



advanced

Empowering. Sustainable. Future-Driven.

CRAFTING OUR **NEXT CHAPTER**

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SUSTAINABILITY REPORT 2025



This Sustainability Report has been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "**Sponsor**").

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

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MANAGING DIRECTOR'S MESSAGE

Dear stakeholders,

On behalf of the Board of Directors (the "**Board**") of Advanced Holdings Ltd (the "**Company**" or "**Advanced**", and together with its subsidiaries, collectively the "**Group**"), we are pleased to present to you the sustainability report ("**Report**") for the Group, for the financial year ended 31 December 2025 ("**FY2025**"). In this Report, we highlight our progress and achievements that we have made over the past year and emphasise our commitment to fostering a sustainable future and advancing our long-term growth. We remain focused on enhancing our sustainability initiatives as we pursue continuous improvement and advancement.

In FY2025, the Group continued to operate in a dynamic agricultural landscape shaped by evolving government policies, shifting crop preferences, and changing market conditions. Corn remains a critical input for Indonesia's poultry feed industry, which accounts for approximately 90% of domestic animal feed consumption. While demand for corn is expected to remain strong, driven by food self-sufficiency initiatives and nutrition-focused programs under the Indonesian government, supply-side challenges have emerged. In FY2025, Advanced processed 10,190.7 metric tons ("**t**") of wet corn supplied to markets in Java and Sulawesi. This represents a decrease from 13,976 t in the financial year ended 31 December 2024 ("**FY2024**") due to the corn supply constraints.

The Group is committed to fostering sustainable practices as we expand our agricultural operations, believing that these efforts will generate positive outcomes for both our stakeholders and the environment. We actively engage with our stakeholders to ensure that our policies and practices align with their needs and expectations. Furthermore, we prioritise human rights and work to improve working conditions for our clients and employees, ensuring they are well-informed of their rights and receive adequate support.

As the Group continues to integrate sustainability into its operations, we recognise that climate change presents material risks to our business—from supply chain disruptions driven by weather-dependent agricultural cycles to rising operational and maintenance costs. In response, the Group has adopted a proactive climate risk management approach, identifying opportunities for growth, innovation, and long-term resilience. In FY2025, we advanced several key sustainability initiatives, including enhancing climate resilience across our supply chain through improved weather-monitoring and crop-yield forecasting, initiating feasibility studies on renewable energy integration, expanded the utilisation of agricultural by-products to reduce waste, and strengthened farmer support programmes focused on sustainable agricultural practices. In addition, we deepened our community engagement efforts in Sulawesi and enhanced our ESG governance and disclosures in alignment with evolving reporting standards.

The Board is involved in the review of sustainability issues in our business and strategy, determined the material sustainability factors and overseen the management in the monitoring of these factors. The Board is supported by the Task Force in the review of key sustainability issues. As we enhance our agricultural business practices, our commitment to sustainability remains steadfast. We will continue to engage with stakeholders to ensure that our policies and practices effectively reflect their interests.

We extend our gratitude to the management team, all our dedicated employees, valued partners, and stakeholders for their unwavering support in advancing our sustainability initiatives and for their significant contributions and ongoing support for our sustainability journey. We look forward to delivering even greater value to our stakeholders in the year ahead.

Yours Sincerely,

Dr Wong Kar King
Managing Director

ORGANISATION PROFILE

Advanced Holdings Ltd. was setup in 1993 and was listed on the **SGX-SESDAQ** in September 2004, transferred to Mainboard in August 2007 and subsequently moved to Catalist board in November 2021.

The Group's operating entities in Singapore include Advanced Holdings Ltd ("**AHL**"), Advanced Agri Trading and Services Pte Ltd (fka Advanced Controls Pte Ltd) ("**AATS**"), Advanced Engineering Holdings Pte Ltd ("**AEH**"), and Advanced Agri Pte Ltd ("**AAPL**"). Its main operating overseas subsidiary is PT Advanced Agri Indonesia ("**AAI**"), a subsidiary of AAPL.

With the accumulated knowledge in engineering science and having found the right partners, the Group started to venture into the Agri-Technology sector in 2019 and completed the building of a corn processing facility in Sulawesi, Indonesia in 2024, and ventured into the business of processing animal feed for the Indonesia and South-East Asian markets.

The Group plans to expand its processing and storage capacities to deliver more products strategically. The Company emphasises on employee development and collaborates with accredited institutions to enhance farmers' knowledge. By prioritising people, technology, and sustainability, the Company ensures long-term business sustainability and readiness for the future.

REPORTING PRACTICE

Reporting Principles

The FY2025 Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards covering the period from 1 January 2025 to 31 December 2025 (“Reporting Period”). The GRI has been chosen due to its global recognition as a sustainability reporting standard and for representing the global best practices for reporting on economic, environmental, and social topics. The GRI Content Index section of the Report provides a detailed reference to the relevant GRI Standards. The Group has adopted the GRI reporting principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.

This Report met the requirements of Rule 711A and 711B of Listing Manual Section B: Rules of Catalist of the SGX-ST (“Catalist Rules”) with reference to Practice Note 7F of the Catalist Rules on sustainability reporting. The Board has reviewed and approved the reported information, including the material topics. Furthermore, the Group has mapped its sustainability efforts according to the 2030 Agenda for Sustainable Development by incorporating the United Nations Sustainable Development Goals (“UN SDGs”), emphasising the Group’s contributions to sustainable development.

The Group’s climate-related disclosures were also guided by the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”). Following the publication of the International Sustainability Standards Board (“ISSB”) Standards – International Financial Reporting Standards (“IFRS”) S1 and IFRS S2, collectively the IFRS Sustainability Disclosure Standards (“SDS”), the Group has conducted a gap analysis against its existing TCFD reporting and is in the process of aligning its climate-related disclosures to the ISSB Standards. The Group’s transition is guided by the phased approach recommended by the SGX-ST in aligning its reporting of climate-related disclosures in accordance with ISSB Standards.

Reporting Scope

This Report covers the Group’s operations in Singapore and Indonesia. The Company and subsidiaries featured in this Report are:

S/N	Entity	Country
1	Advanced Holdings Ltd (“AHL”)	Singapore (“SG Office”, or “Singapore Subsidiaries”)
2	Advanced Engineering Holdings Pte Ltd (“AEH”)	
3	Advanced Agri Trading and Services Pte Ltd (fka Advanced Controls Pte Ltd) (“AATS”)	
4	Advanced Agri Pte Ltd (“AAPL”)	
5	PT Advanced Agri Indonesia (“AAI”)	Indonesia

This Report focuses on the corn drying facility in Sulawesi, Indonesia, which includes the satellite dryer that commenced operations in March 2023 and the main drying facility that started its operations in May 2024.

Advanced CAE Saudi Arabia Company Limited (“CAEKSA”) operating in Saudi Arabia, was excluded from the Report since FY2024 as it was disposed of by November 2024. With this, figures from past years containing CAEKSA’s data were restated to reflect the removal of CAEKSA from the Group’s reporting scope.

Assurance

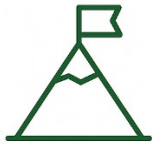
The Group has established internal controls and verification processes to ensure that the narratives and data in the Report are accurate and reliable. In shaping the content, the Group sought advice from an external ESG consultant, incorporating their recommendations in selecting material topics and ensuring compliance with GRI and Catalist Rules. The Group did not obtain external assurance on the Report, but an internal audit review of the sustainability reporting process has been carried out by Baker Tilly Consultancy (Singapore) Pte. Ltd.

Availability & Feedback

This Report supplements the Group's Annual Report 2025 which is available online at SGXNet and AHL's website at <https://advancedholdings.com/annual-report/>.

As we continue strengthening our sustainability reporting, we welcome feedback on our sustainability initiatives from all stakeholders. Please contact us at IRs@advancedholdings.com for related enquiries and feedback.

THE GROUP'S SUSTAINABILITY STORY



OUR VISION

To be the Global Leader
in Innovative and
Sustainable Agri-technology
and Clean Energy Solution



OUR MISSION

Advancing Sustainable
Solutions.
Empowering Our People
and the Community.

Sustainability Philosophy

Advanced believes that achieving its social, environmental, and ethical responsibilities are as essential as running its business operations profitably. Robust corporate governance frameworks and practices enable the Group to effectively implement sustainable practices and ensure that the concerns of key stakeholders are adequately considered during decision making.

The Group is committed to create and distribute economic value to its stakeholders. This ensures the long-term viability of the business and supports the Group's ability to pursue sustainability targets and objectives.

The Group is committed to upholding high standards of quality and safety while addressing environmental concerns and reducing its carbon footprint through innovation. It prioritises environmental stewardship and operational efficiency by integrating sustainable practices into daily operations, with a focus on pollution prevention and energy conservation.

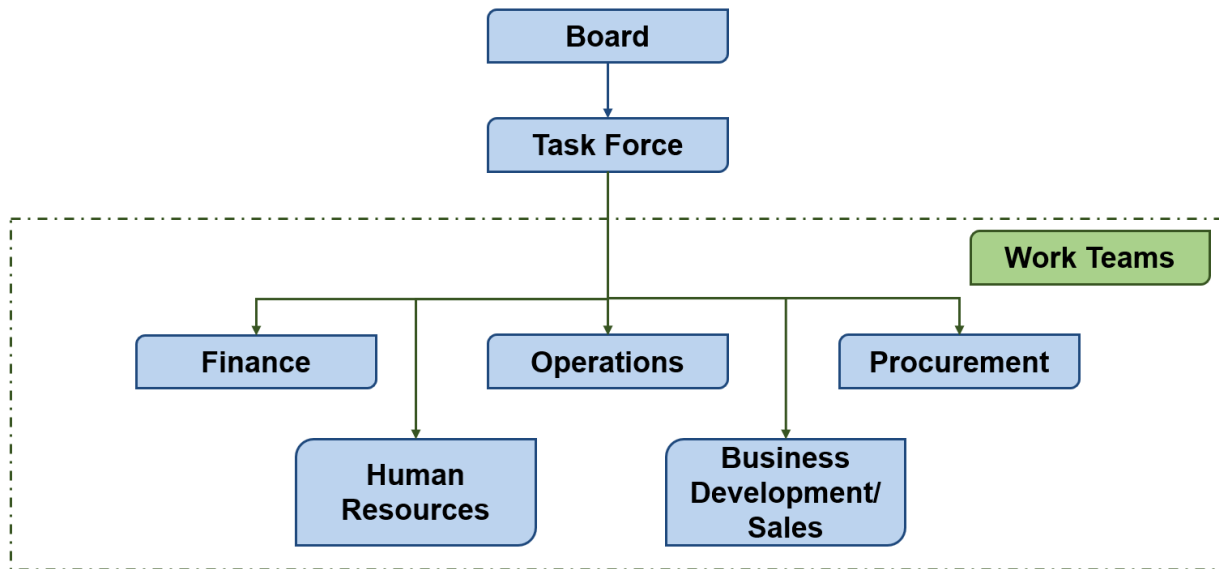
The Group is committed to providing its employees with a safe working environment and adequate safety training. The Group will ensure that employees are provided with opportunities to grow and upgrade their skillsets. The Group also believes in giving back to the community and has been actively involved in charitable works.

Sustainability Governance

Advanced understands that a strong sustainability governance framework is vital for maintaining accountability and transparency. The Board affirms that sustainability is a key driver of its long-term business success. To achieve its goals, Advanced collaborates closely with the Group's sustainability leadership and operational teams.

Sustainability Governance Structure

The Group demonstrates its commitment to sustainability at the Board level through the establishment of a Sustainability Task Force (the "**Task Force**"), led by an Executive Director who also holds the position of Group Chief Financial Officer ("**CFO**"). This Task Force includes representatives from various departments including operations, business development, procurement, finance, and human resources.



The Task Force's key focus areas involve developing a sustainability framework, promoting sustainable business practices, and tracking sustainability performance that is vital for stakeholders. Their main duties include establishing a comprehensive sustainability framework, cultivating a culture of sustainability, and closely monitoring performance to ensure it meets stakeholder expectations. This strategy is essential for integrating sustainability into the core values of the Group.

In addition to oversight, the Task Force plays a crucial role in assessing sustainability goals, identifying challenges, setting targets, and tracking progress, ensuring alignment with the Group's strategic objectives. They also oversee dedicated teams responsible for implementing sustainability initiatives and monitoring real-time data on sustainability efforts.

The Board plays a pivotal role in shaping and overseeing the Group's sustainable development strategy by defining and communicating core values, mission, and operational plans to senior executives. It collaborates with Department heads to ensure divisional processes align with organisational objectives, integrating Group values into daily operations and engaging stakeholders to promote best practices. Additionally, the Task Force reviews the effectiveness of these processes regularly, holding monthly reviews after financial closing to monitor performance, improve KPIs, and ensure clear communication of expectations across departments. The Task Force handles data collection and review for the Group's material topics, with final approval completed. Department heads oversee activities and delegate tasks within their teams.

The Board actively considers sustainability when shaping the Group's strategy. Each year, the Board approves key sustainability factors under the sustainability pillars of economic, environmental, social and governance ("**ESG**") and reviews the sustainability performance of the Group.

STAKEHOLDER ENGAGEMENT

The Group acknowledges the crucial role of stakeholder engagement in shaping its sustainable business practices. As the Group communicates and collaborate closely with its stakeholders throughout the value chain, their inputs serve to enhance the Group’s sustainability efforts.

As part of its stakeholder engagement process, the Group identifies key stakeholders relevant to its business, and they include entities or individuals that have an interest that is affected or could be affected by its activities. These key stakeholders include employees, customers, community, government bodies and regulators (“**Regulators**”), and shareholders and investors.

The Group is committed to fostering constructive dialogue to proactively address key issues and maintain transparency. In FY2025, the Group engaged with an external ESG consultant to facilitate the materiality assessment including methodology support, to ensure a credible and transparent process. The following table summarises the Group’s key stakeholders, engagement platforms, areas of concern, and the Group’s responses:

Stakeholders	Engagement platforms	Areas of concern	The Group’s response
Employees	<ul style="list-style-type: none"> • Performance appraisals • Trainings and briefings 	<ul style="list-style-type: none"> • Remuneration and benefits • Training and career development • Occupational health and safety 	<ul style="list-style-type: none"> • Provide fair remuneration and benefits • Provide constructive feedback through performance appraisals • Conduct health and safety trainings for employees
Customers	<ul style="list-style-type: none"> • Feedback 	<ul style="list-style-type: none"> • Customer Safety and Animal feed quality 	<ul style="list-style-type: none"> • Identify areas for improvement through customer feedback • Conduct animal feed quality inspections
Community	<ul style="list-style-type: none"> • Community engagement events 	<ul style="list-style-type: none"> • Community engagement services • Environmental preservation 	<ul style="list-style-type: none"> • Conduct corporate social responsibility programmes • Provide corporate donations
Regulators	<ul style="list-style-type: none"> • Half yearly announcements • Annual reports • Ongoing dialogues 	<ul style="list-style-type: none"> • Environmental compliance • Compliance with safety regulations 	<ul style="list-style-type: none"> • Engage in seminars carried out by governments and regulators • Comply with relevant laws and regulations
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • Investor relations • General meetings • Company’s announcement 	<ul style="list-style-type: none"> • Economic performance • Anti-corruption practice 	<ul style="list-style-type: none"> • Ensure informative corporate communication through announcements and shareholders meeting • Code of business ethics

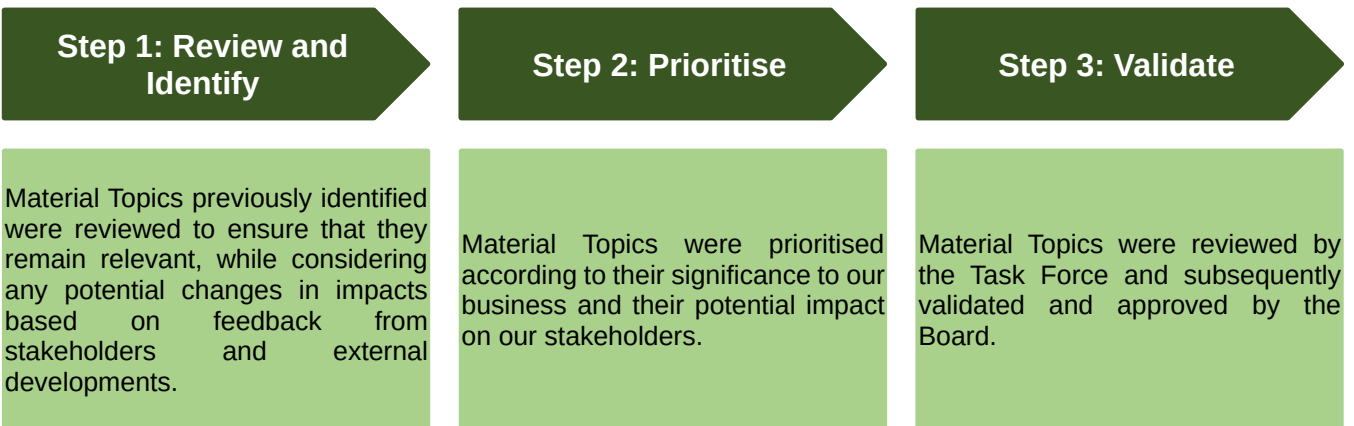
MATERIALITY ASSESSMENT

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

1. **IFRS S1 Investor Impact Assessment:** Evaluates sustainability topics based on their potential to influence investor decision-making and financial prospects.
2. **GRI Stakeholder Impact Assessment:** Assess sustainability topics based on their significance to stakeholders and external impacts.

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

This methodology comprises the following key steps:



The Group's 14 Material Topics remain consistent with FY2024, validated through enhanced stakeholder engagement and Board approval. Based on the Group's FY2025 materiality assessment, the following key sustainability topics were identified as most material to the Group's business and are ranked accordingly. Grouped under the ESG pillars, the Group's material topics are as follows:

Highly Critical Material Issues	Critical Material Issues	Moderate Material Issues
Product Safety and Animal Feed Quality	Energy Management	Occupational Health and Safety
Waste Management	Greenhouse Gas Emissions ("GHG")	Workforce Diversity and Employment
Respecting Local Communities	Corporate Governance and Risk Management	Employee Benefits and Development
Environmental & Social Impacts of Ingredient Supply Chain	Anti-corruption	
	Anti-competitive Behaviour	
	Direct Economic Value Generated and Distributed	
	Economic Performance and Financial Impacts	


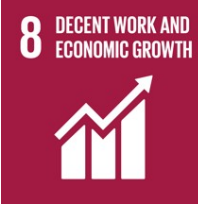



Environmental
 Social
 Governance
 Economic





Contribution to Sustainability Development Goals

The Group's commitment to sustainability is rooted in its belief that long-term business success is inseparable from environmental stewardship, social responsibility, and economic resilience. By aligning its operations and strategic priorities with the UN SDGs, the Group actively contributes to global efforts to address pressing challenges such as climate change, inequality, and responsible consumption.

The Group aims to generate meaningful impact for the planet, the people it serves, and its stakeholders. The following highlights showcase how the Group's initiatives support this global agenda and reflect its dedication to building a more sustainable and inclusive future for all.

The Group's contributions to this global agenda are highlighted below:

Focus	Material Topic	UN SDG	The Group's Contribution
Focus 1: Governance and Ethics	Corporate Governance and Risk Management		The Group upholds robust governance frameworks and proactive risk management to ensure ethical, transparent, and resilient operations, and adhere to laws and regulations.
	Anti-corruption		The Group enforces strict anti-corruption policies and training to maintain integrity across all operations.
	Anti-competitive Behaviour		The Group promotes fair competition by adhering to antitrust laws and fostering transparent market practices.
Focus 2: Economic Performance	Direct Economic Value Generated and Distributed		The Group contributes to economic growth through responsible value creation and equitable distribution to shareholders.
	Economic Performance and Financial Impacts		The Group contributes to local economies through job creation, responsible tax practices, and resilient value chain investments.
Focus 3: Product Safety and Animal Feed Quality	Product Safety and Animal Feed Quality		The Group ensures high standards in product safety and feed quality through rigorous testing and compliance, while promoting sustainable manufacturing and industrialisation.
Focus 4: Protecting the Environment	Waste Management		The Group minimises its environmental impact by implementing efficient waste reduction, recycling and disposal practices.
	Energy Management		The Group enhances energy efficiency and adopts renewable sources to reduce operational energy consumption.
	Greenhouse Gas Emissions		The Group actively monitors and reduces GHG emissions to support climate action and meet its

Focus	Material Topic	UN SDG	The Group's Contribution
			sustainability goals.
Focus 5: Human Capital	Occupational Health and Safety		The Group prioritises employee well-being through comprehensive health and safety programs such as Health and Safety Management System and other workplace standards.
	Workforce Diversity and Employment		The Group fosters an inclusive workplace by promoting diversity, equal opportunity, and fair employment practices in areas such as remuneration and career development.
	Employee Benefits and Development		The Group invests in employee growth through competitive benefits, training, and career development initiatives. It provides training programmes and performance appraisals to ensure equal development opportunities for all employees.
Focus 6: Corporate Social Responsibility	Respecting Local Communities		The Group engages respectfully with local communities, supporting social development and community engagement.
	Environmental & Social Impacts of Ingredient Supply Chain		The Group manages supply chain sustainability by sourcing responsibly and work with local farmers to increase yield while mitigating environmental and social risks.

Sustainability Targets and Performance Highlights

To track its sustainability progress and foster continuous improvement, the Group has established specific targets aligned with the 6 focus areas, and the Group assesses and discloses its performance against these targets annually with details as follow:

Focus	Time Horizon	Targets	Our Performance in FY2025
Focus 1: Governance and Ethics	Perpetual	Zero incidents of non-compliance with Catalist Rules or the Code of Corporate Governance.	Achieved zero incidents of non-compliance with Catalist Rules or the Code of Corporate Governance.
		Zero reported corruption/ significant whistle blowing report.	Achieved zero reported corruption/ significant whistle blowing report.
		Zero reported human rights violation.	Achieved zero incidents of human rights violation.
		To maintain the Group's overall compliance record and have zero public legal cases brought against the Group.	Achieved zero public legal cases brought against the Group.
Focus 2: Economic Performance	Short-term	Maintain or improve the Group's economic value generated subject to economic conditions.	The Group did not meet its economic value but had improved in FY2025 as compared to FY2024.
	Perpetual	Maintain full compliance with all retirement-related obligations across the Group's operations.	The Group maintained full compliance with all retirement-related obligations across its operations.
Focus 3: Product Safety and Animal Feed Quality	Perpetual	Achieve a passing rate of 90% for AAI's corn products during quality inspections.	Achieved 92% passing rate for FY2025.
		Zero significant incidents of non-compliance to health and safety requirement of products.	Achieved zero incidents of non-compliance to health and safety requirements of products.
		Continuous certifications for the corn drying facility in Indonesia, including the Operation Eligibility Certificate, Functional Eligibility Certificate, and the General Occupational Health and Safety Certificate.	The Group maintained the existing certifications required for the corn drying facility in Indonesia.
Focus 4: Protecting the Environment	Short-term	Reduce energy intensity by 3% per unit of production from the FY2026 or FY2027 as baseline, subject to stabilisation of corn supply.	The Group did not achieve the FY2024 target due to ongoing corn supply constraints; accordingly, the baseline year will be revised to FY2026 or FY2027 once production normalises.
		Reduce waste intensity by 3%.	Methodologies for tracking general waste were not yet developed in FY2024 but were subsequently established for the FY2025. The Group will use FY2025 as baseline year.
	Medium-term	The Group will continue to identify areas to reduce energy intensity per unit of production and achieve at least 5% from FY2026 or FY2027 as baseline, subject to stabilisation of corn supply.	The Group did not achieve the FY2024 target due to ongoing corn supply constraints; accordingly, the baseline year will be revised to FY2026 or FY2027 once production

Focus	Time Horizon	Targets	Our Performance in FY2025
			normalises.
	Perpetual	Zero incidents of environmental non-compliance.	Achieved zero incidents of environmental non-compliance.
Focus 5: Human Capital	Short-term	Achieve an average of 10 training hours per year for each employee.	The Group has achieved an average of at least 10 training hours per year for all employee categories in FY2025.
	Medium-term	Increase the average training hours by 5% for each employee from the baseline of FY2024.	The Group has achieved its target of increasing its average training hours by 5% from the FY2024 baseline. In FY2025, its average training hours were 14.3 hours (FY2024: 6.2) which represents a 130.7%.
	Long-term	Consistently identifying the learning needs of each employee and developing, on an annual basis, a plan for the employee to gain the required knowledge. Supervisors must carry out such review to all employees reporting to him/her.	100% of the Group's employees has carried out his/her learning and development assessment with the supervisor in FY2025.
	Perpetual	Maintain regular performance reviews for all eligible employees.	The Group has performed a performance review for 100% eligible employees that have worked with the Group for at least six months period.
		Maintain zero workplace fatalities or permanent disabilities and zero significant incidents of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act.	The Group has no recorded incidents of workplace fatalities or significant incidents of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act in FY2025.
		No material breach of employment laws.	The Group has no material breach of employment laws in FY2025.
Focus 6: Corporate Social Responsibility	Perpetual	Maintain at least 2 programmes that benefits the local community.	The Group currently maintains its Farmer Engagement Program ("FEP") with plans to expand its scale, additionally, its Singapore office is a contributor and collaborator of Breadline, a charity organisation.

FOCUS 1: GOVERNANCE AND ETHICS

The Group prioritises governance and ethics to ensure its operations are conducted with integrity and transparency. It has established clear policies and procedures to guide its activities, including expectations for employee behaviour and risk management protocols. These measures are designed to uphold high accountability standards and ensure compliance with all relevant laws and regulations.

Corporate Governance and Risk Management

Impact on Advanced

Strong corporate governance and effective risk management are foundational to the Group's long-term resilience and stakeholder trust. By embedding risk awareness into our corporate culture, we are better positioned to navigate uncertainty and create sustainable value for all stakeholders and maintain compliance with regulatory requirements.

Management Approach

The Group's strategic decision-making and daily operations are guided by a precautionary approach, particularly in managing risks related to ESG factors, as demonstrated by its Enterprise Risk Management (“**ERM**”) framework. The ERM framework facilitates the systematic identification, assessment, and management of material risks, allowing the Group to understand potential ESG impacts and proactively tackle any challenges.

All new employees participate in an induction programme that familiarises them with the Group's code of ethics and conduct (the “**Code**”) and its core values, ensuring alignment with ethical standards. In cases of reported ethical breaches or non-compliance, the Group's commitment to fairness is reflected in its thorough investigative processes.

Our Performance

In FY2025, the Group has continued to strengthen its governance framework to ensure transparency, accountability, and ethical conduct across all levels of the Group.

All concerns can be reported to the Audit Committee (the “**AC**”). There were no issues identified or reported in the last three reporting periods. Further, the Group plans to establish key performance indicators linking executive remuneration to sustainability performance, enabling accurate data collection and analysis.

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

Anti-corruption

Impact on Advanced

Advanced upholds the highest standards of integrity and ethical conduct. Corruption undermines trust, distorts markets and pose significant legal and reputational risks. As such, anti-corruption remains a critical focus area in our sustainability strategy.

Management Approach

Demonstrating its unwavering commitment to integrity, responsibility, and accountability, the Group mandates that all directors and employees adhere to the Code. This guiding framework outlines clear directives for their interactions with government agencies, customers, vendors, business partners, and colleagues. To uphold the highest standards of integrity, the Group has established comprehensive internal policies on anti-bribery and anti-corruption, which are communicated to all newly appointed directors and full-time employees during their induction. Furthermore, the Group periodically conducts training sessions to promote compliance awareness and knowledge among staff.

Before embarking on any collaborative ventures, the Group explicitly conveys its zero-tolerance stance on corruption and bribery to all prospective business partners. These initiatives set forth the high standards of professionalism, integrity, and ethics that the Group expects from its directors, employees, and business partners, ensuring that integrity remains at the heart of its business practices.

Whistleblowing

The Group has established a whistle-blowing procedure that allows staff to report concerns regarding financial reporting or other matters to the AC without fear of reprisal. All employees have been made aware of the process for submitting complaints. The AC investigates all issues raised, with support from executive directors and/or management as needed. Following the investigation, the AC will recommend appropriate disciplinary and/or remedial actions and seek Board approval for their implementation by the AC and/or Management. For further details on the Group's whistle-blowing policy, please refer to the Statement of Corporate Governance section in the Group's Annual Report 2025.

Our Performance

In FY2025, there were no incidents of corruption or public legal actions taken against the Group, maintaining a record of zero incidents since FY2022. While no formal assessment was carried out during FY2025, the Group CFO had informal discussions with the subsidiary's directors and head of finance on possible gaps leading to corruptions within the organisation and concluded that sufficient internal controls have been put in place.

The Group reports that no complaints were received in FY2025, consistent with zero cases of complaints received in the last three reporting periods.

Anti-competitive Behaviour

Impact on Advanced

The Group recognises that fair competition is essential for a healthy market and the advancement of sustainable business practices. The Group is dedicated to upholding the highest standards of ethical conduct and transparency, guided by a strict policy that prohibits anti-competitive behaviour, anti-trust violations, and monopolistic practices.

Management Approach

To safeguard transparency and accountability which are essential for maintaining trust and corporate integrity, the Group has implemented various mechanisms to enhance its business conduct and uphold integrity.

Mechanisms	Description
Open communication channels	Employees can promptly raise concerns about business conduct and integrity directly to the CFO.
Whistleblowing policy	A formal whistleblowing policy protects employees who report misconduct, ensuring confidentiality and non-retaliation.
Ethics training and awareness trainings	Induction training for new directors and employees, along with regular refresher sessions, reinforce ethical business practices and compliance with laws and regulations. Staff receive updates on key regulatory changes as needed.
AC oversight	The AC oversees compliance with governance and control frameworks. Employees can escalate compliance concerns directly to the AC when necessary.

Our Performance

In FY2025, there were no legal actions involving the Group related to anti-competitive behaviour or violations of antitrust and monopoly laws. This underscores the Group's commitment to conducting business that complies with legal requirements and promotes fair competition.

FOCUS 2: ECONOMIC PERFORMANCE

The Group is committed to delivering strong financial performance for its stakeholders while supporting sustainability initiatives and practices. The AC and the Board conduct regular review of the Group's financial performance to ensure alignment with strategic objectives and responsible governance.

Details of the Group's financial performance can be found in the audited financial statements, which have been prepared in accordance with Singapore Financial Reporting Standards (International) and the provisions of the Companies Act 1967. The audited financial statements can be found in the Group's Annual Report 2025.

Direct Economic Value Generated and Distributed

Impact on Advanced

The generation and distribution of direct economic value are central to the Group's ability to sustain operations, invest in innovation, and create long-term benefits for stakeholders and the broader economy.

By maintaining strong financial performance, the Group ensures its capacity to support employees, suppliers, shareholders, and communities. Transparent and responsible distribution of economic value enhances stakeholder trust, strengthens our social license to operate, and underpins long-term business resilience.

Management Approach

The Group adopts a disciplined financial management framework that balances profitability with responsible value distribution. Advanced tracks and reports on key components of economic value generated and distributed, including operating costs, employee wages and benefits, payments to providers of capital, taxes to governments, and community investments. This approach is aligned with the GRI Standards and supports the Group's commitment to transparency and accountability in financial stewardship.

Our Performance

Key statistics on our direct economic value generated and distributed are as follows:

Financial Year		FY2025 (SGD'000)	FY2024 (SGD'000)
Economic Value Generated		6,284	4,184
Economic Value Distributed¹	Operating Costs	(6,212)	(4,157)
	Employee Wages and Benefits	(1,923)	(1,818)
	Capital Providers	(313)	(408)
	Government	-	(273)
	Total Economic Value Distributed	(8,448)	(6,656)
Net Economic Value Distributed		(2,164)	(2,472)

¹ The 'Community' sub-category is excluded as no community investments were made in the Reporting Period.

Economic Performance and Financial Impacts

Impact on Advanced

The Group's commitment to employee well-being through retirement and re-employment benefits has a meaningful impact on workforce stability and long-term talent retention. These initiatives foster a motivated workforce, reduce turnover, and strengthen the Group's reputation as a responsible employer, ultimately supporting operational continuity and organisational resilience.

Management Approach

The Group adopts a proactive and regionally tailored approach to retirement planning and employee welfare, ensuring compliance with local regulations and alignment with best practices.

Defined Benefit Plan Obligations and Other Retirement Plans

The Group is committed to employees' long-term economic well-being through the offering of retirement plans. While the Singapore Subsidiaries do not have defined benefit plan obligations, they provide retirement benefits through the Employment Assistance Payment ("**EAP**") and a retirement award. Employees with five or more years of service who reach retirement age may qualify for a one-time EAP if no position is available. Additionally, those who serve until age 63 and continue working until the re-employment age of 68 receive a retirement award based on their length of service.

At AAI, the defined contribution plan includes mandatory workforce and healthcare benefits through Badan Pengelola Jaminan Sosial ("**BPJS**") Ketenagakerjaan and Kesehatan. This plan offers pension benefits with a retirement age guarantee requiring a 3.7% contribution from the employer and a 2% contribution from the employee, along with a pension guarantee that involves a 2% employer and a 1% employee contribution. In total, this results in 5.7% from the employer and 3% from employees.

Financial Assistance Received from Government

The Group evaluates financial assistance received from the government relative to taxes paid to maintain transparency in its economic interactions. In FY2025, the Singapore subsidiaries did not receive significant financial assistance.

Infrastructure Investments and Services Supported

For FY2025, consistent with the previous three reporting periods, the Group did not undertake significant infrastructure investments or provide support services, nor did it have a notable impact on local communities and economies. Moving forward, the Group aims to identify opportunities to make positive contributions to the local economy through strategic investments.

Significant Indirect Economic Impacts

In FY2025, AAI generated significant indirect impact through its main facility operations in Indonesia by sourcing corn locally from farmers in Sulawesi. AAI's operation of the corn drying facility has strengthened the local agricultural ecosystem by providing farmers with reliable market access, improved post-harvest handling, and reduced crop losses. These outcomes contribute to more stable farmer incomes, enhanced productivity, and increased resilience among smallholder farming communities. The presence of the facility also supports broader socio-economic development in the surrounding areas by reinforcing local supply networks and stimulating related agricultural and service activities.

Through these mechanisms, AAI's operations play a role in supporting rural livelihoods and community economic stability in Sulawesi, generating positive spillover effects that extend beyond the Company's direct financial transactions and workforce.

Our Performance

In FY2025, the Group maintained full compliance with all retirement-related obligations across its operations and there was no staff retirement during the year.

FOCUS 3: PRODUCT SAFETY AND ANIMAL FEED QUALITY

The Group's dedication to sustainability lies at the heart of its mission to deliver products designed and built with safety as a foremost priority. To safeguard the wellbeing of its customers, the Group has implemented rigorous standards and procedures.

Product Safety and Animal Feed Quality

Impact on Advanced

Product safety and animal feed quality are critical to Advanced's operational integrity and market reputation. Any deviation from established safety or quality standards could result in regulatory non-compliance, supply chain disruption, and loss of customer confidence. The Group maintains rigorous quality assurance systems and monitoring protocols to ensure that its corn-based feed products meet both domestic and international standards. Upholding high levels of product quality not only mitigates operational and reputational risks but also reinforces the Group's long-term competitiveness and commitment to sustainable agricultural practices.

Management Approach

The Group recognises product safety and animal feed quality as fundamental to its business operations and stakeholder trust. The Group adopts a proactive management approach that prioritises strict quality control, regulatory compliance, and continuous process improvement across its corn drying and feed production activities. These measures ensure that all products meet international feed safety standards and support the Group's broader commitment to sustainable and responsible agriculture.

Our Performance

Product Safety

The Group confirms that all products related to animal feed, including dried corn, conform to safety standards and comply with applicable industry regulations.

In the FY2025, there were no recorded breaches of regulations or voluntary codes concerning the health and safety impacts of products and services, maintaining the Group's consistent track record since FY2023.

Animal Feed Quality

At AAI, a thorough quality assessment process is essential to maintaining the standard of dried corn used in animal feed. The company has put in place robust procedures, such as moisture level testing and visual checks for signs of mould. Since becoming operational in May 2024, the primary drying facility has been fitted with advanced equipment that significantly reduces the risk of mould development.

AAI places strong emphasis on safety within the global food and feed supply chain, undertaking regular reviews and improvements of its safety systems. Agricultural products are carefully assessed to ensure they meet the high standards required for animal feed prior to delivery. AAI applies good manufacturing practices and routinely inspects its facilities to identify any contamination risks, introducing protective measures to maintain the quality of corn throughout the supply chain.

In FY2025, the Group continued to uphold high standards of operational excellence, process efficiency, and workplace safety, as reflected in the following three certifications:

1. Operation Eligibility Certificate — affirms compliance with operational standards.
2. Functional Eligibility Certificate — confirms the efficiency of processes.
3. General Occupational Health and Safety (OHS) Certificate — reflects its commitment to a safe and healthy workplace for employees.

These certifications reinforce the Group's dedication to responsible business practices and continuous improvement across all areas of operations.

Genetically Modified Organisms (“GMO”) Management

AAI's agricultural operations are solely focused on cleaning and drying corn that is free from genetic modification. The seeds used by local farmers are certified and regulated as GMO-free, in accordance with Indonesian government guidelines. AAI is committed to continuing its GMO-free approach at this facility and has no intention of introducing genetically modified organisms into its operations in the foreseeable future.

FOCUS 4: PROTECTING THE ENVIRONMENT

The Group is committed to environmental protection and energy efficiency in both its corn processing operations and the supply of engineering equipment. This commitment is demonstrated through AAI's activities on Sulawesi, with a strong emphasis on transparent reporting of sustainable practices.

Waste Management

Impact on Advanced

Waste management is a key environmental consideration for the Group's corn drying and feed production operations. Improper disposal of by-products such as husks, cobs, and processing residues could contribute to pollution and GHG emissions. By adopting circular practices, including the reuse of organic waste as biomass fuel or compost, the Group enhances resource efficiency and reduces landfill dependence. Effective waste management supports regulatory compliance and reinforces the Group's commitment to sustainable operations.

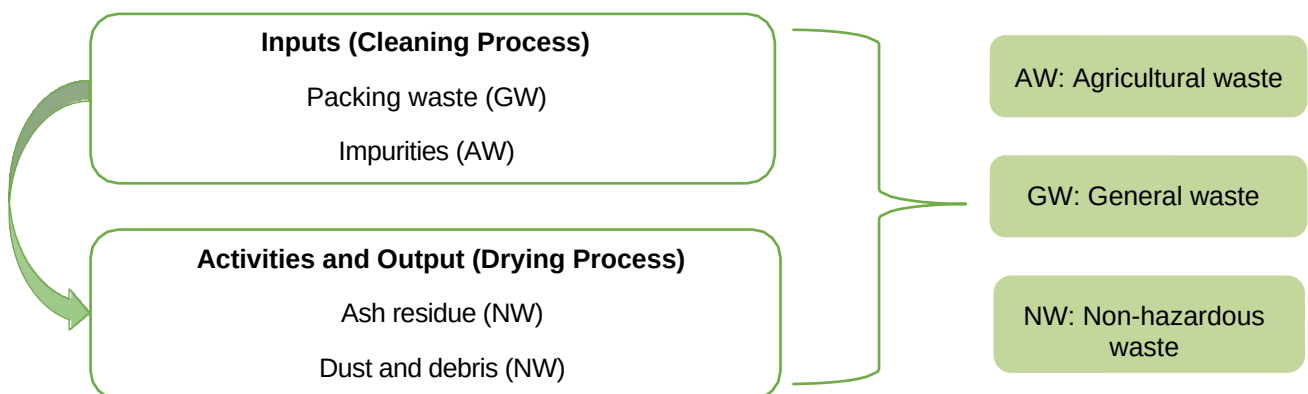
Management Approach

The Group is committed to managing waste across all operations, including supplier inputs and outputs from production processes, with particular focus on the corn drying facilities (main facility and satellite dryer) in Indonesia. Although waste generation is relatively low compared to other industries, AAI has implemented a waste management system to minimise environmental impact.

AAI's waste falls into three main categories:

1. Agricultural waste — impurities from wet corn delivered by suppliers.
2. General waste — primarily packaging materials and used fumigation bottles.
3. Non-hazardous waste — includes ash residue, dust, and debris, and waste oil.

These types of waste are generated at various stages: input, activity, and output. During the input stage, packaging is removed, and impurities such as dust, coarse particles, and agricultural residues are separated (cleaned) from the corn kernels. During the drying and output stages, dust and debris are produced, and ash residue remains from the biomass fuels, primarily rice husks and corn cobs, used as the primary energy source for the dryer.



AAI is committed to identifying sustainable solutions for recycling and repurposing waste generated by its drying facilities, thereby reducing environmental impact. In addition, AAI seeks to recycle packaging materials (such as sacks) from suppliers by returning them after the unloading process at the Main Facility. The company is also exploring methods to repurpose dust waste produced during the corn drying process.

AAI employs an innovative approach to managing ash residue from the combustion of biomass fuels such as rice husks and corn cobs, by converting it into compost to improve soil fertility. Future recycling initiatives aim to transform this waste into fertiliser, reinforcing AAI's commitment to sustainable practices. This integrated strategy reflects its dedication to environmental stewardship and its ongoing contribution to ecosystem sustainability. Any remaining waste that could not be processed into soil fertilisers is disposed of as general waste and handled by the relevant local government authority responsible for waste management.

All division heads closely monitor and track the waste generated. Weekly updates are compiled and consolidated annually for reporting purposes.

Our Performance

Our operations do not produce hazardous waste. For the purpose of this Report, agricultural and general waste have been separated from the non-hazardous waste category, in line with the Group's waste classification. According to GRI definitions, non-hazardous waste in this Report comprises the combined total of agricultural, general, and non-hazardous waste.

In FY2024, a total of 219.14 t of agricultural waste from corn impurities and 29.95 t of ash residue were generated. Methodologies for tracking general waste were not yet developed in FY2024 but were subsequently established for the FY2025. In FY2025, the Group enhanced its tracking capabilities and is therefore able to report waste composition with greater granularity. The total weight of waste generated, the amount diverted from disposal, and the volume sent for disposal are detailed below.

Waste Generation by Composition:

Composition	FY2025 Waste Generated (t)	FY2024 Waste Generated (t)
Agricultural waste	243.85	219.14
General waste	0.03	Data Unavailable
Non-hazardous waste	145.25	29.95
Total	389.13	249.09²

In FY2025, the Group generated more waste compared with FY2024, primarily due to the commissioning of its corn-drying facility in Indonesia in May 2024. During this period, all operational activities, including corn-drying production, were carried out consistently as the facility moved towards full operations following its commencement.

Waste Diversion by Diversion Method and Composition:

Diversion Method	Composition	Onsite/Offsite	Weight (t)
Composting	Agricultural waste	Offsite	98.55
	Non-hazardous waste	Offsite	210.88
Total			309.43

Waste Directed to Disposal by Disposal Method and Composition:

² The previously reported figures for Agricultural waste and Non-hazardous waste have been restated due to a reporting error identified during the Reporting Period. Agricultural waste has been revised from 4,841 t to 219.14 t, while non-hazardous waste has been revised from 45 t to 29.95 t. As a result, the total waste generated has been restated from 4,886 t to 249.09 t.

Diversion Method	Composition	Onsite/Offsite	Weight (t)
Landfill	Agricultural waste	Offsite	32.97
	General waste	Offsite	0.03
	Non-hazardous waste	Offsite	46.70
Total			79.70

This strategic approach enables AAI to implement comprehensive waste management practices and successfully developed effective strategies for waste reduction and diversion. Looking ahead, the Group remains committed to advancing waste reduction initiatives across all operational sites.

Energy Management

The Group recognises the pivotal role of energy in its business operations, with biomass fuel and electricity serving as the primary energy sources. The corn drying facilities consumes significant amount of energy, relying on on-site energy generation through direct fuel combustion for transportation, and utilising solid biomass, mainly rice husks and corn cobs, as the main fuel for the furnace.

Impact on Advanced

Energy management plays a critical role in the Group's operational efficiency and environmental performance. High energy consumption in the corn drying process directly influences operating costs and GHG emissions. By improving energy efficiency and increasing the use of renewable sources such as biomass, the Group reduces its carbon footprint and exposure to fluctuating fossil fuel prices. Effective energy management supports both long-term cost stability and the Group's commitment to sustainable growth.

Management Approach

The Group adopts a structured approach to energy management aimed at improving efficiency and reducing emissions across its operations. It monitors fuel and energy consumption by recording diesel, petrol, and purchased electricity usage throughout its operations in Indonesia and Singapore, covering Scope 1 and Scope 2 performance. In addition, the Group tracks energy consumption beyond its organisational boundaries by accounting for emissions from business travel, which form part of its Scope 3 disclosures. These measures enable the Group to identify efficiency opportunities, manage carbon intensity, and advance progress towards its broader decarbonisation objectives.

Our Performance

Energy Consumption Methodology

In FY2025, the Group's total energy consumption within the organisation was 35,191 gigajoules ("GJ") (FY2024: 15,755 GJ). The increase was expected, as the corn drying facility commenced full operations in May 2024. With plans to expand production volumes over the next two years, the Group anticipates that energy consumption will continue to rise accordingly.

The Group calculates diesel and petrol usage by aggregating the quantities recorded from individual transactions, measured in litres, and converting them to joules using the respective conversion factors from the World Nuclear Association³, together with the density values specific to each fuel type. Electricity consumption data, provided by the utility supplier in megawatt-hours ("MWh"), is converted to joules using a standard conversion factor of 3.6×10^9 joules per MWh.

In FY2025, the Group's total energy consumption outside the organisation amounted to 357 GJ.

³ <https://world-nuclear.org/information-library/facts-and-figures/heat-values-of-various-fuels>

Although the Group began tracking business travel in FY2024, FY2025 marks the first year in which energy consumption arising from business travel is disclosed. This figure is based on available business travel data for the Group's two offices, with a primary focus on air travel by commercial airlines.

Energy consumption from business travel was calculated using CO₂e figures obtained from either airline-specific emissions factor calculators⁴ or other credible online platforms providing this service⁵. As these results are expressed in CO₂e, the Group adjusted the figures by applying a 1% reduction to approximate CO₂ emissions, thereby aligning the calculations with the CO₂ emission factor for jet kerosene published in the National Environment Agency's *Greenhouse Gas (GHG) Emission Measurement and Reporting Guidelines*⁶.

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

	FY2025			FY2024			FY2023
	AAI	SG Office ⁷	Total	AAI	SG Office ⁷	Total	AAI
Non-Renewable Sources							
Diesel	29.0	-	29.0	130.0	-	130.0	651.0
Petrol	266.1	39.0	305.1	432.0	7.0	439.0	706.0
Electricity	1,173.1	-	1,173.1	1,159.0	-	1,159.0	176.0
Renewable Sources							
Biofuel	33,683.3	-	33,683.3	14,027.0	-	14,027.0	3,806.0
Total	35,151.5	39.0	35,190.5	15,748.0	7.0	15,755.0	5,339.0

Energy Consumption in Gigajoules (GJ) – Outside of Organisation:

Business Travel (Air):

FY2025		
AAI	SG Office	Total
262.1	95.0	357.1

Energy Intensity (AAI):

	FY2025	FY2024	FY2023
Total Energy Consumption (GJ) (Within Organisation)	35,151.5	15,748.0	5,339.0
Total Energy Consumption (GJ) (Outside of Organisation)	262.1	Not Previously Disclosed	Not Available
Total Production (t)	10,190.7	13,976.0	2,512.0
Energy Intensity Ratio (GJ/t) (Within Organisation)	3.4	1.1	2.1
Energy Intensity Ratio (GJ/t) (Outside of Organisation)	0.03	Not Previously Disclosed	Not Available

The higher energy intensity recorded in FY2025 compared with FY2024 reflects operational conditions rather than a decline in energy efficiency. During the year, AAI operated in a ramp-up and stabilisation phase, with production volumes constrained by limited corn supply and therefore remaining below normal

⁴ <https://carbonoffset.singaporeair.com.sg/>

⁵ https://co2.myclimate.org/en/flight_calculators/new

⁶ [https://www.nea.gov.sg/docs/default-source/default-document-library/ghg-measurement-and-reporting-guidelines-part-ii-appendix-\(ver-29-may-2023\).pdf](https://www.nea.gov.sg/docs/default-source/default-document-library/ghg-measurement-and-reporting-guidelines-part-ii-appendix-(ver-29-may-2023).pdf)

⁷ The Group has commenced tracking of energy usage by the Singapore office in FY2025 and will use FY2024 as base year for comparison moving forward.

operating levels. Base energy requirements associated with furnace operation, drying equipment, and supporting plant infrastructure remained largely unchanged despite reduced throughput, resulting in a higher energy intensity ratio.

The Group remains firmly committed to identifying and implementing initiatives that reduce energy consumption and GHG emissions. In the current reporting year, the Group did not achieve its previously established emissions targets. This was primarily due to AAI's main facility operating below full capacity during the 2024-2025 period as a result of ongoing corn supply constraints. As production volumes during the period were not representative of normal operating conditions, it is more appropriate to assess performance using energy intensity per unit of production rather than total annual energy consumption. The Group will review and update its targets to better reflect operational conditions and the expected increase in production volumes. FY2026 or FY2027 will be adopted as the new baseline year once production levels are considered representative of normal operations.

In FY2025, the Group sustained its long-standing commitment to sustainability by continuing initiatives such as optimising air-conditioning systems, adopting paperless workflows with digital signatures, encouraging remote or hybrid work arrangements to reduce energy consumption, and promoting the recycling of paper and plastic waste. In addition, the Group began exploring predictive maintenance within its plant operations to extend equipment lifespan, further advancing both environmental and operational objectives.

Since March 2024, AAI's corn processing facilities have utilised green biomass (rice husks and corn cobs), instead of wood, as an input source. This proactive initiative underscores the Group's commitment to sustainability and environmental responsibility in shaping its energy-use strategies.

Greenhouse Gas Emissions

As the world increasingly experiences the effects of climate change through more frequent extreme weather events such as droughts, floods, and heatwaves, the Group remains committed to minimising its environmental impact and creating long-term value for its business, stakeholders, and communities. In alignment with global and national efforts to reduce GHG emissions, the Group continues to monitor its emission levels to identify key areas for meaningful reduction.

Impact on Advanced

GHG emissions represent a key environmental impact of the Group's corn drying and feed production operations. Emissions from fuel combustion and electricity use contribute directly to the Group's carbon footprint and exposure to evolving climate regulations. Reducing GHG emissions through energy efficiency and the use of renewable biomass supports compliance with national climate goals and mitigates potential financial and reputational risks. Effective emissions management is therefore essential to the Group's long-term operational sustainability.

Management Approach

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

Since March 2024, AAI has primarily used rice husks and corn cobs, along with diesel and petrol, as energy sources for its operations. The table below presents the Group's direct GHG emissions, measured in metric tonnes of carbon dioxide equivalent ("tCO₂e"), based on biomass fuel consumption (rice husks and corn cobs) and the fuel usage of diesel- and petrol-powered vehicles owned by the Group.

The following disclosure in this section includes CO₂, CH₄, and N₂O emissions for Scope 1 and 2 calculations.

GHG Emissions Methodology

Scope 1

The Group calculates diesel and petrol usage by aggregating the quantities recorded from individual transactions and converting them from litres to kilograms using the standard density for each fuel type. The resulting emissions of CO₂, CH₄, and N₂O are then converted to carbon-dioxide equivalent (“CO₂e”) using the respective emission factors from the Intergovernmental Panel on Climate Change (“IPCC”) Emission Factor Database⁸ and the Global Warming Potentials (“GWPs”), derived from the IPCC’s Global Warming Potential Values⁹.

Scope 2

Purchased electricity data, provided by the utility supplier in megawatt-hours, is converted to CO₂e using the emission factor published by the World Benchmarking Alliance¹⁰, which discloses the emission factor for Perusahaan Listrik Negara (PLN), Indonesia’s principal state-owned electricity generation and distribution company. The Group’s indirect (Scope 2) emissions primarily comprise electricity consumption and are calculated using the location-based method in accordance with the Greenhouse Gas Protocol.

Scope 3

The Group uses business-travel data from both offices to estimate Scope 3 emissions. The CO₂e for each flight is calculated using the respective airline’s carbon-emission calculation platform. The Group aims to expand the coverage of its Scope 3 inventory to include more upstream and downstream activities in future reporting periods, providing a more comprehensive overview of its total GHG emissions.

Our Performance

Direct GHG Emissions¹¹ in tCO₂e by Source:

	FY2025			FY2024 ¹²			FY2023
	AAI	SG Office	Total	AAI	SG Office	Total	AAI
Diesel	2.2	-	2.2	9.7	-	9.7	48.0
Petrol	18.5	2.7	21.2	903.0	0.5	903.5	49.0
Total	20.7	2.7	23.4	912.7	0.5	913.2	97.0

The decrease in direct greenhouse gas emissions in FY2025 compared with FY2024 reflects the progression of the corn drying facility from its construction and commissioning phase into normal operations. Emissions in FY2024 were elevated due to construction-related activities, including the operation of heavy machinery and increased transportation requirements associated with site development and project inauguration activities, which resulted in higher diesel and petrol consumption. In FY2025, fuel use was largely limited to routine operational activities following the stabilisation of the facility, leading to a significant reduction in direct emissions as temporary construction-related energy demands subsided.

Biogenic Emissions¹³ in tCO₂e:

	FY2025	FY2024	FY2023

⁸ <https://www.ipcc-nggip.iges.or.jp/EFDB/main.php>

⁹ <https://ghgprotocol.org/sites/default/files/2024-08/Global-Warming-Potential-Values%20%28August%202024%29.pdf>

¹⁰ <https://www.worldbenchmarkingalliance.org/company/perusahaan-listrik-negara>

¹¹ Scope 1 emissions are calculated from the consumption of diesel, petrol and biofuel, expressed in metric tonnes of CO₂ equivalent. Emission factors for direct energy consumption are taken from the IPCC 2006 emission factor database.

¹² Scope 1 emissions for FY2024 have been restated due to misclassification of biofuels in the FY2024 report.

¹³ Scope 1 emissions are calculated from the consumption of diesel, petrol and biofuel, expressed in metric tonnes of CO₂ equivalent. Emission factors for direct energy consumption are taken from the IPCC 2006 emission factor database.

	AAI	SG Office	Total	AAI	SG Office	Total	AAI
Biofuel	3,435.3	-	3,435.3	1,542.0	-	1,542.0	426.0

The increase in biogenic emissions in FY2025 compared with FY2024 reflects a greater reliance on biomass fuels, including corn husks and other agricultural residues, to support drying operations at the corn drying facility. This shift towards biomass contributed to a corresponding reduction in fossil fuel consumption and associated Scope 1 emissions during the year. In accordance with the Greenhouse Gas Protocol, emissions arising from the combustion of biomass are reported separately as biogenic emissions rather than within Scope 1 fossil fuel emissions. The observed increase therefore indicates progress in fuel substitution and a transition towards lower fossil fuel dependency, rather than an overall deterioration in emissions performance.

Indirect (Scope 2) GHG emissions¹⁴ in tCO₂e:

	FY2025			FY2024			FY2023
	AAI	SG Office	Total	AAI	SG Office	Total	AAI
Purchased Electricity	218.3	-	218.3	251.0	-	251.0	42.0

Indirect (Scope 3) GHG emissions¹⁵ in tCO₂e:

	FY2025			FY2024			FY2023
	AAI	SG Office	Total	AAI	SG Office	Total	AAI
Business Travel – Air	19.1	6.7	25.8	51.9	9.5	61.4	Data Unavailable

Total GHG Emission Intensity (Indonesia only):

	FY2025	FY2024	FY2023 ¹⁶
Scope 1 GHG Emissions (tCO ₂ e)	20.7	912.7	523.0
Scope 2 GHG Emissions (tCO ₂ e)	218.3	251.0	42.0
Scope 3 GHG Emissions (tCO ₂ e)	19.1	51.9	Data Unavailable
Total GHG Emissions (tCO₂e)	258.1	1,215.6	565.0
Total Production (t)	10,190.7	13,976.0	2,512.0
Emission Intensity Ratio (tCO₂e / t)	0.03	0.1	0.2

AAI ensures full compliance with all environmental regulations and permits in Indonesia and remains committed to enhancing its Environmental Impact Assessment (“AMDAL”). Furthermore, it has obtained the Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (“SPPL”), an environmental permit that affirms its capability to manage and monitor the environmental impacts associated with its business activities.

In addition to tracking energy usage and emissions from its internal operations, the Group is also mindful of the energy consumption and emissions generated by its stakeholders, including suppliers and customers. The Group will continue refining its assessment to identify additional material sources of energy consumption beyond its operations and will progressively explore approaches to measuring relevant Scope 3 GHG emissions, taking into consideration the Group’s operational scale and data

¹⁴ Scope 2 emissions are calculated from the consumption of purchased electricity, expressed in metric tonnes of CO₂ equivalent. Emission factors for indirect energy consumption are taken from the IEA Emission Factors (2023).

¹⁵ Scope 3 emissions are calculated by using the respective airline’s carbon database and corresponding routes travel routes.

¹⁶ Emission intensity ratio for FY2023 takes into account Scope 1 and Scope 2 only. Scope 3 measurements were not yet available.

availability.

Energy consumption and emissions during the reporting year should be interpreted in the context of reduced production volumes, which declined from 13,976.0 t in FY2024 to 10,190.7 t in FY2025 due to ongoing corn supply constraints. As production levels normalise and capacity utilisation improves, future performance indicators are expected to be more representative of steady-state operations.

In FY2025, there were no ozone-depleting substances or other significant air emissions, such as NO_x or SO_x, consistent with the results from FY2024 and FY2023.

FOCUS 5: HUMAN CAPITAL

At Advanced, empowerment is a core value that guides the Group's actions. The Group places strong emphasis on developing and realising the potential of its employees, while seeking to improve the lives of all those with whom it works. Accordingly, the Group upholds a firm commitment against unethical and unfair business practices through policies that ensure all employees and members of the local community are treated with the utmost respect and care.

The Group's FEP is a manifestation of its core value, 'empowering'. The FEP aims to improve farming methods in North Sulawesi, Indonesia. Kickstarted by the Group in FY2023, the program empowers local farmers by educating them on the best practices for corn cultivation as well as introducing them to sustainable farming methods. Programmes like the FEP reflects the Group's commitment to empowering the individuals within its value chain. For more information on the FEP, please refer to section titled "Respecting Local Communities".

Occupational Health and Safety

Being in the agricultural industry, the Group's employees frequently work with heavy machinery for processing animal feed and rice husks. Recognising the inherent risks associated with such activities, the Group has implemented comprehensive safety measures to ensure that every employee return home safely at the end of each day.

Impact on Advanced

A strong health and safety culture is essential not only for protecting employees but also for maintaining uninterrupted operations. A robust Health and Safety management system is preventative in nature, ensuring proper procedures and policies are in place to ensure that accidents do not occur.

Conversely, inadequate safety practices could result in legal recourse for the Group, halting its operations and in the most extreme cases could cause the Group to lose its right to operate in certain jurisdictions.

Management Approach

The Group treats its employee's safety and health with the utmost care. It has consulted and collaborated with its contractors to implement safety features within its facilities. However, the Group does not only rely on safety features to ensure safety of its employees, but it also educates its employees by providing comprehensive training on the risks of mechanical and non-mechanical hazards to ensure employees are aware and able to mitigate the risks presented.

Additionally, the Group believes in empowering its employee body and providing them with the agency to identify and remove themselves from potentially hazardous situations. Hence, the Group has curated trainings which educates its employees on what constitutes hazardous situations and the various channels they can report them. The Group has taken care to ensure that certain communication channels are anonymous to ensure that employees remain protected from reprisals should they report any hazardous situations.

The Group also conducts annual fire drills to reinforce and instil its on-site employees with the knowledge of its fire response protocol, ensuring that its employees are prepared and ready in the event of an actual fire.

An overview of the Group's workplace safety regulations and policies are detailed in the diagram below:



Our Performance

In FY2025, there were four instances of recordable work-related injuries, of which none were high-consequence or fatal. Following any work-related incidents, the Group carries out an investigation through a structured Hazard Identification, Risk Assessment, and Risk Control (“**HIRARC**”) process. This approach begins with systematically identifying potential hazards that may arise during workplace activities, using techniques such as field observations, analysis of past incident and accident records, reviews of existing safety documentation, and in-depth interviews with workers and supervisors. Once hazards are identified, each is assessed to determine the likelihood and severity of associated risks. Based on this assessment, appropriate corrective and preventive measures are developed and implemented to control or minimise the identified risks. Through structured HIRARC methodology, this ensures that hazards are proactively identified, risks are thoroughly evaluated, and effective controls are established to enhance workplace safety and prevent recurrence of similar incidents.

The Group aims for the highest standard of zero instances of work-related health issues and major injuries.

Workforce Diversity and Employment

The Group is committed to empowering individuals from all backgrounds by fostering an inclusive workplace that values merit and equal opportunity. It aims to provide opportunities to all skilled employees to showcase their abilities and contribute meaningfully to the Group.

Impact on Advanced

A diverse and skilled workforce enables the Group to overcome any challenges that it may face due to the evolving industry and economy. Diversity brings a board range of perspectives, experiences and capabilities, strengthening the Group's ability to innovate and adapt to regulatory and market changes.

Conversely, a lack of diversity could limit strategic thinking, reduce competitiveness and deter top talent from joining the Group, hence impacting long-term growth and resilience.

Management Approach

Diversity is a cornerstone of the Group's success. The Group believes that diversity is crafted by providing all employees with fair compensation and a safe working environment. Hence, the Group has adopted a zero tolerance to all forms of discrimination. All of its job hiring are based strictly on the criteria in the job listing, which states the qualifications, experience, competencies that the candidate is required to possess. The Group does not consider gender, race, age or religion in its hiring decisions. Additionally, to ensure parity in the hiring process, the Group employs a wide range of channels during its hiring process, to ensure that all potential candidates can apply. Finally, the Group aims to achieve gender parity with regards to compensation, to ensure that all its employees receive fair remuneration.

Our Performance

In FY2025, the Group saw a decrease in total employees by 5.5%. The table below provides a year-on-year comparison for the Group's diversity number for the past three years.

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Total	69	100%	73	100%	82	100%
By Gender						
Male	48	69.6%	50	68.5%	62	75.6%
Female	21	30.4%	23	31.5%	20	24.4%
By Age Group						
Under 30 Years Old	33	47.8%	37	50.7%	36	43.9%
Between 30- and 50-Years Old	32	46.4%	29	39.7%	37	45.1%
Above 50 Years old	4	5.8%	7	9.6%	9	11.0%
By Region						
Singapore	5	7.2%	4	5.5%	5	6.1%
Indonesia	64	92.8%	69	94.5%	77	93.9%

The following tables highlights the make-up of employee types that are handled by the Group. Beginning with permanent employees:

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Permanent Employees						
By Gender						
Male	19	61.3%	13	65.0%	Data Unavailable ¹⁷	
Female	12	28.7%	7	35.0%		
By Region						
Singapore	5	16.1%	4	20.0%	Data Unavailable ¹⁷	
Indonesia	26 ¹⁸	83.9%	16	80.0%		

¹⁷ Data unavailable as FY2024 is the first year the Group has disclosed this data.

¹⁸ Advanced Agri Indonesia hires 2 daily wage workers, 1 male and 1 female. Though their contract is indefinite, these employees are not considered permanent employees under Indonesia's employment law. Specifically, Government Regulation No. 35 Tahun 2021, Art 10(1).

The following table highlights the temporary employees that are currently employed by the Group:

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Temporary Employees						
By Gender						
Male	28	77.8%	37	74.0%	Data Unavailable ¹⁹	
Female	8	22.2%	13	26.0%		
By Region						
Singapore	-	-	-	-	Data Unavailable ¹⁹	
Indonesia	36	100%	50	100.0%		

The following table highlights the non-guaranteed hours employees that are currently employed by the Group:

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Non-Guaranteed Hours Employees						
By Gender						
Male	-	-	-	-	Data Unavailable ¹⁹	
Female	-	-	3	100.0%		
By Region						
Singapore	-	-	-	-	Data Unavailable ¹⁹	
Indonesia	-	-	3	100.0%		

The following table highlights the full-time employees that are currently employed by the Group:

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Full-time Employees						
By Gender						
Male	19	61.3%	13	65.0%	Data Unavailable ¹⁹	
Female	12	38.7%	7	35.0%		
By Region						
Singapore	5	16.1%	4	20.0%	Data Unavailable ¹⁹	
Indonesia	26	83.9%	16	80.0%		

¹⁹ Data unavailable as FY2024 is the first year the Group has disclosed this data.

The following table highlights the part-time employees that are currently employed by the Group:

	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Part-time Employees						
By Gender						
Male	28	77.8%	37	74.0%	Data Unavailable ¹⁹	
Female	8	22.2%	13	26.0%		
By Region						
Singapore	-	0.0%	-	0.0%	Data Unavailable ¹⁹	
Indonesia	36	100.0%	50	100.0%		

Besides its employees, the Group also aims to imbue its leadership with diversity. The table below highlights the diversity of its Board members, across the past three years:

Group's Board of Directors						
Categories	FY2025		FY2024		FY2023	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Total	10	100%	10	100.0%	9	100.0%
By Gender						
Male	7	70%	7	70.0%	7	77.8%
Female	3	30%	3	30.0%	2	22.2%
By Age Group						
Under 30 Years Old	-	-	-	-	-	-
Between 30- and 50-Years Old	4	40%	3	30.0%	3	33.3%
Above 50 Years old	6	60%	7	70.0%	6	66.7%
By Region						
Singapore	6	60%	6	60.0%	5	55.6%
Indonesia	4	40%	4	40.0%	4	44.4%

For further details on the Group's Board Diversity Policy, please refer to the Statement of Corporate Governance in the Company's Annual Report 2025.

New Hires

In FY2025, the Group saw 8 new hires and a new hire rate of 11.3%, this represents a decrease from the past year by 67.3%. The table below provides a year-on-year comparison of new hires and rate of new hire²⁰ from FY2024 to FY2025.

Employee Metric	FY2025		FY2024		FY2023	
	Headcount	Rate of New Hires	Headcount	Rate of New Hires	Headcount	Rate of New Hires
Total	8	11.3%	28	34.6%	51	68.9%
By Gender						
Male	7	14.3%	16	19.8%	42	56.6%
Female	1	4.5%	12	14.8%	9	12.1%
By Age Group						
Under 30 Years Old	5	14.3%	18	22.2%	27	36.5%
Between 30- and 50-Years Old	2	6.6%	10	12.4%	17	23.0%
Above 50 Years old	1	18.1%	-	-	7	9.4%
By Region						
Singapore	1	22.2%	-	-	2	2.7%
Indonesia	7	10.5%	28	34.6%	49	66.2%

Employee Turnover

In FY2025, the Group saw a turnover of 12 employees and a turnover rate of 16.9%, this represents a decrease from the past year by 63.0%. The table below provides a year-on-year comparison of turnover and rate of turnover²¹ from FY2024 to FY2025.

Employee Metric	FY2025		FY2024		FY2023	
	Headcount	Rate of Turnover	Headcount	Rate of Turnover	Headcount	Rate of Turnover
Total	12	16.9%	37	45.7%	20	27.0%
By Gender						
Male	9	18.4%	27	33.3%	17	23.0%
Female	3	13.6%	10	12.4%	3	4.0%
By Age Group						
Under 30 Years Old	4	11.4%	13	16.0%	7	9.4%
Between 30- and 50-Years Old	4	13.1%	16	19.8%	7	9.4%
Above 50 Years old	4	72.7%	8	9.9%	6	8.2%

²⁰ New hire related statistics are computed based on confirmed new hires over average number of employees during the FY by gender and age.

²¹ Turnover related statistics are computed based on the turnover of confirmed employees over average number of employees during the FY by gender and age.

Employee Metric	FY2025		FY2024		FY2023	
	Headcount	Rate of Turnover	Headcount	Rate of Turnover	Headcount	Rate of Turnover
By Region						
Singapore	-	-	1	1.2%	1	1.3%
Indonesia	12	18%	36	44.4%	19	25.7%

Ethical Labour Practices

The Group believes in treating its employees fairly and respectfully, it aims to remain compliant with all relevant labour laws and regulations in any of the areas where the Group operates. The Group has zero incidents of non-compliance to any relevant labour laws and regulations in the last three reporting periods.

Employee Benefits and Development

The Group recognises that its treatment of its employees is integral to attracting top talent and retaining a loyal and committed workforce. Furthermore, the Group believes in developing its employees alongside its business, evolving in tandem to new industry trends and circumstances.

Impact on Advanced

A strong employee benefits and development program empowers employees to meet industry challenges and future business needs. Comprehensive employee development programs create opportunities for career progression within the Group, fostering a skilled and loyal workforce that, grows with the Group. On the other hand, weak benefits and development program could lead to higher recruitment costs and reliance on external hires for specialised expertise.

Management Approach

The Group adopts a holistic approach to employee development, offering opportunities that provide both breadth and depth of learning. The Group aims to ensure that its employees can choose to develop themselves in ways that they find relevant and have passion for.

The Group continues to invest in its employee's by providing ample training opportunities to upskill them and keep them relevant with current industry trends. Another key component of the Group's development strategy is its annual performance evaluation. The performance evaluation helps employees understand their performance, identify strengths and areas for improvement, and explore career growth opportunities. By providing constructive feedback, the evaluation empowers employees to take ownership of their professional development.

Our Performance

The following table highlights the number of employees that have received a performance review in FY2025 and FY2024. The Group's performance review values were only reported from FY2024 onwards; hence it does not have performance review data from FY2023.

Employee Metric	Percentage of Employees that Received a Regular Performance Review in the Following Years (%)	
	FY2025	FY2024
By Gender		
Male	100	100
Female	100	100

Employee Metric	Percentage of Employees that Received a Regular Performance Review in the Following Years (%)	
	FY2025	FY2024
By Employee Type		
Senior Management	100	100
Middle Management	100	100
Executive	100	100

In FY2025, 100% of the group's employees that worked more than six months period, received regular performance review.

The following table highlights the number of training hours that were accumulated across all entities within the Group in FY2024 and FY2025. The Group's performance review values were only reported from FY2024 onwards; hence it does not have training data from FY2023.

Employee Metric	Average Training Hours per Employee	
	FY2025	FY2024
By Gender		
Male	11.0	12.5
Female	21.9	17.9
By Employee Type		
Senior Management	11.4	22.9
Middle Management	35.8	14.1
Executive	12.2	12.8

In FY2025, the Group saw an increase in average training hours by 4 average hours per employee amongst its female employees. Alternatively, its male employee saw a 1.5 hours per employee decrease in the average training hours.

Benefits Provided to Full-Time Employees

The Group aims to reduce the mental load on its employees so that they may pursue their professional goals with the utmost focus. Currently, the Group provides benefits to its employees based on and in accordance with local labour laws. Across its various operating locations, these benefits include healthcare, insurance, medical allowances, and parental leave.

Parental Leave

Parental leave is a universal benefit to all employees with the Group. The table below highlights the number of employees who took parental leave and are still employed with the company after 12 months, in FY2023, FY2024 and FY2025.

In FY2025, the Group had one employee take parental leave.

Metric	FY2025	FY2024	FY2023
Total number of employees who have taken parental leave			
Male	-	-	-
Female	1	1	1
Total number of employees that returned to work in the reporting period after parental leave			
Male	-	-	-
Female	1	1	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work			

Metric	FY2025	FY2024	FY2023
Male	-	-	-
Female	1	1	1
Return-to-work rate			
Male	-	-	-
Female	100%	100%	100%
Retention Rate			
Male	-	-	-
Female	100%	100%	100%

Ethical Labour Practices

The Group believes that every employee deserves to be treated with the utmost respect and dignity. Hence, the Group has a zero-tolerance policy against any form of discrimination, human rights violations and illegal working conditions. In FY2025, there were zero recorded incidents of discrimination, similar to FY2023 and FY2024. Moving forwards, the Group aims to remain compliant with its hiring and supplier assessment processes. It aims to ensure that it only cooperates with other ethically run businesses when building its network, overall improving the lives of the people in the areas where it operates.

FOCUS 6: CORPORATE SOCIAL RESPONSIBILITY

Respecting Local Communities

Being in the agriculture industry, the Group acknowledges that its operations and land use can have adverse impact on the local communities, biodiversity and soil fertility. Engaging meaningfully with local communities is essential to assess and manage the Group’s impact on livelihoods, ensuring accountability and fostering trust.

Impact on Advanced

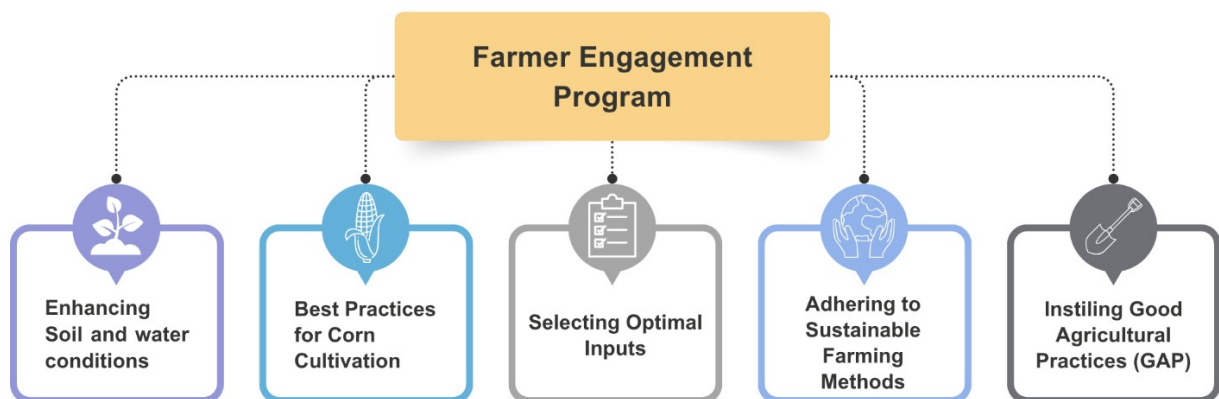
The Group recognises that its operations can have adverse effects on local communities and disrupt their lives. The Group seeks to create positive outcomes where we operate. By supporting the local communities, the Group aims to improve quality of life, strengthen relationships, and build talent pipelines for the future. Poor engagement could result community resistance, operational disruptions and reputational risks.

Management Approach

The Group is committed to giving back to communities and supporting those in need. Over the years, the Group has participated in a multitude of charity programmes as part of its commitment to the local community. One key example is the Group’s continued support of the Breadline organisation, which aims to provide financial, physical and emotional support to vulnerable individuals in Singapore. The Group’s staff helps to take care of 3 breadline families, providing financial assistance and regular welfare checks.

Thus far, the Group’s most extensive local community engagement programme has been the engagement with local farming communities, Farmer Engagement Programme (“FEP”). The programme is a collaborative effort between the Group and Bogor Institute of Agriculture (Institut Pertanian Bogor) to enhance farmer welfare, safeguard food security and promote sustainable farming practices. The program trains local farmers on efficient and eco-friendly farming methods to increase yields while preserving soil health. In FY2025, the Group launched another FEP in collaboration with the local army department (Korem), following the previous model the program enhanced 270,000 m² of farmland. Moving forwards, FEP expects to expand its reach to 15,800,000 m² of farmland.

The table below provides an overview of the Group’s FEP and its key purposes.



Our Performance

The Group currently does not have any operations that negatively impact local communities (FY2024: zero).

Environmental & Social Impacts of Supply Chain

As an agricultural business, the Group recognises the extensive scale of its supply chain and operations. Hence, it aims to be a catalyst for positive change within the industry by promoting ethical and sustainable sourcing practices. The Group's impact begins with supplier selection, where the Group prioritise partners committed to ethical and sustainable sourcing.

While the Group is developing a comprehensive supplier assessment framework to evaluate environmental and social impacts, this initiative is still in the research phase. Though its current assessment processes are limited, the Group is actively working to enhance them and integrate these standards into the Group's operational framework over time.

Currently, the Group remains focused on collaborating with local farmers to improve crop yields while embedding sustainable farming practices. The Group believe that by training and supporting local farmers, it can not only strengthen agricultural sustainability but also lay the foundation for a reliable, locally sourced supply chain in the future.

IFRS S2 CLIMATE-RELATED DISCLOSURES

The Group has previously aligned its reporting practices with the TCFD framework, integrating its recommendations into its disclosure approach. However, in anticipation of future reporting standards and more stringent disclosure requirements, the Group will now reference the guidelines set out in the IFRS S2 Climate-related Disclosures. This transition aims to enhance the transparency of the Group's communication on climate-related risks and opportunities that may affect its financial performance and to provide a more quantitative perspective on the potential impacts of climate change on its business. In this section, the Group outlines its processes for identifying, evaluating, and addressing climate-related risks and opportunities, guided by the IFRS S2 Climate-related Disclosures.

Governance

The Board oversees the Group's sustainability strategy, including climate-related risks and opportunities, which are reviewed at least annually. To support this, a Task Force chaired by an Executive Director and Chief Financial Officer coordinates climate initiatives, meeting twice yearly to monitor progress, assess risks, and recommend actions. Comprising representatives from across business units, the Task Force ensures alignment with evolving developments, integrates climate considerations into strategic planning and reporting, and maintains a robust governance framework. Other Board Committees, including the Audit, Nominating, and Remuneration Committees, address sustainability matters within their respective mandates. For more details on the Group's sustainability governance structure, see the section titled "Sustainability Governance."

To promote the integration of sustainability practices across the organisation and its operations, the Group has linked selected incentives and key performance indicators ("KPIs") to its sustainability performance. Employees that have direct responsibility on sustainability initiatives or collection of data for the preparation of this Report have KPIs linked to the outcome and accuracy of the data collected in FY2025. The Group will look into some incentive scheme to encourage employees to meet/exceed their KPIs in this area.

Strategy

The Group's strategy focuses on identifying and managing climate-related risks and opportunities across defined time horizons: short-term (1–2 years), medium-term (to 2030), and long-term (to 2050). As a corn processing company operating in Indonesia, the Group recognises both the physical and transition risks associated with climate change. Physical risks include potential disruptions in corn supply chains caused by extreme weather events such as droughts or floods, as well as the impact of rising temperatures on storage and processing efficiency. Transition risks arise from evolving environmental regulations, technological advancements in low-carbon processing, and shifting market expectations for sustainably produced animal feed. These risks have material implications for operational continuity, energy costs, and long-term competitiveness.

To evaluate the potential effects of these risks and opportunities, the Group conducts climate scenario analysis using a range of pathways, including one aligned with limiting global warming to 1.5 °C. This analysis assesses how different policy, temperature, and energy price trajectories may influence the cost and availability of raw materials, fuel sources, and logistics operations. The findings inform the Group's long-term investment and risk management decisions, helping to ensure that its business model remains resilient under a range of climate conditions.

As part of its adaptation and mitigation strategy, the Group has transitioned towards the use of renewable biomass, primarily rice husks and corn cobs, to power its corn drying furnaces in Indonesia. This initiative has reduced dependence on fossil fuels and mitigated Scope 1 emissions. In the medium term, the Group is exploring further efficiency improvements in biomass utilisation, opportunities for local sourcing to enhance energy security, and the potential adoption of complementary renewable energy technologies.

Climate-Related Risks and Opportunities

The Group recognises that climate change presents both risks and opportunities that can materially influence its business model, operations, and long-term value creation. In line with the IFRS S2 Climate-related Disclosures, the Group has identified and assessed key transition and physical risks, as well as related opportunities, across its operations. This assessment enables the Group to better understand potential impacts on its activities, anticipate emerging challenges, and identify strategic opportunities to support a low-carbon and resilient future.

In FY2024, the Group primarily referenced climate variability phenomena such as El Niño and La Niña to describe climate conditions affecting its operations. In FY2025, the Group has enhanced its approach by adopting climate scenarios from the IPCC Sixth Assessment Report (“AR6”) to support a more structured and forward-looking evaluation of climate-related risks and opportunities. The IPCC AR6 scenarios provide scientifically robust, long-term projections across multiple emissions pathways, enabling the Group to assess both transition and physical climate risks over short-, medium-, and long-term time horizons. This approach is more suitable for evaluating the potential financial and operational implications of climate change and is aligned with evolving best practices and the requirements of IFRS S2.

Climate-Related Risks:

Risk Type	Risk Description	Time Horizon	Potential Impact on Operations and Financial Planning	Mitigation / Management Measures
Transitional				
Policy and Regulation	Increased pricing of GHG emissions and emissions-reporting requirements in Singapore and Indonesia.	Short to Medium term (1–7 years)	Higher operational costs from GHG emissions and compliance; potential exposure to carbon taxes.	Biomass has been adopted to reduce direct emissions, alongside improvements to measurement systems to support accurate GHG reporting.
Technology	Unsuccessful investment in new technologies and cost of adaptation to lower emission technologies	Short to Medium term (1–7 years)	Financial loss or stranded assets if new technologies underperform; increased capital expenditure to upgrade existing drying and storage systems.	Conduct rigorous technical and financial due-diligence before technology adoption; pursue phased pilot projects; leverage government or green-financing incentives to offset costs; monitor industry benchmarks for best-available technologies.
Reputation	Stakeholder concerns over sustainability performance and environmental impact and a change in consumer preferences	Ongoing	Potential reputational risk affecting customer relationships and investor confidence.	Communicate transparent progress in emissions reduction and sustainability initiatives through regular reporting aligned with IFRS S2 and TCFD.
Physical				
Chronic Heat Stress/rising temperature	Rising average temperatures affecting drying efficiency and storage conditions for processed corn.	Medium to Long term (5–20 years)	Increased energy demand for cooling and aeration; higher spoilage and inventory loss.	Invest in temperature-controlled storage silos; upgrade ventilation and humidity-control systems; optimise drying schedules.
Acute Weather Events (Flooding/ Heavy Rainfall)	Increased frequency of intense rainfall events disrupting logistics and crop deliveries.	Short to Long term (1–20 years)	Supply-chain disruption, transport delays, and higher raw-material costs.	Diversify sourcing regions; enhance drainage and site-resilience infrastructure; maintain buffer inventory.
Drought and Water	Extended dry seasons reducing	Medium to Long term	Reduced raw-material availability; increased	Partner with farmers on water-efficient irrigation and sustainable

Risk Type	Risk Description	Time Horizon	Potential Impact on Operations and Financial Planning	Mitigation / Management Measures
Scarcity	corn yields and biomass availability.	(5–20 years)	procurement costs.	agricultural practices; monitor sourcing diversity.

Climate-Related Opportunities:

Opportunity Type	Description	Strategic Response
Resource Efficiency	Deployment of biomass energy and energy-efficient drying systems reduces fossil-fuel dependence and operating costs.	Expand biomass utilisation and invest in high-efficiency furnaces.
Sustainable Product Demand	Growing preference for sustainably produced feed products.	Strengthen sustainability certifications and partnerships with responsible suppliers.

Scenario Analysis on Climate-Related Risk and Opportunities (CRROs)

In FY2025, members of the Task Force undertook a reassessment to identify climate-related risks and opportunities (“**CRROs**”) relevant to the Group as a whole. Insights from academic and industry research were then used to evaluate the potential implications of these factors for the Group’s business model, strategy, and financial planning. The Group’s climate scenario analysis is based on three pathways based on research by the IPCC, International Energy Agency (“**IEA**”), and Coupled Model Intercomparison Project (“**CMIP**”) as described below.

- **Low-Emission (Paris-Aligned)**²² – This scenario combines the IPCC SSP1–1.9 pathway with the IEA Net Zero Emissions by 2050 (“**NZE 2050**”) scenario. It represents a 1.5 °C world with rapid decarbonisation, strong international coordination and extensive investment in renewable energy. The IEA NZE 2050 provides energy-system and carbon-price assumptions that help the Group assess transition risks and opportunities, such as rising carbon prices and access to green-finance instruments for biomass upgrades.
- **Intermediate (Moderate Transition)**²³– This scenario draws on the IPCC SSP2–2.6 pathway and the IEA STEPS / APS scenarios. It portrays moderate progress towards decarbonisation and gradual regulatory tightening, consistent with approximately 2 °C warming. It allows the Group to evaluate exposure to transitional risks such as rising energy and compliance costs under partial regional adoption of low-carbon policies.
- **High-Emission (Business-as-Usual)**²⁴ – Based on the IPCC SSP5–8.5 pathway, this scenario assumes continued reliance on fossil fuels and limited global coordination on climate action, leading to severe physical impacts. The Group uses this scenario to test the resilience of its operations against physical climate risks projected under the CMIP6 model framework, including higher ambient temperatures affecting corn storage conditions and potential disruptions to agricultural supply chains.

²² “IPCC AR6 Assessment Report” IPCC (<https://www.ipcc.ch/assessment-report/ar6/>) and <https://www.iea.org/reports/global-energy-and-climate-model>

²³ “IPCC AR6 Assessment Report” IPCC (<https://www.ipcc.ch/assessment-report/ar6/>), <https://www.iea.org/reports/global-energy-and-climate-model/stated-policies-scenario-steps>, and <https://www.iea.org/reports/global-energy-and-climate-model/announced-pledges-scenario-aps#abstract>

²⁴ “IPCC AR6 Assessment Report” IPCC (<https://www.ipcc.ch/assessment-report/ar6/>) and <https://wcrp-cmip.org/cmip-phases/cmip6/>

	Low-Emission (Paris-Aligned)	Intermediate (Moderate Transition)	High-Emission (Business-as-Usual)
IPCC Pathway	SSP1–1.9 / RCP 1.9	SSP2–2.6 / RCP 2.6	SSP5–8.5 / RCP 8.5
Brief Description	Rapid global decarbonisation consistent with limiting warming to 1.5 °C through stringent carbon pricing, renewable-energy expansion, and sustainable agriculture.	Slower and uneven progress towards decarbonisation, with moderate climate-policy advancement and fragmented market expectations.	Minimal policy intervention, continued fossil-fuel reliance, and high energy demand leading to ~4 °C warming by 2100.
Rationale for Selection	Tests resilience of the Group's business under a Paris-aligned transition with ambitious regulation and high sustainability demand.	Represents a central, regionally realistic case reflecting gradual policy development and partial technology uptake across ASEAN markets.	Assesses exposure to severe physical risks—heat stress, flooding, and supply-chain disruption—under weak policy coordination.
Key Assumptions	<ul style="list-style-type: none"> • Strong international policy coordination. • Steep rise in carbon prices. • Biomass and low-carbon technologies widely adopted. • Agricultural supply chains transition to sustainable practices. 	<ul style="list-style-type: none"> • Gradual carbon-price increases. • Uneven regional policy adoption. • Moderate renewable-energy growth. • Corn yields moderately affected by shifting rainfall patterns. 	<ul style="list-style-type: none"> • High global energy demand met largely by fossil fuels. • Limited emissions regulation. • Frequent extreme weather events. • Rising energy costs for aeration and cooling.
Underlying Model / Data Source	IPCC AR6 Scenario Database (SSP1–1.9); IEA Net Zero Emissions by 2050 (NZE 2050).	IPCC AR6 Scenario Database (SSP2–2.6); IEA STEPS / APS assumptions.	IPCC AR6 Scenario Database (SSP5–8.5); NOAA and CMIP6 physical-risk projections.

Strategic Resilience Assessment

The Group conducted a resilience assessment of its core business strategies to evaluate their ability to remain viable under multiple climate scenarios. This analysis considered transition and physical climate risks across low-, moderate-, and high-emission futures. It identifies where the Group's current strategies are robust and where further adaptation or investment may be required to ensure long-term operational and financial resilience.

Strategy Type	Resilience Outcome and Key Insights
Operational Strategy	Operations remain efficient under lower-warming scenarios due to early adoption of biomass fuels and energy-saving practices. Under higher warming, resilience declines because of elevated ambient temperatures and humidity, requiring investment in adaptive cooling and storage infrastructure.
Supply-Chain and Sourcing Strategy	Under lower-warming scenarios, supply-chain resilience is supported by sustainable-sourcing initiatives and diversification. Under higher-warming conditions, physical climate impacts on regional corn yields may disrupt feedstock availability, necessitating broader supplier networks and inventory buffers.
Energy and Technology Strategy	The transition to renewable biomass and energy-efficient drying systems aligns well with low- and moderate-warming scenarios. However, if technology costs escalate or adoption proves slower than expected, additional capital expenditure may be required to sustain competitiveness.
Market and Product Strategy	In low-warming scenarios, strong policy support and market demand enhance the value of sustainability certification and product differentiation. Under moderate-warming conditions, certification remains beneficial but less decisive where cost pressures dominate. In high-warming scenarios, limited policy coordination and weaker investor pressure reduce the commercial relevance of certification, shifting strategic focus towards supply reliability and operational resilience.
Financial and Investment Strategy	The current financing structure remains adequate under low- and moderate-warming scenarios. Under high-warming conditions, increased insurance, maintenance, and adaptation costs may pressure margins, underscoring the importance of access to green and blended-finance instruments.

Areas of Uncertainties

The Group recognises that climate scenario analysis inherently involves uncertainty regarding future policy developments, market responses, and the physical impacts of climate change. Key uncertainties considered in the assessment include the timing and stringency of regional carbon-pricing mechanisms, potential technological breakthroughs in low-emission biomass processing, and the frequency and severity of extreme-weather events affecting corn yields and logistics. The analysis also acknowledges variability in future energy prices and exchange rates, which may influence operating costs and investment decisions.

Strategy Flexibility

The Group's business model demonstrates adaptability through its flexible use of renewable biomass fuels, diversified feedstock sourcing, and modular processing design, which allows upgrades to more efficient technologies as they become commercially viable. The Task Force reviews climate-related developments annually and integrates findings into investment and operational planning. This structure ensures the Group can adjust its capital-allocation priorities, sourcing strategy, and process efficiency targets in response to emerging policy, market, or environmental conditions.

Scenario Process and Timing

The Group first performed climate-related scenario analysis in FY2024 and updated it in FY2025 to incorporate enhanced modelling inputs aligned with the IPCC Sixth Assessment, Coupled Model Intercomparison Project Phase 6 ("CMIP6"), and the IEA Net Zero Emissions by 2050 and Stated Policies scenarios. The analysis applied a combination of qualitative and quantitative methods to evaluate transition and physical risks across three temperature pathways: 1.5 °C, 2 °C, and 4 °C. Results are reviewed biennially, or more frequently if there are material regulatory or operational developments, to inform strategic planning and resilience testing.

Transition and Adaptation Plans

To support the Group's climate strategy and emissions-reduction targets, a structured transition plan has been developed for the corn drying facilities in Indonesia. The plan focuses on shifting energy use from fossil fuels to renewable biomass sources, such as rice husks and corn cobs, while reducing reliance on wood for drying operations.

Complementing these transition measures, the Group's adaptation initiatives aim to strengthen operational resilience to physical climate risks. Together, these actions form an integrated framework that supports the Group's long-term decarbonisation pathway while safeguarding productivity under changing climatic conditions.

Risk Management

Risk/Opportunities Methodology

To better understand the potential risks associated with climate change and their impact on the Group, a structured process was undertaken to identify, assess, and prioritise material climate-related risks relevant to its operations.

The Group began by identifying disclosure topics most pertinent to its industry using the Sustainability Accounting Standards Board ("**SASB**") framework. These topics were then refined to align with the Group's business model and operating context. Within each disclosure topic, the Group reviewed relevant climate-related risk categories and compiled a preliminary list of potential transition and physical risks.

To evaluate these risks, the Group conducted an internal survey involving key management personnel, including the Executive Director, Group Chief Financial Officer, and representatives from Human Resources, Business Development, Procurement, and Operations. Participants were asked to score each identified risk across two dimensions — likelihood and impact — using a numerical scale from one to six.

The results were plotted on a likelihood–impact matrix to determine overall materiality. Risks with higher combined scores were deemed more significant and therefore prioritised for further analysis and inclusion in the Group’s climate-risk management and mitigation plans.

The methodology applied to identify and assess climate-related opportunities is consistent with that used for climate-related risks.

Integration with ERM

Climate related and broader sustainability risks are fully integrated into our ERM framework and are assessed using the same governance, methodologies and reporting cadence as other principal risks. Both physical and transition climate risk drivers are evaluated and embedded (where material) within our risk taxonomy, risk appetite statements and key risk indicators, with defined qualitative and quantitative thresholds, early warning indicators and escalation protocols.

Climate related risks are identified and assessed through established risk and control self-assessment processes, management risk workshops and horizon scanning activities. These are complemented by climate scenario analysis covering physical and transition risks across short-, medium- and long-term time horizons, reflecting the differing transmission channels, longer timeframes and inherent uncertainty associated with climate change. Material climate related risks are monitored through the Group’s three lines of defence model, with periodic review by senior management, relevant risk committees and the Board. Progress against mitigation plans and changes in risk severity are tracked as part of periodic risk reporting.

Insights from climate risk assessments and scenario analysis are embedded into strategic planning, financial planning, capital allocation, asset management, supply chain resilience initiatives, and product development. This ensures that climate related considerations are evaluated with rigour comparable to operational and financial risks, while appropriately reflecting their longer-term nature and potential non-linear impacts. Through this integrated approach, the Group seeks to enhance resilience, support informed decision making and align risk management with its long-term sustainability objectives.

Metrics and Targets

At the corn drying facilities in Indonesia, the Group has established a set of key metrics to assess environmental performance. In line with the recommendations of IFRS S2, these metrics include the measurement of both direct and indirect greenhouse gas emissions arising from the corn-drying process, as well as the monitoring of overall energy consumption. Emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, applying an operational-control boundary.

The Group’s strategic targets are designed to reduce emissions and enhance resource efficiency. In FY2026, the Group aims, at a minimum, to stabilise greenhouse gas emissions per metric tonne of corn dried at FY2025 levels. Over the medium and long term, the Group targets a reduction of 3% and at least 5%, respectively, in Scope 1, Scope 2, and Scope 3 emissions relative to the FY2026 or FY2027 baseline, supported by the adoption of energy-efficient technologies and the potential integration of renewable energy sources. FY2026, FY2027, or other future baseline year will be evaluated based on the normalisation of corn production in the coming years. The Group expects corn production to normalise in the coming years supported by internal initiatives and enhanced food and feed programmes implemented by the Indonesian government to benefit local farmers and their crops.

The Group has established targets across ESG dimensions to manage climate-related risks and capture related opportunities in alignment with its sustainability commitments. Performance against these targets is continuously monitored, with progress tracked, the effectiveness of measures evaluated, and strategies adjusted where necessary. Detailed disclosures of metrics and targets are provided in the Sustainability Targets and Performance Highlights section of this Report. The Group also intends to expand its disclosures to include additional industry-based metrics relevant to its business model and

operational activities in future reporting periods.

During the Reporting Period, the Group's climate-related targets were not yet linked to financial performance. The Group is enhancing the supporting methodologies and systems and expects to introduce this linkage from FY2026. Moving forward, the Group intends to align its targets to integrate financial and sustainability performance.

GRI CONTENT INDEX

Statement of use	Advanced Holdings Ltd has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Not applicable

GRI Standard	Disclosure Content	Section Reference/ Remarks
GRI 2: General Disclosures 2021		
2-1	Organisational details	Organisation Profile
2-2	Entities included in the organisation's sustainability reporting	Reporting Scope
2-3	Reporting period, frequency and contact point	Reporting Principles and Statement of Use
2-4	Restatements of information	<ul style="list-style-type: none"> Waste Management > Waste Generation by Composition Greenhouse Gas Emissions > Direct GHG Emissions in tCO₂e by Source Workforce Diversity and Employment > FY2023 Employee Diversity
2-5	External assurance	Advanced has not sought external assurance for this reporting period and may consider it in the future.
2-6	Activities, value chain and other business relationships	Annual Report 2025
2-7	Employees	Focus 5: Human Capital
2-8	Workers who are not employees	Focus 5: Human Capital
2-9	Governance structure and composition	Annual Report 2025
2-10	Nomination and selection of the highest governance body	Annual Report 2025
2-11	Chair of the highest governance body	Annual Report 2025
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
2-13	Delegation of responsibility for managing impacts	Sustainability Governance
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance
2-15	Conflicts of interest	Annual Report 2025
2-16	Communication of critical concerns	Annual Report 2025 and Sustainability Governance

GRI Standard	Disclosure Content	Section Reference/ Remarks
2-17	Collective knowledge of the highest governance body	Annual Report 2025
2-18	Evaluation of the performance of the highest governance body	Annual Report 2025
2-19	Remuneration policies	Annual Report 2025
2-20	Process to determine remuneration	Annual Report 2025
GRI 2: General Disclosures 2021		
2-21	Annual total compensation ratio	The Group does not disclose against this metric due to confidentiality constraints.
2-22	Statement on sustainable development strategy	The Group's Sustainability Story
2-23	Policy commitments	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics • Focus 2: Economic Performance • Focus 3: Product Safety and Animal Feed Quality • Focus 4: Protecting the Environment • Focus 5: Human Capital • Focus 6: Corporate Social Responsibility
2-24	Embedding policy commitments	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics • Focus 2: Economic Performance • Focus 3: Product Safety and Animal Feed Quality • Focus 4: Protecting the Environment • Focus 5: Human Capital • Focus 6: Corporate Social Responsibility
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> • Focus 4: Protecting the Environment • Occupational Health and Safety • Employee Benefits and Development
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • Sustainability Governance • Ethics and Integrity
2-27	Compliance with laws and regulations	There were no material instances of non-compliance with laws and regulations in this context during the year.
2-28	Membership associations	Not applicable. No reportable memberships of associations.
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
2-30	Collective bargaining agreements	Not applicable. No collective bargaining agreements.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Stakeholder Engagement and Materiality Assessment
3-2	List of material topics	Stakeholder Engagement and Materiality Assessment

Focus 1: Governance and Ethics

GRI 205: Anti-corruption 2016, GRI 206: Anti-competitive Behaviour 2016

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	Stakeholder Engagement and Materiality Assessment
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training about anti-corruption policies and procedure	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Anti-competitive behaviour

Focus 2: Economic Performance

GRI 201: Economic Performance 2016, GRI 203: Indirect Economic Impacts 2016

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	<ul style="list-style-type: none"> Direct Economic Value Generated and Distributed Economic Performance and Financial Impacts
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Direct Economic Value Generated and Distributed Annual Report 2025
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> Economic Performance and Financial Impacts IFRS S2 Climate-Related Disclosures
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Defined Benefit Plan Obligations and Other Retirement Plans
201-4	Financial Assistance Received from Government	Financial Assistance Received from Government
203-1	Infrastructure investments and services supported	Infrastructure Investments and Services Supported
203-2	Significant indirect economic impacts	Significant Indirect Economic Impacts

Focus 3: Product Safety and Animal Feed Quality

GRI 416: Customer Health and Safety 2016

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	Product Safety and Animal Feed Quality
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> Product Safety Animal Feed Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> Product Safety Animal Feed Quality

Focus 4: Protecting the Environment

GRI 302: Energy 2016, GRI 305: Emissions 2016, GRI 306: Waste 2020

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	<ul style="list-style-type: none"> Waste Management Energy Management Greenhouse Gas Emissions
302-1	Energy consumption within the organisation	Energy Management
302-2	Energy consumption outside of the organisation	Energy Management
302-3	Energy intensity	Energy Management
302-4	Reduction of energy consumption	Energy Management
302-5	Reductions in energy requirements of products and services	Energy Management
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
305-4	GHG emissions intensity	Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions
305-6	Emissions of ozone-depleting substances (ODS)	Greenhouse Gas Emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Greenhouse Gas Emissions
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
306-4	Waste diverted from disposal	Waste Management
306-5	Waste diverted to disposal	Waste Management

Focus 5: Human Capital

GRI 401: Employment 2016, GRI 403: Occupational Health and Safety 2018, GRI 404: Training and Education 2016, GRI 405: Diversity and Equal Opportunity 2016, GRI 406: Non-discrimination 2016

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	<ul style="list-style-type: none"> Occupational Health and Safety Workforce Diversity and Employment Employee Benefits and Development
401-1	New employee hires and employee turnover	Employee Benefits and Development
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Development
401-3	Parental leave	Employee Benefits and Development
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety
404-1	Average hours of training per year per employee	Employee Benefits and Development
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Benefits and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Benefits and Development
405-1	Diversity of governance bodies and employees	Workforce Diversity and Employment
405-2	Ratio of basic salary and remuneration of women to men	Workforce Diversity and Employment

406-1	Incidents of discrimination and corrective actions taken	Workforce Diversity and Employment
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Focus 6: Corporate Social Responsibility

GRI 413: Local Communities 2016

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	<ul style="list-style-type: none"> Respecting Local Communities Environmental & Social Impacts of Ingredient Supply Chain
413-1	Operations with local community engagement, impact assessments, and development programmes	Respecting Local Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Respecting Local Communities

IFRS S2 DISCLOSURE INDEX

IFRS S2 Para.	Requirements	Section Reference
Governance		
¶ 5	Governance processes for managing climate risks & opportunities	Governance
¶ 6 (a–c)	Board oversight, frequency of updates, and integration with strategy	
¶ 7 (a–c)	Management roles, responsibilities, and reporting lines	
Strategy		
¶ 9	Identify and describe climate-related risks and opportunities	Strategy
¶ 11 (a–c)	Describe how climate-related risks and opportunities influence business model and strategy	
¶ 12 (a–c)	Disclose resilience of strategy to different climate scenarios	
¶ 13	Explain how climate considerations are integrated into overall business planning and decision-making	
¶ 14 (a–b)	Describe how transition and adaptation plans support strategy and targets	
Risk Management		
¶ 15 (a–b)	Process for identifying and assessing climate-related risks	Risk Management
¶ 16 (a–b)	Process for prioritising and managing identified risks	
¶ 17	How climate-related processes are integrated into overall risk-management framework	
¶ 18	Connection or consistency with existing internal-control and governance systems	
Metrics and Targets		

IFRS S2 Para.	Requirements	Section Reference
¶ 19-21	Metrics used to assess climate-related risks and opportunities	Metrics and Targets
¶ 23 (a–c)	Quantified GHG emissions (Scope 1, 2, 3) and calculation methodology	
¶ 25 – 26	Climate-related targets (unit, base year, period, progress tracking)	
¶ 27 – 28	How targets are derived, monitored, and aligned with strategy	