



TA CORPORATION LTD.



SUSTAINABILITY REPORT 2025

SUSTAINABILITY REPORT

BOARD STATEMENT

Dear Stakeholders,

The Board of Directors (the “**Board**”) is pleased to present TA Corporation Ltd.’s (“**TA Corp**” or “**Group**”) Ninth (9th) Sustainability Report (“**Report**”) for the financial year ended 31 December 2025 (“**FY2025**”).

This Report sets out our sustainability goals, efforts, achievements, benchmarks and targets in accordance with required reporting standards set out by the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Rules 711A and 711B, with references drawn from SGX’s Practice Note 7.6 Sustainability Reporting Guide.

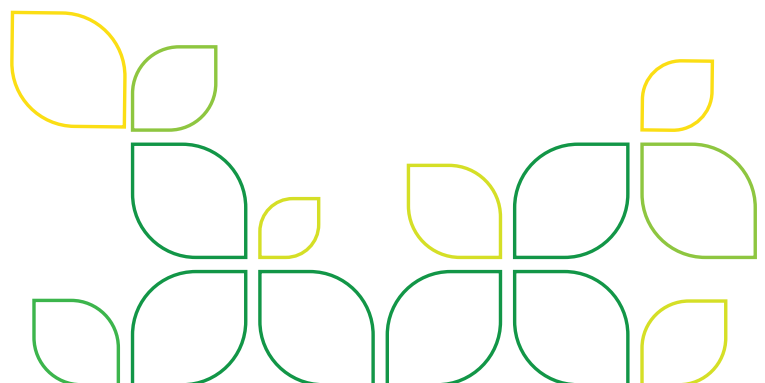
The Board recognised the importance of sustainable business growth and remains committed to integrating Environmental, Social and Governance (“**ESG**”) considerations into the Group’s strategy and operations. Sustainability continues to be a key pillar in guiding our business decisions and ensures we create long-term value for our stakeholders, while operating responsibly within the communities we serve.

FY2025 was a year of post-restructuring for the Group. This year, the Group has made meaningful progress in strengthening our sustainability reporting practices. In line with evolving regulatory expectations and market practices, we have begun disclosing our quantitative environmental performance metrics, including Scope 1 and Scope 2 Greenhouse Gas (“**GHG**”) emissions, energy consumption intensity and waste generation data. These disclosures represent an important step forward in enhancing the transparency and accountability of our environmental performance.

The Board maintains overall oversight of the Group’s sustainability strategy and performance, working closely with Management to monitor material ESG factors and ensure that appropriate policies and practices are in place. The Group will continue to progressively enhance our data collection processes, internal controls and reporting capabilities to support more robust sustainability disclosures and informed decision-making.

On behalf of the Board, I would like to thank all stakeholders who have contributed to our sustainability efforts and will continue to adopt a balanced approach to enhancing its long-term value that is sustainable for our stakeholders.

On behalf of the Board,
NEO TIAM BOON
Executive Chairman and Chief Executive Officer
15 April 2026





SUSTAINABILITY REPORT

ABOUT TA CORPORATION LTD.

TA Corp was listed on the SGX Mainboard on 21 November 2011.

Founded in 1972, TA Corp is an established property and construction group, with an expanding portfolio of businesses in distribution as well as the provision of worker training and accommodation in Singapore and throughout the region, including Thailand, Cambodia, Malaysia, China, and Myanmar.

CONSTRUCTION

TA Corp's main construction business is undertaken through its wholly owned subsidiary, Cornerstone Builders Pte. Ltd. with more than 20 years of track records.

Leveraging on the high demand for precast components in Singapore property and construction business demand to enhance productivity, the Group operates a precast factory in Johor, Malaysia, servicing clients in both public and private sectors in Singapore.

REAL ESTATE DEVELOPMENT

Leveraging its strong expertise in the construction industry and extensive experience working with established real estate developers, the Group has established itself as a residential property developer.

The Group has also successfully expanded internationally through joint ventures in property development projects in China, Thailand, and Cambodia.

REAL ESTATE INVESTMENT

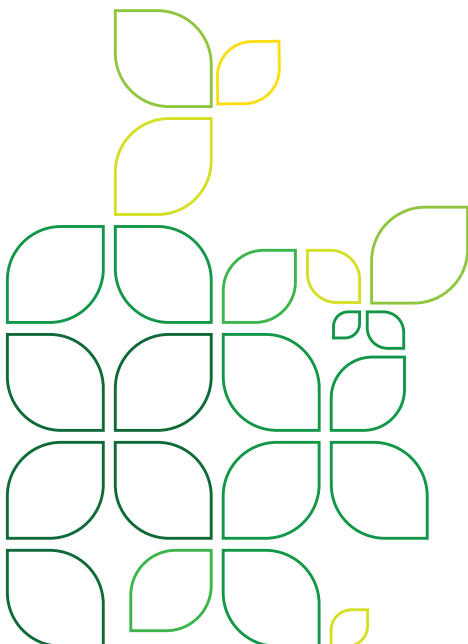
The Group owns and operates over 9,000 dormitory beds catering to foreign workers working in Singapore.

DISTRIBUTION

TA Corp has expanded its distribution of high performance motor oil and lubricants, construction equipment, and heavy commercial vehicles beyond Singapore to Mekong region.

MEMBERSHIPS

TA Corp holds a membership in Singapore Business Federation (SBF). Its subsidiary, Cornerstone Builders Pte. Ltd., is a member of the Singapore Contractors Association Limited (SCAL).



SUSTAINABILITY REPORT

ABOUT THIS REPORT

REPORTING PERIOD

This Report covers the period from 1 January 2025 to 31 December 2025.

SCOPE

Unless otherwise specified, this Report covers the sustainability performance of the Group's operations in Singapore.

FRAMEWORK

This Report has been prepared with reference to the internationally recognised Global Reporting Initiative ("GRI") Standards and its latest Universal Standards 2021 and in compliance with SGX-ST Listing Rules 711A and 711B, with references drawn from SGX's Practice Note 7.6 Sustainability Reporting Guide.

RESTATEMENT

No restatements were made from previous reporting periods.

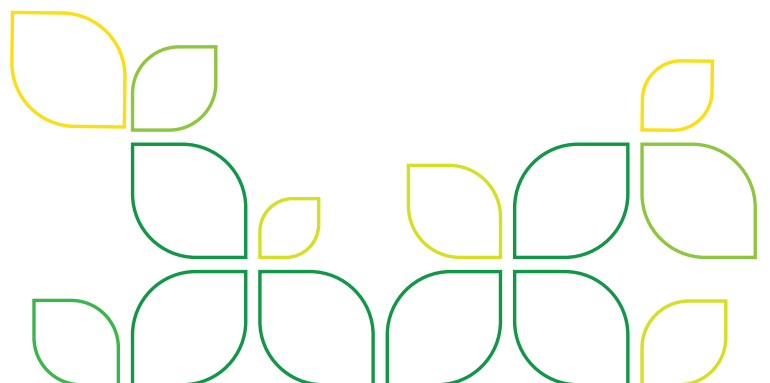
SUSTAINABILITY CONTACT

For any queries and/or comments regarding our Sustainability Report please send them to us at info@tacorp.com.sg.

In line with our commitment to environmental conservation, no hard copies of this Sustainability Report 2025 have been printed. This Report is publicly accessible at SGX website and our Company's website at www.tacorp.com.sg.

INDEPENDENT ASSURANCE

We have established internal controls and verification mechanisms to ensure the accuracy and reliability of narratives and data. An internal review of the sustainability reporting process as stipulated by SGX-ST Listing Rule 711B (3), covering the material factors has been carried out. While the Group has not sought external assurance for FY2025, we plan to do so as our reporting matures over time.

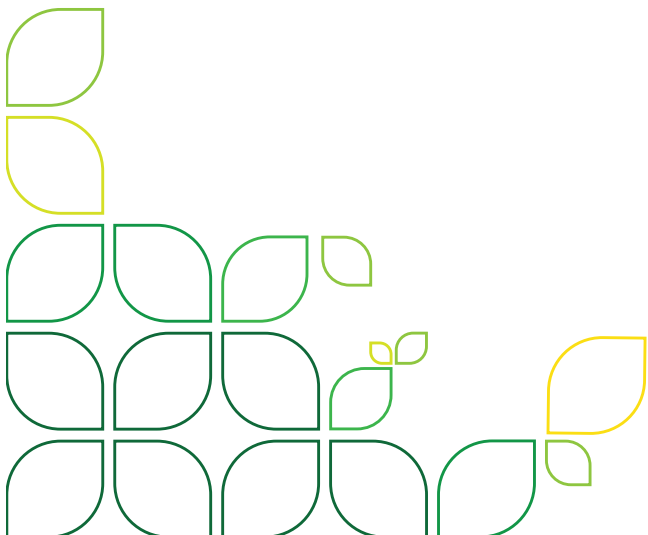


SUSTAINABILITY REPORT

STAKEHOLDER ENGAGEMENT

We recognise the importance of growing our business while addressing the expectations of our stakeholders. Our engagement with the stakeholders guides us in determining our material topics and the following summarises the key avenues and the outcome of the engagement.

| Stakeholder | Engagement Methods | Key Topics | Our Responses |
|----------------------------|--|--|---|
| Employees | <ul style="list-style-type: none"> • Periodic reviews • Feedback • Training | <ul style="list-style-type: none"> • Remunerations and benefits • Well-being • Workplace health and safety • Career development | <ul style="list-style-type: none"> • Fair employment practices • Training and development |
| Customers | <ul style="list-style-type: none"> • Face-to-face meeting • Feedback | <ul style="list-style-type: none"> • Product quality • Timely delivery | <ul style="list-style-type: none"> • Quality and innovation • On schedule delivery |
| Contractors and Suppliers | <ul style="list-style-type: none"> • Face-to-face meeting • Feedback • Contractors/suppliers assessment | <ul style="list-style-type: none"> • Product quality • Ability to meet specifications and stipulated deadline • Ability to make payment when it falls due | <ul style="list-style-type: none"> • Quality check • Payment within agreed terms |
| Shareholders and Investors | <ul style="list-style-type: none"> • Annual General Meeting • Announcements | <ul style="list-style-type: none"> • Corporate governance • Shareholders' return • Transparency • Financial performance | <ul style="list-style-type: none"> • Compliance with Code of Corporate Governance • Timely update of material developments • Annual Report |
| Government and Regulators | <ul style="list-style-type: none"> • Dialogues • Surveys • Seminars | <ul style="list-style-type: none"> • Workplace health and safety • Laws and regulatory compliance • Environmental compliance | <ul style="list-style-type: none"> • Ensure compliance with applicable laws and regulations |



SUSTAINABILITY REPORT

MATERIALITY ASSESSMENT

We conduct our review on an annual basis, identifying and reviewing issues that are most material and significant to both internal and external stakeholders, taking into considerations of changes in our businesses and operations.

In identifying the material ESG factors, the Group considered the following:

- Factors with significant economic, environmental, social and governance implications, that could influence stakeholder decision making.
- Emerging global and local sustainability trends.
- Key issues and future challenges facing the construction, building materials, and real estate sectors, as identified by industry peers.
- Insights gathered from ongoing interactions with internal and external stakeholders.

There has been no change to the material ESG factors in the current year of reporting. The material ESG pillars and factors identified by the Group are as follows:

| ESG Pillars | Material Factors |
|---------------|--|
| Governance | <ul style="list-style-type: none"> • Corporate governance and ethics |
| Economic | <ul style="list-style-type: none"> • Economic performance¹ |
| Environmental | <ul style="list-style-type: none"> • Energy efficiency (energy and water conservation) • Promoting green practices • Emission control, effluent and waste management |
| Social | <ul style="list-style-type: none"> • Workplace health and safety • Equal employment opportunity • Employee engagement • Learning and development • Community services |

GOVERNANCE

The Group is committed to ensuring and maintaining high standard of corporate governance. Our corporate governance practices and internal Code of Ethics and Conduct require all employees to uphold the highest standard of integrity, ensuring that we operate ethically across all our business areas.

REGULATORY COMPLIANCE

The Group is committed to compliance with laws and regulations, including the regulations by the Monetary Authority of Singapore, the Securities and Future Acts, the SGX-ST Mainboard Rules, Code of Corporate Governance 2018, amongst others. There were no incidents of non-compliance with social and economic laws and regulations in FY2025. As a result, the Group did not incur any significant fines or sanctions.

ETHICS

We are committed to upholding the highest standards of ethics and integrity in our operations. It enables us to ensure responsible resource management, reduces negative environmental impact, and fosters trust among stakeholders.

¹ Refer to the financial section of the Annual Report 2025.



SUSTAINABILITY REPORT

WHISTLEBLOWING

The Group has a whistle-blowing policy by which staff of the Group and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters to the Executive Chairman with a copy of such raised concerns to the AC Chairman. Such concerns are independently investigated, and appropriate follow-up action is taken. There were no reported incidents pertaining to whistle blowing during FY2025 and to the date of this Report.

DEALING IN SECURITIES

The Group has issued an Internal Compliance Code to all employees of the Group setting out the implications of insider trading. For the year under review, all Directors and employees of the Group are prohibited from dealing with the Company's securities one month before and up to the release of the half year and full year financial statements. Circulars are issued to all Directors and employees of the Group to remind them of, *inter alia*, laws of insider trading and the importance of not dealing with the shares of the Company and within the Group for short-term consideration and during prohibitive periods. Directors and employees are expected to always observe the insider trading laws even when dealing in securities within permitted trading period. In FY2025, the Group had zero incidents of breaches of customer privacy and loss of customer data.

ECONOMIC

In FY2025, the Group recorded a revenue of S\$122.8 million (FY2024: S\$94.8 million) with a total profit of S\$67.3 million (FY2024: S\$13.4 million).

In terms of the Group's financial position, as of 31 December 2025, it maintained a healthy cash position of S\$50.0 million. As of 31 December 2025, the Group had net assets of S\$185.1 million and net asset value per share of the Group increased to S\$0.2344 per share.

Further details of our economic performance are disclosed in our Annual Report 2025.

ENVIRONMENTAL

The Group recognises the importance of the environment and sustainability and is committed to minimising the environmental impact of our operations. We strive to conduct our business in a way that aligns with sustainable environmental practices.

To address global issues such as resource scarcity and climate change, we integrate environmental considerations into our decision-making processes. We are dedicated to managing and reducing our environmental footprint across our value chain, including our business operations, suppliers and customers. Our environmental efforts focus on maximising material utilisation and optimising energy consumption. We continue to enhance our environmental programs and be selective about the strategic initiatives that will yield a greater positive impact in the future.

ENERGY EFFICIENCY AND GREENHOUSE GAS EMISSIONS

Environmental compliance forms an integral part of the Group's sustainability philosophy. As a diversified organisation operating in construction, real estate investment, real estate development and distribution, we recognise the growing pressure to reduce our environmental footprint and manage the rising costs of natural resources. We aim to integrate the best sustainability practices into our business operations to minimise the environmental impact.

To promote environmental sustainability, our Group has embarked on a series of environmental sustainability efforts using a multi-pronged approach. We have implemented an environmental management system to identify and manage the environmental aspects of our operations, including the usage and conservation of energy and water, as well as paper consumption.

SUSTAINABILITY REPORT

In FY2025, our diesel consumption primarily came from the operation of company and construction vehicles, as well as on-site generators, supporting the Group's operational and project activities. This corresponds to 3,022 GJ of direct energy consumption. In addition, the Group recorded indirect energy consumption of 829,430 kWh (2,986 GJ) of electricity, bringing the total energy consumption for FY2025 to 6,008 GJ.

| Performance Metrics | FY2025 |
|----------------------------------|----------|
| Total fuel consumed (GJ) | 3,022 |
| Total electricity consumed (kWh) | 829,430 |
| Total energy consumed (GJ) | 6,008 |
| Energy intensity (GJ/SGD) | 0.000049 |

We have quantified the Direct (Scope 1)² and Indirect (Scope 2)³ Greenhouse Gases (GHG) emissions emitted from our operations. The table below provides the breakdown of the Group's emissions.

| Performance Metrics | FY2025 |
|---|--------|
| Total Direct (Scope 1) GHG Emissions (tCO ₂ e) | 225.55 |
| Total Indirect (Scope 2) GHG Emissions (tCO ₂ e) | 333.43 |
| Total Scope 1 and Scope 2 Greenhouse Gases (GHG) Emissions (tCO ₂ e) | 558.98 |
| Emissions intensity (kgCO ₂ e/SGD) | 0.0046 |

As the Group undergoes a post-restructuring phase, our current focus is on strengthening the collation and consolidation of quantitative data. With improved data availability and reliability, we will evaluate and establish appropriate targets in the coming years.

WASTE GENERATION AND MANAGEMENT

The Group's operations do not generate hazardous waste. In FY2025, a total of 2,089 tonnes of non-hazardous waste was produced, which was managed and disposed of via approved landfilling methods in accordance with relevant regulations.

| Performance Metrics | FY2025 |
|--|--------|
| Total waste generated (tonnes) | 2,089 |
| General waste (tonnes) | 1,709 |
| Construction and demolition waste (tonnes) | 380 |

We promote green practices in our Group's operations. Reduce, Reuse and Recycle are the core principles we adopt. The Group is moving towards digitalisation, to reduce and minimise the use of paper. We encourage employees to optimise the use of each paper, such as double-sided printing, reuse of single-sided paper. We are also working towards obtaining green certification for our principal subsidiaries.

TASKFORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURES

SGX-ST has introduced a phased approach to mandatory climate reporting based on the recommendations of the Task Force on Climate-related Financial Disclosure ("TCFD") guidelines. Governance, Strategy, Risk Management, Metrics and Targets are the four pillars of TCFD recommended climate-related financial disclosures. As the Group continues to review and refine its climate strategy, risk management and climate-related targets due to post-restructuring activities, the current climate-related disclosure is focused on the Governance pillar. The Group acknowledges the importance of providing comprehensive climate-related disclosures and is committed to progressively enhancing its disclosures across the remaining TCFD pillars in FY2026.

² Emission factor for Scope 1 emissions is sourced from the Singapore Emission Factors Registry (SEFR) 2024 (3,196.749 kgCO₂e/tonne).

³ Grid emission factor for Scope 2 emissions is sourced from the Energy Market Authority (EMA) 2025 for Singapore (2024 grid factor) (0.402 kgCO₂e/kWh).



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Governance

| Recommended Disclosures | |
|--|--|
| A) Describe the board's oversight of climate-related risks and opportunities | B) Describe management's role in assessing and managing risks and opportunities. |

The Board has oversight of climate-related risks and opportunities for sustainability related matters. Climate-related risks and opportunities form part of the Group's long-term strategic plans and sets the overall risk appetite and tolerance for the Group.

The Sustainability Committee ("SC") formulate strategy, policies and procedures in identifying, assessing and managing climate-related risks and opportunities. SC ensures that the Group complies with relevant laws, regulations and industry best practices. It evaluates, regularly reviews and improves the process.

SOCIAL

WORKPLACE HEALTH AND SAFETY

The most valuable asset to an organisation is the employees. Their commitment, skills and experience directly contribute to the overall success of an organisation. The Group placed high priority in ensuring that their health, safety and well-being are looked after, to ensure sustainable growth and success for the Group.

Our workplace health and safety policy ensures clear communications to all employees of the high standard expected from them. Safety training is conducted for all new employees and safety inspections, and briefings are conducted at regular intervals to ensure compliance. We have met our target of achieving workplace fatal injury rate of zero and workplace injury rate of industry average in FY2025. We will continue to stay focused and ensure zero incidence of workplace fatal injury rate and workplace injury rate.

| Performance Metrics | FY2025 |
|---|---------|
| Number of fatalities as a result of work-related injury | 0 |
| Number of high-consequence work-related injuries (excluding fatalities) | 0 |
| Number of recordable work-related injuries | 0 |
| Number of hours worked | 219,648 |

EQUAL EMPLOYMENT OPPORTUNITY

We adopt the principle of equal employment opportunity where we recruit and select employees based on merit (such as skills, experience, or ability to perform the job), and regardless of age, race, gender, religion, marital status and family responsibilities, or any disabilities. In FY2025, there were no incidents of discrimination recorded.

EMPLOYEE ENGAGEMENT

Employee engagement plays a critical role in ensuring the success of the Group. It improves working relationships, interaction, employee satisfaction, productivity and increased staff retention.

The Group has experienced high turnover rate resulting from the liquidation of its two principal subsidiaries. Moving forward, we will be introducing employee engagement survey and feedback in addition to our existing engagement sessions and organise events during major festivities to boost staff morale to build bonding and improve on staff retention.

SUSTAINABILITY REPORT

LEARNING AND DEVELOPMENT

The Group recognises the need for employees to stay informed and updated with relevant skills in an ever-changing work environment. To support our employees' career growth, we offer on-the-job and ad-hoc training opportunities. Employees are encouraged to attend courses that align with their respective job scopes.

COMMUNITY SERVICES

We incorporated social commitment in our business operations, fostering a culture of social-responsibility and compassion. We are dedicated to support our local communities and strive to be socially responsible that makes a positive impact. We encourage all our employees to contribute to the community through community services, donations, and fundraising initiatives. The Group's dormitory segment organises functions and events for migrant workers as part of its community engagement efforts.

DIVERSITY OF EMPLOYEES

In FY2025, we had 213 employees. There were a total of 66 new hires and 67 leavers, resulting in a new hire rate and turnover rate of 31.6% and 32.1%, respectively. All employees were hired from the respective countries where our operations are based. Total headcount increased by 3.90% year-on-year, with data consolidated from the Quick HR Payroll System to ensure reporting accuracy. The following table provides a detailed breakdown of employee diversity across the Group. We further confirm that our operations are conducted exclusively by our employees, and the Group does not exercise control over any workers who are not legally classified as such.

| Breakdown of Employees by Types of Employment | | | |
|---|------------|-----------|------------|
| Gender | Full-time | Part-time | Total |
| Male | 175 | 0 | 175 |
| Female | 36 | 2 | 38 |
| Nationality | | | |
| Singaporean | 51 | 1 | 52 |
| Other Nationalities | 160 | 1 | 161 |
| Total | 211 | 2 | 213 |

| Breakdown of Employees by Types of Employment | | | |
|---|------------|---|------------|
| Gender | Permanent | Other types (temporary, non-guaranteed hours) | Total |
| Male | 175 | 0 | 175 |
| Female | 38 | 0 | 38 |
| Nationality | | | |
| Singaporean | 52 | 0 | 52 |
| Other Nationalities | 161 | 0 | 161 |
| Total | 213 | 0 | 213 |



SUSTAINABILITY REPORT

Breakdown of Employees by Employee Categories

| Gender | Senior Management | Middle Management | Other Employees | Total |
|-------------------|-------------------|-------------------|-----------------|------------|
| Male | 11 (91%) | 14 (64%) | 150 (84%) | 175 (82%) |
| Female | 1 (9%) | 8 (36%) | 29 (16%) | 38 (18%) |
| Age | | | | |
| <30 years old | 0 (0%) | 0 (0%) | 48 (27%) | 48 (22%) |
| 30 – 50 years old | 3 (27%) | 17 (77%) | 109 (61%) | 129 (61%) |
| >50 years old | 9 (73%) | 5 (23%) | 22 (12%) | 36 (17%) |
| Total | 12 | 22 | 179 | 213 |

DIVERSITY OF BOARD MEMBERS

Amongst our Board of Directors, there are two (2) independent directors (50%), one (1) executive director (25%), and one (1) non-independent and non-executive director (25%) as at end of the FY2025. For more information on our Board, please refer to the Board Composition and Guidance section of our Statement of Corporate Governance in our Annual Report 2025.

| Age Group | No. of Individuals | Percentage |
|--------------------|--------------------|-------------|
| Below 30 years old | 0 | 0% |
| 30 – 50 years old | 0 | 0% |
| Over 50 years old | 4 | 100% |
| Gender | | |
| Male | 4 | 100% |
| Female | 0 | 0% |
| Total | 4 | 100% |



SUSTAINABILITY REPORT

APPENDIX I: GRI CONTENT INDEX

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards: Core option. It has undergone the internal review process of the Group in line with SR IR Guide. We did not seek external assurance for this Report.

N.B.: AR 2025 = Annual Report 2025, SR 2025 = Sustainability Report 2025 (i.e. this Report)

| GRI Reference | Disclosure | Reference | |
|---------------------------------|------------|---|---|
| General Disclosures | | | |
| GRI 2: General Disclosures 2021 | 2-1 | Organisational details | About TA Corporation Ltd. |
| | 2-2 | Entities included in the organisation's sustainability reporting | About This Report |
| | 2-3 | Reporting period, frequency and contact point | About This Report |
| | 2-4 | Restatements of information | About This Report |
| | 2-5 | External assurance | About This Report |
| | 2-6 | Activities, value chain and other business relationships | About TA Corporation Ltd. |
| | 2-7 | Employees | Social <ul style="list-style-type: none"> Diversity of Employees |
| | 2-8 | Workers who are not employees | Social <ul style="list-style-type: none"> Diversity of Employees |
| | 2-9 | Governance structure and composition | Environment <ul style="list-style-type: none"> Taskforce for Climate-related Financial Disclosures |
| | 2-10 | Nomination and selection of the highest governance body | Environment <ul style="list-style-type: none"> Taskforce for Climate-related Financial Disclosures |
| | 2-11 | Chair of the highest governance body | Environment <ul style="list-style-type: none"> Taskforce for Climate-related Financial Disclosures |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | Environment <ul style="list-style-type: none"> Taskforce for Climate-related Financial Disclosures |
| | 2-13 | Delegation of responsibility for managing impacts | AR 2025 |
| | 2-14 | Role of the highest governance body in sustainability reporting | AR 2025 |
| | 2-15 | Conflicts of interest | AR 2025 |
| | 2-16 | Communication of critical concerns | Governance <ul style="list-style-type: none"> Whistleblowing |
| | 2-17 | Collective knowledge of the highest governance body | AR 2025 |
| | 2-18 | Evaluation of the performance of the highest governance body | AR 2025 |



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| GRI Reference | Disclosure | | Reference |
|--------------------------------|------------|--|--|
| | 2-19 | Remuneration policies | AR 2025 |
| | 2-20 | Process to determine remuneration | AR 2025 |
| | 2-21 | Annual total compensation ratio | We do not disclose this metric due to confidentiality. |
| | 2-22 | Statement on sustainable development strategy | Board Statement |
| | 2-23 | Policy commitments | Board Statement |
| | 2-24 | Embedding policy commitments | SR 2025 |
| | 2-25 | Processes to remediate negative impacts | Governance <ul style="list-style-type: none"> Whistleblowing |
| | 2-26 | Mechanisms for seeking advice and raising concerns | Governance <ul style="list-style-type: none"> Whistleblowing |
| | 2-27 | Compliance with laws and regulations | Governance <ul style="list-style-type: none"> Regulatory Compliance |
| | 2-28 | Membership associations | About TA Corporation Ltd. |
| | 2-29 | Approach to stakeholder engagement | Stakeholder Engagement |
| | 2-30 | Collective bargaining agreements | We do not have any collective agreements with employees. |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality Assessment |
| | 3-2 | List of material topics | Materiality Assessment |
| Governance and Ethics | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | SR 2025 |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Governance <ul style="list-style-type: none"> Dealing in Securities |
| Our Environment | | | |
| GRI 302: Energy 2019 | 302-1 | Energy consumption within the organisation | Environmental <ul style="list-style-type: none"> Energy Efficiency and Greenhouse Gas Emissions |
| | 302-3 | Energy intensity | Environmental <ul style="list-style-type: none"> Energy Efficiency and Greenhouse Gas Emissions |
| | 302-4 | Reduction of energy consumption | Environmental <ul style="list-style-type: none"> Energy Efficiency and Greenhouse Gas Emissions |
| | 302-5 | Reductions in energy requirements of products and services | Environmental <ul style="list-style-type: none"> Energy Efficiency and Greenhouse Gas Emissions |
| GRI 305: Emissions 2016 | 305-5 | Reduction of GHG emissions | Environmental <ul style="list-style-type: none"> Energy Efficiency and Greenhouse Gas Emissions |



SUSTAINABILITY REPORT

| GRI Reference | Disclosure | | Reference |
|---|------------|--|---|
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | Environmental <ul style="list-style-type: none"> Waste Generation and Management |
| | 306-2 | Management of significant waste related impacts | Environmental <ul style="list-style-type: none"> Waste Generation and Management |
| | 306-3 | Waste generated | Environmental <ul style="list-style-type: none"> Waste Generation and Management |
| | 306-5 | Waste directed to disposal | Environmental <ul style="list-style-type: none"> Waste Generation and Management |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | Social <ul style="list-style-type: none"> Community Services |
| Health and Safety | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | Social <ul style="list-style-type: none"> Workplace health and safety |
| | 403-5 | Worker training on occupational health and safety | Social <ul style="list-style-type: none"> Workplace health and safety |
| | 403-9 | Work-related injuries | Social <ul style="list-style-type: none"> Workplace health and safety |
| GRI 404: Training and Education 2016 | 404-2 | Programs for upgrading employee skills and transition assistance programs | Social <ul style="list-style-type: none"> Learning and Development |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | Social <ul style="list-style-type: none"> Diversity of Employees |
| GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | Social <ul style="list-style-type: none"> Equal employment opportunity |
| Our Community | | | |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | Economic |



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