

Aspial Lifestyle

2025

Sustainability
Report

This announcement has been reviewed by the Company's sponsor, SAC Capital Private Limited ("Sponsor").

This announcement 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 announcement, including the correctness of any of the statements or opinions made, or reports contained in this announcement.

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CONTENTS

BOARD STATEMENT	pg 2
SUSTAINABILITY GOVERNANCE	pg 4
OUR STAKEHOLDERS	pg 5
MATERIAL TOPICS	pg 6
GOVERNANCE AND ECONOMIC PERFORMANCE	pg 7
OUR ENVIRONMENTAL EFFORTS	pg 11
OUR PEOPLE	pg 14
CLIMATE RELATED DISCLOSURE	pg 25
GRI CONTENT INDEX	pg 42

BOARD **STATEMENT**

This is the annual Sustainability Report of Aspial Lifestyle Limited ("**Aspial Lifestyle**", "**ALL**" or the "**Company**"), and together with its subsidiaries (the "**Group**", "**we**" or "**our**") for the financial year from 1 January 2025 to 31 December 2025 ("**FY2025**"). This report provides an account of the Group's key operations in Singapore and Malaysia, and complements our Annual Report 2025, concentrating on matters significant to our stakeholders. As we progressively collect data from our expanded scope, only environmental data will be included for Malaysia operation.

The Board of Directors of the Company (the "**Board**") assumes responsibility for overseeing the management and monitoring of the economic, environmental, social and governance ("**EESG**") factors of the Group. These factors are carefully considered when determining the Group's strategic direction and policies. The Board also maintains oversight of the EESG material factors, ensuring that those factors of ongoing relevance to the business are addressed, thereby establishing a solid foundation for sustainable development.

This report offers a comprehensive assessment of the Group's sustainability performance concerning the material EESG factors, and they are systematically integrated into our Annual Report 2025, detailing the Group's financial performance, corporate governance practices, and risk management approach.

This Sustainability Report demonstrates the Group's commitment to collaborating with stakeholders to foster resilience, adaptability and innovation. We firmly believe in the increasing importance of Environmental, Social and Governance ("**ESG**") factors, which are integral to the long-term viability of the Group. We strive to embed ESG considerations into our strategies, thereby ensuring we are fully accountable for our impact on the environment, our customers, our people and our communities.



Reporting Framework

This report has been prepared in compliance with the requirements of Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Rules 711A and 711B, and Practice Note 7F Sustainability Reporting Guide of the Listing Manual Section B: Rules of Catalist (the “**Catalist Rules**”).

This report is also prepared with reference to the Global Reporting Initiative (“**GRI**”) Standards 2021. The adoption of the GRI Standards, which are recognised internationally, provides a comprehensive coverage of sustainability disclosure. This structured framework allows us to present a transparent and thorough account of the Group’s material matters and how they are managed, ensuring a balanced and representative overview of our sustainability performance.

In FY2025, the Company conducted an assessment on a qualitative basis to identify the risks and opportunities associated with its material sustainability issues and climate change. This report will disclose risks, opportunities, and other climate-related information. At the same time, the Company is deepening its understanding of its emissions profile to support the development of practical and achievable long-term reduction targets. These efforts position the Group to progressively reduce its carbon footprint and work towards alignment with the IFRS Sustainability Disclosure Standards requirements issued by the International Sustainability Standards Board (ISSB), ahead of mandatory adoption in FY2030.

Assurance

While external assurance was not sought for this report, the Group maintains a robust internal review process. The Internal Audit Team adopts a continuous auditing approach and carries out regular reviews to pinpoint areas of improvement. All recommendations proposed by the auditors during these internal reviews are carefully considered and subsequently integrated into the Group’s practices to enhance performance and accountability.

We highly value the perspectives of our stakeholders and consider their input essential for driving continuous improvement in our sustainability practices and reporting. We welcome you to share your views and suggestions with us at info@aspial.com.

SUSTAINABILITY GOVERNANCE

The Board oversees all corporate governance and operational matters related to our business. For corporate sustainability, the Board is supported by the Corporate Sustainability Committee (“**CSC**”), which is chaired by the Corporate Secretary, and includes other designated senior executives.



OUR STAKEHOLDERS

We place a high value on our stakeholders and recognise the critical importance of conducting our business in a responsible and sustainable manner. Stakeholder engagement is a fundamental component of our strategy, ensuring that the needs and expectations of those who are either directly or indirectly affected by our operations are effectively addressed. Our internal stakeholders include the Board, management and employees of the Group, whereas the external stakeholders include customers, strategic business partners, regulatory authorities, shareholders, investors, suppliers and vendors.

Below, we outline the Group’s approach to interacting with these diverse stakeholder groups, as well as the channels utilised to maintain open and effective communication:

1. Regulators

- Regular updates and communication
- Reports and compliance
- Periodical meetings with government bodies
- Dialogue with government bodies

2. Employees

- Employee interactions (i.e. employee’s survey, CEO dialogue)
- Internal updates and communication
- Events and functions

3. Customers and Strategic Partners

- Direct feedback sales channel engagement
- Site visit to our production facilities
- Assessment and audit performed by customers

4. Shareholders and Investors

- SGX announcements
- Shareholders’ meeting
- Annual reports
- Company’s website
- Regular updates and communication

5. Suppliers and Vendors

- Periodic supplier’s assessment
- Supplier’s meetings

MATERIAL TOPICS



We conduct an annual review of our material issues to ensure their relevance to our business and significance to our stakeholders. In FY2025, an internal review of our material topics, including the previously identified relevant GRI standards and Topic Specific Disclosures for each material topic, had been carried out by the management and the team working on the Sustainability Report.

The material topics have been grouped under three key sustainability pillars as shown below:



Key Sustainability Pillars

Governance & Economic Performance

- | | |
|---|---|
| <ul style="list-style-type: none"> • Compliance • Anti-corruption • Customer Privacy • Economic Performance | <ul style="list-style-type: none"> • GRI 2-27 • GRI 205-3 • GRI 418-1 • GRI 201-1 |
|---|---|

Our Environment Efforts

- | | |
|---|--|
| <ul style="list-style-type: none"> • Energy • Emissions | <ul style="list-style-type: none"> • GRI 302-1 • GRI 305-1, 305-2, 305-4 |
|---|--|

Our People

- | | |
|---|---|
| <ul style="list-style-type: none"> • Employment • Diversity • Training and Education • Occupational Health and Safety | <ul style="list-style-type: none"> • GRI 2-7, 401-1, 401-2 • GRI 405-1 • GRI 404-1 • GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-9 |
|---|---|

ITALGOLD

GOVERNANCE AND ECONOMIC PERFORMANCE

Compliance (GRI 2-27)

The Company adheres to the regulations established under the Catalist Rules and strives to maintain the highest standards of corporate governance as a company listed on SGX-ST's Catalist Board. In FY2025, all members of the Board attended mandatory sustainability training to further deepen their understanding of sustainability reporting.

To abide by both local and international best practices, we have a designated officer to maintain a register of incidents concerning ethics and compliance issues in order to ensure sound governance. Any reported cases will be escalated to the top management where necessary.

In FY2025, no significant instances (i.e., a fine of SGD 5,000 or more) of non-compliance with laws and regulations, or non-monetary sanctions were reported, achieving the previously set target.

Target for the next financial year*: Zero significant instances of non-compliance with laws and regulations and zero instances of non-monetary sanctions.

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Anti-corruption (GRI 205-3)

Our robust corporate governance framework allows us to uphold the highest standards of ethics and compliance. This framework incorporates a Code of Conduct and associated action guidelines that all officers and employees across the Group are required to follow. All new employees are introduced to the Code of Conduct, along with our policies on ethics and compliance, including anti-corruption measures. Furthermore, several communication channels are made available to employees and external individuals engaged in business activities, for reporting instances of unethical behaviour, if any.

To mitigate risks associated with money laundering and terrorism financing, we have developed and put in place internal policies, procedures, and controls that comply with the Regulated Dealers for Precious Stones and Precious Metals (Prevention of Money Laundering and Terrorism Financing) Act ("**PSPM Act**").

Since July 2020, we have been organising our in-house PSPM Act training programme for employees, including senior management. The training covers:

- An overview of the PSPM Act
- Compliance requirements and consequences of non-compliance
- Internal standard operating procedures (SOPs) and work processes

Whistle blowing policy

Our whistle blowing policy has been set up by the management in alignment with Rule 1204 (18A) of the Catalist Rules. The procedures detailed within this policy have received the full endorsement of the Audit Committee and approval from the Board. Employees of the Company may raise concerns regarding suspected malpractice concerning financial management and reporting, or any identified misconduct occurring within the Group.

A Whistleblowing Committee including the CEO and the chairman of the Audit Committee has been established for leading and managing the overall process. This structure ensures the policy is subjected to periodic review and retains its ongoing relevance to the Group.

In FY2025, no confirmed incidents of corruption were reported, accomplishing the target set in the previous year.

Target for the next financial year*: Zero confirmed incidents of corruption resulting in warranted sanctions or legal action.

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Customer Privacy (GRI 418-1)

The Group considers data security and privacy to be of paramount importance. Acknowledging the data protection challenges presented by the contemporary digital landscape, we are dedicated to safeguarding the personal data of our customers. We believe that protecting confidential and sensitive information—regardless of whether it pertains to customers, employees, or the Company—is essential for preserving stakeholder trust and mitigating potential business risks.

We comply with Singapore’s Personal Data Protection Act 2012, which furnishes a comprehensive framework for the protection of personal data. To prevent data breaches and information loss, we have implemented the following measures:

1. Strengthening the Company’s networks and customer databases to safeguard against cyber threats; and
2. Installing CCTV cameras in strategic locations within our shops to enhance physical security.

In FY2025, we have achieved the target of having no cases of substantiated complaints received concerning breaches of customer privacy.

Target for the next financial year*: Zero cases of substantiated complaints received concerning breaches of customer privacy.

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Economic Performance (GRI 201-1)

In FY2025, Aspial Lifestyle distributed approximately 16.15% of our revenue to key stakeholders – 9.77% to employees, 1.16% to governments in countries where we operate, namely Singapore, and 5.22% to capital providers. Our operating cost for FY2025 was 8.33%. The economic value retained was approximately 75.53% of our revenue.

Full details of our economic performance can be found in pages 50 to 56 of our FY2025 Annual Report.

Direct economic value generated	SGD 830,082,926
Direct economic value distributed ¹	SGD 203,136,934
Direct economic value retained	SGD 626,945,992

Target for the next financial year*: To achieve long-term sustainable growth and to increase shareholder value subject to market conditions.

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

¹ Economic value distributed consist of operating costs (S\$69,107,457), employee wages and benefits (S\$81,062,889), payments to providers of capital (S\$43,312,947) and payments to government (S\$9,653,641)



OUR ENVIRONMENTAL EFFORTS

Acknowledging the potential environmental impacts of our business activities, we are committed to sustainability by reducing our overall environmental footprint. Our management strategy prioritises energy efficiency, a focus that not only contributes to lower operating costs but also strengthens our brand image, generates a competitive advantage, and increases the value delivered to stakeholders. During FY2025, we sustained our efforts to measure and monitor energy consumption and associated emissions across the Group.

Energy Consumption & Greenhouse Gas (“GHG”) Emissions (GRI 302-1, 305-1, 305-2, 305-4)

In alignment with the Singapore Government's national goal of attaining net-zero emissions by 2050, the Group has committed to the following actions:

- Conscientiously monitoring and reducing energy consumption
- Minimising GHG emissions, with a particular focus on emissions generated by retail outlets, which account for the majority of the Group's energy usage

In FY2025, our overall energy consumption was 16,000.75 gigajoules (“GJ”). Our total GHG emissions amounted to 1,970.21 tonnes CO₂e (“tCO₂e”), of which Scope 2 GHG emissions contributed to the majority of our GHG emissions. Due to the incorporation of our Malaysia operation in the reporting scope for FY2025, both energy consumption and GHG emissions show an increase when compared to the financial year ended 31 December 2024 (“FY2024”).

Types of Resources	Unit	Amount ²
Petrol	GJ(L)	448.77 (12,862.91)
Diesel	GJ(L)	116.23 (3,016.54)
Electricity	GJ(kWh)	15,435.74 (4,287,705.97)
Total	GJ	16,000.75*

Table 1 : The Group’s energy consumption in FY2025

Types of GHG Emissions ³	Unit	Amount
Scope 1 (Direct Emissions) ⁴	tCO ₂ e	39.96
Scope 2 (Energy Indirect Emissions) ⁵	tCO ₂ e	1,930.24
Total	tCO₂e	1,970.21*

Table 2: The Group’s GHG emissions in FY2025

*Figures have been rounded and may not sum as the exact amount.

² Conversion factors are based on the Energy Statistics Manual by the International Energy Agency (IEA) for energy fuel (i.e., petrol), and the latest grid emission factor published by the Singapore Energy Market Authority (EMA) and the List of Grid Emission Factors (version 11.61) published by the Institute for Global Environmental Strategies (IGES) for electricity.

³ The methodology adopted for reporting on GHG emissions set out in the table was based on GHG Protocol Corporate Accounting and Reporting Standard of the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

⁴ The Group’s Scope 1 (Direct Emissions) included only the emissions arose from the consumption of liquid fuels in motor vehicles.

⁵ The Group’s Scope 2 (Energy Indirect Emissions) included only the emissions arose from the consumption of purchased electricity.

Our GHG Emissions Intensity (tCO₂e/SGD million revenue) was 2.37 in FY2025. Due to the reorganisation of the Group in financial year 2022, which involved both existing and newly acquired entities, sufficient data has not yet been gathered to enable a consistent comparison across past financial years. The Group is currently in the process of gathering this data and plans to provide comparative figures starting from financial year 2026.

Target for the next financial year*: With FY2023 as our baseline, we aim to reduce our GHG emissions by 10% by the financial year ending 31 December 2030 (“FY2030”).

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Reduction of Waste

We are dedicated to reducing waste generation and fostering sustainable practices across our operations. To reduce paper consumption, we have implemented a paperless initiative, which encourages employees to utilise digital documents instead of hard copies whenever possible, thereby minimising unnecessary paper usage in daily work.

Furthermore, we have implemented a paper consumption index to ensure consistent tracking and monitoring of paper usage. Following the successful launch of this initiative in financial year 2018, we have achieved a significant decline in paper consumption.

OUR PEOPLE

At Aspial Lifestyle, we view our staff as the fundamental driver of our achievements. They exhibit zeal, dedication, and high performance in their roles. In return, we acknowledge their contributions, offer enriching career opportunities, and cultivate an environment that encourages continuous learning and improvement.

Fair practices, employee development, diversity, and well-being has always been the focus of our employment management approach. This comprehensive strategy enables our employees to deliver exceptional service while advancing their own careers.

The data in this section only cover the Group’s Singapore operations.

Gender	Employment Type		Employment Contract		Total
	Full-time	Part-time	Permanent	Temporary/ Contract	
Male	255	1	242	14	256
Female	526	17	512	31	543
Total	781	18	754	45	799

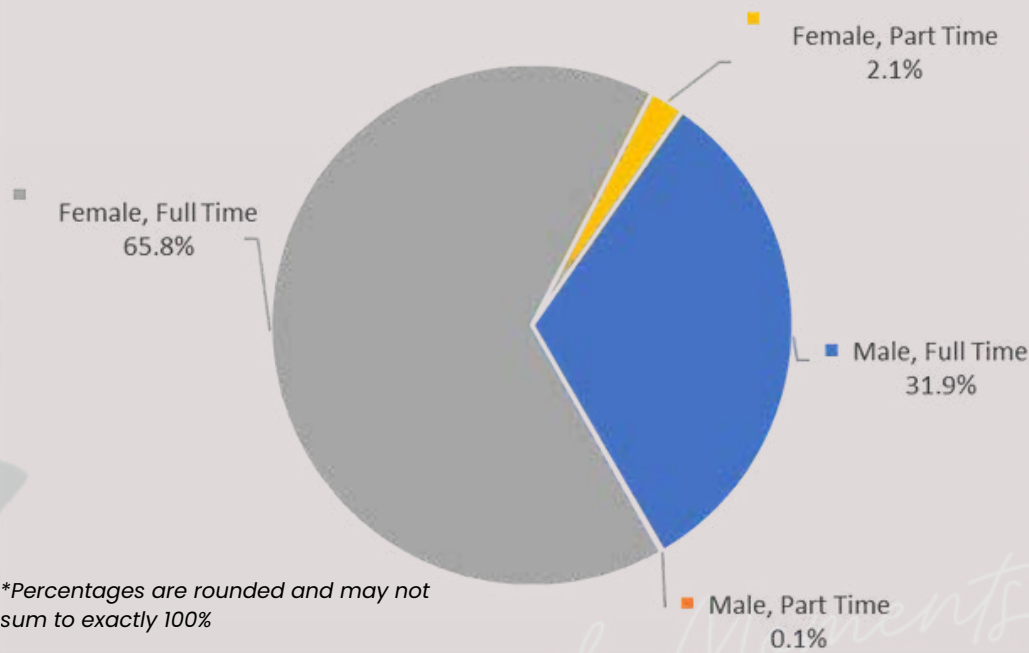
Table 3: Number of employees by gender, employment type and employment contract in FY2025

Employment (GRI 2-7, 401-1, 401-2)

We are devoted to maintaining fair employment practices, ensuring that every employee is treated with respect and dignity. Our established procedures encompass equitable hiring processes, competitive compensation, and transparent promotion policies.

In addition, we maintain strict adherence to the applicable labour laws and regulations, in order to consistently protect the rights of our employees. Our Human Resource (“HR”) management principles and policies are designed to attract, develop, and retain a motivated workforce. The Singapore Tripartite Alliance for Fair & Progressive Employment Practices guides the development and implementation of our HR practices, thus ensuring that our policies reflect the highest standards of fairness and inclusivity.

Number of Employees by Gender and Employment Type in FY2025



In FY2025, our total turnover rate was 15.64%, and the new hire rate was 20.15%. We strive to achieve our target by continuing with our employee retention strategies, including compensation and benefits review, regular engagement sessions, and providing opportunities for upskilling and reskilling to retain and attract high-calibre candidates.

Gender	Number	Rate ⁶
Male	47	18.36%
Female	78	14.36%
Total	125	15.64%

Table 4: Number of employee turnover by gender in FY2025

Age Group	Number	Rate ⁶
Under 30 years old	56	34.36%
30-50 years old	49	10.12%
Over 50 years old	20	13.16%
Total	125	15.64%

Table 5: Number of employee turnover by age group in FY2025

Gender	Number	Rate ⁷
Male	60	23.44%
Female	101	18.60%
Total	161	20.15%

Table 6: Number of new hires by gender in FY2025

⁶ The percentage is calculated by dividing the number of employees who left the Group in each category over the number of employees in the corresponding category as of the end of FY2025.

⁷ The percentage is calculated by dividing the number of new hires in each category over the number of employees in the corresponding category as of the end of FY2025.

Age Group	Number	Rate ⁷
Under 30 years old	67	41.10%
30-50 years old	78	16.12%
Over 50 years old	16	10.53%
Total	161	20.15%

Table 7: Number of new hires by age group in FY2025

Target for the next financial year*: To keep the employee turnover rate to below Singapore retail industry benchmark (Refer to Singapore’s Ministry of Manpower website)

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Employee Engagement and Belonging

Our HR team has spearheaded the organisation’s digital transition by strengthening workforce capabilities and enhancing both candidate and employee experiences. Our in-house built employee app, HR4Aspialites, which serves as a single, accessible platform for all employees to stay informed and connected is regularly enhanced. Through HR4Aspialites, employees receive timely corporate updates, key announcements, and employee news directly on their mobile devices, ensuring greater transparency and consistency across locations. Beyond information sharing, the app also enables employees from different outlets and offices to engage with one another, fostering cross-location interaction and a stronger sense of community.

By connecting employees beyond physical boundaries, HR4Aspialites helps build engagement, strengthen belonging to the Aspial Group, and reinforce a shared organisational identity—supporting our broader objective of a more connected, informed, and engaged workforce.

⁶ The percentage is calculated by dividing the number of employees left the Group in each category over the number of employees in the corresponding category as of the end of FY2025.

⁷ The percentage is calculated by dividing the number of new hires in each category over the number of employees in the corresponding category as of the end of FY2025.



Employee Well-Being

In line with our commitment to employee well-being, we implemented a wellness campaign to promote healthy lifestyles and support employees' physical and mental health. The campaign included health talks, sports activities such as yoga and dance classes, health screenings, and the distribution of healthy treats, alongside support for employee participation in community initiatives such as the SPD Walk. These initiatives promote physical health, help manage stress, and foster inclusion and camaraderie across the workforce.

Employees have access to medical and dental care through appointed panel clinics or government polyclinics, with reimbursement for eligible medical expenses. Teleconsultation services and voluntary annual health screenings are available, with all health-related information kept strictly confidential and reviewed only on an aggregated basis.

Target for the next financial year*: To improve employee feedback through the employee engagement survey (Voice of Aspialites).

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Diversity (GRI 405-1)

Diversity has consistently been a vital element of our employment strategy. We value and respect the varied backgrounds and experiences of our employees and actively seek to establish an inclusive workplace environment for all. We believe diversity serves to enrich our corporate culture, deepen our comprehension of customer requirements, and stimulate innovation within our operations.

Our diverse and dynamic workforce is the key to our sustained success. We are dedicated to maintaining a skilled, committed, and diverse workforce while ensuring equal opportunity in all employment matters. All employment decisions are made without discrimination against age, gender, race, marital status, nationality or religion.

We maintain alignment with the Tripartite Alliance for Fair & Progressive Employment Practices to uphold our fair labour practices. Employee compensation is determined based on their abilities, performance, contribution and experience, and on merit. Similarly, our recruitment procedures also operate on a merit-based standard.

*Treasured Moments,
Timeless Gold*

Employee Category	FY2024 ⁸		FY2025	
	Male	Female	Male	Female
Senior Management	77%	23%	83%	17%
Managerial	44%	56%	45%	55%
Non-Managerial	29%	71%	28%	72%
Total	32%	68%	32%	68%

Table 8: Percentage of employees by gender and employee category in FY2024 and FY2025

Employee Category	Under 30 years old	30-50 years old	Over 50 years old
Senior Management	0%	33%	67%
Managerial	6%	68%	26%
Non-Managerial	24%	60%	16%
Total	20%	61%	19%

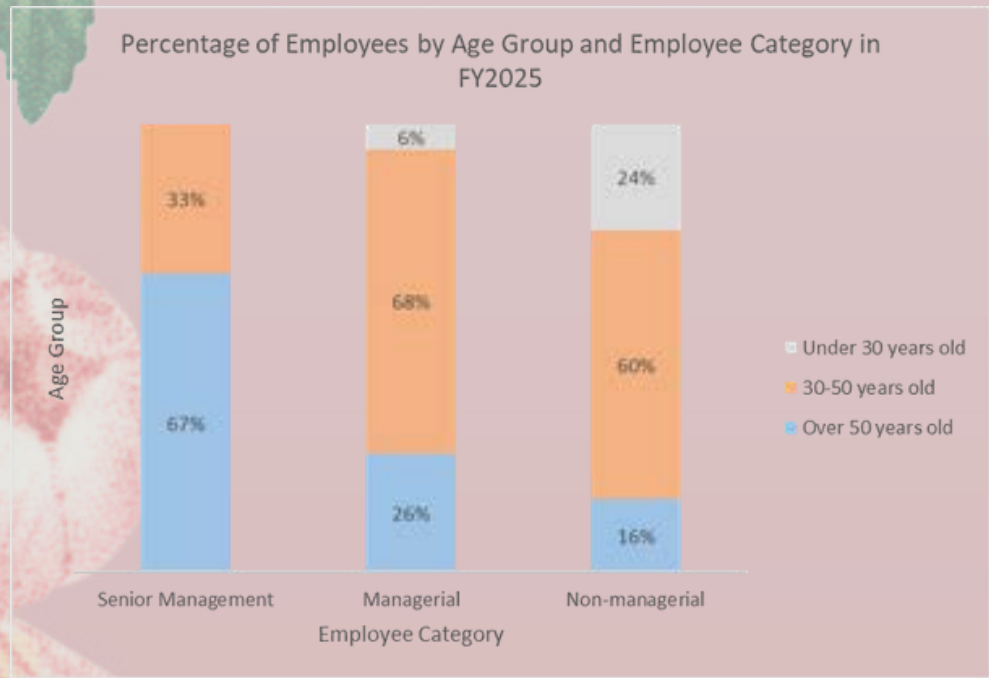
Table 9: Percentage of employees by age group and employee category in FY2025

In FY2025, the Board consisted of 4 male and 2 female members. The male-to-female ratio was 67:33 (FY2024: 67:33), and all members of the Board were aged over 50 years old.

Target for the next financial year*: To enhance our efforts to promote equal opportunities for all, and to support a culture of diversity equity and inclusion in the workplace

* Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.

⁸ The figures for FY2024 are extracted from the Company's Sustainability Report 2024.



Gender	FY2024 ⁹	FY2025 ¹⁰
Male	26.62	19.85
Female	24.77	20.53
Total	25.36	20.31
Employee Category	FY2024 ⁹	FY2025 ¹⁰
Senior Management	12.96	9.21
Managerial	21.88	10.33
Non-Managerial	26.26	22.52
Total	25.36	20.31

Table 10: Average training hours of the Group’s employees by gender and employee category in FY2024 and FY2025

⁹ The figures for FY2024 are extracted from the Company’s Sustainability Report 2024.

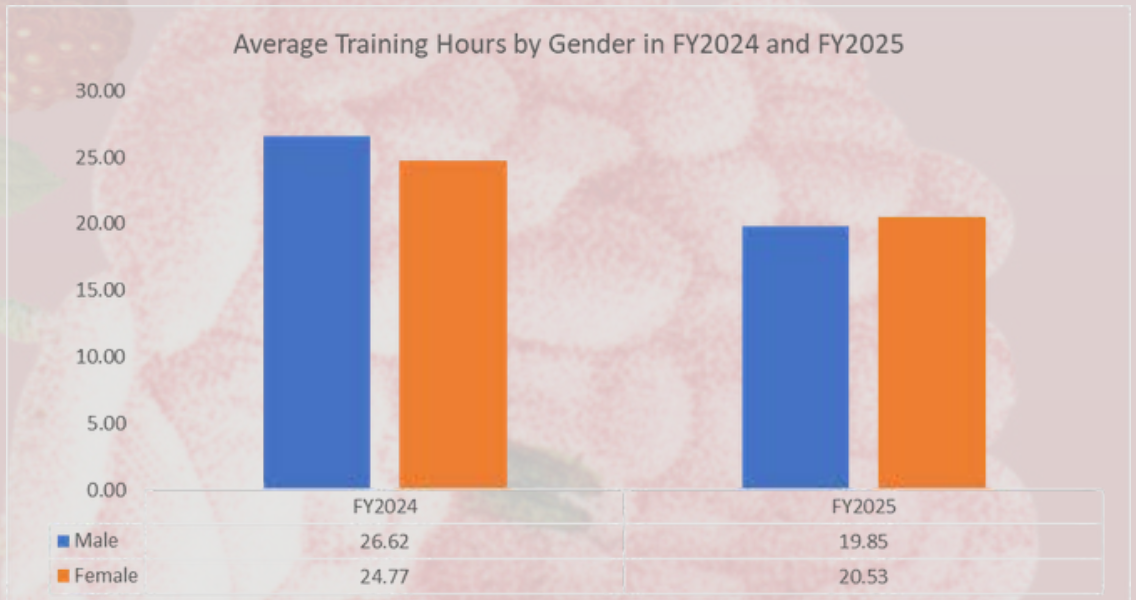
¹⁰ The average training hours are calculated by the training hours divided by the number of employees of each category by the end of FY2025.

Training and Education (GRI 404-1)

We are dedicated to cultivating and sustaining a competitive, skilled, productive and motivated workforce through the provision of consistent and ongoing training. Training requirements are differentiated based on the distinct levels of management responsibilities applicable to employees in different categories. At the same time, we are engaged in the continual refinement of our training syllabus and programme structure to ensure alignment with the Group’s objectives. As we strive for effectiveness and efficiency in our training approach, we aim to remain current with the constantly evolving business demands and opportunities, as well as the diverse range of training methodologies.

Our comprehensive in-house employee engagement and training programmes facilitate the collection of employee feedback, boost motivation, and promote upskilling in various disciplines, such as leadership and interpersonal skills. We organised internal training workshops and collaborated with external training service providers to enhance employees’ industrial knowledge and job-related skills. Trainings on different topics, such as digital marketing, artificial intelligence, and cybersecurity were provided to employees.

In FY2025, each employee received an average of 20.31 hours of training.



Target for the next financial year*: To promote a strong learning culture from trainings that are relevant and help employees upskill to keep pace with changes in the business and technological environment

** Since the Group is currently at its preliminary stage of establishing targets, it retains the flexibility to establish medium to long-term targets in subsequent periods.*

Occupational Health and Safety (GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-9)

We view employees as our most invaluable asset, thus we prioritise the creation of a secure and healthful work environment for all our employees by complying with relevant laws and standards pertaining to occupational health and safety. In FY2025, we conducted a fire drill to familiarise employees with the evacuation routes and ensure that they understand how to evacuate as safely and quickly as possible.

The well-being of our employees is a critical priority. We actively encourage and welcome any recommendations or suggestions to improve workplace health and safety, and employees are encouraged to voice out to their respective managers or supervisors. Should any incident or accident occur, employees are required to report it immediately to their direct supervisor or manager, who will then conduct an investigation with relevant parties to identify the root cause and implement appropriate corrective measures.

All full-time employees working within our Singapore operations are covered by a medical plan, which includes subsidised consultations at panel and specialist clinics and employee health insurance. The insurance provides personal accident coverage and hospital and surgery coverage to our employees.

In FY2025, no work-related injuries were recorded for the Group. We aim to maintain this record for the next financial year and in long term.



Awards

Aspial Lifestyle was awarded with the Bronze Award for Excellence in Employee Engagement in FY2025. We will continue with our efforts in cultivating an engaged working environment and making everyone feel connected and valued.



CLIMATE-RELATED DISCLOSURE

We recognise that climate change presents both risks and opportunities that can influence our business resilience, operations and long-term value. As a listed company on the Singapore Exchange, we are committed to providing transparent, decision-useful disclosures to our stakeholders on how climate-related matters are integrated into our strategy, governance, and risk management.

This chapter outlines our approach to managing climate-related issues across four key dimensions: governance, strategy, risk management, and metrics & targets. Together, these disclosures reflect our ongoing efforts to strengthen resilience against climate risks, capture emerging opportunities, and align our practices with evolving market expectations on sustainability reporting.



Governance

As the highest governance body of the Group, the Board of Aspial Lifestyle, supported by the Corporate Sustainability Committee (“**CSC**”), holds overall responsibility for overseeing climate-related risks and opportunities. While the specific accountabilities of the Board in this area are not yet formally documented in the terms of reference, the Board acknowledges its role in guiding the Group’s long-term resilience to climate change and is progressively strengthening its approach.

To support its oversight role, the Board receives updates on climate-related matters on an annual basis, as part of the sustainability reporting and strategic review process. These updates cover the Group’s key environmental impacts, progress on sustainability initiatives, and emerging risks and opportunities.

In practice, climate-related risks and opportunities are considered in selected strategic discussions and major business decisions. Going forward, the Board aims to embed these considerations more systematically into decision-making processes. Oversight of sustainability targets, including those related to climate, currently sits with the CSC. While the Board has not yet established a structured process for monitoring progress against such targets, the CSC plays a coordinating role in tracking performance and reporting to the Board. Meanwhile, the sustainability- and climate-related performance metrics are not included in remuneration policies. The Company is open to explore opportunities to strengthen the Board’s involvement in monitoring progress against targets over time.

At the management level, responsibility for day-to-day climate oversight is shared across functions. Management teams identify relevant sustainability issues within their operations, coordinate across departments, and escalate material matters to the CSC and, where appropriate, the Board. Existing processes for data collection and review, such as the work of the Corporate Sustainability Working Group (“**CSWG**”), provide a basis for oversight, though the Company recognises the need to further formalise procedures to ensure consistency and accountability. Steps taken to enhance these processes into clearer procedures and controls will be considered in the future.

Risk Management

Aspial Lifestyle recognises that climate change can affect its business in different ways, both as a source of risk and as an area of opportunity. To identify relevant climate-related risks and opportunities, the Company gathers inputs from its operating departments, which are consolidated into a group-wide register. At present, these inputs are collected in a qualitative manner, typically using internal discussions and departmental submissions. As a next step, the Company is considering the changes needed to distinguish more clearly between risks and opportunities to allow for more targeted management responses.

The Company has begun to explore the use of climate-related scenario analysis, though this remains at a preliminary stage. Current assessments focus on qualitative evaluations of the potential impacts, with management discussions used to consider the relative significance of identified risks. While this provides a useful starting point, the Company sees value in developing more consistent criteria to evaluate the likelihood and magnitude of different risks, as well as in adopting structured likelihood-impact rating tools to guide prioritisation.

Monitoring of climate-related risks is undertaken annually, primarily in the course of preparing the sustainability report. This review provides the Board and management with a snapshot of current issues and progress made. Over time, the Company will explore the feasibility of interim reviews to strengthen its ability to track emerging risks.

As this is the first year of applying a structured process, no changes to the risk management approach have been made compared with prior years. However, the Company recognises that embedding climate considerations into its wider enterprise risk management processes will be an important next step. At present, climate-related matters are considered mainly in the context of sustainability discussions, but the Company remains open to explore ways of integrating them into formal risk committee reviews to ensure alignment with other strategic and operational risks in the future.

The same processes are applied when identifying and assessing climate-related opportunities. This ensures that potential benefits, such as new product offerings, efficiency gains, or customer engagement opportunities, are considered alongside risks when evaluating the Company's long-term resilience.

Strategy

FY2025 marks the first year in which ALL has undertaken a structured climate-related assessment to better understand how climate risks and opportunities may influence its business model, operations and long-term strategic direction. Recognising that climate analysis is an evolving area for the Group, it has adopted a practical and proportionate approach, starting with foundational assessments. As the internal capabilities, data availability and industry practices continue to mature, ALL intends to progressively enhance the scope and depth of its climate analysis, ensuring that its strategy remains responsive and forward-looking.

Time Horizon

For consistency with the Group's strategic planning and capital-allocation processes, the following time horizons have been adopted for climate-related risk assessment:

Short-term	Medium-term	Long-term
0-3 years	4-10 years	11 years and onwards

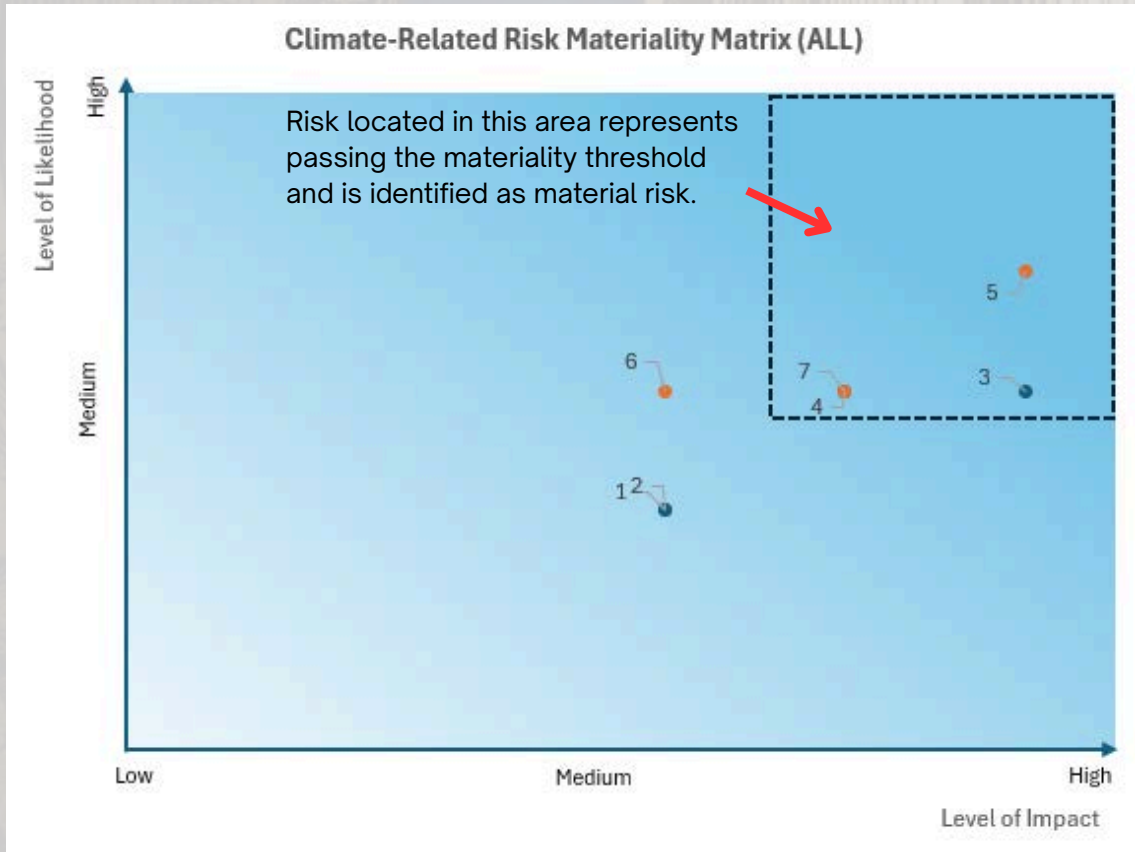
These definitions are aligned with the Group's existing planning cycles and are applied across all business segments, and renewable-energy investments.



Material Climate-Related Risks and Opportunities Identified

ALL’s climate-related risk and opportunity assessment for FY2025 identified two physical risks and two transition risks based on the 10 listed risks and opportunities below, according to the respective likelihood, impact and the Group’s operational context. These issues were prioritised using an 80th-percentile materiality threshold, further refined through management judgement and the precautionary principle, resulting in a focused set of issues highly relevant to the Group’s retail operations and relevant assets.

Physical risks	Transition risks
1. Operational Disruption from Extreme Weather	4. Asset Depreciation
2. Supply Chain Disruption	5. Policy & Legal Risks
3. Reduced Customer Demand & Access	6. Market & Reputational Risks
	7. Technological Risks



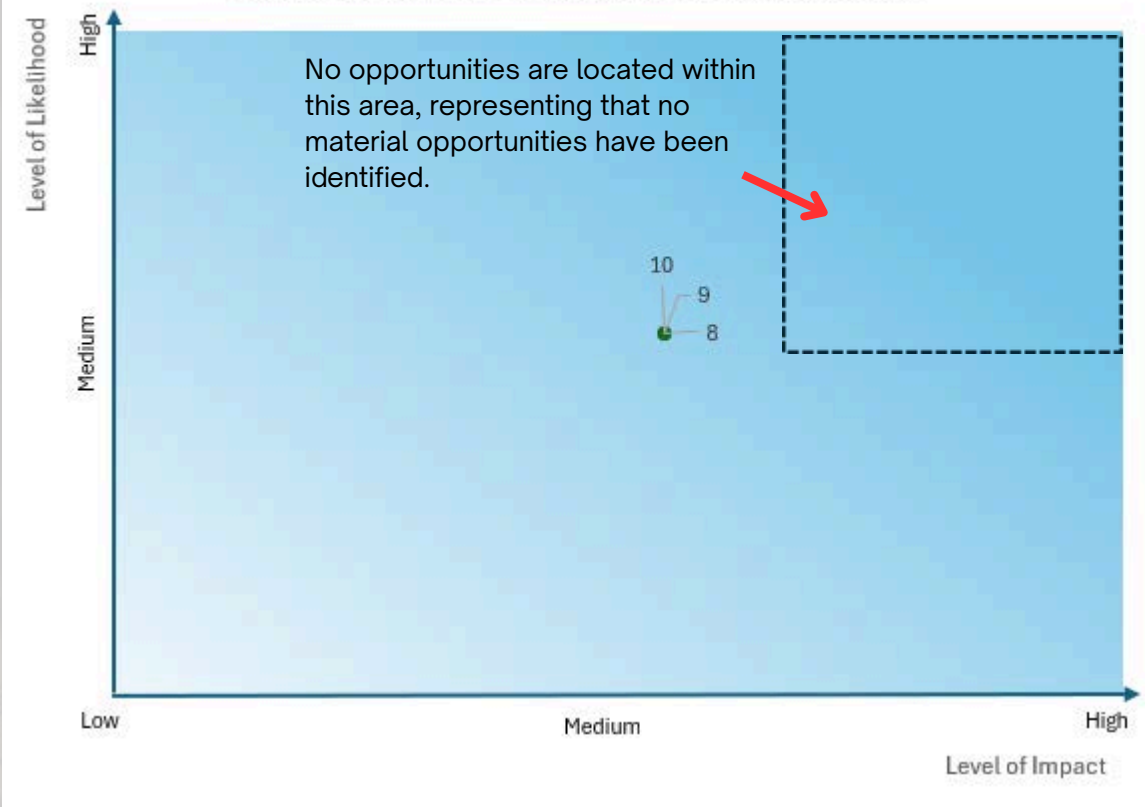
Opportunities

8. Resource Efficiency

9. Products & Services

10. Supply Chain & Transportation Resilience

Climate-Related Opportunity Materiality Matrix (ALL)



For each material item, the Group has assessed the potential effects on its business model and value chain, the actions being taken or planned, and the anticipated financial implications on a qualitative basis.

Physical risks

(1) Reduced customer demand & access (short term, financial impact)

Extreme weather events, including heavy rainfall, heatwaves or localised flooding, can temporarily lower footfall to street-facing or mall-adjacent stores. Reduced customer turnout can affect sales volumes, particularly for discretionary retail segments such as jewellery.

To manage this exposure, ALL is committed to strengthening business continuity arrangements, including rapid-response SOPs, dynamic store-hour adjustments, and staff standby arrangements. The Group is also enhancing sales resilience by developing alternative channels to reduce dependency on physical footfall. These measures help stabilise revenue during periods of climate-related disruption and hence mitigating financial impact.

(2) Asset depreciation & inventory exposure (medium term, financial & investment impact)

More frequent or intense climate hazards, such as humidity, flooding or wind events, may increase wear and tear on shopfronts, fittings or storage areas, potentially affecting asset condition, depreciation rates and insurance needs.

ALL plans to mitigate these exposures through site-level hazard assessments for selected stores, with particular focus on locations outside of shopping malls that may be more exposed. The Group will also progressively enhance waterproofing or component upgrades when replacements are due, better protecting inventory where feasible, and strengthening insurance arrangements. The Group will also incorporate climate considerations into depreciation and impairment reviews, ensuring asset valuations remain reflective of evolving risk conditions.

The financial effect is largely preventive, aiming to avoid unexpected repair costs, protect inventory, maintain asset value and reduce the likelihood of insurance gaps or impairment adjustments over time.

Transition risk

(3) Technological risks (long term, operational impact)

As low-carbon technologies and energy-efficient systems evolve, retail businesses may face pressure to upgrade their lighting, cooling, or store technologies. For ALL, these requirements are expected to emerge gradually and currently do not pose a near-term operational or financial burden.

Given the low materiality of energy consumption in jewellery retail operations, the Group remains open to adopting suitable technologies and green financing options will be evaluated when these are available in the retail context.

Financial impacts are expected to remain limited in the short to medium term. In the long term, gradual adoption of efficient technologies may reduce operating costs and strengthen compliance readiness as industry standards evolve.

(4) Policy & legal risks (medium term, regulatory & compliance impact)

Emerging climate-related regulations, may increase compliance obligations for retailers. A key concern for ALL is the possibility of regulations mandating procurement from “green” or low-carbon suppliers, as this may require substantial supplier review or restructuring.

To prepare for these developments, ALL will strengthen regulatory horizon scanning, establish early-warning processes for policy changes, and provide targeted training for procurement, operations and finance teams. The Group will explore any potential government schemes that may help offset compliance costs when transitioning to more sustainable suppliers become necessary.

Should more stringent supply chain regulations emerge, early preparation will help manage the scale of required changes.

Summary of Financial Effects

In FY2025, the identified material physical and transition risks did not have a significant impact on ALL's financial position, performance or cash flows, nor result in material adjustments to the carrying amounts of assets and liabilities. Resilience investments are embedded within existing budgets and not separately disclosed. Financial effects are currently qualitative and potentially negative in the near term. Overall, ALL expects:

↓ Revenue stability	As extreme weather may reduce customer traffic, lowering sales volumes and store productivity, particularly during peak periods
↑ Operating & maintenance costs	As climate-related wear, humidity or minor flooding may increase repair frequency, accelerate asset replacement and raise depreciation
↑ Compliance costs	As new packaging, waste and sustainability reporting requirements may increase administrative and operational expenses
↑ Inventory risk	Climate hazards may damage storage conditions, leading to inventory write-offs or higher insurance costs

ALL will continue improving the granularity of financial effect assessments as data availability, scenario analysis and internal climate-financial capabilities evolve in the future.

Climate Scenario Analysis and Resilience

ALL undertook a qualitative climate scenario analysis as part of its FY2025 climate-related risks management work. Given ALL's early stage of climate-disclosure maturity, the analysis is primarily qualitative, focusing on directional impacts, time horizons and strategic implications.

Purpose	To explore how different global warming pathways may affect ALL's operations, assets, supply chain and broader business model
Approach	Applied two climate scenarios representing low- and high-emissions futures, which reflect contrasting policy, technology and physical risk trajectories
Scope	Group-wide assessment, reflecting ALL's operational dependency on energy usage, customer comfort, inventory management and property resilience
Future improvement	Progress to more quantitative assessments in future years when more detailed analysis is deemed necessary as business and regulatory requirements evolve

Scenario Selection and Rationale

Two high-contrast climate scenarios were selected to represent the extreme ends of plausible climate futures, allowing ALL to assess vulnerabilities and resilience across its key value drivers.

Item	Disclosure
Scenarios adopted	<ul style="list-style-type: none"> • SSP1-1.9 (≈1.5°C) – Orderly transition • SSP5-8.5 (>4°C) – High-emissions scenario
Reference source	IPCC AR5 Representative Concentration Pathways
Rationale	<ul style="list-style-type: none"> • Represent contrasting but plausible climate futures • Capture both transition risks and physical risks • Enable stress-testing of key value drivers
Key value drivers assessed	Customer demand, sales channels, store operations, inventory resilience, supply chain continuity and compliance requirements

Key Value Drivers Assessed

The scenario analysis assessed potential impacts across ALL’s main value drivers to understand both transition-related and physical climate risks.

ALL Value Driver	Area Considered
Customer demand	Changes in consumer behaviour and purchasing patterns
Sales channels	Stability and adaptability of physical stores and online platforms under climate disruption
Store operations	Operational efficiency, service continuity and workforce readiness amid extreme weather events
Inventory resilience	Protection of stock quality, storage conditions and turnover under environmental stress
Supply chain continuity	Reliability of suppliers, logistics stability and availability of key inputs
Compliance requirements	Exposure to evolving environmental regulations, reporting obligations and associated cost impacts

Scenario Pathway and Key Assumptions

SSP1-1.9 (Low-Emissions, 1.5°C-Aligned World)

Category	Key Assumptions
Policy & regulation	<ul style="list-style-type: none"> • Gradual and predictable increase in carbon pricing • Strengthened climate and waste-related regulations • Enhanced sustainability and reporting standards
Energy markets	<ul style="list-style-type: none"> • Rapid decarbonisation of energy systems • Stable but moderately rising energy prices • Significant improvements in energy efficiency
Market and demand	<ul style="list-style-type: none"> • Growing consumer preference for responsible brands • Increased demand for ethical sourcing and low-carbon products • Sustainability standards embedded across global supply chains
Physical hazards	<ul style="list-style-type: none"> • Moderate increase in heatwaves and intense rainfall • Climate risks worsen but stabilise before mid-century

Potential implications:

Given the retail nature of the business, in this scenario, transition risks are more pronounced, with impacts mainly affect short-term revenue stability, store accessibility, and compliance planning, but remain bounded and manageable under this scenario.

- Occasional extreme weather may reduce customer mobility, causing temporary dips in footfall and in-store sales
- Physical risks such as humidity or rainfall increase moderately, potentially raising minor maintenance needs for street-facing stores
- Mandatory packaging requirements, waste-related fees, or product sustainability disclosures are rolled out in predictable phases, allowing the Group time to plan
- Supplier sustainability expectations increase steadily, with potential need to adjust procurement approaches over the medium to long term
- Gradual tightening of expectations for low-carbon store operations may require phased technology upgrades over time

SSP5-8.5 (High-Emissions, >4°C “Hot House World”)

Category	Key Assumptions
Energy demand and pricing	<ul style="list-style-type: none"> • Fossil fuel-intensive, low-policy environment • Extreme heat drives higher cooling demand • Volatile energy markets with potential price spikes
Physical hazards	<ul style="list-style-type: none"> • Frequent extreme heat, heavy rainfall, storms and humidity spikes • Higher risk of localised flooding and infrastructure strain in urban retail areas
Supply chain	<ul style="list-style-type: none"> • Significant volatility and disruption across global and regional supply chains • Increased pressure on logistics and key input availability
Insurance and financial exposure	<ul style="list-style-type: none"> • Rising insurance premiums and higher deductibles • Reduced coverage in climate-exposed locations • Delayed but abrupt and fragmented regulatory responses following severe climate events

Potential implications:

Given the retail nature of the business, in this scenario, transition risks are more pronounced, with impacts mainly affect short-term revenue stability, store accessibility, and compliance planning, but remain bounded and manageable under this scenario.

- Occasional extreme weather may reduce customer mobility, causing temporary dips in footfall and in-store sales
- Physical risks such as humidity or rainfall increase moderately, potentially raising minor maintenance needs for street-facing stores
- Mandatory packaging requirements, waste-related fees, or product sustainability disclosures are rolled out in predictable phases, allowing the Group time to plan
- Supplier sustainability expectations increase steadily, with potential need to adjust procurement approaches over the medium to long term
- Gradual tightening of expectations for low-carbon store operations may require phased technology upgrades over time

Scope and Limitations

This scenario analysis remains qualitative, focusing on directional risk and opportunity implications for the Group's key operations. Quantitative modelling is not yet included due to data constraints and methodological complexity. The Group will progressively enhance the comprehensiveness of scenario analysis over time and will revisit assumptions when material changes occur in climate science or business operations.

Assessment of Strategic Resilience

Under the 1.5 °C orderly transition pathway, ALL's planned resilience actions are generally aligned with the projected environment of predictable regulatory changes and moderate physical impacts. Enhanced business continuity arrangements, flexible sales channels, hazard-aware inventory protection and strengthened internal compliance capabilities help the Group navigate evolving transition requirements. Moderately increasing climate hazards remain manageable through routine maintenance and store-level operational adjustments. Regulatory requirements, such as packaging rules or sustainability-related supplier expectations, advance steadily, giving ALL adequate lead time to adapt procurement processes.

Under the >4°C delayed transition pathway, ALL faces more frequent and intense climate-related disruptions, requiring a greater emphasis on operational preparedness and store resilience. Customer access can be impacted more often by extreme weather, and store conditions may require more frequent repairs and protective measures. Inventory stored in vulnerable environments may face heightened risk of climate-related damage. While transition policies are less structured in this pathway, reactive regulatory changes may occur following climate-driven disruptions, creating compliance pressures with shorter adaptation periods.

Despite these challenges, ALL's planned initiatives, such as business continuity protocols, store protection measures, insurance enhancements, targeted hazard assessments and regulatory horizon scanning, provide a meaningful starting point for building long-term resilience. Under intensified climate stresses, ALL would continue scaling these measures, particularly in store protection, inventory management and supplier stability, to maintain operational continuity.





Overall, ALL's scenario analysis demonstrates that the Group is well positioned to manage the moderate regulatory and physical impacts anticipated in a low-emissions world, where changes occur gradually and predictably. In a high-emissions future, the Group's resilience foundation remains viable, but heightened and more frequent climate-driven disruptions would require accelerated adaptation and ongoing enhancement of operational and compliance processes. ALL will continue to deepen its climate risk assessment capabilities and refine its adaptation planning over time, ensuring that its strategy remains responsive, forward-looking and aligned with long-term value protection for its retail operations.

Metrics and Targets

This section outlines the climate-related metrics and targets used by ALL to monitor its progress in managing climate-related risks and opportunities. As the Group is in the early stages of enhancing its climate-related disclosures to align with international recognised framework, the information presented below represents a transitional approach, intending to allow for further enhancement in the quality and completeness of these disclosures over the next couple of years.

Climate-Related Metrics

The Group accounts for and reports its greenhouse gas ("**GHG**") emissions in line with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard, and has been reporting its GHG emissions categorised into Scope 1 (direct emissions) and Scope 2 (energy-related indirect emissions) in its annual sustainability report for many years. Please refer to Section "Our Environmental Efforts" for the Group's FY2025 GHG emissions.

The Group currently does not report Scope 3 emissions due to the limitations on data availability and competency. While it is at the early stage of its climate-related risk management approach, the Group will continue to evaluate the relevance and feasibility of disclosing additional emissions categories as internal data systems and value chain partners' readiness get mature over time.

Beyond GHG emissions, the Group monitors other environmental performance indicators across its operations, such as energy consumption intensity, which are disclosed in Section 'Our Environmental Efforts' of this Report. While these indicators are not currently framed as climate-related metrics, they provide the Group with important operational insights and support its transition towards a more structured climate-related reporting approach. Over time, the Group expects to align these existing operational indicators more closely with other cross-industry and industry-based metrics, including enhanced quantification and analysis of the links between the amount and percentage of assets or business activities vulnerable to climate-related risks or those aligned with climate-related opportunities.

At present, the Group does not track any additional climate-specific metrics such as internal carbon prices or metrics linked to the remuneration of executives. The Group has assessed these metrics as not yet applicable to its current business operations, size and overall maturity of climate-related practices. These areas will continue to be reviewed periodically by management as the Group progresses along its climate-disclosure development pathway and may consider adopting such a mechanism if it becomes relevant to its business scale, regulatory landscape, or strategic decision-making processes.

Climate-Related Targets

The Group has established a long-term GHG emissions reduction target aimed at gradually improving its environmental performance:

- Target type: Absolute (gross) GHG emissions reduction
- Baseline year: Financial year ending 31 December 2023 ("FY2023")
- Target year: Financial year ending 31 December 2030 ("FY2030")
- Target reduction: 10% reduction in combined Scope 1 and Scope 2 emissions
- Target scope: Majority of the operations under ALL
- Use of carbon credits: No carbon credits will be used to achieve this target
- Interim target: No interim milestones have been established

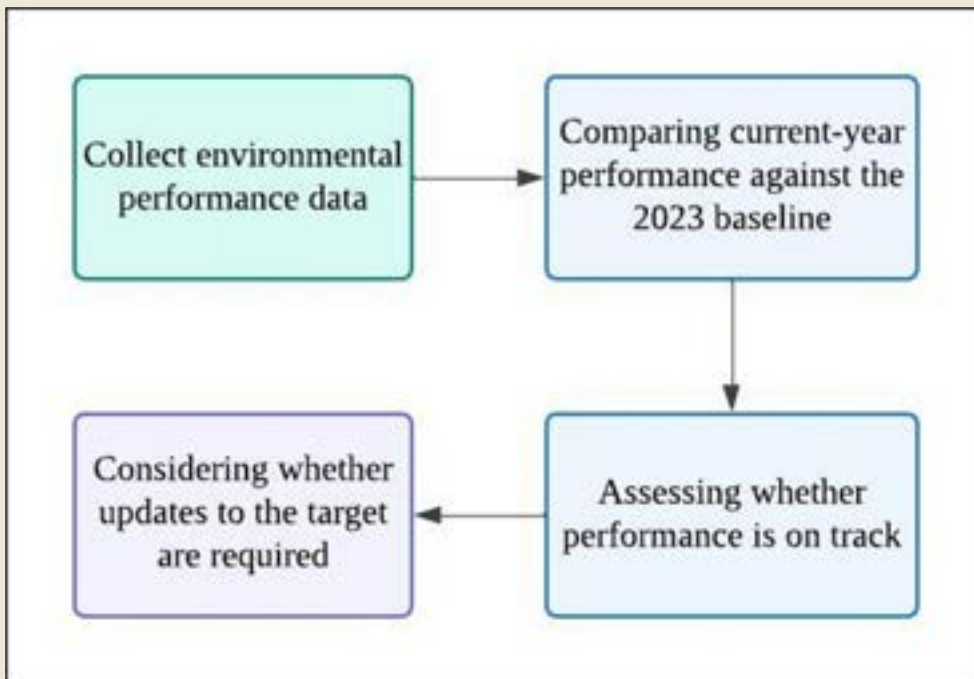
This target reflects the Group's commitment to progressively reducing its emissions footprint while recognising the practical constraints of its business operations and data maturity. Having the compliance in mind, the Group has considered Singapore's national commitment to achieve net-zero emissions as an input to the target-setting process.

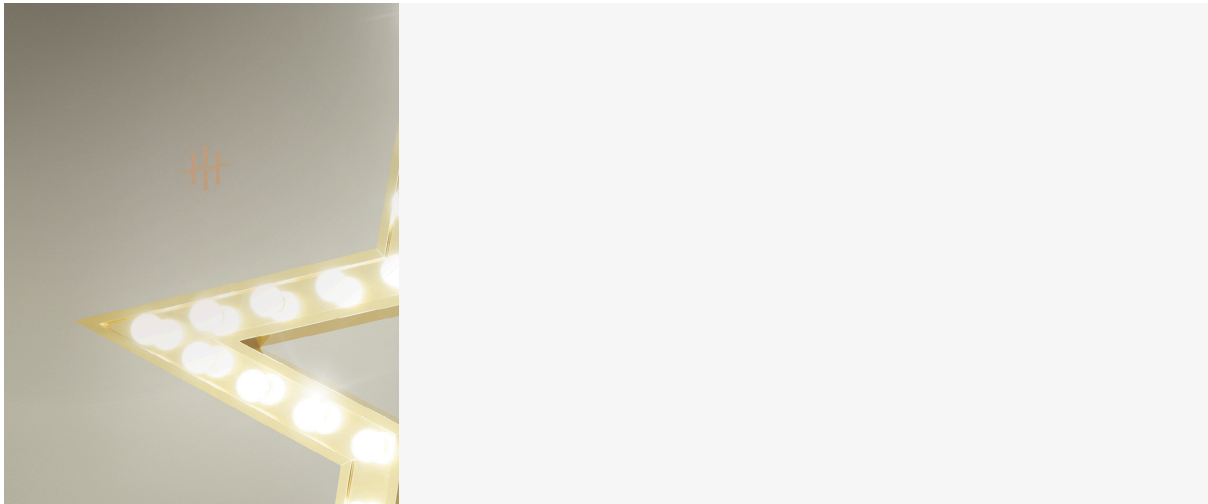
While this target has not been externally validated, this modest reduction target reflects the Group’s current operational profile and the limitations in the influence of emissions across its remaining business activities. The target is positioned as a starting point to embed climate considerations within the Group’s strategic and operational decision-making.

Progress against the Group’s emissions reduction target will be assessed annually by comparing reported emissions in FY2025 against the FY2023 baseline of 1,470.43 tCO₂e. The Group expects its emissions trajectory to gradually improve through operational efficiency measures, enhanced energy management, and incremental improvements across its facilities.

Monitoring and Review

Performance against the Group’s climate-related metrics and targets is monitored primarily through the annual sustainability reporting exercise. Data relating to energy use, fuel consumption and purchased electricity are collected once a year and consolidated for GHG emissions calculation in line with the GHG Protocol.





The results are then reviewed by the CSWG and CSC, which oversee sustainability and climate-related matters, thereby ensuring that progress against the Group's emissions reduction target is tracked and considered in strategic planning, where relevant.

Looking ahead, the Group will continue to review its climate-related metrics and the progress made against its GHG reduction target as part of its annual sustainability reporting process. As its understanding of climate-related risks, opportunities and data availability evolves, the Group may consider refining its measurement approaches and exploring the feasibility of adopting more ambitious and practical emissions-reduction targets over time. Any future enhancements will be undertaken in a proportionate manner and aligned with the Group's operational context and overall sustainability strategy.

*Illuminating
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Statement of use	Aspial Lifestyle Limited has reported the information in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location (Page Number)
GRI 2: General Disclosures 2021		
2-1	Organisational details	The first page after cover page of Annual Report FY2025.
2-2	Entities included in the organisation's sustainability reporting	2
2-3	Reporting period, frequency and contact point	2 to 3
2-4	Restatements of information	No restatement has been made for FY2025
2-7	Employees	14
2-27	Compliance with laws and regulations	7
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	5 to 6
3-2	List of material topics	6
3-3	Management of material topics	Please refer to the description under each material topic
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	10

GRI Standard	Disclosure	Location (Page Number)
GRI 205: Anti-corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	8
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	12
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	12
305-2	Energy indirect (Scope 2) GHG emissions	12
305-4	GHG emissions intensity	13
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	16 to 17
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	17 to 18
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	23
403-2	Hazard identification, risk assessment, and incident investigation	23
403-4	Worker participation, consultation, and communication on occupational health and safety	23

GRI Standard	Disclosure	Location (Page Number)
GRI 403: Occupational Health and Safety 2018		
403-5	Worker training and occupational health and safety	23
403-6	Promotion of worker health	23
403-9	Work-related injuries	23
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	21 to 22
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	20 to 21
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	9