GKE CORPORATION LIMITED

CROSSING BORDERS to Build a Greener CONNECTED FUTURE

SUSTAINABILITY REPORT 2025

CONTENTS

This Sustainability Report has been prepared by GKE Corporation Limited ("**Company**") for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "**Exchange**").

This Sustainability Report has been reviewed by the Company's sponsor, RHT Capital Pte Ltd, ("**the Sponsor**"). It has not been examined or approved by the Exchange which assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Mr Josh Tan at 36 Robinson Road, #10-06 City House, Singapore 068877.
Email: sponsor@rhtgoc.com.

ABOUT THE COMPANY

[GRI 2-1, 2-6]

GKE Corporation Limited ("**GKE**" or the "**Company**" and together with its subsidiaries, the "**Group**"), headquartered in Singapore, is a limited liability company incorporated in Singapore and a publicly listed company on the Catalist Board of Singapore Exchange Securities Trading Limited under Stock code 595 since 2003. GKE operates primarily in Singapore and China, with business activities structured across two main sectors: warehousing & logistics and strategic investments. The logistics division provides warehousing, freight, and supply chain services, while the investment arm holds diversified stakes in sectors such as infrastructure, retail distribution and agricultural technology.

GKE's value chain spans upstream suppliers (e.g., energy, packaging, transportation contractors), through its core operational services, to downstream clients including manufacturers, distributors, and retailers. Beyond its value chain, the Group maintains strategic relationships through subsidiaries and affiliated ventures across allied industries. The Company's organisational structure and governance framework support its role as a publicly listed entity, ensuring transparency, accountability, and alignment with shareholder interests. Further details of each subsidiary and their respective operations can be found in the on Page 2 of our Annual Report 2025.

OUR MISSION AND VISION

OUR VISION

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

OUR MISSION

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

CORE VALUES

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

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

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

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

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

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

MEMBERSHIP AND ASSOCIATIONS

GKE maintains memberships in industry associations such as the Singapore Business Federation and the Singapore Logistics Association, which enable us to stay updated on industry developments and adopt relevant best practices.

ABOUT THIS REPORT

ORGANISATIONAL DETAILS

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

This is the eighth Sustainability Report ("**Report**") of GKE for the financial year ended 31 May 2025 ("**FY2025**"). This Report published annually and was released on 30 September 2025 alongside GKE's annual financial report. Three years of historical data for key material topics are provided, where available, to enable meaningful year-on-year comparisons.

This Report is designed not only to enhance transparency and accountability but also to provide a valuable opportunity for engagement with our stakeholders, addressing the issues most material to them and to our business. The objective of preparing this Sustainability Report is to present the Company's approach toward sustainable operations by integrating Environmental, Social, and Governance ("**ESG**") factors into our business planning, operations, and decision-making processes.

Scope of the Report

The reporting period for this Sustainability Report covers 1 June 2024 to 31 May 2025 ("**FY2025**"). The Report encompasses GKE Corporation Ltd. and all its subsidiaries mainly in Singapore and China, based on the operational control approach, except for GKE Logistics (Middle East) Pte Ltd. Reporting practices across all entities have been aligned with the GRI framework to ensure consistency, comparability, and transparency.

While GKE has publicly filed audited consolidated financial statements, the scope of this Report differs from the financial reporting boundary, as it excludes GKE Logistics (Middle East) Pte. Ltd., which is included in the Group's financial statements. This entity was added as a new subsidiary in FY2025 but is not included in this Report due to its early stage of operations and limited data availability. We anticipate including it in future reports as more comprehensive data becomes available.

The reporting boundary for this year's Sustainability Report remains consistent with the previous year, with no other changes to the subsidiaries and operations covered. A diagram illustrating the Group's operational and corporate structure is included to show the entities within the reporting boundary.

Reporting Framework

This Report has been prepared in compliance with the sustainability reporting requirements set out in the Exchange Listing Rules 711A and 711B, as well as Practice Note 7.6. It has also been developed while referencing the six primary components stated in SGX-ST Listing Rule 711B on the "**comply or explain**" basis, which includes – (1) Material ESG factor, (2) Climate-related Disclosures, (3) Policies, Practices and Performance, (4) Targets, (5) Sustainability Reporting Framework, and (6) Board statement and associated governance structure for sustainability practices.

Additionally, this Report has been prepared in reference to the GRI Universal Standards 2021 and the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**"). In preparing this Report, we have adopted the GRI reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability to ensure the quality and reliability of our disclosures. Our GRI content index can be found on pages 52-58 of the Report.

In line with the Group's sustainability strategy, this Report also maps performance to the United Nations Sustainable Development Goals ("**UN SDGs**") most relevant to GKE's operations, including SDG 8 (Decent Work), SDG 9 (Industry, Innovation and Infrastructure), and SDG 13 (Climate Action).

Restatement

In FY2025, GKE identified a counting error in previously reported employee headcount figures. The error has since been corrected, and the adjusted numbers are reflected in this Report. Accordingly, certain historical headcount data presented in prior reports have been restated to ensure accuracy and consistency. No other restatements of previously reported information have been made.

Confirmation and Approval

The policies, practices, and performance data presented in this Report are derived from the company's data and documents. This Report has been reviewed by the Internal Audit function and endorsed by the Board of Directors.

Assurance

While this Report has not been externally assured, key environmental data has undergone internal review. The Company may consider external assurance as its reporting framework continues to mature.

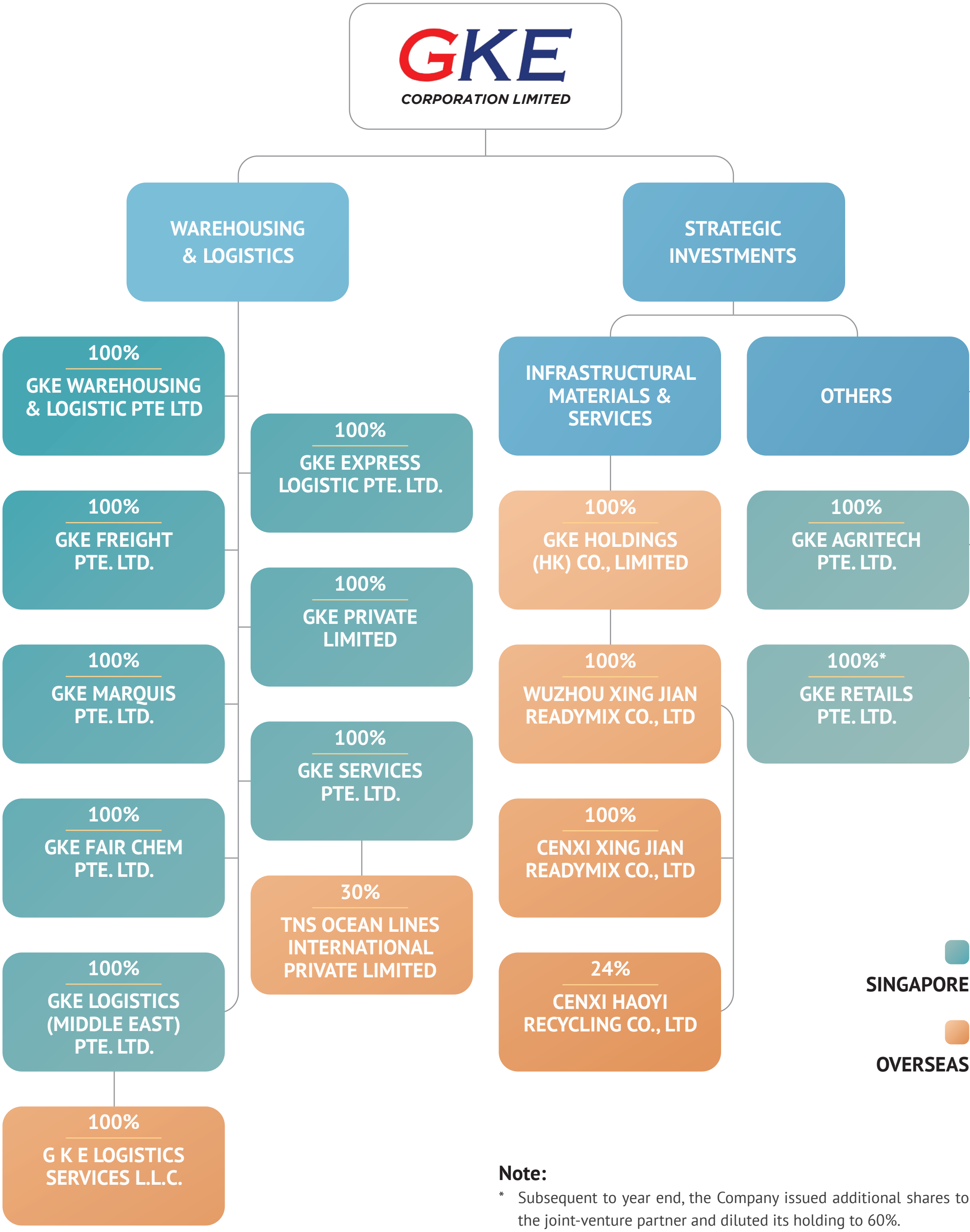
Feedback

We welcome feedback from our stakeholders to help us further improve our sustainability performance and reporting. For any feedback or questions regarding this Report, please reach us through the following channels.

Email: enquiry@gkegroup.com.sg

Tel: (65) 6261 7770

CORPORATE STRUCTURE



Note:

* Subsequent to year end, the Company issued additional shares to the joint-venture partner and diluted its holding to 60%.

BOARD STATEMENT

[GRI 2-22]

The Board of Directors of GKE acknowledges its responsibility for the Company's sustainability reporting. The Board has considered sustainability issues as part of the Company's overall strategy and business planning and has determined the material ESG factors relevant to our long-term success.

The Board oversees the management and monitoring of sustainability matters, including the identification and management of material ESG risks and opportunities. The Board has reviewed and approved this Report, which reflects the Company's commitment to integrating sustainability into our governance, strategy, and operations to create long-term value for stakeholders.

SUSTAINABILITY IN THE BOARD

[GRI 2-9, 2-11, 2-17, 2-18]

GKE's highest governance body is its Board of Directors, which is responsible for the overall management, strategic guidance, and long-term sustainability of the Group. The Board comprises five Directors: two Executive Directors and three Independent Non-Executive Directors, ensuring a strong independent element for objective judgment. The Executive Directors also serve as the Executive Chairman and Chief Executive Officer, providing effective leadership and stewardship in steering the Group's vision, strategy, and operations.

Collectively, Board members bring diverse expertise in finance, logistics, law, and corporate governance, with one female Director (20% representation) and a complementary mix of competencies relevant to managing the Group's environmental, social, and governance impacts. While the longest-serving Director has served for 20 years, the Nominating Committee ("**NC**") ensures compliance with the nine-year tenure limit for Independent Directors prescribed by Catalist Rules of Exchange. In addition, Board members hold other significant roles in corporations and law firms, contributing valuable external perspectives to support the Group's sustainable growth.

To assist in its responsibilities, the Board is supported by three standing committees with clearly defined Terms of Reference: the Audit Committee ("**AC**"), the NC, and the Remuneration Committee ("**RC**"). The AC oversees governance of risk, including financial, operational, compliance, and information technology risks, which encompass management of the Group's impacts. The NC is responsible for succession planning and diversity, while the RC ensures that remuneration policies support sustainable long-term value creation.

Oversight of sustainability is further strengthened through the Sustainability Committee ("**SC**"), chaired by Mr. Neo Cheow Hui, Chief Executive Officer and Executive Director. The SC consists of nine senior leaders from across business units, selected for their diverse perspectives based on duties, gender, and age. It is tasked with coordinating sustainability initiatives, raising awareness, assessing practices, identifying opportunities for improvement, and building capacity across the Group. The SC reports to the Board through quarterly updates to the AC (which covers risk management functions), ensuring clear accountability and governance.

The Board is directly involved in reviewing material ESG factors annually and plays an active role in the preparation, review, and approval of this Sustainability Report. To remain effective, the Board and its committees undergo annual performance assessments, and Directors are regularly updated on sustainability issues through management briefings and external sources. While the Board has identified communities, employees, investors, customers, and suppliers as its key stakeholder groups, there is currently no direct stakeholder representation on the Board or its committees. Nonetheless, employees and stakeholders may raise concerns through established whistleblowing procedures under the Group's Code of Conduct, reinforcing a culture of transparency, accountability, human rights, and integrity.

For more detailed information on the Board's governance structure, composition, and committee responsibilities, please refer to page 23-50 of our Annual Report 2025

BOARD NOMINATION

[GRI 2-10]

Board nominations at GKE are overseen by the NC, which is composed entirely of Independent Directors and chaired by Ms. Guo Xiaofei. The NC is responsible for recommending appointments and re-nominations, assessing Board and individual performance, reviewing independence, overseeing succession planning, and supporting ongoing training and professional development.

A formal process guides the selection of new Directors, including an evaluation of the Board's skills and experience, preparation of role descriptions, shortlisting and assessing candidates, and, where appropriate, engaging external search support before making recommendations to the Board. In line with the Company's Constitution, all Directors submit themselves for re-nomination and re-election at least once every three years, with one-third retiring by rotation at each Annual General Meeting. To ensure fairness and transparency, NC members abstain from voting on their own nominations.

The Board conducts annual evaluations of its overall effectiveness, Committees, and individual Directors through an internal review process led by the NC; no external facilitator was used in FY2025. In line with evaluation outcomes and tenure policies, the Board refreshed its composition during the year with the retirement of two long-serving Independent Directors, the appointment of a new Independent Director, and the proposed re-election of others, ensuring stronger diversity and skills alignment. For further details, please refer to the Report on Corporate Governance on pages 26–33 and 42–50 of our Annual Report 2025.

REMUNERATION POLICIES

[GRI 2-19]

Remuneration matters at GKE are overseen by the RC, which is composed entirely of Independent Directors and chaired by Mr. Wong Quee Quee, Jeffrey. The RC is responsible for recommending a remuneration framework for the Board and key management personnel ("**KMP**"), determining packages for Executive Directors, and ensuring that no Director participates in decisions regarding his or her own remuneration. The Company's remuneration policy comprises both fixed and variable components, including base salary, performance-based bonuses, and the GKE Employee Share Option Scheme 2021 ("**ESOS**"), to align rewards with corporate performance, individual contributions, and long-term shareholder value. Where appropriate, the RC may seek external professional advice, with safeguards to ensure independence, although no consultants were engaged in FY2025. Independent Directors receive only Directors' fees, subject to shareholder's approval at the AGM. Further details on remuneration policies, processes, and disclosures can be found on pages 31-33 of our Annual Report 2025.

CONFLICT OF INTEREST

[GRI 2-15]

GKE ensures that the Board of Directors exercises independent judgment and acts in the best interests of the Company, with clear processes in place to manage potential conflicts of interest. Directors facing conflicts are required to recuse themselves from discussions and abstain from related decision-making or voting. To strengthen accountability and governance, the roles of Chairman and CEO are clearly separated, supported by the appointment of a Lead Independent Director who provides a channel for confidential discussions, facilitates communication with independent directors, and assists in resolving conflicts when necessary. For further details, please refer to pages 23 and 28 of our Annual Report 2025.

Please refer to the Corporate Governance section of our Annual Report FY2025 for detailed information relating to the Composition of the Board, Criteria for nominating of Board members, Prevention and mitigation of conflict of interest, Board diversity, Communication of critical concerns, Collective knowledge of the highest governance body, Evaluation of the performance of the highest governance body, Remuneration policies, Process to determine remuneration and Annual total compensation ratio.

CLIMATE AND SUSTAINABILITY GOVERNANCE

POLICIES AND PRACTICES

GKE is committed to upholding the highest standards of integrity, accountability, and compliance in all business operations. Since its founding, the Group has conducted business guided by fairness, ethical responsibility, and adherence to all applicable local and international laws.

Our Code of Conduct serves as the cornerstone of this commitment, setting out clear expectations for all employees and directors. It covers a wide range of issues, from anti-bribery and corruption to respect in the workplace, customer focus, and responsible use of company property. The Code is approved by the Board and communicated to all employees, ensuring that it is well understood and embedded in daily operations. While comprehensive, the Code is an internal document intended solely for employees. All employees are required to comply with the Code and seek guidance when faced with uncertain situations.

The Code is supported by specific corporate policies—including the Anti-Bribery and Corruption Policy, Quality, Health, Safety and Environment ("**QHSE**") Policies and Procedures, and the Personal Data Protection Policy—which collectively define the Group's governance framework and provide guidance on responsible behaviour. Compliance is reinforced through internal controls, awareness programmes, and disciplinary measures where required.

Aligned with the precautionary principle, GKE takes proactive measures to prevent potential risks before they materialise, integrating environmental, social, and governance considerations into decision-making processes. Furthermore, GKE is firmly committed to respecting and upholding human rights across its operations and value chain, ensuring that the dignity, safety, and fair treatment of all individuals remain a top priority.

GKE believes that building a respectful, collaborative, and professional workplace culture is essential to achieving long-term business success. We place high priority on customer satisfaction, employee professionalism, and stakeholder trust, recognising that our ethical, social, and environmental performance is as important as the quality of our services.

Code of Conduct

Policy/Area	Key Provisions (as set out in the Code of Conduct and related policies)
Compliance with Laws	Employees must follow all local and international laws, including those related to environment, safety, and fair dealing, and refrain from unlawful or offensive behaviour.
Anti-Bribery & Corruption	Strict prohibition against offering, receiving, or promising anything of value—directly or through intermediaries—that could improperly influence a decision.
Customer Satisfaction	Service quality is prioritised as a foundation of trust; GKE recognises that ethical, social, and environmental performance is as important as operational excellence.
Respect in the Workplace	Discrimination, harassment, or victimisation is strictly prohibited. All relations must be built on diversity, mutual respect, and cooperation.
Employee Standards	Employees are expected to act with responsibility, professionalism, and entrepreneurship, while contributing to projects and decision-making with commitment and reliability.
Company Property	Employees must protect and use company assets responsibly, including equipment, facilities, and intellectual property (e.g., trademarks, confidential data).
Professional Conduct	Includes guidelines on personal appearance, fulfilling job duties with integrity, following supervisors' instructions, and encouraging teamwork and open communication.
Conflict of Interest	Employees must avoid situations where personal, financial, or other interests conflict with company interests, and must report potential conflicts to management.
Personal Data Protection	Commitment to safeguarding confidential information of the company, employees, customers, and partners against unauthorised use or disclosure.
Disciplinary Actions	Non-compliance with the Code results in proportionate actions, ranging from reprimands to suspension, termination, or legal proceedings for serious violations.

COMMITMENTS TO ADDRESS AND REMEDIATE NEGATIVE IMPACTS

[GRI 2-25, 2-26]

GKE has established a Whistle-Blowing Policy to ensure that concerns regarding potential improprieties, whether in financial reporting or other matters, can be raised through accessible and confidential channels. The policy guarantees that independent investigations are conducted promptly and appropriately, with corrective actions taken to strengthen internal controls and prevent recurrence. Outcomes of investigations may include administrative, disciplinary, civil, or criminal actions, all carried out in a fair and balanced manner, while protecting employees from reprisals or victimisation when reporting in good faith. The AC reviews the policy and its procedures periodically to ensure relevance, reports findings to the Board, and engages external advice or regulatory authorities when necessary. To date, no whistle-blowing cases have been reported. For further details, please refer to page 38 of our Annual Report 2025.

CLIMATE AND SUSTAINABILITY GOVERNANCE

STAKEHOLDER INCLUSIVENESS

[GRI 2-29]

In line with our commitment to sustainable development and transparent governance, we proactively engage with our key stakeholders to understand their concerns and integrate their feedback into our strategic decision-making. The framework for our ongoing dialogue is detailed in the table below.

Stakeholder Group	Engagement Approach	Interest and Concern	Our Response
Employees	Q&A sessions with senior management (quarterly); Employee surveys, including the 2025 Materiality workshop; Ongoing Company HR initiatives (well-being programs, training).	Career development opportunities, fair remuneration, workplace health & safety, organisational culture, job security.	Implemented targeted training programs, enhanced our performance review system, and regularly review compensation benchmarks to remain competitive.
Customers	Company website (www.gke.com.sg) and contact portals (ongoing); Networking sessions and business meetings (quarterly/bi-annual); Formal feedback channel (continuous).	Product/service quality and reliability, pricing, customer support, ethical business practices, innovation.	Established a dedicated customer service task force, enhanced our quality assurance protocols, and maintain transparent communication on service updates.
Investors & Shareholders	Half-yearly financial results briefings; Annual General Meeting ("**AGM**"); Annual Report; Announcements via SGXNet (continuous as required); Investor relations contact via corporate website.	Financial performance and returns, corporate governance, risk management, long-term strategy, ESG performance, timely access to information.	Provide transparent and timely financial reporting, disclose information fairly through SGXNet and the corporate website, facilitate active participation at AGMs, and maintain an accessible investor relations channel.

Stakeholder Group	Engagement Approach	Interest and Concern	Our Response
Suppliers	Networking sessions and business reviews (semi-annual); Site visits and direct interactions (ongoing); Performance evaluations.	Fair contract terms, on-time payment, long-term partnership stability, ethical and sustainable sourcing expectations.	Instituted a supplier code of conduct, streamlined our invoicing and payment processes, and engage in collaborative planning for mutual growth.
Communities	Community Relations Committees (ongoing); Interactions with government/authorities (as needed); Membership in industry associations (periodic).	Local employment opportunities, environmental impact, community development, responsible operations.	Develop local hiring initiatives, participate in community development projects, and maintain open dialogue to address operational concerns proactively.

In 2025, we conducted a targeted stakeholder survey with our employees, suppliers, and customers to better understand and prioritise their material topics. Employees were engaged through an in-person workshop with key representatives from across our business units, while suppliers and customers provided their feedback through structured online surveys. Furthermore, members of the Board of Directors were interviewed to gain their insights on critical sustainability concerns and to align on the Company's ongoing and future strategic direction. The consolidated insights from this comprehensive engagement have been integral to refining our materiality assessment and shaping our sustainability strategy for the coming year.

MATERIALITY ASSESSMENT

[GRI 2-29, 3-1, 3-2, 3-3]

GKE is committed to engaging meaningfully with stakeholders to identify the economic, environmental, and social topics that matter most to both our stakeholders and our business. In FY2025, we conducted a targeted digital survey with a representative group of internal and external stakeholders, including management, employees, customers, and vendors or subcontractors, yielding fifteen (15) responses. The feedback gathered was carefully analysed to prioritise material topics, which were then reviewed and validated by senior management. This process ensures that our sustainability reporting addresses the issues most relevant to our significant impacts and to stakeholder decision-making.

1 **IDENTIFICATION**
Compile the list of GRI Standards topics into a survey, using the material topics reported in GKE's 2023 and 2024 Sustainability Reports as a reference point.

2 **ENGAGEMENT**
Run an online stakeholder survey (23 June–2 July 2024) to collect views on the importance of each topic and its relevance to GKE's impacts.

3 **ANALYSIS**
Review and rank the survey responses to determine stakeholder priorities.

4 **ADJUSTMENT**
Management selects the highest-ranked environmental topics and adds them to the shortlist to ensure balanced coverage across all dimensions.

5 **VALIDATION**
Present the adjusted shortlist to senior management for review and final confirmation.

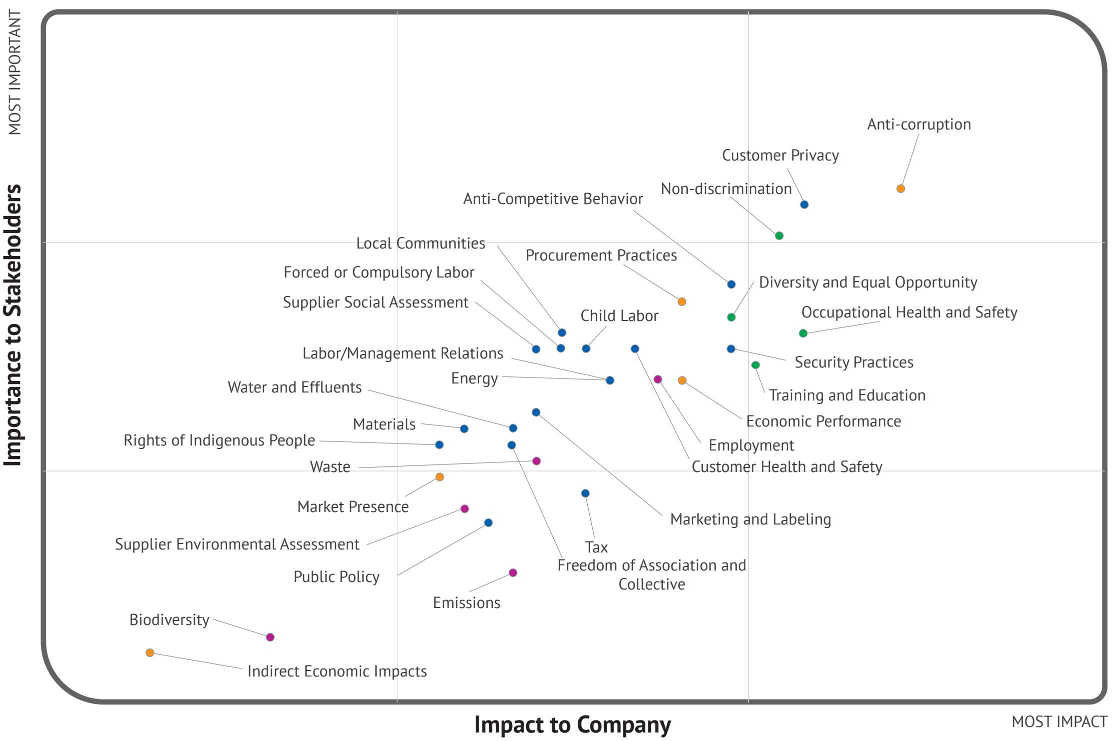
For FY2025, ten (10) material topics have been validated for inclusion in this Report. This selection reflects the survey's top-ranked results while maintaining a balanced coverage across environmental, social, and economic aspects. To further strengthen the process, we carried out a peer review with two other listed companies in the sector, benchmarking our results against industry practices. Following this peer review and management validation, it was determined that the ten (10) material topics identified in the FY2024 Sustainability Report remain the most appropriate and relevant for FY2025. In addition, the selection of material topics also considered the Company's future strategic direction and the decisions of top management. The list of prioritised material topics included in this report is presented below.

FY2025 GKE Survey Outcome of Material Topics	
GRI 205: Anti-corruption	GRI 401: Employment
GRI 418: Customer Privacy	GRI 302: Energy
GRI 403: Occupational Health and Safety	GRI 402: Water and Effluents
GRI 404: Training and Education	GRI 306: Waste
GRI 201: Economic Performance	GRI 305: Emissions

Stakeholder Engagement

The materiality matrix graphically maps GKE's material topics based on the results of our FY2025 stakeholder engagement survey. The vertical axis represents the significance of the topics' impacts on the economy, environment, and people, while the horizontal axis represents their influence on stakeholder assessments and decisions. Topics positioned in the upper-right quadrant, such as Anti-corruption, Customer Privacy, and Non-discrimination, were assessed as having the highest priority due to their strong combination of high impact and high stakeholder influence. This matrix was developed by first compiling a list of potential topics from the GRI Standards and prior year reports, then surveying a representative mix of internal and external stakeholders to rate their importance. The resulting rankings were analysed to plot each topic, providing a clear, visual prioritisation to guide our sustainability reporting and management focus for the year.

Materiality Matrix



CLIMATE AND SUSTAINABILITY GOVERNANCE

Performance Overview in FY2025

14.4%
increase year-on-year increase in revenue
from **S$110.6** million in FY2024
to **S$126.5** million in FY2025

7%
decrease in total Scope 1 and 2 emissions.
from **7,177** tCO_2e in FY2024
to **6,659** tCO_2e in FY2025

950
Employees in Singapore and China

99.4%
of our employees are permanent employees

248
tonnes of solid waste recycled

0
cases of breaches of customer privacy or loss of customer data

OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

SDG 3 Good Health and Well-Being	The Wuzhou Xing Jian's Ready-Mix Concrete ("**RMC**") plant in Wuzhou City, China ("**RMC plant**") has a fully enclosed structure and runs on electricity. The trucks and traffic areas are frequently sprayed with water and the trucks are also washed before they go onto the roads so as to minimise dust emissions. This helps to prevent the generation of dust particles which could be hazardous for the health of our employees and the neighbouring communities.
SDG 5 Gender Equality	GKE recognises the importance of women's participation and equal opportunities for leadership in the organisation.
SDG 8 Decent Work and Economic Growth	GKE strictly prohibits all forms of forced labour, including child labour, human trafficking, and modern slavery, across all our business operations. We are committed to providing fair and secure employment, with 98% of our workforce employed on a full-time basis and 99% engaged under permanent contracts. All employees receive fair wages in accordance with local regulations, reflecting our dedication to upholding labour rights and fostering a safe, equitable workplace.
SDG 11 Sustainable cities and Communities	The RMC plant in Wuzhou City, China, and Cenxi City with its fully enclosed structure, allows for a cleaner mixing process and prevents air pollution in neighbouring villages and communities.
SDG 12 Responsible Consumption and Production	GKE encourages reducing and recycling in all our operations. In FY2025, 248 tonnes of plastic, paper, metal, glass and carton boxes were recycled in Singapore. To conserve the use of water at our RMC plant in Wuzhou City, China, the water runoff from the washing of trucks is channelled into a water treatment facility which recycles the water for the RMC mixing process.
SDG 16 Peace, Justice and Strong Institutions	GKE does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromise equal opportunities in the recruitment process and career development.

CLIMATE-RELATED RISK AND OPPORTUNITIES

[GRI 201-2]

In accordance with Exchange Listing Rule 711B, GKE continues to disclose climate-related information under TCFD's four core pillars: Governance, Strategy, Risk Management, and Metrics & Targets. In line with SGX's recommendations for our sector, we are progressively working towards full TCFD alignment.

We began integrating TCFD disclosures in our FY2024 Sustainability Report by identifying key climate-related risks and opportunities. In FY2025, we expanded these efforts by conducting a comprehensive stakeholder survey to better understand and prioritise material climate-related risks. We also conducted a qualitative scenario analysis for the prioritised risks as part of SGX's recommended phased approach. These initiatives enhance our ability to assess climate-related risks and opportunities and strengthen the development of robust action plans and management strategies.

SUSTAINABILITY GOVERNANCE

[GRI 2-12,2-13,2-14]

The Board holds ultimate responsibility for overseeing the Group's sustainability strategy, including climate-related risks and opportunities, and ensuring these considerations are embedded into GKE's long-term business strategy and decision-making processes. The Board reviews and approves sustainability policies, sets strategic objectives, monitors progress against key performance indicators, and has reviewed and approved this Report prior to publication. Climate-related matters are formally reviewed by the Board at least annually, while significant risks or emerging opportunities are escalated for timely and informed decision-making.

Responsibility for managing sustainability matters is delegated to SC, chaired by the Chief Executive Officer and Executive Director and supported by nine (9) members from across the Group's business units, including a designated Sustainability Champion. Members are selected to reflect diverse perspectives by function, gender, and age. In addition to executing sustainability-related initiatives, the Committee also serves as a platform to receive and delegate information pertaining to employees' concerns, which are elevated to the Board for discussion where appropriate.

The Committee drives the Group's ESG strategies and programs, coordinates initiatives across operations, and provides quarterly updates to the Board's Risk Committee. Its responsibilities include guiding the identification, assessment, and management of climate-related risks and opportunities, monitoring adaptation and mitigation measures, and reviewing key sustainability performance indicators. To strengthen governance, GKE's Enterprise Risk Management ("**ERM**") framework has been expanded to incorporate climate-related and other sustainability risks.

Aligned with the SDG 13 – Climate Action, the Committee ensures that sustainability and climate considerations are fully integrated into strategic planning, enterprise risk management, and operational processes across the Group. An organisational table of the SC is provided below.

[GRI 201-2]

Sustainability Committee 2024/2025

Board of Directors	Board of Directors comprises two (2) Executive Directors and three (3) Independent Directors
Sustainability Committee (Head)	The Chief Executive Officer and Executive Director of GKE
Sustainability Members	Supported by nine (9) members from different business units of which one is the Sustainability Champion

Roles & Responsibilities of the Board & Sustainability Committee

Area of focus	Roles	Responsibility
Developing and Implementing Sustainability Strategies	Collaborate with leadership to set sustainability goals and objectives that align with the company's overall mission and values.	Design and implement sustainability initiatives, programs, and projects that reduce environmental impact, enhance social responsibility, and ensure economic viability.
Monitoring and Tracking Performance	Establish key performance indicators ("**KPIs**") to measure progress toward sustainability goals.w	Regularly review and analyse sustainability performance data, identify trends, and recommend improvements.
Ensuring Compliance and Risk Management	Ensure that the company adheres to local, national, and international environmental and social regulations and standards.	Identify potential sustainability risks, evaluate their impact, and implement risk mitigation strategies.
Overseeing Sustainability Reporting	Manage the process of sustainability reporting, including preparing and reviewing sustainability reports.	Ensure the accuracy, transparency, and completeness of information disclosed in sustainability reports, adhering to established frameworks like GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), or the UN SDGs (United Nations Sustainable Development Goals).
Engaging with Stakeholders	Facilitate communication and engagement with internal and external stakeholders, including employees, customers, investors, suppliers, and the community.	Gather feedback on sustainability efforts, respond to concerns, and incorporate stakeholder input into sustainability initiatives and reporting.
Promoting a Culture of Sustainability	Foster awareness and commitment to sustainability across the organisation.	Organise training sessions, workshops, and awareness campaigns to educate employees about the importance of sustainability and how they can contribute.

CLIMATE-RELATED
RISK AND OPPORTUNITIES

[GRI 201-2]

Area of focus	Roles	Responsibility
Benchmarking and Best Practices	Stay informed about industry trends, emerging sustainability practices, and benchmarking against peers. Stay informed about industry trends, emerging sustainability practices, and benchmarking against peers.	Conduct research on best practices in sustainability and recommend new initiatives that could benefit the organisation.
Advising Senior Management and the Board	Provide insights and recommendations on sustainability issues to senior management and the Board of Directors.	Prepare reports and presentations to inform decision-makers about sustainability challenges, opportunities, and performance.
Resource Allocation and Budgeting	Allocate resources effectively to support sustainability initiatives.	Develop budgets for sustainability projects and monitor expenditures to ensure cost-effectiveness and alignment with strategic goals.
Continuous Improvement and Innovation	Encourage innovation in sustainable practices and seek continuous improvement in sustainability performance.	Review sustainability outcomes regularly and implement changes to enhance the effectiveness and impact of sustainability efforts.

STRATEGY

Climate-related risks and opportunities are managed through a structured, multi-level approach across the organisation, involving cross-functional collaboration. Our risk management framework is aligned with TCFD recommendations and supports the systematic identification, assessment, and monitoring of both physical and transition risks.

In FY2024 and FY2025, the SC worked closely with business units and internal stakeholders to evaluate potential climate-related risks and opportunities, assess their financial and operational impacts over the short-, medium- and long-term time horizons, and monitor the progress of adaptation and mitigation strategies. These efforts ensure that climate considerations are consistently incorporated into GKE's overall risk management process.

GKE remains committed to mitigating GHG emissions, addressing climate-related risks, and building resilience against future climate challenges. Climate-related issues are discussed annually at the Board level, reinforcing their strategic importance. We continue to strengthen our governance, improve data quality (including specific Scope 3 emissions in the coming years), and refine scenario analysis to our climate strategy and action plans.

[GRI 201-2]

CLIMATE SCENARIO ANALYSIS

As a company operating in warehousing & logistics and strategic investments, GKE is exposed to both physical and transition risks associated with climate change. These risks have potential implications for our operational expenditure ("**OPEX**"), capital expenditure ("**CAPEX**"), and overall revenue.

To better understand these risks, we engaged internal stakeholders through a structured survey and risk assessment process. The following key risks were identified, validated, and approved by the Board:

Risk Type	Risk Category	Risk Level	Risk Identified
Transition Risk	**Policy and Legal**	High	Increased pricing of GHG emissions and cost of regulatory compliance
Transition Risk	**Market**	Medium	Increased cost of raw materials
Physical Risk	**Chronic**	Medium	Rising mean temperatures
Physical Risk	**Acute**	Medium	Increased severity of extreme weather events (e.g., cyclones and floods) affecting production

Our scenario analysis exercise helps assess the potential impacts of climate change and evaluate how different climate scenarios could impact business operations, supply chains, and market dynamics over time. By exploring different climate-related risks identified, the Group can identify key risks and opportunities. This analysis supports long-term resilience planning, ensuring operational continuity, and financial stability, helping the Group to proactively address transition and physical risks while reinforcing its commitment to sustainability and climate adaptation.

Scenario Framework & Approach

To align with global climate science and policy frameworks, we conducted qualitative scenario analysis based on two Shared Socioeconomic Pathways ("**SSPs**"): SSP1 and SSP5. These scenarios, selected in accordance with the Intergovernmental Panel on Climate Change ("**IPCC**") guidelines, allow us to assess both the impact of societal choices and the trajectory of greenhouse gas emissions.

Our appointed external consultant conducted a desktop review and qualitative analysis, incorporating industry expertise and credible analytical tools to assess business-relevant risks and opportunities under each scenario. This process enables our Board to make informed decisions on mitigation and adaptation strategies, ensuring long-term business sustainability. To ensure a comprehensive risk assessment, we analysed four (4) key climate-related risks (two (2) transition risks and two (2) physical risks) across the two (2) SSP scenarios, as outlined in the following tables over the Short Term: one (1) to three (3) years, Medium Term: three (3) to five (5) years and Long Term: five (5) to ten (10) years.

CLIMATE-RELATED
RISK AND OPPORTUNITIES

[GRI 201-2]

Qualitative Scenario Analysis for Transition Risks

<table>
<tr><th colspan="5">TRANSITION RISKS scenario analysis under SSP 1 scenario</th></tr>
<tr><td colspan="5">SSP 1 (temperature varying from 1 to 1.9°C) is the only pathway that meets the aspirational goal of the Paris Agreement by limiting global warming to below 1.5 °C. Under this scenario, societies switch to more sustainable practices, with the focus shifting from economic growth to overall well-being. There are more investments in education and health to accelerate the demographic transition. Inequality is reduced both across and within countries.</td></tr>
<tr><th colspan="5">Impact of Transition risks</th></tr>
<tr><td>High transition risks</td><td>Higher push on policies to reduce emissions</td><td>Rapid technological changes</td><td>Target for net zero by 2050 and limit global warming to 1.5°C</td><td>The sustainability of logistics businesses is challenged by global market volatility, climate change impacts, geopolitical decisions, and tariff wars</td></tr>
<tr><th>Risk Type</th><th colspan="2">Potential Impacts</th><th colspan="2">Adaptation or Mitigation Strategies</th></tr>
<tr><td>Increased pricing of GHG emissions

Policy and Legal transition risk rated as High over the short to medium term in our risk matrix.</td><td colspan="2">• Carbon Pricing & Compliance Costs: Anticipated increase in carbon taxes and compliance requirements may raise operating costs.
• Rising Operating Costs: Higher energy prices and environmental levies will increase OPEX for warehousing and logistics operations.
• Energy-Intensive Operations: Logistics and storage activities contribute significantly to GHG emissions, requiring more energy-efficient solutions.
• Adoption of Renewable Energy: Transitioning to renewables involves upfront CAPEX and higher initial OPEX, impacting short-term financial performance.</td><td colspan="2">As we operate in Singapore and China, with a global value chain, the impact of carbon pricing is an emerging concern.

With expected policy changes in the short to medium term, the outlook on carbon pricing is likely to shift. Carbon pricing, in various forms, is expected to play a central role in global climate strategies as countries transition to net zero over the next three decades. As of now, 46 countries have implemented carbon pricing policies, with this number expected to grow as momentum builds. Consequently, carbon taxes and incentives are likely to become a significant factor in future operations.</td></tr>
</table>

[GRI 201-2]

TRANSITION RISKS scenario analysis under SSP 1 scenario		
Risk Type	**Potential Impacts**	**Adaptation or Mitigation Strategies**
Increased pricing of GHG emissions Policy and Legal transition risk rated as High over the short to medium term in our risk matrix.	• **Regulatory Disclosure Requirements:** Stricter climate-related reporting obligations may increase administrative workload and risk of non-compliance penalties. • **Global Exposure:** Operating across Singapore and China exposes GKE to evolving carbon policies in both jurisdictions. **Current Status** • No carbon taxes paid to date, but rising electricity tariffs since FY2023 have had financial implications. • No fines or penalties recorded for GHG or environmental non-compliance. • Carbon pricing is expected to expand regionally and globally, influencing future cost structures.	Singapore: Carbon tax currently applies to facilities emitting ⩾25,000 tCO_2e annually. GKE is currently below this threshold but may face higher pass-through costs from suppliers and service providers. China: No nationwide carbon tax in place yet, but several provincial pilot carbon trading schemes are operational, signaling likely expansion of carbon pricing mechanisms in the medium term. In response to these evolving challenges and the increasing emphasis on sustainability, we have intensified our efforts to integrate sustainability within our operations and across our value chain to reduce GHG emissions. Our mitigation strategy is outlined below: • **GHG Reduction Initiatives:** Installed solar PV at 6 Pioneer Walk (capacity: 0.99 MWAC) to reduce grid electricity dependence. • **Waste Management:** Deployed recycling bins across offices and warehouses and engaged vendors for plastic, pallet, and cardboard recycling. • **Regulatory Preparedness:** Proactively track regulatory updates in Singapore, China, and key trading regions to anticipate compliance needs. • **Energy Efficiency Measures:** Exploring infrastructure upgrades (e.g., security and access systems) to optimise after-hours energy usage. • **Value Chain Engagement:** Intensifying collaboration with suppliers and customers to integrate sustainability practices and reduce scope 3 emissions.

CLIMATE-RELATED
RISK AND OPPORTUNITIES

[GRI 201-2]

TRANSITION RISKS scenario analysis under SSP 1 scenario		
Increased cost of raw materials Market transition risks are assessed as Medium over the short to medium term in our risk matrix.	Higher energy prices, the soaring inflation rate, and demand for sustainable products impact on the cost of our operations. Some of the impacts faced by GKE are outlined below: • **Inflationary Pressures:** Rising energy prices and global inflation increase procurement costs and reduce profit margins. • **Currency Volatility:** Exchange rate fluctuations affect input costs, particularly for imported raw materials and equipment. • **Supply Chain Disruptions:** Higher transportation costs, labour shortages, and port congestion affect delivery timelines and overall efficiency. • **Geopolitical Tensions & Trade Policies:** United States-China trade dynamics, export restrictions, and tariffs create cost volatility and potential supply constraints. • **Shift to Sustainable Inputs:** Growing demand for certified, sustainable materials increases costs due to limited supply and higher production standards.	Managing direct costs is a key challenge for our businesses. We must adopt a balanced approach—ensuring financial sustainability while optimising our operations and supply chains, to navigate rising costs without compromising our value chain trust. As a mitigation strategy for GKE, • **Track Sustainable Material Costs:** Begin monitoring the cost of sustainable raw materials and compare them against conventional materials currently in use to inform procurement decisions and cost-optimisation strategies. • **Strengthen Innovation Efforts:** While GKE does not have a formal R&D department, continuous improvement initiatives are managed by the Operations team. Establishing clear timelines and measurable targets for these initiatives will enable more structured optimisation and improved cost management. • **Energy Efficiency and Cost Control:** Implement operational efficiency measures (e.g., route optimisation, warehouse energy management) to offset rising input costs.

[GRI 201-2]

TRANSITION RISKS scenario analysis under SSP 1 scenario

Opportunities Arising from the Transition Risks

While transition risks such as rising carbon prices and increased raw material costs present financial and operational challenges, they also create opportunities for GKE to strengthen competitiveness, enhance resilience, and differentiate itself in the market.

1. **Energy Efficiency and Carbon Reduction Opportunities:** The growing focus on carbon pricing and compliance creates an incentive for GKE to accelerate energy-efficiency initiatives. By installing solar photovoltaic ("**PV**") systems, optimising warehouse energy usage, and investing in low-carbon technologies, GKE can reduce long-term operating costs, lower its exposure to future carbon taxes, and improve its emissions performance. These actions also position GKE as a preferred logistics partner for customers seeking to reduce their Scope 3 emissions.

2. **Cost Optimisation and Supply Chain Innovation:** The pressure from rising material and energy costs encourages GKE to adopt leaner, more efficient operational processes.

    - **Supplier Diversification:** Establish relationships with multiple suppliers, including regional partners, to minimise reliance on single-source suppliers and improve cost stability.
    - **Supply Chain Resilience Planning:** Work closely with logistics partners to identify alternative routes and ports to reduce risk of disruption from geopolitical tensions or extreme weather events.
    - **Digitalisation & Automation:** Leverage automation and data analytics to optimise inventory management and reduce wastage, lowering overall cost impact.

3. **Market Expansion:** Offering "green logistics" services can attract environmentally conscious customers and open new revenue streams.

By recognising and capitalising on these opportunities, GKE can not only mitigate the risks associated with the transition to a more sustainable future but also position itself for long-term success in a rapidly changing business environment.

[GRI 201-2]

Qualitative Scenario Analysis for Physical Risks

PHYSICAL RISKS scenario analysis under SSP 5 scenario				
SSP 5 (temperature varying from 5 to 8.5°C) is a Business as Usual ("**BAU**") scenario, where the push for economic and social development is coupled with the exploitation of abundant fossil fuel resources and the adoption of resource and energy-intensive lifestyles around the world. The high-growth energy intensive SSP5 shows the most overall emissions of any SSP, ranging from 104 GtCO2 to 126 GtCO2 in 2100[1], resulting in warming of 8.5°C.				
Impact of Transition risks				
High physical risks	Minimal transition policies are expected to be in place	Rapid technological development, but high challenges to climate adaptation due to persistent inequality and poverty in many parts of the world	Severe physical risks driven by increased GHG emissions despite some technological advancements	Increased frequency of extreme weather events (droughts, floods, cyclones) disrupting supply chains, affecting crop yields, and increasing operational costs

Risk Type	Potential Impacts	Adaptation or Mitigation Strategies
Rising mean temperatures Chronic physical risk is assessed as medium risk over the medium to long term in our risk matrix	Rising temperatures increase the frequency and intensity of heatwaves, posing serious health risks such as heat cramps, heat stroke, and even fatalities. Given the nature of our operations, unmitigated heatwaves could significantly disrupt the logistics and warehousing activities. GKE has experienced some operational disruptions in recent years due to extreme heat. Notable impacts include: • Health risks such as heat stress for outdoor and non-air-conditioned staff; • Adjusted work shifts and cooling measures needed to protect workforce; and • Potential productivity losses if shifts are reduced or rescheduled.	As global warming goes on unabated, the exacerbation of heat stress over time implies that GKE would eventually have to take this issue more seriously and to roll out mitigating measures. As a mitigation strategy, the Group adopted: • Heat Stress Management SOP with mandatory hydration breaks and shaded rest areas; • Air-conditioned rest zones and provision of hydration support; • Flexible work hours during peak heat periods; and • Regular health and safety training for staff.

1 https://www.carbonbrief.org/explainer-how-shared-socioeconomic-pathways-explore-future-climate-change/

[GRI 201-2]

PHYSICAL RISKS scenario analysis under SSP 5 scenario		
Risk Type	**Potential Impacts**	**Adaptation or Mitigation Strategies**
Increased severity of extreme weather events (e.g., cyclones and floods) affecting production Acute physical risk rated as medium in the medium and long terms in our risk matrix.	The increasing severity of extreme weather events, such as cyclones, floods, and intense storms, presents acute physical risks to logistics and warehousing companies, While Singapore itself is not directly impacted by cyclones due to its geographic location, it remains highly vulnerable to disruptions in global supply chains and localised extreme weather events. The major impacts GKE is experiencing are: • Operational disruptions due to flash floods causing cargo delays and temporary inaccessibility of warehouse areas; • Suspension of outdoor handling activities for safety reasons; • Commuting delays or road closures impacting staff availability; • Increased risk of accidents due to slippery surfaces, reduced visibility, and workplace hazards during storms; and • Risk of operational disruption if critical staff roles are unavailable during climate events.	GKE recognises the challenges that climate and environmental risks pose to our operations and long-term sustainability. To strengthen our resilience against acute physical risks and ensure consistent food supply, quality control, and price stability, we have implemented several adaptation and mitigation measures. Our adaptation or mitigation measures are outlined below: • Activation of Business Continuity Plan ("**BCP**") and disaster recovery procedures during weather events; • Flexible reporting times and remote work arrangements to accommodate commuting delays; • Clear evacuation procedures, safety briefings, and toolbox talk during adverse weather conditions; • Covered loading bays to protect workers from rain and sun during operations; • Cross-training of key functions to ensure operational continuity; • Well-documented SOPs and handover protocols; • Backup rosters and contingency teams in place; and • Work-from-home capabilities enabled for applicable roles.

CLIMATE-RELATED RISK AND OPPORTUNITIES

[GRI 201-2]

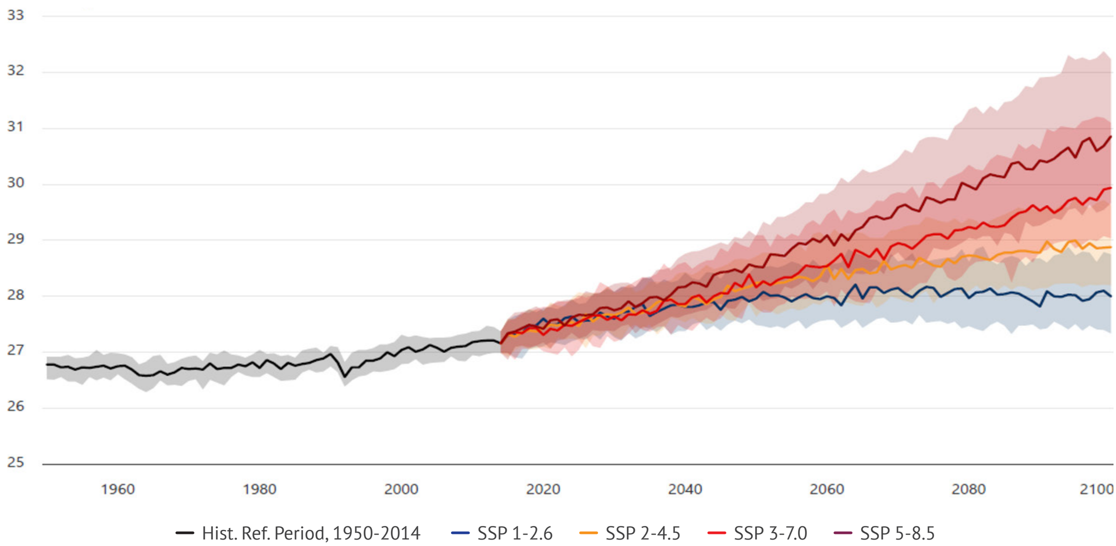
PHYSICAL RISKS scenario analysis under SSP 5 scenario
Opportunities Arising from the Transition Risks
While physical risks pose potential threats to business-as-usual operations, effectively managing these risks allows GKE to capture a range of qualitative benefits and opportunities. Further quantitative analysis will help GKE assess and prioritise these opportunities based on measurable impacts. List of benefits are as follows: • Strengthens organisational resilience and reduces downtime during climate events; • Enhances customer confidence through reliable service despite disruptions; • Builds reputation as a responsible employer prioritising safety and showcase leadership in ESG reporting and workforce resilience; • Enhances employee morale and engagement; • Strengthens employer brand and social license to operate; • Increases operational flexibility and responsiveness; • Minimises business interruption losses; and • Builds investor and stakeholder confidence in risk management approach.

We have provided a visual representation of these physical risks for the Singapore[2] and China regions, offering greater clarity and helping report readers better understand the significance of these risks.

Singapore Mean Temperature Rise Impacts

Projected Time Series Anomaly of Average Maximum Surface Air Temperature

- Singapore
- 1950-2100
- Multi-Model Ensemble
- Ref. Period: 1995-2014



2050

SSP 1-2.6
- 50th Percentile (or Median): 27.95°C
- 10-90th Percentile Range: 27.48 to 28.53°C

SSP 2-4.5
- 50th Percentile (or Median): 28.23°C
- 10-90th Percentile Range: 27.63 to 28.70°C

SSP 3-7.0
- 50th Percentile (or Median): 28.15°C
- 10-90th Percentile Range: 27.78 to 29.08°C

SSP 5-8.5
- 50th Percentile (or Median): 28.52°C
- 10-90th Percentile Range: 28.01 to 29.07°C

2100

SSP 1-2.6
- 50th Percentile (or Median): 27.99°C
- 10-90th Percentile Range: 27.33 to 28.74°C

SSP 2-4.5
- 50th Percentile (or Median): 28.87°C
- 10-90th Percentile Range: 27.19 to 28.62°C

SSP 3-7.0
- 50th Percentile (or Median): 29.93°C
- 10-90th Percentile Range: 29.03 to 31.09°C

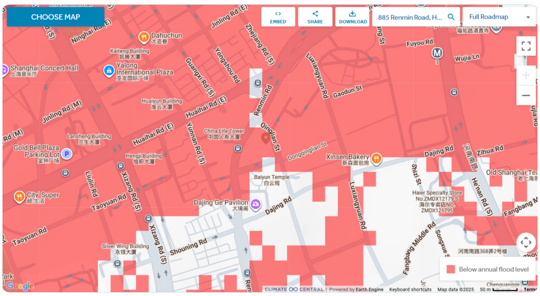
SSP 5-8.5
- 50th Percentile (or Median): 30.85°C
- 10-90th Percentile Range: 29.66 to 32.23°C

CLIMATE-RELATED RISK AND OPPORTUNITIES

[GRI 201-2]

The figure shows projected changes in temperature and precipitation over time for a specific area under different climate scenarios (“**SSPs”**). Shaded areas (p10–p90) show the range of model projections, reflecting uncertainty. Temperatures generally rise, while precipitation changes are less predictable. The wider the gap between p10 and p90, the less agreement there is among models. Differences between SSPs later in the century highlight how high-emission versus low-emission futures could affect local climate, helping to identify potential benefits of reducing emissions.

Projection of Land projected to be below annual flood level in 2050[2] China facilities are depicted below. The left image is of Shanghai location where most of the land will be impacted causing indirect impact, such as business, Supply Chains and transport, on the Xinjiang location. Both raises the risk alarm to monitor and manage.



Sustainability Scenario Analysis

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

In FY2025, GKE did not conduct a formal survey to identify SRROs with management, as we continue to report primarily in line with the GRI Standards. However, we have initiated efforts to understand likely SRROs that could be material to GKE, including:

1. Customer Privacy - Risks associated with safeguarding physical assets, employees, and customer data in compliance with regulatory requirements. Failure to manage these risks may lead to reputational damage.

2. Energy, Water, and Waste Management - Regulatory impacts relating to energy efficiency, responsible water usage, and proper waste management, which could increase costs if not accurately measured, monitored, and reported.

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

[2] https://coastal.climatecentral.org/map/8/82.1071/44.8939/?theme=sea_level_rise&map_type=year&basemap=roadmap&contiguous=false&elevation_model=best_available&forecast_year=2050&pathway=ssp3rcp70&percentile=p50&refresh=true&return_level=return_level_1&rl_model=coast_rp&slr_model=ipcc_2021_med

[GRI 201-2]

RISK MANAGEMENT

GKE recognises that climate change poses both risks and opportunities that can impact our operations, financial performance, and long-term resilience. Our approach to managing these factors is integrated into the Group's overall risk management framework, guided by the TCFD requirements.

The summary of GKE's risk and opportunity management processes is presented in the table below.

GKE Processes & Practices	Findings
Identification, assessment, prioritisation, and monitoring of climate-related risks	• Cross-functional workshops and surveys with business units • Inputs: historical energy, water, and emissions data; regulatory updates; stakeholder feedback • Scenario analysis using SSPs to assess transition (carbon pricing, raw material costs) and physical risks (extreme weather, rising temperatures) • Risk assessment considering likelihood, magnitude, and operational/financial impacts • Prioritisation within overall enterprise risk framework • Monitoring via Sustainability Committee; tracking operational disruptions, workforce safety, energy consumption, and emissions
Continuous improvement of risk management process	• Conducted detailed scenario analysis • Qualitative assessment of workforce-related physical risks • Enhanced internal surveys and workshops to refine prioritisation
Identification, assessment, prioritisation, and monitoring of climate-related opportunities	• Scenario analysis to identify opportunities in renewable energy, energy efficiency, sustainable materials, and green logistics services • Prioritisation based on potential operational or financial impact • Engagement with business units to explore R&D and innovation opportunities for sustainability
Integration of climate-related risks and opportunities into overall risk management	• Climate considerations embedded in ERM and business strategy • Board and SC review at least annually • Climate-related findings influenced the Board's decision on capital allocation, operational improvements, workforce planning, and long-term corporate strategy

CLIMATE-RELATED RISK AND OPPORTUNITIES

[GRI 201-2]

Risk Assessment Findings

The findings of the material risks are presented in the tables named Qualitative Scenario Analysis for Transition Risks and Qualitative Scenario Analysis for Physical Risks.

Risk Mitigation and Adaptation

The adaptation and mitigation measures are listed in the tables named Qualitative Scenario Analysis for Transition Risks and Qualitative Scenario Analysis for Physical Risks.

METRICS AND TARGETS

The metrics and targets for each material topic are presented within the respective sections of this Report. Environment related metrics are detailed under the section “Protecting Our Planet and Inspiring Change”.

Energy Management

GKE tracks total energy consumption and calculates energy intensity in line with the GHG Protocol. The Group is implementing ongoing initiatives to enhance operational efficiency, including energy-saving measures and process optimisations aimed at reducing overall energy use and emissions.

Water Management

Using the World Resources Institute’s Aqueduct® tool, GKE continues to assess water-related risks and potential areas of water stress. The Group remains committed to strengthening water management practices through improved monitoring, efficiency measures, and responsible consumption across all operations.

Waste Management

GKE tracks the volume of waste generated and diverted from disposal, with a strong emphasis on improving data accuracy. For hazardous waste, the Group is enhancing the granularity and consistency of its reporting by capturing precise tonnage and strengthening traceability across hazardous waste streams.

Climate-related risks and opportunities have been assessed qualitatively this year, with plans to progress toward quantitative measurement and analysis in the coming years. The details of the study can be found in under the section “Climate Scenario Analysis”.

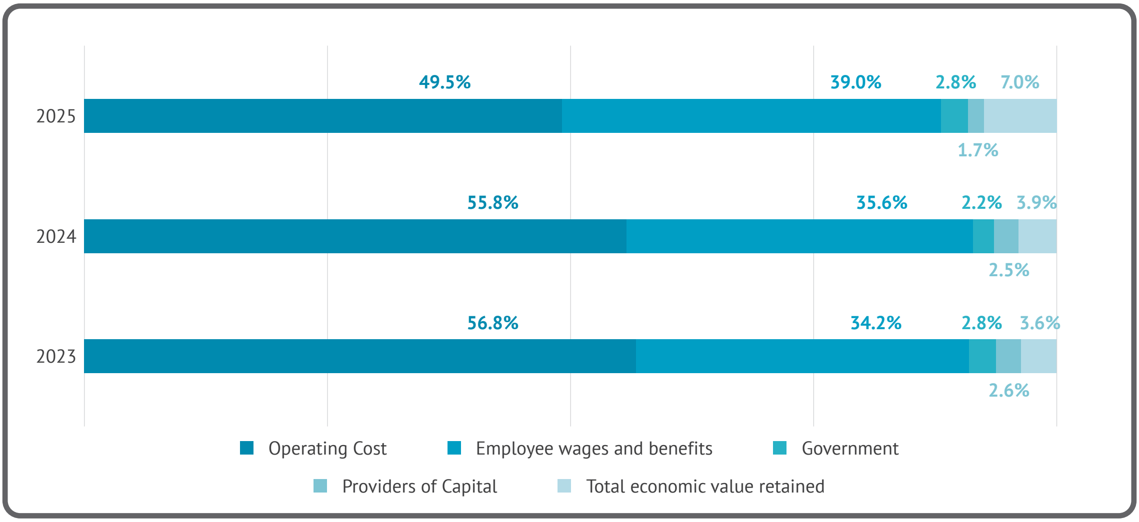
ECONOMIC PERFORMANCE

GKE remains committed to generating sustainable economic value for both our shareholders and the communities in which we operate. Our direct economic contributions demonstrate our ability to facilitate trade, support infrastructure development, and create stable employment opportunities.

In FY2025, GKE achieved a record S$126.5 million in revenue, representing a 14.4% increase from FY2024, which amounted to S$110.6 million. Of the total economic value generated, 49.5% (S$62.6 million) was allocated to operational costs, while 39% (S$49.3 million) was invested in employee wages and benefits. Contributions to government in the form of income taxes accounted for 2.82% (S$3.6 million), and 1.7% (S$2.2 million) was distributed to providers of capital as interest.

The total economic value retained by the company was 7.0% (S$8.8 million), nearly double the 3.9% (S$3.9 million) retained in FY2024, reflecting GKE's strengthened financial performance and capacity to reinvest in strategic growth initiatives.

Distribution of revenue (%)



We recognise the financial implications of climate change, including potential risks from future carbon regulations and physical threats to our assets from extreme weather. Conversely, we see opportunities in offering green logistics services and investing in energy-efficient technologies to reduce costs and attract environmentally conscious clients.

The Group does not have any defined benefit pension plan obligations. Our commitments are limited to defined contribution plans, with total employer contributions of S$3.2 million for FY2025. We received S$600,000 in government grant income, which was applied in accordance with the respective schemes' terms. For further details about our economic performance, please refer to our Annual Report 2025.

ANTI-CORRUPTION

GKE upholds an uncompromising stance against corruption, bribery, and all forms of unethical business practices, recognising that integrity and transparency are essential to our long-term success and license to operate. This commitment extends across our operations and value chain, covering interactions with employees, suppliers, contractors, and public officials.

Our Code of Conduct and Anti-Bribery and Corruption Policy strictly prohibit employees from offering, receiving, or promising anything of value or advantage—whether directly or through an intermediary—that could improperly influence a business decision. These policies are binding on all employees and directors and are reinforced through contractual obligations with business partners. Employees are required to seek guidance in cases of doubt and to report suspected misconduct through established internal channels.

In FY2025, no formal or dedicated corruption risk assessments were undertaken; however, the Group continues to maintain internal controls and review mechanisms to safeguard compliance with anti-corruption laws and standards. All employees and management received communication of our anti-corruption commitments through the Code of Conduct and internal communication channels. While no specific anti-corruption training sessions were conducted during the year, structured awareness programmes are planned for subsequent years to extend to employees, governance body members, and business partners.

No confirmed incidents of corruption were reported in FY2025. As a result, no disciplinary actions, dismissals, contract terminations, or referrals to public authorities occurred. This outcome is consistent with FY2024, when no cases were identified. The Group also did not incur any significant fines, penalties, or non-monetary sanctions for non-compliance with laws and regulations during the reporting year, reaffirming our commitment to operating responsibly and in line with regulatory expectations.

Looking ahead, GKE remains committed to broadening corruption risk assessments across significant business units, strengthening structured training programmes for both employees and partners, and maintaining our zero-incident track record through vigilance, transparency, and accountability. Further details of our anti-corruption framework, whistleblowing mechanism, and compliance governance can be found on pages 24-25 and 38 in our Annual Report 2025.

ENERGY AND EMISSIONS

Energy management remains a critical lever in GKE's pursuit of operational efficiency and environmental stewardship. As one of the leaders in providing warehousing and logistics solutions, we are mindful of the environmental impact of our operations and continue to adopt measures to improve energy efficiency across our businesses in Singapore and China. The management of energy consumption, whether from renewable or non-renewable sources, is a material topic given its direct impact on greenhouse gas emissions and operating costs.

To advance this commitment, we continue to invest in energy-efficient technologies and operational improvements. In our logistics business, we operate our own dedicated fleet of vehicles, including prime movers and trailers, and have progressively replaced older trucks with Euro VI models. These vehicles comply with the air pollution regulations set by Singapore's National Environment Agency, reducing nitrogen oxide pollutants and fine particulate matter. As of 31 May 25, 70% of our fleet vehicles comply with Euro VI emission standards, which is a 10% increase from 2024. We have also installed energy-efficient LED lighting and modern HVAC systems across warehouses and expanded the use of renewable energy through rooftop solar panel installations. These initiatives form a core part of our long-term decarbonisation pathway.

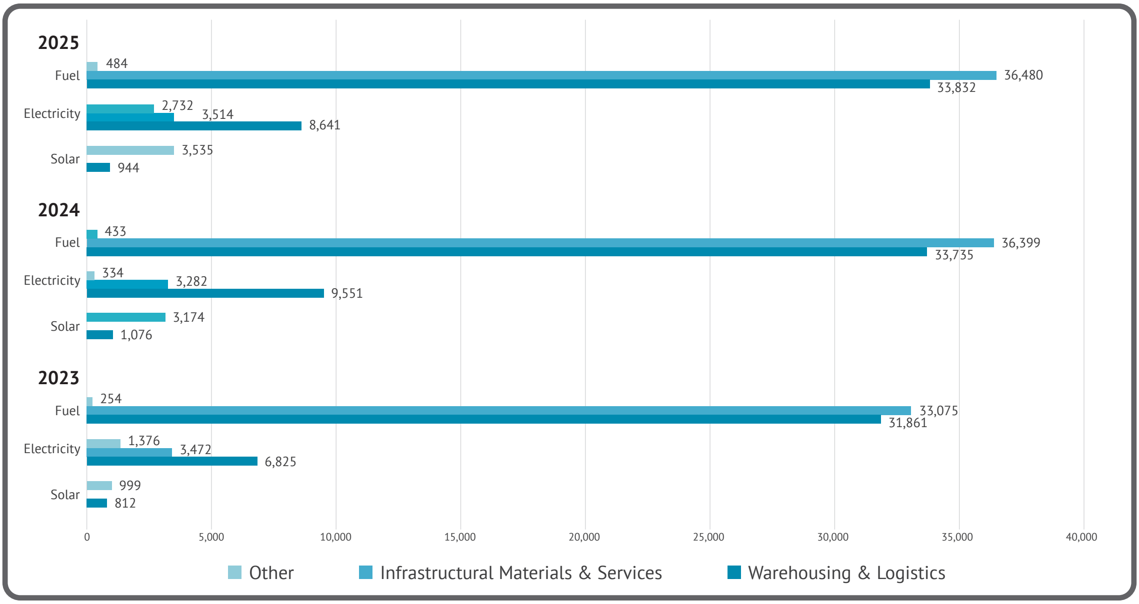
In FY2025, GKE's total energy consumption amounted to 90,163 GJ, up from 87,984 GJ in FY2024. The overall increase was primarily driven by the rapid development and expansion of GKE Agritech, which falls under the "Other" Business Segment and has been the fastest-growing operation within GKE this year. The rise in energy use was also influenced by the conversion of office space into indoor hydroponic farming, with renovations completed toward the end of FY2024. As a result, additional electricity was consumed in FY2025 to support the energy-intensive hydroponic farming methods. In addition, GKE has, for the first time, calculated and included the energy consumption of its retail business in this year's reporting, contributing further to the increase.

The Warehousing & Logistics segment continued to account for the largest share of energy use, consuming 43,416 GJ in FY2025, a decrease of 2.1% from 44,362 GJ in FY2024. The Infrastructural Materials & Services segment recorded a slight increase in energy consumption, from 39,682 GJ in FY2024 to 39,995 GJ in FY2025, due to ongoing operational activities and process requirements. The "Others" Business Segment, including GKE Agritech, saw a substantial 71.4% increase in consumption, rising from 3,940 GJ in FY2024 to 6,751 GJ in FY2025, reflecting the significant operational development and expansion of Agritech.

Approximately 5% of GKE's total energy consumption in FY2025 was derived from renewable sources, primarily solar energy generated by rooftop panels on our warehouses, compared with 4.8% in FY2024. Renewable energy production increased by 5.4% year-on-year, from 4,249 GJ in FY2024 to 4,479 GJ in FY2025, following the completion of solar panel installation at the 6 Pioneer Walk warehouse in 2024. In FY2025, GKE Agritech contributed 79% of the renewable energy generated, with the Warehousing & Logistics segment accounting for the remainder.

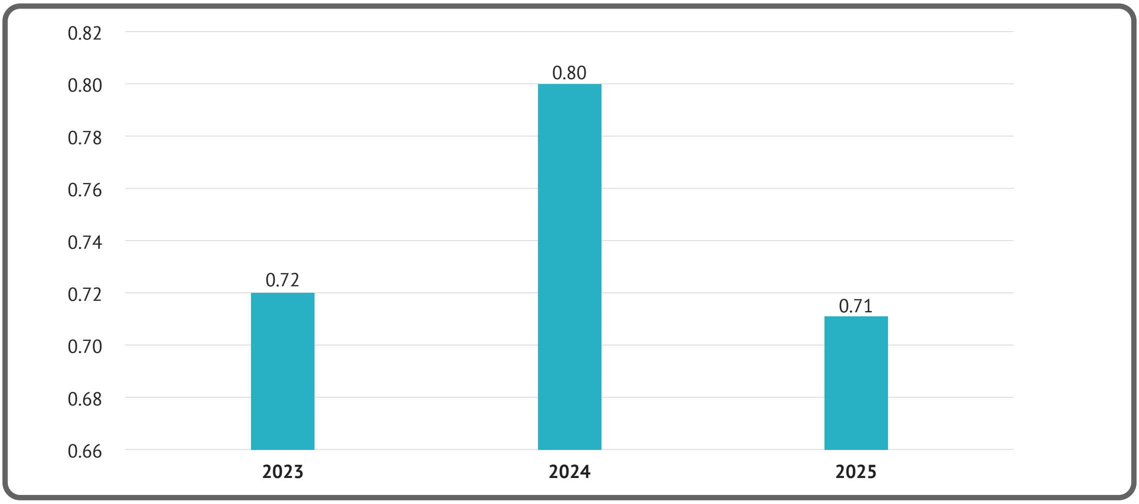
These results highlight GKE's continued commitment to improving energy efficiency, supporting the growth of its rapidly expanding operations, and integrating renewable energy into its overall energy portfolio.

Total Energy Consumption (GJ)



In FY2025, GKE's energy intensity was 0.713[3] GJ per thousand SGD revenue, an improvement compared to 0.796 GJ per thousand SGD revenue in FY2024 and slightly below 0.722 GJ per thousand SGD revenue in FY2023. The reduction reflects continued efforts to optimise energy use across our operations, supported by investments in energy efficiency assets and renewable energy generation.

Energy Intensity (GJ per S$ '000 revenue)



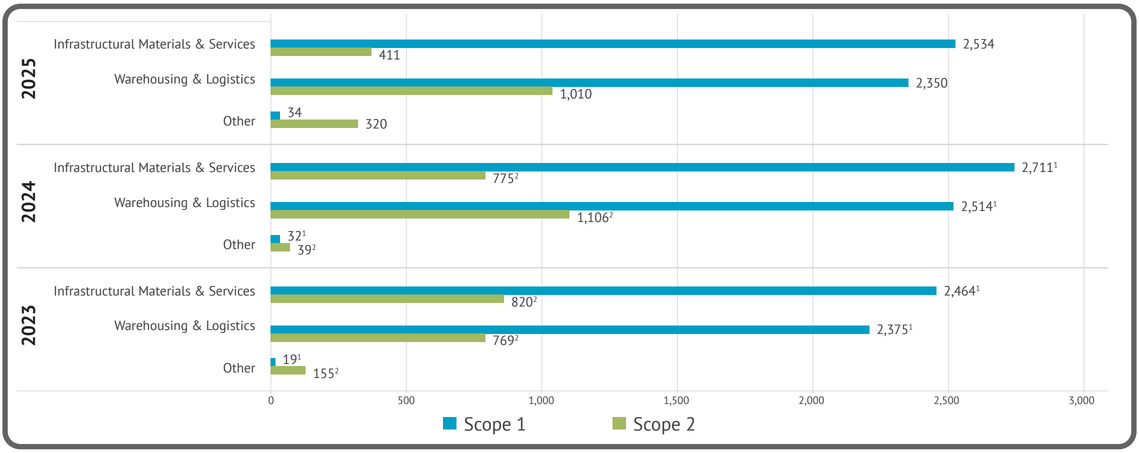
[3] Calculated by Total Energy Consumption in GJ/ Total Revenue per thousands

GKE acknowledges its role in contributing to climate change and remains fully committed to understanding, managing, and reducing its greenhouse gas ("**GHG**") emissions. This topic is highly material to a wide range of stakeholders, including regulators, investors, customers, and the community. We recognise that decarbonising our operations is essential for long-term planetary health and business sustainability. Our management boundary currently encompasses direct (Scope 1) and indirect (Scope 2) emissions, and GKE currently only calculates and collects carbon emissions.

At present, GKE does not calculate emissions of ozone-depleting substances ("**ODS**") or nitrogen oxides ("**NOx**"), sulfur oxides ("**SOx**"), and other significant air emissions. In addition, Scope 3 emissions are not currently calculated and therefore are not included in this report. The company is committed to enhancing its environmental data management systems to enable the measurement and disclosure of these indicators in the future and is actively preparing to assess and report Scope 3 emissions as part of its ongoing sustainability efforts.

In FY2025, our total Scope 1 and Scope 2 GHG emissions amounted to 6,659 tCO_2e, a 7% reduction from 7,177 tCO_2e in FY2024. Scope 1 emissions represented approximately 74% of total emissions, primarily from trucks in our RMC plants in Wuzhou City and Cenxi City, China, as well as vehicles in our Warehousing & Logistics operations in Singapore. Scope 2 emissions were mainly associated with electricity consumption across our Warehousing & Logistics and Infrastructural Materials & Services segments. Contributions from our solar generation in Agritech operations continued to offset electricity consumption in the "Others" Business Segment.

Total Scope 1 & 2 GHG Emissions (tCO_2e)

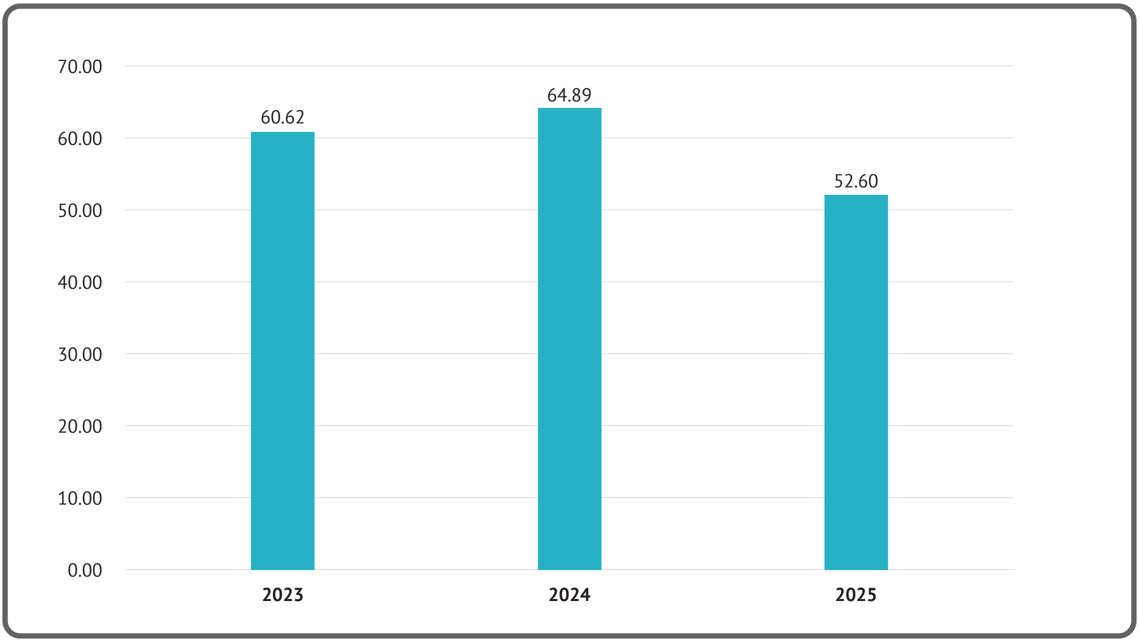


The decrease in total emissions reflects the positive impact of our GHG reduction initiatives. Key measures include the expansion of our fleet compliant with Euro VI emission standards and the increased share of solar power in our electricity production, both of which have helped to lower our carbon footprint. Notably, emissions have decreased despite an overall increase in energy consumption.

As a result, our Scope 1 and Scope 2 GHG intensity improved to 52.6[4] tCO_2e per million SGD revenue, compared to 64.9 tCO_2e per million SGD revenue in FY2024, demonstrating the effectiveness of our ongoing efforts to decarbonise operations while supporting business expansion.

[4] Emission Intensity was calculated by dividing Total Emission Consumption/ Revenue per SGD million

Emission Intensity tCO_2e per S$ million



To reduce our emissions even further, we continue to focus on operational efficiency and technological improvements. Transport and Network Optimisation remains a cornerstone of our logistics operations, where we optimise delivery routes, manage loads effectively, and implement driver guidance to reduce fuel consumption, idling, and unnecessary emissions. Regular vehicle maintenance enhances fuel efficiency, while the replacement of older trucks with Euro VI-compliant models helps reduce nitrogen oxide and particulate emissions. In parallel, the expansion of renewable energy generation from our solar panels supports the transition towards cleaner energy use.

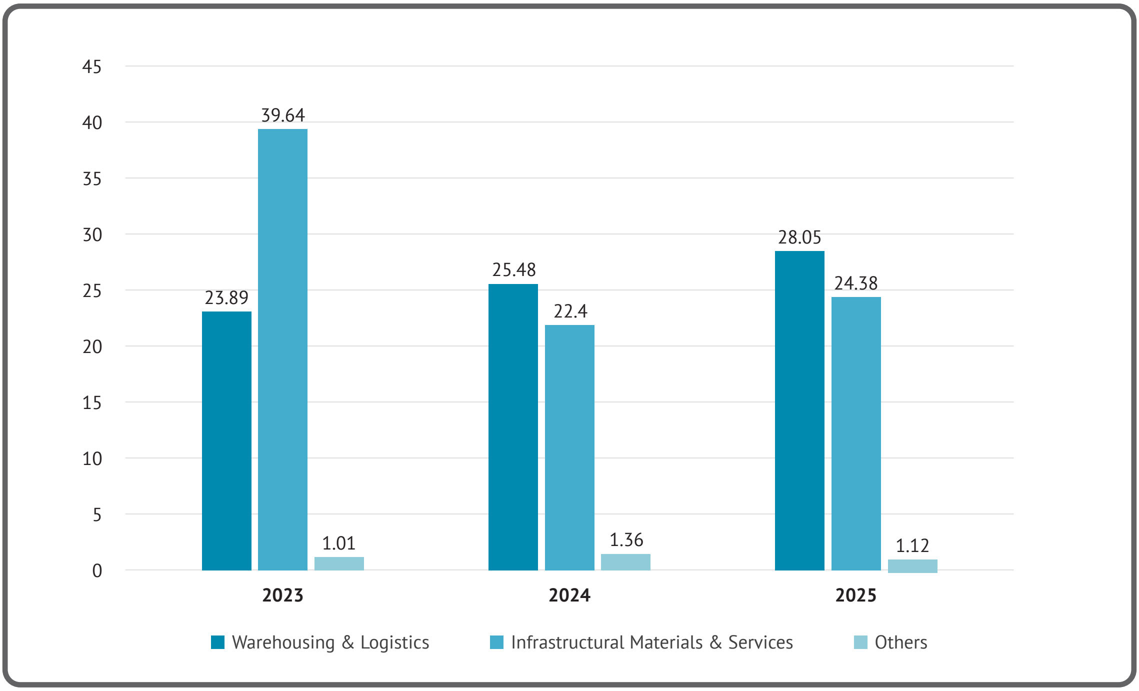
WATER AND EFFLUENTS

GKE acknowledges that water is a vital shared resource and that responsible water stewardship is essential for both operational continuity and community well-being. While our activities are not highly water-intensive compared to other sectors, water plays a critical role in our infrastructure and logistics operations, particularly at our larger facilities and in regions such as Wuzhou and Cenxi, People's Republic of China ("**PRC**"). These are areas we will continue to assess for water stress, in line with stakeholder expectations and regulatory requirements. Our approach focuses on understanding our water withdrawal, consumption, and discharge across all operations in Singapore and China to ensure that our activities do not adversely affect local water resources. Currently, GKE only has data on freshwater withdrawn or sourced by third parties and does not yet have sufficient data on other sources, such as freshwater from wells, which is currently being assessed in Cenxi.

In FY2025, GKE completed a more comprehensive measurement of its water use across its operations. Total water withdrawal amounted to 53.45 megalitres (ML), with no water discharged back to the environment. Accordingly, total water consumption, defined as water that is withdrawn and not discharged, also amounted to 53.45 ML. This reflects the nature of our operations, where all water withdrawn is consumed within processes such as ready-mixed concrete production, incorporated into products, or lost through evaporation, with no direct discharge to external bodies. For comparison, in FY2024, GKE reported 49.32 ML of consumption based on partial data collection. Our water usage primarily supports infrastructure project activities, RMC production, and the operation of our warehouse facilities for sanitary and operational needs. Where applicable, wastewater from ancillary processes is managed in compliance with local regulations, with licensed contractors engaged for treatment. To conserve the use of water at our RMC plant in Wuzhou City, China, the water runoff from the washing of trucks is channelled into a treatment facility that recycles the water for reuse in the RMC mixing process. None of our production facilities in FY2025 were located in areas classified as having high or extremely high baseline water stress, according to the World Resources Institute's Aqueduct® tool.

Looking ahead, GKE is committed to enhancing its water management practices through improved monitoring and efficiency initiatives. As our data maturity advances, we will establish measurable objectives for water efficiency and evaluate opportunities for water recycling and rainwater harvesting within our operations. These initiatives will help us manage our interactions with water as a shared resource more effectively, reduce operational risks, and support broader environmental sustainability goals.

Total Water Consumption (Megalitres)



WASTE

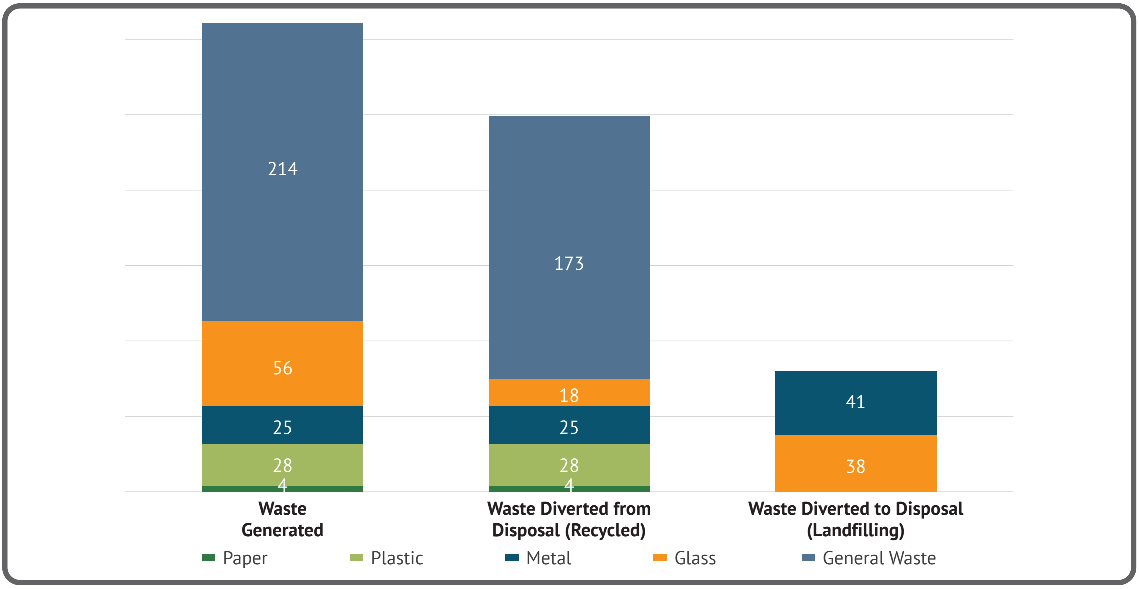
GKE is committed to minimising the environmental impact of our waste, particularly from our construction, logistics, and office activities. Waste is a material topic due to its potential impact on local environments and communities and is closely monitored by regulators. We prioritise prevention as the first step in our waste hierarchy, followed by reuse and recycling, with responsible disposal as the last resort. Our significant waste-related impacts include the diversion of recyclable materials from landfill and the responsible disposal of general and hazardous waste to prevent soil and water contamination. These impacts are managed through systematic waste segregation, partnerships with licensed recycling vendors, and contracts with licensed waste collectors to ensure proper treatment at government-approved facilities. Waste data is tracked using invoices and weighing tickets provided by licensed contractors and recycling partners to ensure accuracy and reliability.

Since the implementation of an Enterprise Resource Planning ("**ERP**") system at GKE Services Pte Ltd in 2020, and its subsequent rollout to other GKE entities in 2022, the Group has successfully reduced the use of paper associated with the printing of purchase orders and invoices. This interconnected digital network, supported by cloud-based data storage, has also enabled the streamlining of business processes, contributing to improved operational efficiency and reduced paper waste.

In FY2025, total waste generated consisted of paper, plastic, metal, glass, and general waste streams, measured in both tonnes and litres. Of the total generated, 248 tonnes of waste was diverted from disposal through recycling. This included 4 tonnes of paper, 28 tonnes of plastic, 25 tonnes of metal, 18 tonnes of glass, and 173 tonnes of general waste. A further 79 tonnes of waste and 47,520 litres of general waste were directed to disposal, comprising 38 tonnes of glass and 41 tonnes and 47,520 litres of general waste. All hazardous waste generated was managed exclusively by licensed contractors in compliance with regulatory requirements.

This reflects a continued improvement in resource recovery compared to FY2024, when approximately 22 tonnes of paper and plastic waste were recycled, and 43,627 litres of general waste were disposed of. The Group remains committed to strengthening its waste management practices by enhancing recycling rates, minimising disposal, and fostering a culture of sustainability across its operations. Please refer to the accompanying chart for a detailed breakdown of FY2025 waste data.

Solid Waste Breakdown FY2025 (Tons)



Looking ahead, GKE is working to improve the granularity and consistency of its waste reporting, with a focus on capturing precise tonnage for general waste and enhancing traceability for hazardous waste streams. We are also advancing digitalisation initiatives that reduce reliance on paper, such as our expanded ERP system, which streamlines procurement, accounting, and invoicing. Through these measures, we seek to further reduce waste generation at the source, enhance recycling efforts, and ensure responsible disposal practices across all operations. Our long-term goal is to strengthen circularity in our operations, reduce environmental impacts, and align our waste management practices more closely with GRI Standards and stakeholder expectations.

EMPLOYMENT

GKE's success is powered by our people. We are dedicated to attracting, retaining, and motivating a talented workforce by providing fair employment practices, competitive benefits, and a supportive work environment that respects the dignity of every individual. This topic is material as it is fundamental to our operational success and culture, directly impacting our employees and, by extension, our investors and regulators. Our management of these practices is focused within our organisational boundary and encompasses hiring, turnover, remuneration, benefits, and our commitment to diversity and inclusion.

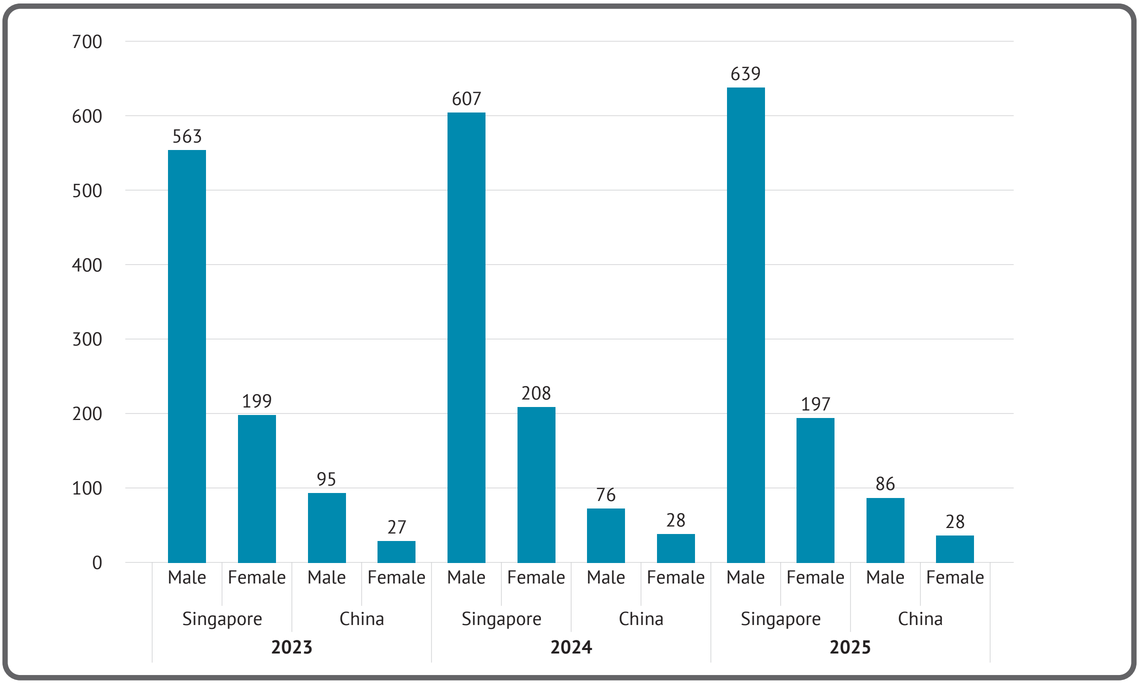
We adhere strictly to the Tripartite Alliance for Fair and Progressive Employment Practices ("**TAFEP**") guidelines and all relevant local employment laws in Singapore, as well as applicable regulations in the countries where we operate. Our HR policies are designed to promote employee well-being and provide comprehensive benefits, including healthcare, disability and accident coverage, and parental leave. To remain competitive, we regularly review and enhance our compensation and benefits framework.

As part of our employee benefits, the Group participates in national pension schemes as defined by the laws of the countries in which it operates. Contributions to defined contribution pension schemes are recognised as an expense in the period in which the related service is performed. In Singapore, the Group makes monthly contributions to the Central Provident Fund ("**CPF**") scheme at stipulated contribution rates. In the PRC, our subsidiaries provide pension benefits in accordance with PRC regulations, with contributions made at prescribed rates to government-administered pension funds on behalf of employees.

In addition to these statutory benefits, GKE also supports long-term value creation through a share-based compensation scheme. The fair value of employee services received in exchange for equity-settled remuneration plans is recognised as a variable share-based payment, with corresponding allocations to the share-based payment reserve over the vesting period. These estimates are updated at each financial reporting period to reflect expected outcomes, ensuring that rewards remain aligned with employee performance and the Group's growth.

During FY2025, GKE employed a total of 950 employees, compared to 919 in FY2024, reflecting strategic restructuring in certain business units. Of this, 725 employees were male and 225 were female. The majority of employees, 836 were based in Singapore, while 114 were based in PRC. Our workforce remains predominantly permanent, with 944 employees on permanent contracts and 6 on temporary contracts.

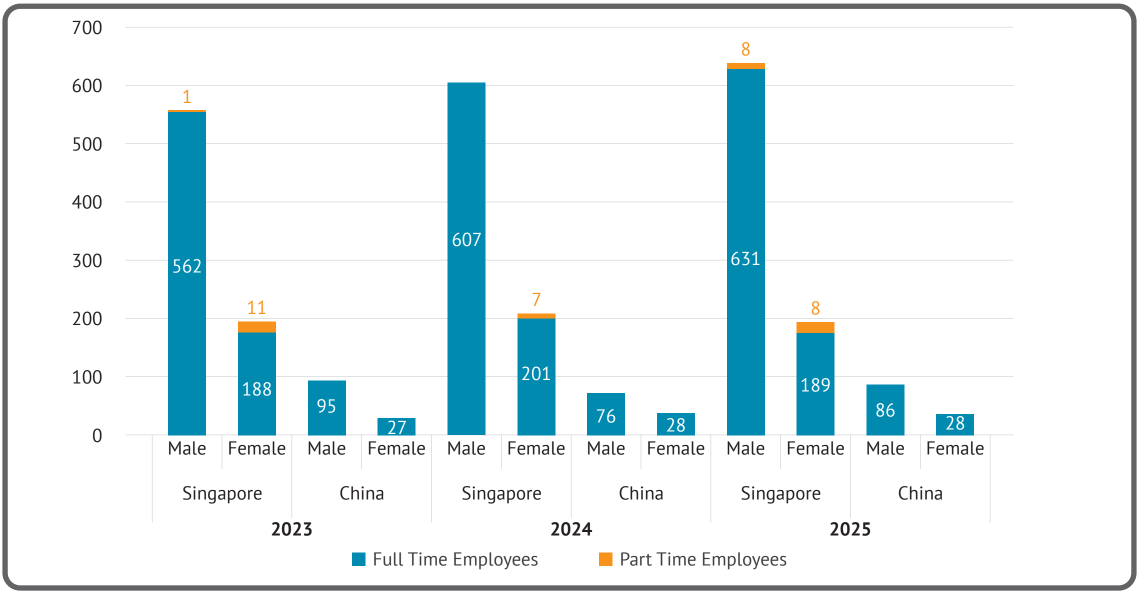
Total Workforce Composition by Gender and Region



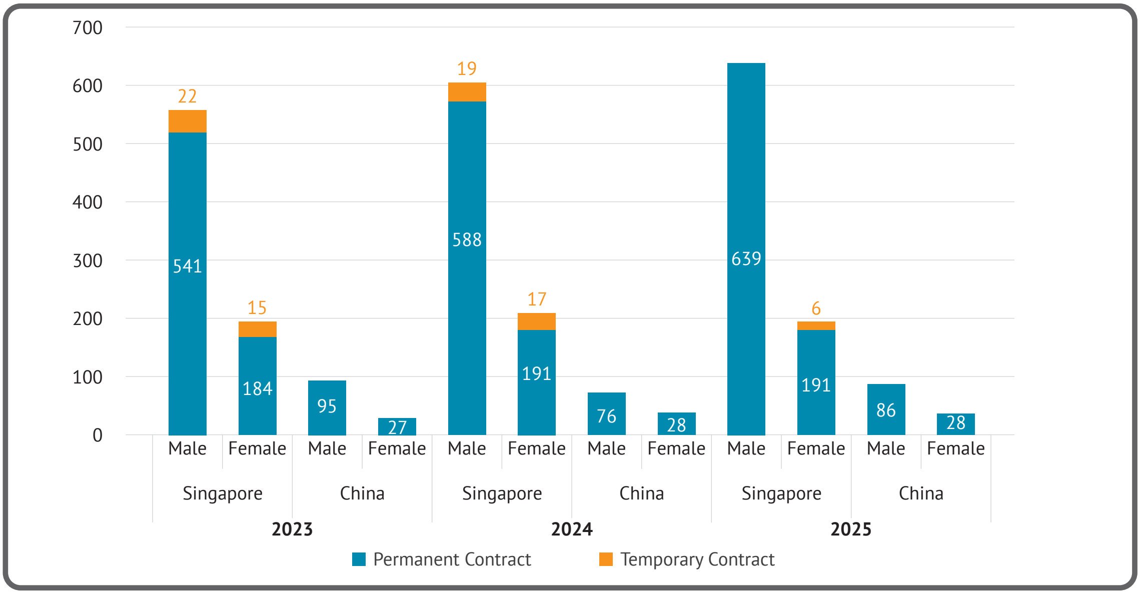
While our workforce demographics indicate room for improvement in gender diversity, particularly at senior levels, we are committed to fostering career growth opportunities and strengthening inclusion across all roles. In FY2025, no employees were covered by collective bargaining agreements; however, all employees receive comprehensive protection under their respective local employment regulations and fair employment guidelines. In terms of employment categories, our Board of Directors consists of five members (4 male, 1 female)[5]. Senior Management comprises 17 individuals (13 male, 4 female), while Middle Management includes 54 employees (39 male, 15 female). General Staff represents the largest group with 877 members (671 male, 206 female). These figures highlight areas where gender balance can be further improved, especially in leadership positions.

[5] Board of Directors are made out of 2 Executive and 3 Independent Directors, Independent Directors are not included in the company's overall headcount

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

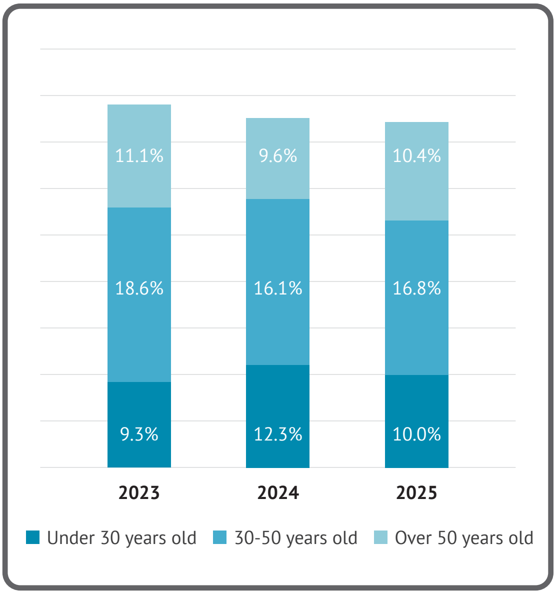


Total number of Employees by Employment Contract, per Gender & Region

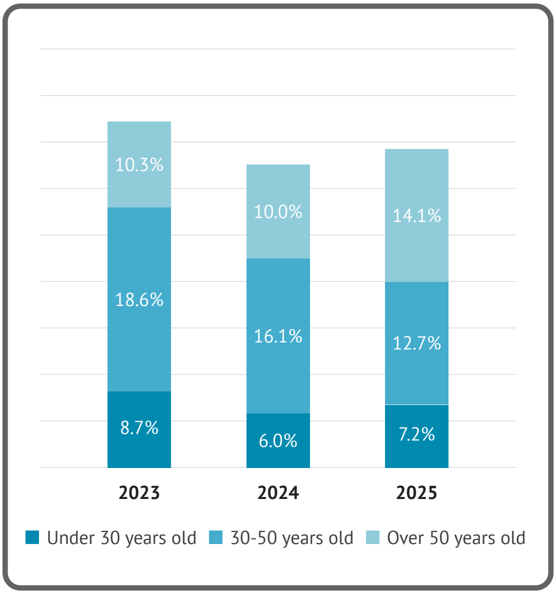


Recruitment remained active in FY2025 with 354 new hires (256 local, 98 foreign), while employee turnover totalled 323 (250 local, 73 foreign). Compared with FY2024, both turnover and hiring rates have moderated, reflecting greater workforce stability following organisational consolidation. Notably, our retention strategy—focused on recognition programs, compensation reviews, and upskilling opportunities—continues to be a priority.

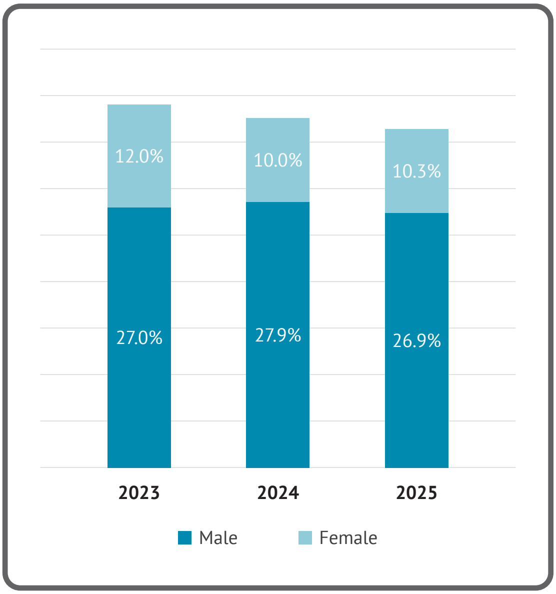
Hiring Rate by Age Group (%)



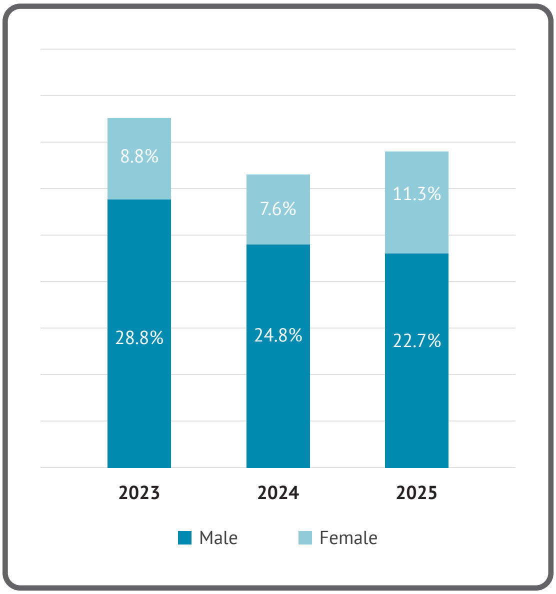
Turnover Rate by Age Group (%)



Hiring Rate by Gender (%)



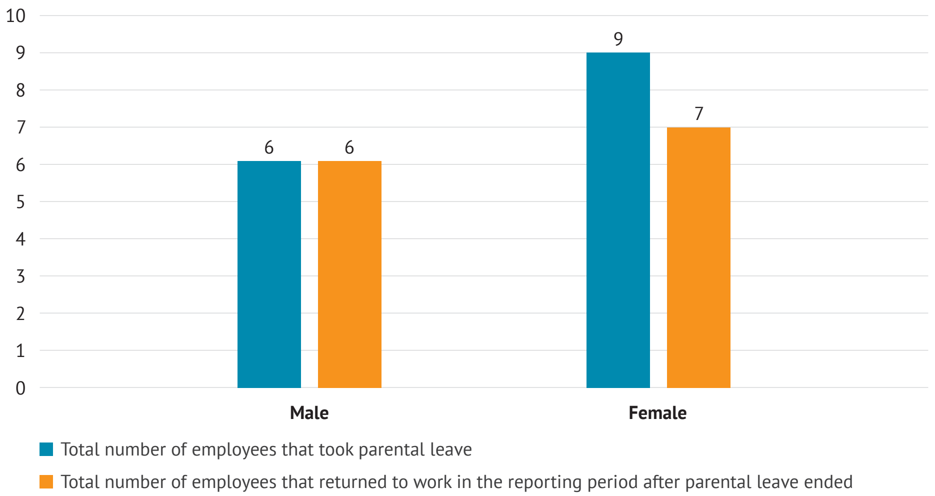
Turnover Rate by Gender (%)



Employee benefits remain a cornerstone of our employment practices. As part of the Group's employee benefits, the Company provides medical coverage, dormitory accommodation, and daily meals at the staff canteen. To further strengthen employee retention, the Company continues to implement strategies such as regular compensation reviews, recognition initiatives, and opportunities for upskilling and reskilling.

In FY2025, 609 employees were entitled to parental leave, 6 male and 9 female employees took parental leave. Of these, 13 returned to work, with a 100% retention rate 12 months after return. This underscores the supportive environment GKE fosters for employees balancing work and family commitments.

Parental Leave and Returned from Paternal Leave



Looking forward, we continue to target improvements in both workforce stability and diversity. Our 2025 goal is to maintain overall turnover at or below 15%, while strengthening female representation in senior and middle management roles. Through consistent application of our HR policies, compliance with TAFEP guidelines, and ongoing investment in employee growth, we remain committed to building a resilient, inclusive, and high-performing workforce.

OCCUPATIONAL HEALTH AND SAFETY

The safety, health, and well-being of our employees and contractors is our unequivocal highest priority. This topic remains our most critical material issue, with potential impacts on human life. GKE is committed to the goal of zero harm and providing a safe working environment across all our operations. We manage these risks within the organisation and for contractors under our operational control, a responsibility that is paramount to our employees, contractors, regulators, and investors. We strive to work in full compliance with all applicable occupational health and safety laws and standards, and we continue to maintain a strong culture of safety, where employees are encouraged to take ownership and responsibility for their own health and safety as well as that of their colleagues.

Our Occupational Health and Safety Management System ("**OHSMS**"), certified to ISO 45001:2018, is the cornerstone of our safety culture. The system provides a framework for systematic risk assessments, proactive hazard controls, and a cycle of continuous improvement. In Singapore, GKE Corporation Ltd, GKE Private Limited, GKE Warehousing & Logistics Pte Ltd, and GKE Express Logistics Pte Ltd are certified to both ISO 45001 and BizSafe Star. GKE Fair Chem Pte Ltd and GKE Marquis Pte Ltd are certified to BizSafe Level 3. These certifications reflect our ongoing commitment to uphold high standards of occupational health and safety across our operations.

Hazard identification, risk assessment, and incident investigation are key pillars of our OHSMS. Regular proactive and reactive hazard identification exercises are conducted across all operations, and all incidents, including near-misses, are thoroughly investigated to identify root causes and implement corrective actions. In FY2025, automation continued to play a role in reducing workers' exposure to hazards, particularly in our RMC plants in PRC, where mechanisation of material handling minimises risks of ergonomic injuries and contact with moving machinery. Employees are empowered to exercise their "Stop Work Authority" whenever unsafe conditions are identified, ensuring that hazards are addressed before operations resume.

Worker participation is central to our OHS practices. A formal joint management-worker health and safety committee exists and meets monthly across our Singapore operations, reporting directly to the senior manager-QHSE and DG compliance. In PRC, each RMC plant maintains a site-level committee under the supervision of the General Manager, who oversees occupational health and safety in close collaboration with site managers and engineers.

OHS Hierarchy 2024/2025

Chief Executive Officer			
Reporting Manager	Senior Manager - QHSE and DG Compliance	Director	General Manager
Reporting Manager	GKE Corporation Limited GKE Private Limited GKE Warehousing and Logistics Pte Ltd GKE Express Logistics Pte. Ltd. GKE Freight Pte. Ltd. GKE Marquis Services Pte Ltd GKE Fair Chem Pte Ltd GKE Agritech Pte.Ltd.	GKE Services Pte. Ltd.	Wuzhou Xing Jian Readymix Co., Ltd Cenxi Xing Jian Readymix Co., Ltd
Reporting Manager	Safety Committee 17 Managers 4 Asst Managers 16 Supervisors and Worker Representatives	Safety Committee 5 Worker Representatives	Safety Committee 4 Worker Representatives

To strengthen safety knowledge, comprehensive training is conducted for all employees and relevant contractors. All new hires undergo safety induction training and receive the bilingual Employee Safety and Health Handbook, while refresher training is conducted regularly. Site Incident Controllers ("**SICs**") and Company Emergency Response Team ("**CERT**") members are trained annually, and employees handling hazardous chemicals continue to attend certified chemical awareness courses. Training modules include job-specific safety, fire drills, emergency evacuation, safe handling of loads, and dangerous goods management.

Promotion of worker health extends beyond occupational safety. Access to medical benefits and support for mental well-being is available, while our daily toolbox meetings reinforce both safety and health awareness.

We also ensure that occupational health and safety standards extend to contractors and business partners. All subcontractors in Singapore and PRC must understand and comply with our rules and regulations before deployment. Contractors are subject to selection and evaluation processes, including the submission of risk assessments and safe work procedures. Preference is given to contractors certified to at least BizSafe Level 3. This ensures that our value chain partners uphold the same safety standards as our employees.

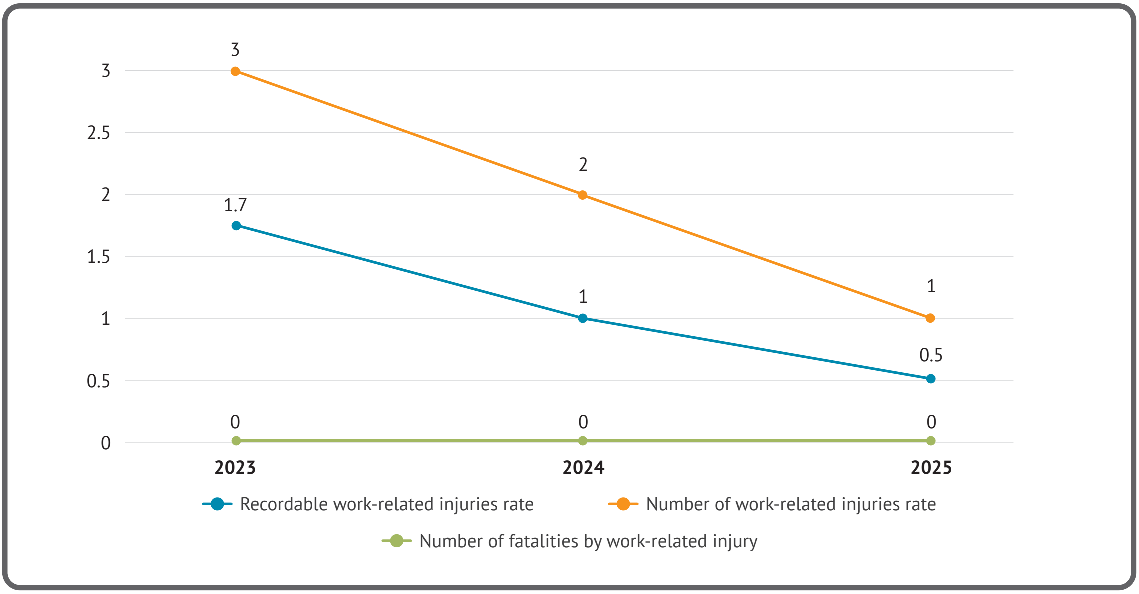
Our OHSMS covers all employees and contractors under operational control, ensuring comprehensive management of occupational health and safety risks across the organisation.

In FY2025, GKE maintained a strong focus on occupational health and safety across all operations. Total hours worked during the year reached 2,141,463, up from 2,044,679 in FY2024, reflecting both the scale of our operations and the comprehensive coverage of our safety monitoring.

Despite the increased operational activity, GKE sustained strong safety performance, with no workplace fatalities and no reported cases of work-related ill health. One high-consequence injury occurred involving a prime mover driver rider, resulting in five days of medical leave. Prompt mitigation measures were implemented to prevent recurrence. This corresponds to a work-related injury rate of 0.5, an improvement from 1.0 in FY2024, demonstrating the effectiveness of our ongoing safety initiatives.

The continued reduction in incidents demonstrates the effectiveness of GKE's commitment to hazard identification, employee training, and ongoing process improvements, ensuring a safe and healthy working environment for all employees.

Rate of Work-Related Recordable Injuries, High-Consequence Injuries and Fatalities



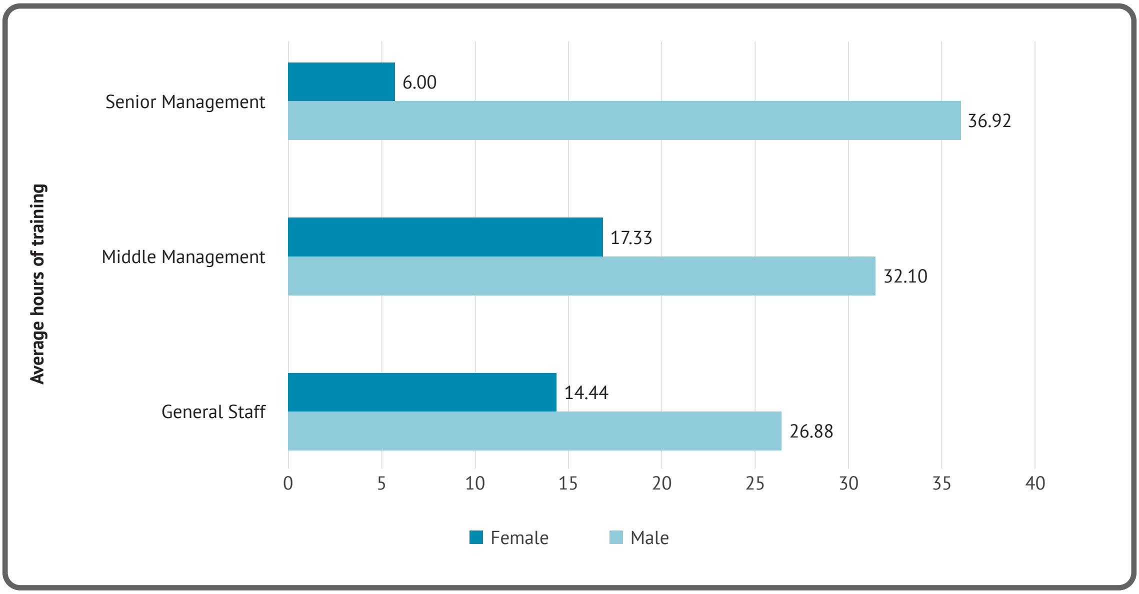
Looking ahead, our targets remain zero fatalities and zero high-consequence work-related injuries. We will continue to enhance our training, strengthen automation in high-risk tasks, and improve reporting transparency as our data collection systems mature. These initiatives ensure that safety and health remain integrated into our culture and operations, supporting our goal of achieving zero harm across all workplaces.

TRAINING AND EDUCATION

We believe in the power of our people and are committed to investing in their continuous growth and development. Enhancing the skills and competencies of our employees is a material topic as it directly supports their career growth and the future-readiness of our organisation . By enhancing their capabilities, we build a more skilled, agile, and innovative organisation. Our efforts in this area are focused within our organisational boundary and are of key interest to our employees and investors.

We offer various programs, including on-the-job training, sponsored courses for skills upgrading, and leadership development workshops tailored to different employee levels. These include soft skills development in communication and leadership, technical programs covering project management and office productivity tools, and safety-related training such as chemical safety awareness, work-at-height training, and container lashing. All Directors have attended the mandatory sustainability training as prescribed by the Exchange. Training is targeted based on employees' job scopes and skillset requirements, with offerings ranging from essential safety courses and technical operation skills to strategic programs in data analytics and problem-solving. We are particularly proud of the high engagement in training among our general staff and are evaluating strategies to increase participation rates at the management level. We also emphasise digital upskilling to ensure employees are equipped for a more technology-driven industry.

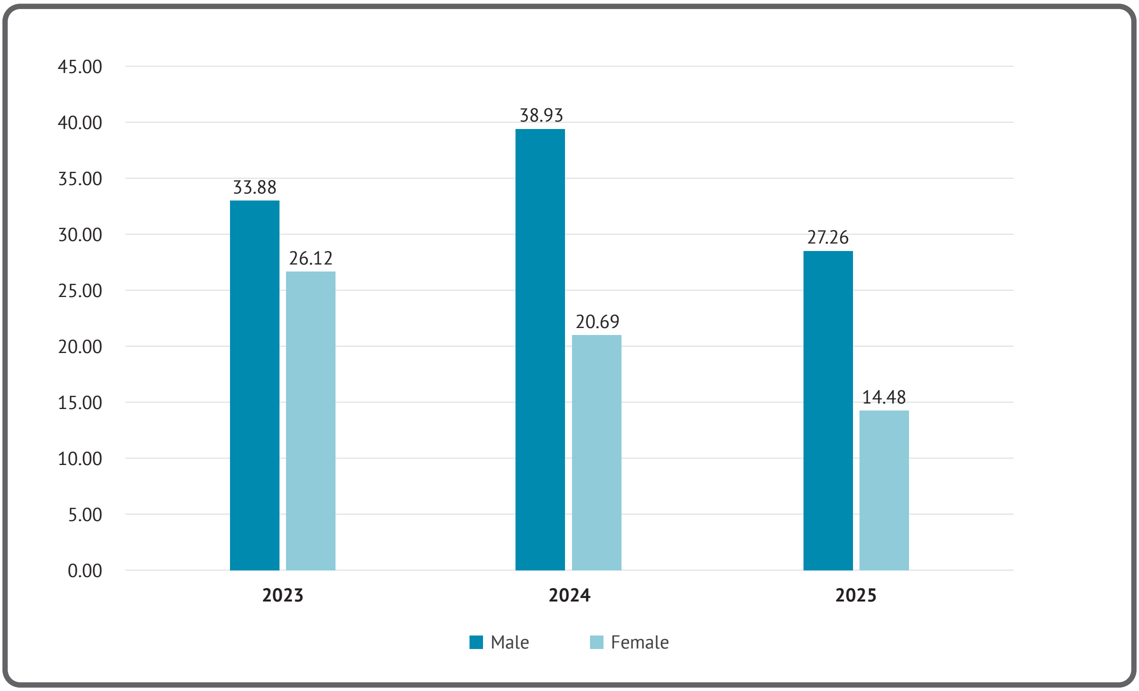
In FY2025, the average hours of training per employee level are presented in the table below.



In FY2025, the average training hours for both male and female employees have decreased compared to previous years. This reduction was particularly notable on the China side, where a busier business schedule limited the time and resources available for training initiatives.

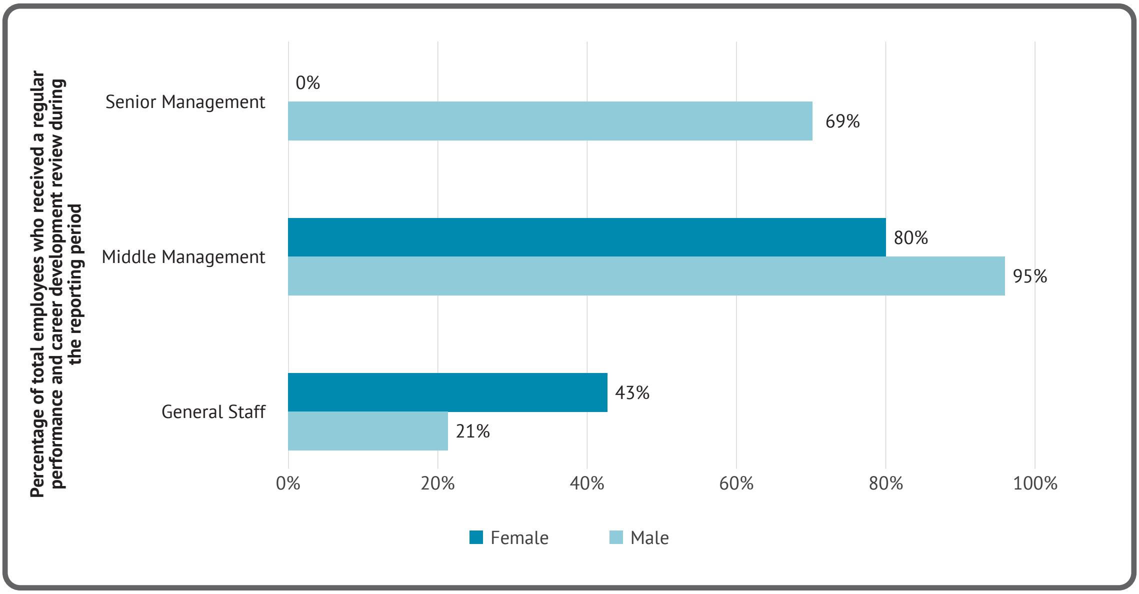
Despite this decrease, GKE remains committed to the continuous development of our workforce. We will continue to monitor training participation closely and explore additional opportunities to enhance learning and professional growth. Plans are underway to optimise training schedules and introduce more flexible and targeted programs to ensure that all employees have access to meaningful development opportunities, supporting both their personal growth and the Company's long-term success.

Average hours of training by gender



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

Percentage of employees receiving regular performance and career development reviews



Through these programs and performance review practices, we aim to foster continuous learning, strengthen leadership pipelines, and provide clear pathways for career growth.

CUSTOMER PRIVACY

In an increasingly digital world, GKE recognises the critical importance of protecting the personal data entrusted to us by our customers and partners. The management of customer data to ensure its privacy and security is a material topic due to its direct link to client trust and regulatory compliance. We are committed to upholding the highest standards of data privacy and security, ensuring that our data handling practices are compliant, ethical, and transparent. This responsibility is managed within our organisation and remains fundamental to maintaining long-term relationships with our customers and regulators.

Our data protection practices are guided by our Personal Data Protection Policy, which is aligned with the requirements of Singapore's Personal Data Protection Act ("**PDPA**"). We implement administrative, technical, and physical safeguards to ensure that personal data is protected from unauthorised access, disclosure, or misuse. Access to customer data is restricted on a strict need-to-know basis, and we continually review and improve our privacy protocols as new technologies and threats emerge. These measures are further strengthened by employee awareness-building, including requirements for staff to sign Non-Disclosure Agreements and undergo ongoing data security training. Physical security measures such as CCTV monitoring and biometric-controlled access are also in place across key facilities to ensure robust protection of sensitive information.

GKE further strengthened its governance structure by appointing a dedicated Data Privacy Officer to oversee compliance with data protection requirements, coordinate internal policies, and drive continuous improvement in privacy practices across all subsidiaries. The Data Privacy Officer plays a key role in ensuring that data management practices remain responsive to evolving regulatory expectations and industry best practices.

In FY2025, we recorded zero substantiated complaints concerning breaches of customer privacy or losses of customer data across our subsidiaries, consistent with our performance in FY2024. This demonstrates the effectiveness of our policies and practices while underscoring our commitment to safeguarding customer trust. We will continue to strengthen our systems and processes to maintain this track record, with the goal of ensuring zero breaches each year. Protecting customer data remains an essential component of our operational integrity and long-term business sustainability.

GKE CARES – COMMUNITY AND SUSTAINABILITY INITIATIVES

GKE is dedicated to giving back to the communities in which we operate and promoting sustainability beyond our core business activities. Our Corporate Social Responsibility ("**CSR**") efforts encompass environmental stewardship, support for vulnerable groups, and initiatives to foster employee engagement and volunteerism. In the past year, GKE contributed a total of SGD 36,000 in social contributions and donations. The following highlights showcase GKE's key initiatives and contributions:

Environmental Initiatives

Initiative	Year	Description / Key Highlights
Used Red Packets Recycling Initiative	2025	4-week staff collection drive. Collected 7,354 used red packets (37 kg) for recycling.
Keep Singapore Clean – The Great Sentosa Plog	2025	Nationwide clean-up initiative. 10 employees participated to collect litter and promote environmental awareness. Marked the start of a month-long campaign aiming for a Singapore Book of Records.

Social Initiatives

Initiative	Year	Description / Key Highlights
Senior Community Outreach – TOUCH Community Services	2025	Engaged seniors through interactive activities, breakfast distribution, NTUC vouchers, and delivered 70 packs of fresh lettuce.
UOB Chinese New Year Charity	2025	Donated SGD 10,000 to UOB Annual Chinese New Year Charity Dinner 2025.

For more information and to view photos from these initiatives, please visit our CSR page at www.gke.com.sg.

Statement of use	GKE Corporation has reported in reference with GRI Standards for the period 1 June 2024 to 31 May 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details		2	
	2-2 Entities included in the organisation 's sustainability reporting		2, 4	
	2-3 Reporting period, frequency and contact point		2, 3	PN7.6-6.1
	2-4 Restatements of information		3	
	2-5 External assurance		3	PN7.6-5.1
	2-6 Activities, value chain and other business relationships		1, 2, 4,	
	2-7 Employees		39, 40, 41	
	2-8 Workers who are not employees		40, 41	
	2-9 Governance structure and composition		5, 6	PN7.6-3.1
	2-10 Nomination and selection of the highest governance body		6	
	2-11 Chair of the highest governance body		5	
	2-12 Role of the highest governance body in overseeing the management of impacts		5, 6, 7, 8, 9, 16	
	2-13 Delegation of responsibility for managing impacts		16, 17, 18	
	2-14 Role of the highest governance body in sustainability reporting		5, 16	
	2-15 Conflicts of interest		7	

APPENDIX A – GRI CONTENT INDEX

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns		5, 9	
	2-17 Collective knowledge of the highest governance body		5	
	2-18 Evaluation of the performance of the highest governance body		6,7	
	2-19 Remuneration policies		7	
	2-20 Process to determine remuneration		7	
	2-21 Annual total compensation ratio	Confidential, Sensitive Data		
	2-22 Statement on sustainable development strategy		5, 14	PN7.6-4.1.f
	2-23 Policy commitments		8, 9	
	2-24 Embedding policy commitments		8, 9	
	2-25 Processes to remediate negative impacts		9, 10, 11	
	2-26 Mechanisms for seeking advice and raising concerns		9	
	2-27 Compliance with laws and regulations		8, 9	
GRI 2: General Disclosures 2021	2-28 Membership associations		1	
	2-29 Approach to stakeholder engagement		10, 11	PN7.6-3.6 PN7.6-4.35
	2-30 Collective bargaining agreements		40	
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics		12, 13	PN7.6-4.2 PN7.6-4.35
	3-2 List of material topics		12, 13	PN7.6-4.1.a

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics		31	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		31	
	201-2 Financial implications and other risks and opportunities due to climate change		33, 34	
	201-3 Defined benefit plan obligations and other retirement plans		31	
	201-4 Financial assistance received from government		31	
Anti-Corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics		32	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		32	
	205-2 Communication and training about anti-corruption policies and procedures		32	
	205-3 Confirmed incidents of corruption and actions taken		32	
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics		33	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c

APPENDIX A
– GRI CONTENT INDEX

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
GRI 302: Energy 2016	302-1 Energy consumption within the organisation		33, 34	
	302-2 Energy consumption outside of the organisation		33	
	302-3 Energy intensity		34	
	302-4 Reduction of energy consumption		33	
	302-5 Reductions in energy requirements of products and services		33	
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics		36, 37	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		36, 37	
	303-2 Management of water discharge-related impacts		36, 37	
	303-3 Water withdrawal		37	
	303-4 Water discharge		37	
	303-5 Water consumption		37	
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics		35	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		35	
	305-2 Energy indirect (Scope 2) GHG emissions		35	
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable and still developing	35	
	305-4 GHG emissions intensity		36	
	305-5 Reduction of GHG emissions		35, 36	
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Information unavailable	35	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information unavailable	35	
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics		38	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		38	
	306-2 Management of significant waste-related impacts		38	
	306-3 Waste generated		38, 39	
	306-4 Waste diverted from disposal		38, 39	
	306-5 Waste directed to disposal		38, 39	
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics		40	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c

APPENDIX A – GRI CONTENT INDEX

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		42, 43	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		44	
	401-3 Parental leave		44	
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics		45	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		45,46	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
	403-2 Hazard identification, risk assessment, and incident investigation		46,47	
	403-3 Occupational health services		45	
	403-4 Worker participation, consultation, and communication on occupational health and safety		45	
	403-5 Worker training on occupational health and safety		46	
	403-6 Promotion of worker health		45,46,47	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		45,46,47	
	403-8 Workers covered by an occupational health and safety management system		45,46,47	
	403-9 Work-related injuries		47	
	403-10 Work-related ill health		47	

GRI Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)	Exchange Listing Requirement
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics		48	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		48, 49	
	404-2 Programs for upgrading employee skills and transition assistance Programs		49	
	404-3 Percentage of employees receiving regular performance and career development reviews		50	
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics		51	PN7.6-4.1.c PN7.6-4.1.d LR711B-1.b LR711B-1.c
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data.		51	

APPENDIX B – TCFD CONTENT INDEX

	Details of Four Thematic Areas	Recommended Disclosure	Page number(s)
Governance	Disclose the organisation's governance around climate related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities.	5, 16
		b) Describe management's role in assessing and managing climate related risks and opportunities.	16, 17, 18
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	19-28
		b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	19-28
		c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	29-30
Risk Management	Disclose how the organisation identifies, assesses, and manages climate-related risks.	a) Describe the organisation's processes for identifying and assessing climate related risk.	19
		b) Describe the organisation's processes for managing climate related risks.	18, 29, 30
		c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organisation's overall risk management.	18, 29, 30
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	19
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	35
		c) Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets.	30

Economic Performance

	FY2023		FY2024		FY2025	
	S$M	% of direct value generated	S$M	% of direct value generated	S$M	% of direct value generated
Direct Value Generated[6]	108.9		110.6		126.5	
Economic Value Distributed	105.0		106.3		117.7	
Operating Cost[7]	61.9	56.8%	61.7	55.8%	62.6	49.5%
Employee wages and benefits[8]	37.3	34.2%	39.4	35.6%	49.3	39.0%
Government[9]	3.0	2.8%	2.5	2.2%	3.6	2.8%
Capital providers[10]	2.8	2.6%	2.7	2.5%	2.2	1.7%
Total Economic Value Retained[11]	**3.9**	**3.6%**	**4.3**	**3.9%**	**8.8**	**7.0%**

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

Total Employees by Employment Type and Contract per Gender and Region	FY2023				FY2024				FY2025			
	Singapore		China		Singapore		China		Singapore		China	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full time Employees	562	188	95	27	607	201	76	28	631	189	86	28
Part time Employees	1	11	-	-	-	7	-	-	8	8	-	-
Permanent Contract	541	184	95	27	588	191	76	28	639	191	86	28
Temporary Contract	22	15	-	-	19	17	-	-	-	6	-	-
Total	**563**	**199**	**95**	**27**	**607**	**208**	**76**	**28**	**639**	**197**	**86**	**28**

6 This includes revenue and excludes other income – nett.
7 This includes cost of goods and administrative expenses, and excludes employee compensation, less other income and share of results of associate.
8 This includes wages, salaries and benefits.
9 This includes income tax expenses
10 This includes dividends and interest expenses on borrowings and other finance costs
11 Economic value retained = Economic value generated – Economic value distributed

APPENDIX C
– PERFORMANCE DATA

New Employee Hires and Turnover in Singapore & China

New Employees Hire and Turnover		FY2023				FY2024				FY2025			
		New Hires		Turnover		New Hires		Turnover		New Hires		Turnover	
		No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
By Age Group	Under 30 yrs	83	9.3	78	8.7	114	12.3	56	6.0	95	10.0	68	7.2
	30 - 50 yrs	166	18.6	166	18.6	149	16.1	152	16.4	160	16.8	121	12.7
	Over 50 yrs	99	11.1	92	10.3	89	9.6	93	10.0	99	10.4	134	14.1
By Gender	Male	241	27.0	257	28.8	259	27.9	230	24.8	256	26.9	216	22.7
	Female	107	12.0	79	8.8	93	10.0	71	7.6	98	10.3	107	11.3
Overall Total		**348**	**39.0**	**336**	**37.6**	**352**	**37.9**	**301**	**32.4**	**354**	**37.2**	**323**	**34.0**

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

	FY2023		FY2024		FY2025	
	No. of Cases	Rate	No. of Cases	Rate	No. of Cases	Rate
Fatalities as a result of work-related injury	-	-	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	1	0.5	1	0.5
Recordable work-related injuries	3	1.7	2	1.0	1	0.5
Total Man hours	**1,715,463**		**2,044,679**		**2,141,463**	

For FY2023, no. of man hours worked is assumed to be 1,715,463 man hours for the total headcount in Singapore and China (884 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 8.8 hrs/day) and different number of working days per month.

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

For FY2024, no. of man hours worked is assumed to be 2,141,463 man hours for the total headcount in Singapore and China (950 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 12 hrs/day) and different number of working days per month.

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

TRAINING AND EDUCATION

Average Training Hours by Employee category and gender

	Male	Female
Senior management	36.92	6
Middle management	32.10	17.33
General staff	26.88	14.44

This year, GKE revised the categorisation of employee groups for reporting purposes. Previously, training hours were calculated and tabulated across five employee categories. To simplify data collection and improve reporting consistency, we consolidated these into three categories. As a result of this change, direct year-on-year comparisons of training hours by employee category are not possible, since the categorisation structure has changed.

Average Training Hours by Gender

	FY2023	FY2024	FY2025
Male	38.88	38.93	27.26
Female	26.12	20.69	14.48

ENVIRONMENTAL DATA

Water Withdrawal (in Megalitres ML)

		FY2023			FY2024			FY2025		
		Warehouse and Logistics	Infrastructural Materials & Services	Others	Warehouse and Logistics	Infrastructural Materials & Services	Others	Warehouse and Logistics	Infrastructural Materials & Services	Others
Ground Water	Fresh Water	-	0.08	-	-	-	-	-	-	-
	Other Water	-	-	-	-	0.08	-	-	-	-
Third-party Water	Fresh Water	23.89	39.64	1.01	25.48	22.4	1.36	28.05	24.28	1.12
	Other Water	-	-	-	-	-	-	-	-	-
Total		**23.89**	**39.72**	**1.01**	**25.48**	**22.48**	**1.36**	**28.05**	**24.28**	**1.12**

APPENDIX C – PERFORMANCE DATA

Waste Generated, Recycled, Disposed

	Waste Generated	Waste Diverted from Disposal (Recycled)	Waste Directed to Disposal (Landfilling)
Waste in Tons			
Paper	4	4	0
Plastic	28	28	0
Metal	25	25	0
Glass	56	18	38
General Waste	214	173	41
Waste in Litres			
General Waste	47,520	0	47,520

Total Waste Generated

FY2023		FY2024		FY2025	
Tons	Litre	Tons	Litre	Tons	Litre
64.66	347,723	21.86	43,627	327	47,520

Energy Consumption

MJ		FY2023			FY2024			FY2025		
	Business Unit	Fuel *	Electricity	Solar	Fuel	Electricity	Solar	Fuel	Electricity	Solar
Warehouse and Logistics	GKE Express Logistics Pte. Ltd.	23,815,170	273,782	-	26,122,756	260,524	-	24,168,417	181,474	-
	GKE Private Limited	248,766	735,155	59,324	204,785	3,267,007	214,530	1,327,197	2,274,835	-
	GKE Services Pte. Ltd.	2,297,314	338,259	-	2,178,350	307,624	-	2,155,451	324,621	-
	GKE Warehousing & Logistics Pte Ltd ^	767,822	3,877,013	752,315	686,733	4,017,474	861,180	819,955	4,352,956	943,857
	GKE Fair Chem Pte. Ltd.	1,123,152	835,521	-	435,909	981,728	-	1,235,000	823,631	-
	GKE Marquis Pte. Ltd.	3,608,866	765,669	-	4,106,771	717,008	-	4,126,067	683,076	-
	GKE Freight Pte. Ltd. ^	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Subtotal	31,861,091	6,825,399	811,639	33,735,304	9,551,366	1,075,710	33,832,087	8,640,592	943,857
	Total		**39,498,129**			**44,362,380**			**43,416,537**	

MJ		FY2023			FY2024			FY2025		
	Business Unit	Fuel *	Electricity	Solar	Fuel	Electricity	Solar	Fuel	Electricity	Solar
Infrastructural Materials and Services	Wuzhou Xing Jian Readymix Co., Ltd.	28,365,214	2,955,524	-	31,376,788	2,825,496	-	33,227,839	3,089,610	-
	Cenxi Xing Jian Readymix Co., Ltd.	4,709,893	516,780	-	5,022,628	456,714	-	3,253,037	424,422	-
	Subtotal	33,075,107	3,472,304	-	36,399,416	3,282,210	-	36,480,876	3,514,032	-
	Total		**36,547,411**			**39,681,626**			**39,994,908**	
Others	GKE Agritech Pte. Ltd.**	253,770	1,375,739	999,238	432,555	333,943	3,173,756	484,384	2,672,865	3,534,871
	GKE Corporation Limited ^	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GKE Retails Pte. Ltd.	NA	NA	NA	NA	NA	NA	-	59,225	-
	Subtotal	253,770	1,375,739	999,238	432,555	333,943	3,173,756	484,384	2,732,090	3,534,871
	Total		**2,628,747**			**3,940,254**			**6,751,345**	
Total		65,189,968	11,673,442	1,810,878	70,567,275	13,167,519	4,249,466	70,797,347	14,886,715	4,478,728
Grand Total			**78,674,287**			**87,984,260**			**90,162,790**	

* *Fuel figures for FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.*

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

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

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

$kgCO_2e$	FY2023		FY2024		FY2025	
Business Unit	Scope 1*	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
GKE Express Logistics Pte. Ltd.	1,774,808	30,854	1,946,853	30,163	1,678,999	21,222
GKE Private Limited	18,543	82,848	15,264	378,247	92,205	266,029
GKE Services Pte. Ltd.	171,239	38,120	162,372	35,616	149,747	37,963
GKE Warehousing & Logistics Pte Ltd ^	57,233	436,918	51,188	465,134	56,965	509,054
GKE Fair Chem Pte. Ltd.	83,719	94,159	32,492	113,662	85,800	96,319
GKE Marquis Pte. Ltd.	269,001	86,287	306,115	83,014	286,653	79,882
GKE Freight Pte. Ltd. ^	NA	NA	NA	NA	NA	NA
Subtotal	2,374,543	769,186	2,514,284	1,105,836	2,350,369	1,010,469
Total	**3,143,729**		**3,620,120**		**3,360,838**	

APPENDIX C
– PERFORMANCE DATA

$kgCO_2e$	FY2023		FY2024		FY2025	
Business Unit	Scope 1*	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
Wuzhou Xing Jian Readymix Co., Ltd.	2,113,067	697,832	2,337,421	667,131	2,308,155	361,313
Cenxi Xing Jian Readymix Co., Ltd.	350,646	122,018	374,071	107,835	225,935	49,634
Subtotal	2,463,714	819,850	2,711,492	774,966	2,534,090	410,947
Total	**3,283,563**		**3,486,458**		**2,945,037**	
GKE Agritech Pte. Ltd.**	18,916	155,038	32,242	38,663	33,652	312,577
GKE Corporation Limited^	NA	NA	NA	NA	NA	NA
GKE Retails Pte. Ltd.	NA	NA	NA	NA	-	6,926
Subtotal	18,916	155,038	32,242	38,663	33,652	319,503
Total	**173,954**		**70,905**		**353,155**	
Total	4,857,173	1,744,074	5,258,018	1,919,465	4,918,111	1,740,919
Grand Total	**6,601,246**		**7,177,484**		**6,659,030**	

* *Conversion factors for the above table are based on Emission Factors for Cross Sector Tools March 2024.*

Grid Emission Factors are sourced from Singapore Energy Market Authority (EMA) and IGES Institute for Global Environmental Strategies (2021). List of Grid Emission Factors, version 11.4. # Scope 1 figures for FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.

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

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

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