with the intention of informing all the intended users.

#### ASSURANCE STANDARDS, TYPE, AND LEVEL OF ASSURANCE

SGS performs the engagement based on internationally recognised assurance guidance and standards. The Assurance engagement has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements	Limited

#### SCOPE OF ASSURANCE

The scope of the Assurance was the evaluation of the GP Ind's submitted subject matter information for possible material misstatements when assessing against the below reporting criteria:

Reporting Criteria / Guidance	
1	WRI/WBCSD GHG Protocol – Corporate Accounting and Reporting Standard (Revised Edition) (for GHG Scope 1 and 2)

This engagement covers Assurance of emission from anthropogenic sources of greenhouse gases included within the organisation's boundary and is based on ISSA 5000.

- The organisational boundary was established following operational control approach.
- Title or description activities: GHG Assurance for GP Ind in Financial Year 2024/2025
- Location/boundary of the activities: Refer to Annex A
- Physical infrastructure, activities, technologies and processes of the organisation: Development, manufacturing and marketing of batteries and related products, and audio products.
- GHG sources, sinks and/or reservoirs included: Sources as presented in the inventory spreadsheet provided by GP Ind
- Types of GHGs included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>
- The IPCC 2021 AR6 GWP values are applied in this inventory for Scope 1 emissions with the exception of Natural Gas used in sites in the United Kingdom and South Korea.
- Emission factor:
  - (Scope 1) Direct emissions:
    - Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)
    - 2024 UK DEFRA Greenhouse Gas Conversion Factors for Company Reporting, Version 1.1
    - US EPA Emission Factors for Greenhouse Gas Inventories Version 15 January 2025
    - China Products Carbon Footprint Factors Database (2022)
  - (Scope 2) Indirect emissions:
    - 0.412 kgCO<sub>2</sub>e/kWh - SG  
(Announced by Energy Market Authority, Singapore in 2024)
    - 0.774 kgCO<sub>2</sub>e/kWh - MY  
(Announced by Suruhanjaya Tenaga (The Energy Commission), Malaysia in 2024)
    - 0.399 kgCO<sub>2</sub>e/kWh - TH  
(Announced by Energy Policy and Planning Office of Thailand in 2024)
    - 0.5856 kgCO<sub>2</sub>e/kWh – CN (Average National Grid)  
(Announced by Ministry of Ecology and Environment, China in 2024)
    - 0.56 kgCO<sub>2</sub>e/kWh – VN  
(Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.555 kgCO<sub>2</sub>e/kWh – KR  
(Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.828 kgCO<sub>2</sub>e/kWh – PL  
(Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.20705 kgCO<sub>2</sub>e/kWh – UK  
(Announced by Department for Environment, Food & Rural Affairs, UK in 2024)
    - 0.3517 kgCO<sub>2</sub>e/kWh – US  
(Announced by the Environmental Protection Agency, US in 2025)
    - 0.38 kgCO<sub>2</sub>e/kWh – HK (CLP)  
(Announced by CLP Power Hong Kong Limited in 2024)
    - 0.383 kgCO<sub>2</sub>e/kWh – DE  
(Referenced in National and European Emission Factors for Electricity in 2024)
    - 0.475 kgCO<sub>2</sub>e/kWh – JP  
(Announced by Tokyo Electric Power Company Holdings in 2024)
- GHG information for the stated period was verified: 1 April 2024 to 31 March 2025.
- Mitigation activities: NA
- The level of assurance agreed is limited assurance.
- Materiality : 5 %
- The version of inventory sheet: GP 2025 GHG Consolidation Template\_v20250714.xlsx
- The version of GHG statement: Climate Change Management - Metrics and Targets 20250711.docx
- Intended user of the Assurance opinion: Public

**SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE**

Reporting Boundaries		GHG Emissions (tCO <sub>2</sub> e)
Inventory categories	Description	
Scope 1	Stationary Combustion	272.49
	Mobile Combustion	424.32
	Fugitive Emissions	42.75
Scope 2	Purchased Electricity	39,825.49
	Purchased Heating	91.72
Total Scope 1 and 2 Emissions		40,656.78

**SUMMARY OF WORK PERFORMED**

The Assurance conducted between 27 May 2025 to 15 July 2025 comprised a combination of

- Pre-assessment research,
- Remote review of sampled factory activities to ensure completeness of GHGs identified through interviews with relevant employees such as the Finance and Sustainability team member(s) at GP Ind to confirm operational conditions and standard operating procedures,
- Review of documentation and data records,
- Sampling of the quantified amount records to confirm the accuracy of the source data used in calculations, and
- Recalculation of emissions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

SGS' approach is risk-based, drawing on an understanding of possible material misstatements in the subject matter and of the risks associated with modelling and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the reporting of KPI's and related themes.

**LIMITATIONS AND MITIGATION**

SGS assurance engagements are based on the assumption that the data and information provided by GP Ind have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

Financial data, where applicable, drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance. SGS expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

#### STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from the GP Ind, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

In conducting assurance engagements, SGS is governed by the 'SGS Code of Conduct' and the 'Ethics requirements as defined in the SAGSP2', which has been established with the requirements of the IESSA (International Ethics Standard for Sustainability Assurance), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

At SGS assurance quality control is governed through the Sustainability Assurance Global Systems Procedure (SAGSP). This quality management system compliments the requirements of ISAEs and are designed to be as demanding as quality control requirements stipulated by ISO17029:2019, and the ISQM1.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with relevant bodies. In particular, SGS has extensive experience with verification of greenhouse gas statements and is locally accredited by the Singapore Accreditation Council. SGS is recognised by the National Environmental Agency of Singapore as an accredited external auditor under the Carbon Pricing Act. The assurance team comprised of: Lead Assurance Practitioners / Assessors – Valerie Koh, Practitioners / Assessors – Adrian Lamano, Trainee Practitioner – Tan Shi Zhou, and Technical Reviewers – Metha Buaraksakul.

#### MATERIALITY

The performance materiality required for the Assurance was considered by SGS to 5%, based on the needs of the intended user of the Disclosures.

#### FINDINGS AND CONCLUSIONS

##### LIMITED ASSURANCE OPINION

On the basis of the methodology described and the Assurance work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria.

This opinion shall be interpreted with the GHG statement of GP Ind, as reported in "*Climate Change Management - Metrics and Targets 20250711.docx*" as a whole.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

Signed:

**Priyanka Mehta**

**Head of Sustainability and ESG Services**

**SGS International Certification Services Singapore Pte Ltd**

**15 July 2025**

**Verified by:**

Lead Verifier  
(Lead Practitioner):



**Valerie Koh**

Verifier:



**Adrian Lamano**



**Tan Shi Zhou**

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