EDMI

# Sustainability Report 2025

## Empowering A Sustainable Tomorrow, Today

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# About this Report

EDMI is proud to present our third Sustainability Report, covering the period from 1 January 2025 to 31 December 2025, in accordance with the GRI 2021 Universal Standards.

This report includes:

- Detailed descriptions and analysis of our business operations and value chain.
- Our Sustainable Development Framework outlining our approach to materiality assessment, stakeholder engagement, sustainability governance and alignment with global objectives and frameworks.
- Our sustainability material topics categorised under three core pillars of our Sustainability Strategy: Environmental Responsibility, Social Inclusion and Strong Governance

## Scope of this Report

EDMI adopts an operational control approach for determining its reporting boundary, following the Greenhouse Gas (GHG) Protocol.

Based on this reporting boundary[1], six entities are covered in this report:

- EDMI Limited (Singapore)
- EDMI Electronics Sdn. Bhd. (Malaysia)
- EDMI (Shenzhen) Co., Limited (China)
- EDMI Europe Limited (UK)
- EDMI Pty Ltd (Australia)
- EDMI NZ Limited (New Zealand)

For the purposes of this report, we will refer to the entities respectively as Singapore, Malaysia, China, UK, Australia and New Zealand.

This Sustainability Report has been signed off by the Group CEO and published on 18 June 2026. The report has not been externally assured, but EDMI will consider external assurance in future versions of the report. There is a restatement of Scope 1 emissions as EDMI has adopted a more accurate methodology for collecting and calculating the various components of its Scope 1 emissions. In addition, Scope 3 Category 11 and 12 emission figures for 2024 have been restated following the correction of sold product quantities identified during a third-party audit.

We strive to keep all our stakeholders, including investors, suppliers, customers and employees, informed of our progress in achieving sustainability objectives. As part of our commitment to continuous improvement, we welcome all feedback and questions. Any feedback or enquiries may be sent to us at sustainability@edmi-meters.com

*[1] Not covered in this report are EDMI Philippines Inc (Philippines), EDMI International Trading (China-Shanghai) Co., Ltd, EDMI Gas Pty Ltd (Australia - Melbourne), EDMI (Thailand) Limited (Thailand), EDMI Japan Co., Ltd. (Japan), EDMI India Pvt Ltd (India), EDMI Spain S.L. (Spain), EDMI America Inc. (USA) due to a lack of complete data and as they are judged to be immaterial to EDMI's overall footprint.*

USA
UK
Spain
China (Shanghai)
Japan
China (Shenzhen)
India
Thailand
Philippines (Manila)
Philippines (Cebu)
Malaysia
Singapore
Australia (Brisbane)
Australia (Melbourne)
New Zealand

# CEO's Message

**To All of Our Valued Stakeholders,**

I am pleased to present the EDMI Sustainability Report 2025—our third annual sustainability report—which outlines our ESG journey and progress across environmental stewardship, social responsibility and strong governance. As we continue to mature in our sustainability journey, we increasingly recognise the importance of embedding sustainability into our business strategy, while seizing opportunities to drive long-term business value alongside positive social impact.

As a provider of Intelligent Grid Solutions, sustainability has always underpinned our business model. Our solutions enable customers to track, monitor and manage their energy usage patterns, empowering them to optimise energy consumption and reduce their carbon footprint. In doing so, we contribute to global sustainable development goals while striving to minimise our own environmental footprint and deliver positive outcomes for both internal and external stakeholders.

Since embarking on our sustainability journey in 2022, we have made several meaningful strides forward. In June 2025, EDMI launched our Neos Solution—our next-generation, flagship intelligent grid platform—designed to deliver advanced features and analytics for electricity grids. The newly designed Neos meter achieves significantly lower energy consumption compared to previous models, and we believe this innovation will

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enable utilities and energy providers to measure more, understand faster and act more effectively in optimising energy use.

We have also continued to explore opportunities to reduce the environmental impact of our operations. Across several entities, we have undertaken targeted initiatives to consolidate workspaces and upgrade HVAC equipment, supporting improved energy efficiency and reduced long-term energy demand.

At the same time, we remain committed to investing in our people. Throughout the year, we have strengthened our human capital through training programmes that enhance employee capabilities across areas such as waste management, occupational health and safety and technical skills development.

Beyond our operations, we continue to engage with and support the communities in which we operate. In 2025, our teams participated in a range of initiatives, including activities focused on gender empowerment, mental health awareness and community beach clean-ups, reflecting our commitment to creating positive social impact.

This report reflects the collective efforts across EDMI to strengthen how we operate responsibly and sustainably. I would like to thank our employees, partners and stakeholders for their continued commitment and support. As we look ahead, we remain focused on embedding sustainability into our business decisions and working collaboratively to deliver long term value for our customers, our communities and the environment.

Sincerely,
**Roy Kirsopp**
Group CEO at EDMI

# About EDMI

## Our Purpose

EDMI is a global leader in intelligent energy solutions, with over 30 years of experience supporting utilities worldwide. Built on strong expertise in metering, communications and software, we deliver integrated, end to end smart metering and energy management solutions tailored to evolving industry needs. Our purpose is to empower a more intelligent and sustainable energy future. Through advanced and intelligent metering systems for electricity, gas and water utilities, EDMI enables smarter resource management, improved efficiency and greater insight—providing the foundation for a more connected and resilient energy ecosystem.

## Our Intelligent Energy Solutions

EDMI delivers high quality, reliable smart metering solutions for electricity, gas and water utilities, supported by advanced infrastructure and energy management systems. Driven by innovation, we have developed a new range of more energy efficient smart meters, expanding our offerings from 2025 as part of the Neos Solution—EDMI's flagship intelligent grid platform. These smart metering solutions support smarter resource management and help reduce environmental impact. As a trusted partner, EDMI provides scalable, end to end solutions and services to utility companies and energy retailers worldwide.

## Our Group

EDMI is a subsidiary of Osaki Electric Co., Ltd., a leading Japanese metering provider listed on the Prime Market of the Tokyo Stock Exchange. With a global presence, EDMI has supplied over 40 million smart metering devices to more than 100 countries across Asia, Australia, New Zealand, Europe, the Middle East and Africa. EDMI operates its own manufacturing operations and works with a network of global manufacturing partners to ensure timely delivery and quality. In addition, the company has R&D functions across multiple locations, including Australia, New Zealand, the UK, Singapore and Spain.

Financial information and corporate governance details can be found in our Osaki Group Integrated Report. Our value chain includes research and development, manufacturing and distribution of smart metering solutions. We work closely with key partners in the upstream supply chain, including component suppliers and contract manufacturers. In the downstream, we engage with utilities, energy suppliers and retailers, and technology partners to deliver innovative energy management solutions. By providing reliable and efficient solutions, we help our customers improve their operations and facilitate the transformation of the energy sector.

**835**
**Employees[2]**

**1,200+**
**Customers**

**300+**
**Suppliers**

**40M+**
**Intelligent Grid Devices Delivered**

**5M+**
**Intelligent Grid Devices Connected to Energy Cloud**

**10B+**
**Energy Measurements Managed Daily**

**1M+**
**Distributed Energy Resources Controlled Daily**

**10+ GWh**
**Customer Energy Resource Load Managed per Day**

**7+ GW**
**Customer Solar Generation Monitored**

[2] *EDMI Group has 989 employees in total, with 835 in the six entities covered in this report, as mentioned on page 3.*

## Our Values

EDMI is a global energy solutions leader, leveraging advanced technologies to drive positive change and create a better future. Guided by our core values, we foster a dynamic, agile and high-performing culture that balances business success with employee satisfaction and growth opportunities.

**Customer Focus**
Our customers are partners; work with them. Their current and future needs shape our own future.

**Be Passionate**
Be curious, be innovative. Have passion for the work we do, the customers we serve and the future we can create together.

**Show Trust & Respect**
Act with integrity and behave responsibly. Earn trust by treating customers, suppliers and colleagues with the same respect you would want yourself.

EDMI

**Embrace Change**
Be open-minded and positive. Change is always with the intention of improvement. A little change can sometimes make a big difference.

**Collaborate & Learn**
Proactively offer and ask for help, not just locally but regionally. Share experiences and learn from each other.

**Be Accountable**
Hold ourselves and others accountable for contributing to our common goals. Take ownership and feel empowered in everything you do.

## Industry Associations

EDMI participates in several industry committees and working groups to contribute to the development of innovation, standards and best practices in energy management, including international bodies such as the International Electrotechnical Commission (IEC).

## Our Key Achievements

We began our sustainability journey in 2022 and have strived to make steady progress and achieve meaningful milestones. Following the publication of our first Sustainability Report in 2023, we continually reflect on how we can improve and evaluate which ESG areas we can prioritise or newly address to ensure better and more impactful sustainability ambitions. EDMI's key milestones since 2022 include:

### October 2022

- Establishment of EDMI's Sustainability Taskforce, kickstarting EDMI's sustainability journey

### 2023

- Introduction of Sustainability Code of Conduct for Suppliers
- Integration of Sustainability into Governance and Risk Management Frameworks
- Published policy statement on Human Rights and Diversity, Equity and Inclusion (DEI)

### 2024

- Publication of EDMI's inaugural Sustainability Report for FY2023
- Attained ISO14064 verification for FY2023 Scope 1 and Scope 2 greenhouse gas emissions
- Committed to Science-Based Targets under the Osaki Group
- Conducted a product lifecycle assessment for two smart meter models

### 2025

- Conducted feasibility studies for the use of solar renewable energy in Malaysia
- Completed a decarbonisation study to identify future areas for carbon reduction
- Expanded Scope 1 and 2 greenhouse gas emissions reporting across all EDMI Group entities, supported by standardised monthly data collection and quarterly reporting, with Power BI visualisation
- Launched the Neos Solution, incorporating the Neos meter, which delivers significantly lower energy consumption compared to the previous models

# Our Sustainability Framework

# Our Sustainability Framework

EDMI supports the Osaki Group's vision of creating positive societal impacts through energy solutions by delivering measurement and control solutions that create value for our customers and their communities. Through our sustainability framework, EDMI plays an active role in advancing Osaki Group's sustainability efforts.

EDMI's sustainability strategy is guided by global standards and frameworks, including the UN SDGs, the Paris Agreement and the World Economic Forum's Global Risk Report, as well as the MSCI Industry ESG Materiality Map.

As part of the Osaki Group, we have been actively participating in CDP's disclosure questionnaire since 2022 to assess our carbon-related governance, impact and risk management. In the 2025 CDP Climate Change assessment, Osaki Group received a 'B' rating, recognising our strong management and implementation of environmental initiatives.

EDMI has developed a sustainability roadmap to guide its long-term efforts on sustainability reporting and disclosures, with the aim of aligning with the global consolidation of sustainability reporting around the IFRS S1 and S2 standards. This includes identifying sustainability and climate-related risks and opportunities through climate scenario analysis, setting targets for material ESG topics and exploring ways to minimise risks and impacts across the supply chain.

Alongside this sustainability roadmap, EDMI has embarked on developing decarbonisation strategies to guide its future efforts to meet science-based targets set by Osaki.

## Material Sustainability Topics

In 2022, we conducted a comprehensive materiality assessment to identify our key ESG topics and goals. Conducting a thorough ESG materiality assessment is vital to inform our sustainability strategy. By identifying key ESG issues relevant to EDMI and our stakeholders, we can focus our efforts on areas that matter most, mitigating potential external impacts and addressing stakeholder concerns effectively.

Our materiality assessment consists of four key areas of action:

- We conduct a thorough assessment of our ESG performance against globally recognised ESG standards and frameworks, including those used by the Osaki Group, to understand our sustainability risks and performance.
- We engage with stakeholders, particularly employees, through regular surveys and feedback mechanisms to inform our materiality assessments and prioritise sustainability-related issues within the organisation. By engaging with relevant stakeholders, we identify the most critical ESG issues and prioritise our efforts accordingly. More details are provided in the stakeholder engagement section.
- We analyse sustainability disclosures from industry peers to benchmark our performance and identify areas for improvement, ensuring our practices are in line with industry best practices and expectations.
- We monitor international and relevant national regulatory and reporting requirements, as well as industry sustainability developments relevant to our value chain, to ensure compliance and seek sustainability opportunities.

We review our material ESG topics annually to ensure they remain relevant. In 2025, we confirmed that our material topics and materiality goals remain relevant to our business and stakeholders.

## EDMI's Core Sustainability Pillars and Materiality Goals

EDMI's Sustainability Strategy is based on the core pillars of Environmental Responsibility, Social Inclusion and Strengthen Governance. These pillars are aligned with Osaki Group's five Materiality Goals and guide our actions and decisions as we strive to create value for our stakeholders and contribute to a sustainable future. EDMI's material ESG topics, along with their corresponding ESG categories and materiality goals, are presented in the following table:

| Pillars | Materiality Topics | Goals | Objectives |
|---|---|---|---|
| **Environmental Responsibility** | • **Energy**<br>• **Emissions**<br>• **Water and Effluents**<br>• **Waste** | **Materiality Goal 1:** Minimise Environmental Impact<br><br>**Materiality Goal 2:** Contribute to Sustainable Cities and Communities | EDMI's mission is to design smart metering solutions that enable timely and effective tracking of various utilities, contributing to sustainable cities. By using our smart metering solutions, we facilitate efficient energy management, promote behaviours that conserve critical natural resources, and support the development of resilient and liveable communities. Our goal is to achieve this while minimising our own carbon, water and waste footprint. |
| **Social Inclusion** | • **Inclusivity, Diversity and Equal Opportunity**<br>• **Community and Customer Engagement**<br>• **Occupational Health and Safety**<br>• **Security and Data Privacy**<br>• **Training and Education** | **Materiality Goal 3:** Respect for Human Rights<br><br>**Materiality Goal 4:** Create a Diversified Workplace and Foster a Social Issue-Solving Culture | We aim to promote social inclusion by incorporating human rights considerations into our decision-making processes. We conduct regular human rights impact assessments, engage with stakeholders to address potential grievances and uphold labour rights throughout our supply chain. |
| **Strengthen Governance** | • **Corporate Governance**<br>• **Regulatory Requirements** | **Materiality Goal 5:** Strengthen Governance | EDMI recognises that effective corporate governance is necessary to uphold transparency and accountability in our operations, thereby strengthening the other two pillars. We continuously develop and rigorously review our policies, practices and commitments, guided by the instructions and guidelines of the Osaki Group. We strive to promote ethical practices among all stakeholders along our value chain, working collectively towards sustainable development and social cohesion. |

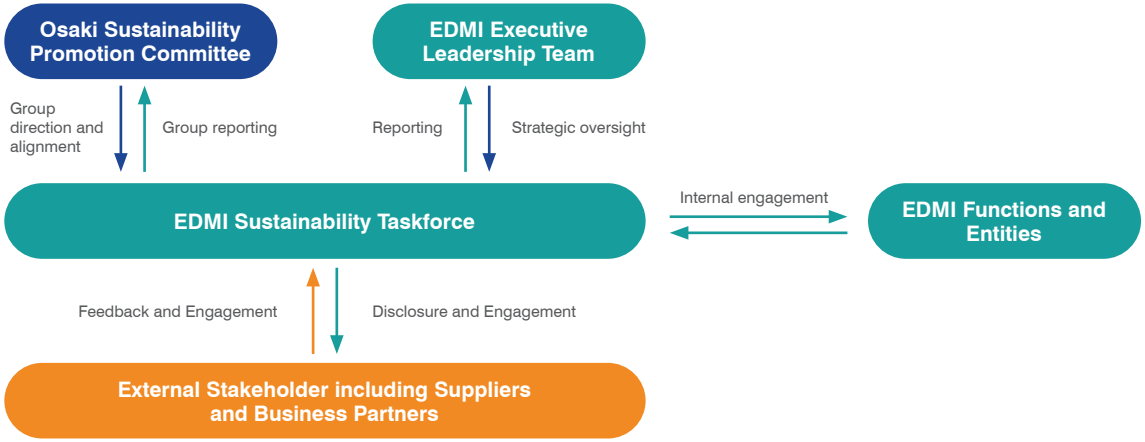
## Stakeholder Engagement

Engaging stakeholders is crucial to EDMI's sustainability success. As an integral component of our materiality assessment, we incorporate diverse perspectives into our decision-making, ensuring our practices address the concerns of customers, suppliers, employees and the broader community. By fostering meaningful relationships and understanding their needs, we develop effective, long-term sustainability solutions that support the UN Sustainable Development Goals and drive sustainable growth, benefiting all parties and the planet.

| Stakeholder | Platform and Frequency | Key Topics Addressed |
|---|---|---|
| **Customers** | Day-to-day engagement, continuous | Regular communication with customers for dialogue on sustainability topics as they arise, along with operational matters such as deliveries, firmware updates and refurbishment. |
| | Weekly or fortnightly governance meetings (varies by region) | Meetings focus on operational matters with occasional discussion of sustainability-related concerns. |
| | Biannual conference, customer events and monthly meetings (varies by region) | Events align with policies and values, addressing sustainability aspects like environmental practices regarding EDMI, governance and industry policies. |
| | Quarterly/Annual ISO9001 customer survey | Surveys provide feedback on customer satisfaction and areas for improvement, including sustainability. |
| **Suppliers** | Annual/Biannual key management level engagement | Key supplier management level engagement ensures alignment of supplier performance with business goals and objectives. |
| | Quarterly supplier engagement | Currently covers issues on performance, business updates and improvement projects. Future plans include integrating sustainability topics into discussions to enhance supplier sustainability. |
| **Employees** | Annual employee engagement survey | To ensure employee well-being, job satisfaction and engagement; gather feedback on workplace policies, practices and culture; foster a sense of belonging and alignment with organisational goals. Feedback obtained from surveys guides organisational improvements, including sustainability initiatives. The questionnaires cover the areas of Vision, Planning Activity, Culture, Engagement and Leadership Impact. |
| | Annual/Biannual global town hall meeting | Online townhall sessions are organised to disseminate essential business updates, encompassing challenges, opportunities and strategies for sustained growth, directly from the management team to all employees. These sessions facilitate interactive discussions and include a dedicated Questions and Answers segment, fostering engagement and aligning goals across the organisation while nurturing collaboration. Additionally, individual entities conduct more frequent engagement sessions with their respective regional management teams, ensuring localised focus and connectivity. |
| | Employee reward and recognition program | To acknowledge and reward outstanding performance in alignment with the company value "OneEDMI". It encourages all employees to nominate deserving candidates for quarterly and yearly awards. The programme aims to recognise and reinforce OneEDMI values, engage employees in individual and team growth, and contribute to attracting and retaining talent by communicating the programme as part of the company's Employee Value Proposition. |
| | Employee reward and recognition platform (day-to-day) | Implemented a global employee reward and recognition platform to facilitate the acknowledgement of achievements, encourage collaboration and enhance employee morale. Through the platform, employees can easily recognise the hard work and dedication of their peers, regardless of location, by awarding points that accumulate towards meaningful rewards. This fosters a culture of appreciation and teamwork, promoting a positive work environment where individuals feel valued and motivated to excel. |

## Sustainability Governance

Essential in EDMI's sustainability framework, we have established a Sustainability Taskforce to oversee the development, implementation and monitoring of sustainability strategies and initiatives. Led by the Group Chief Corporate Officer & Director, it includes leads from legal, strategy, operations, human resources and technology functions, as well as representatives from the different entities to drive our sustainability direction, objectives and efforts.




The key objective of the Taskforce is to ensure dedicated expertise and focused attention on executing EDMI's sustainability development framework and efforts. EDMI aligns Osaki Group's sustainability efforts and reports its sustainability initiatives to Osaki Electric annually. More information about sustainability governance, including roles and responsibilities, can be found in the Osaki Group Integrated Report.

All this ensures that EDMI's management team is well-equipped and informed to execute sustainability initiatives and goals through strong governance and policies and procedures. EDMI remains committed to developing, implementing and monitoring sustainability strategies effectively.

# Environmental Responsibility

# Environmental Responsibility

## EDMI's Management of Environmental Responsibility

Energy efficiency is an important topic of interest for EDMI, as it is directly relevant to our core business mission of providing smart metering solutions.

EDMI is dedicated to managing and reducing greenhouse gas emissions at its facilities by implementing targeted strategies to address specific environmental concerns. The company promotes greater energy efficiency to support the larger goal of reducing global greenhouse gas emissions. EDMI promotes environmental sustainability through initiatives that minimise environmental impact and enhance energy efficiency across its global operations.

Beyond energy and emissions, EDMI exercises its environmental responsibility through water conservation and waste management across its operations, working towards achieving its materiality goals of minimising environmental impact and contributing to the development of sustainable cities and communities.

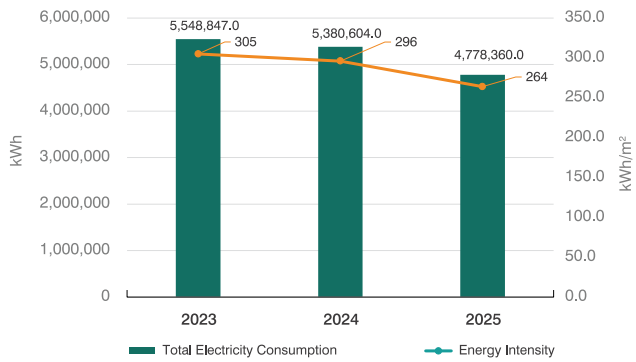
## Energy

EDMI tracks electricity consumption across our global facilities to understand usage patterns and identify areas for improvement. Additionally, we monitor our usage of non-renewable energy sources such as diesel, petrol and LPG to assess our environmental impact and transition toward cleaner alternatives.

EDMI reported a total electricity consumption of 4,778,360 kWh. This represents a decrease of 602,244 kWh compared to 2024. Electricity consumption by floor area across our entities for 2025 is 264 kWh/m², a reduction of 10.2% compared to 2024.

**Electricity consumption within EDMI's operations (in kWh)**

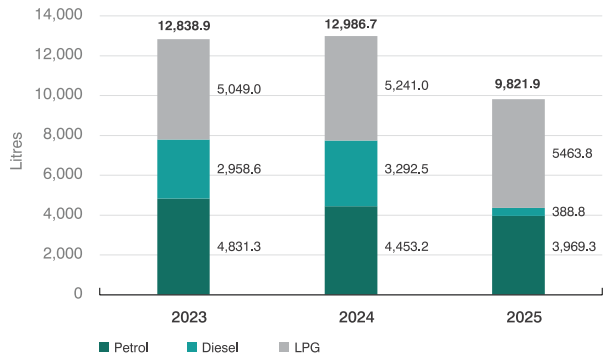
| | FY2023 | FY2024 | FY2025 |
|---|---|---|---|
| Grid electricity consumption | 5,548,847 | 5,380,604 | 4,778,360 |
| Total electricity consumption | 5,548,847 | 5,380,604 | 4,778,360 |
| Total floor area (m²) | 18,195 | 18,195 | 18,082 |
| Electricity consumption intensity (kWh/m²) | 305 | 296 | 264 |




Total fuel consumption for 2025 fell by 24.4% from 2024 to 9,821.9 litres. This was substantially achieved by switching from diesel to battery-operated forklifts at our Malaysian entity EESB, leading to an 88.2% reduction in diesel consumption in 2025.

**Fuel consumption within EDMI's operations (in litres)**

| | FY2023 | FY2024 | FY2025 |
|---|---|---|---|
| Petrol | 4,831.3 | 4,453.2 | 3,969.3 |
| Diesel | 2,958.6 | 3,292.5 | 388.8 |
| LPG | 5,049.0 | 5,241.0[3] | 5,463.8 |
| **Total** | **12,838.9** | **12,986.7** | **9,821.9** |




[3] *Total LPG consumed in 2024 has been restated to 5,241.0 litres from 2,674.0 litres in SR2024. The disclosed figure had been erroneously provided in kg instead of litres, resulting in an understatement of LPG consumption which has now been corrected.*

## Emissions

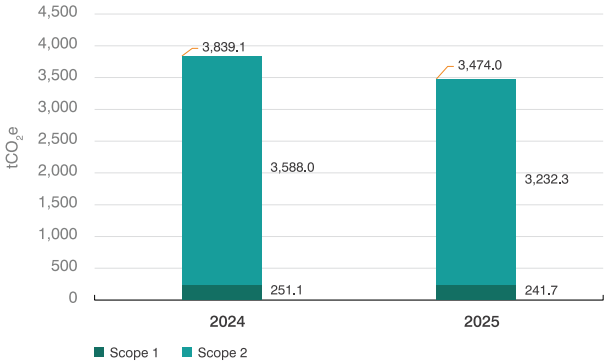
EDMI has developed a comprehensive greenhouse gas inventory in accordance with the Greenhouse Gas Protocol, the globally recognised standard for calculating greenhouse gas emissions. Our Scope 1 and 2 emissions inventory covers the six entities included in this report. In 2025, we strengthened our Scope 1 and Scope 2 greenhouse gas emissions reporting process by expanding data collection to cover all entities across the EDMI Group, standardising monthly data submissions, and using Power BI to consolidate and visualise emissions data, supporting more timely and consistent reporting. Our Scope 1 and 2 emissions inventory for FY2023 was verified by TÜV Rheinland according to the ISO 14064-1:2018 standard in 2024. Apart from ongoing improvements to our data collection processes, we have preserved the same methodology for Scope 1 and 2 emissions that was verified according to ISO 14064-1:2018.

### Scope 1 and 2 Emissions

EDMI's Scope 1 emissions comprise the fugitive emissions from refrigerants used for air-conditioning and refrigerators and fuel burnt in facility vehicles and company cars. Scope 2 emissions are from purchased electricity at operational entities. EDMI's Scope 1 and 2 emissions in 2025 are as follows:

**Scope 1 & 2 emissions in $tCO_2e$**

| | FY2024 | FY2025 |
|---|---|---|
| **Scope 1** | 251.1[4] | 241.7 |
| Stationary combustion | 7.9 | 6.0 |
| Mobile combustion | 19.1 | 14.7 |
| Fugitive emissions | 224.1 | 221.0 |
| **Scope 2** | 3,588.0 | 3,232.3 |
| **Total** | **3,839.1** | **3,474.0** |
| **Scope 1 and 2 GHG emissions intensity ($tCO_2e/m^2$)** | **0.21** | **0.19** |




As a member of the Osaki Group, EDMI is committed to aligning with the group's sustainability efforts and targets. In 2024, Osaki Group set a target to reduce greenhouse gas emissions by 42% for Scope 1 and 2 and 25% for Scope 3, by FY2030 from a base year of FY2023. This target has been validated by the Science Based Targets initiative (SBTi).

We are pleased to share that our FY2025 Scope 1 and 2 emissions footprints has reduced by 9.5% compared to 2024. These are positive results from our carbon footprint reduction measures. More detailed explanation on this and future reductions below.

Fugitive emissions for EDMI arise from fire suppression and refrigerants. This year, EDMI will also be disclosing our GHG emissions intensity. Using total floor area as our intensity calculation denominator, our Scope 1 and 2 GHG intensity is 0.19 $tCO_2e/m^2$. We will continue using data from this metric to assess our operations and plan any possible measures or targets for EDMI in the time to come. EDMI reported zero emissions of ozone-depleting substances in 2025.

In 2025, we have continued to introduce initiatives to reduce our carbon footprint. These include:

*Singapore*

In Singapore, we have reduced our energy consumption and emissions through targeted office space optimisations. Departments previously located

[4] *In 2025, EDMI updated its methodology for collecting and calculating fugitive emissions by tracking refrigerant gas topups for HVAC systems, making for more precise and accurate fugitive emissions. Data provided for 2024 and 2025 reflects this new and more accurate methodology.*

on Level 3 were relocated to other office floors to address low occupancy and consolidate workspace utilisation, reducing lighting, air-conditioning and associated electrical loads across our office spaces. This strategic consolidation has reduced overall electricity consumption and Scope 2 emissions by lowering energy demand. We are also improving long-term efficiency through asset reuse and equipment optimisation. Wherever feasible, existing unused air-conditioning units were redeployed to replace faulty systems, reducing the need for new equipment purchases and preventing premature disposal. For installations, we prioritised high-efficiency R32 air-conditioning units, which offer improved energy performance and refrigerants with lower fugitive emissions.

We also completed a comprehensive overhaul and preventive maintenance programme for the Main Electrical Switch Room to enhance system reliability and operational performance. The works included detailed inspection, cleaning, and servicing of switchgear and distribution equipment, as well as thorough checks of all distribution board panels. This proactive maintenance approach ensures optimal electrical efficiency, reduces the risk of equipment failure and helps maintain stable power distribution—indirectly improving energy performance and preventing unnecessary electricity losses. The initiative also mitigates the risk for emergency repairs. Altogether, strengthening long-term system reliability and safety will directly and indirectly reduce energy consumption and emissions.

*Malaysia*

For our Malaysia entity, we are focusing on the decentralisation and modernisation of our heating, ventilation and air-conditioning (HVAC) infrastructure as a key driver to reduce energy and emissions. Fugitive emissions associated with refrigerant use for HVAC units at our manufacturing sites and offices are a significant contributor to EDMI's total Scope 1 emissions.

Throughout 2025, we have transitioned from legacy, high-consumption Air Handling Units (AHUs) to high-efficiency Air-Cooled Package Units (ACPUs). Following the successful commissioning of Phase 1 in Q4 2025, we are on track for full deployment across all production zones by 2026. This initiative is projected to reduce climate-control energy intensity by up to 45%, significantly lowering our operational carbon footprint.

This HVAC transformation in Malaysia is a component of a suite of ongoing "Lean Energy" initiatives designed to reduce operational energy demand across the facility. Such "Lean Energy" initiatives include the full conversion to LED lighting, the installation of solar-powered perimeter lighting and the integration of automated timers and scheduling systems for industrial machinery. Collectively, these initiatives strengthen our long-term commitment to resource efficiency and operational sustainability.

**Scope 3 Emissions**

EDMI has implemented a structured approach to measuring and calculating its Scope 3 emissions to provide a broader understanding of its carbon footprint across the value chain. To identify key emission hotspots, EDMI conducted a screening exercise for applicable Scope 3 categories.

To calculate Scope 3 emissions, EDMI used a combination of activity-based and spend-based methods, leveraging available data for each category. As data collection practices continue to improve across EDMI's value chain, the company will refine its Scope 3 calculation methodologies to enhance the accuracy and completeness of its disclosures in the coming years.

As a manufacturer of smart meters, the majority of EDMI's Scope 3 emissions are derived from:

- Category 1: Purchased Goods and Services, comprising the components used in EDMI's smart meters, and
- Category 11: Use of Sold Products, comprising the emissions associated with the use of EDMI's smart meters by end consumers over the lifetime of the meters sold.

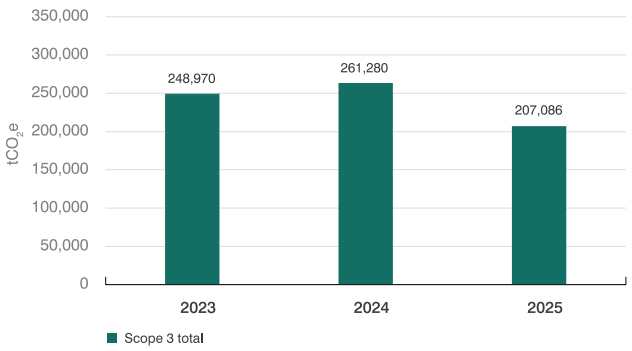
Collectively, these categories account for over 90% of EDMI's Scope 3 emissions. EDMI saw an increase in total Scope 3 emissions arising from an increase in the production and sale of energy meters, which translated to higher emissions in Categories 1 and 11. EDMI recognises that Categories 1 and 11 are among the most challenging Scope 3 emissions to decarbonise, but has embarked on a set of strategies to reduce emissions from these categories in line with our science-based targets.

In the coming years, EDMI aims to engage with suppliers to report activity-based emissions data for key components to reduce emissions from Category 1 and introduce more energy efficient models to reduce emissions from Category 11. In 2025, we released our brand new Neos meters (EN12B, EN11B, and EN31B), which have been designed to be more energy efficient, lowering their in-use emissions over their lifespan. Consequently, we expect that our Category 11 emissions should continue to decrease in the years ahead.

As part of EDMI's efforts to map its carbon footprint across the value chain, a Life Cycle Assessment (LCA) was conducted in 2024 for one electricity meter and one gas meter model using a 'cradle-to-gate' approach, with the support of a carbon accounting consultant and following ISO 14040/44 standards. This assessment has helped identify key areas for improvement and will inform future design, production and procurement enhancements.

**Scope 3 emissions (in $tCO_2e$)[5]**

| | FY2023 | FY2024 | FY2025 |
|---|---|---|---|
| **Category 1:** Purchased goods/services | 59,204 | 76,642 | 59,650 |
| **Category 2:** Capital goods | 2,459 | 3,008 | 2,924 |
| **Category 3:** Fuel and energy related activities | 400 | 367 | 326 |
| **Category 4:** Upstream transport and distribution | 3,489 | 3,530 | 1,508 |
| **Category 5:** Waste generated in operations | 234 | 104 | 212 |
| **Category 6:** Business travel | 849 | 636 | 707 |
| **Category 7:** Employee commuting | 181 | 161 | 137 |
| **Category 8:** Upstream leased assets | 276 | 276 | 219 |
| **Category 11:** Use of sold products | 184,695 | 176,078 | 141,008 |
| **Category 12:** End-of-life treatment of sold products | 476 | 478 | 395 |
| **Total Scope 3** | **248,970** | **261,280** | **207,086** |



*Neos Meters*

[5] *Scope 3 Category 11 and 12 emission figures from 2024 are restated from 203,448 to 176,078 and 551 to 478 respectively. The reason for the restatement is due to a correction in the sold product quantities that were used for calculation, which were found during a third party audit.*

## Water and Effluents

Water is a valuable global resource that needs to be carefully stewarded and is key to EDMI's business operations. In 2025, EDMI reported 48.6 megalitres of water withdrawn from its entities in Singapore, Malaysia, China, UK and Australia[6]. EDMI has reported no incidents of pollutants or contaminants in its discharged water in 2025. The small percentage of water withdrawal which ends up as water consumption primarily arises from water consumption for gardening and domestic purposes that are not being discharged in Malaysia. Compared to 2024, water withdrawal increased from 32.3 to 48.6 megalitres in 2025. This is due to suspected underground pipe leaks. The Malaysia entity has already initiated investigations with the water utility to address this issue.

**Water withdrawal, discharge and consumption figures (in megalitres)**

| | FY2025 |
|---|---|
| Water withdrawal | 48.6 |
| Water discharged | 46.4 |
| Water consumption | 2.2 |

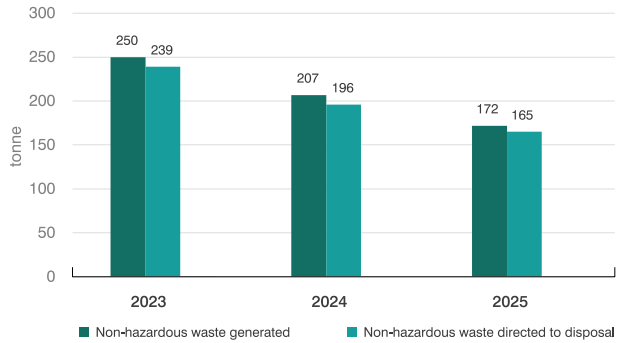
## Waste

As a manufacturer of smart metering solutions, EDMI acknowledges the environmental waste footprint generated by our operations. To responsibly manage this footprint, EDMI has in place a waste management system designed to minimise waste generation, promote recycling and responsible disposal practices and monitor waste impacts. We also ensure our systems are in accordance with local laws and regulations, such as the EU Directive on Waste from Electrical and Electronic Equipment (WEEE).

To track and manage our waste effectively, we implement controls in place to monitor waste data across our various entities. This includes tracking paper, plastic, electrical waste, scrap metal, general waste and hazardous waste streams.

**EDMI's waste generated and directed to disposal (in tonnes)**

| | FY2023 | FY2024 | FY2025 |
|---|---|---|---|
| Hazardous waste generated | 4 | 0.9 | 0.7 |
| Hazardous waste directed to disposal | 4 | 0.9 | 0.2 |
| Hazardous waste directed from disposal | 0 | 0 | 0.5 |
| Non-hazardous waste generated | 250 | 207 | 172 |
| Non-hazardous waste directed to disposal | 239 | 196 | 165 |
| Non-hazardous waste directed from disposal | 11 | 11 | 7 |




Our waste data is categorised and reported separately for hazardous and non-hazardous waste. Definition taken from the Basel Convention, hazardous waste refers to materials that pose a risk to human health or the environment due to their chemical, biological, or physical properties, such as expired flux off, contaminated containers and oil waste. In contrast, non-hazardous waste is disposed of through conventional means, as it does not contain materials that pose a risk to human health or the environment.
In FY2025, we successfully recycled 0.5 tonnes of hazardous waste, an achievement not accomplished in previous years. Notably, our total waste generated has also shown a consistent decline over the past three years, with a 16.9% reduction compared to 2024.

[6] *Water consumption data is partially not available in UK and fully in New Zealand as water bills are included as part of rent.*

**Waste Management**

Waste management processes are tailored to the specific needs of each location. Some examples are as follows:

*Malaysia*

- Hazardous waste or specifically referred to as Scheduled Waste, is managed in strict accordance with Department of Environment (DOE) regulations, collected by a DOE-licensed transporter for secure transit to a licensed Prescribed Premise for final treatment or disposal. All waste is rigorously segregated at source based on its chemical properties and physical characteristics to ensure compliant and safe management.
- Non-hazardous waste is segregated for recycling by the appointed recycling company. Non-recyclable and all other general waste, including domestic waste, is sent to a landfill for disposal.
- In collaboration with our canteen operator, we are currently exploring the possibility of recycling our food and other organic waste as an initiative to reduce our monthly domestic waste while at the same time reducing carbon emissions.

*Singapore*

- Non-hazardous waste is sent to Waste-to-Energy plants for incineration, while hazardous waste is disposed through licensed toxic industrial waste collectors.

*Australia & New Zealand*

- Non-hazardous waste is collected by contracted waste disposal companies who manage the waste by sorting, recovering and repurposing through standard recycling or processing methods. Landfill is treated as the last resort where waste cannot be recycled or repurposed.
- E-waste is collected by R2 (Responsible Recyclers) certified recyclers who promote a hierarchy that prioritises repairing and refurbishing electronics for reuse before resorting to material recovery (recycling).

*UK*

- Non-hazardous waste is directed to landfill.

**Waste Programs and Employee Engagement**

EDMI actively explores recycling options across its operations to minimise waste and reduce its environmental footprint. We have recycling programs at various locations, targeting specific waste streams and expected to yield cost savings and lower carbon emissions associated with waste disposal.

In Singapore, as part of our efforts to promote responsible waste management and foster a culture of sustainability, our office organised a learning visit to a recycling facility in September 2025 in collaboration with Zero Waste SG. The initiative aimed to enhance employees' understanding of sustainable waste management practices and responsible recycling.

The programme included an educational briefing on waste challenges and the 5Rs of Zero Waste: Refuse, Reduce, Reuse, Recycle and Rot. A guided tour of the recycling facility showcased processes such as data sanitisation, e-waste sorting and battery recycling. A hands-on sustainability workshop taught employees practical ways to repurpose materials, reinforcing waste reduction and reuse principles. Our employees collectively contributed 10 kg of e-waste being collected for responsible recycling, supporting Zero Waste SG's mission and fostering a culture of sustainability.

*Learning visit to a recycling facility in Singapore*

In Malaysia, we achieved significant milestones in 2025 in waste diversion through a revitalised 3R (Reduce, Reuse, Recycle) framework. More details are explained below.

Our waste management framework focuses on the high-value recovery of polymers, fibreboard and multi-material pallets. By engaging in a rigorous due diligence and selection process for licensed waste contractors, we have secured downstream partners who offer advanced segregation capabilities. With this strategy, we maximise the residual value through buy-back programs, driving fiscal recovery and reducing our net operational costs while fulfilling our commitment to sustainable waste diversion.

Our comprehensive circular economy programs include the conversion of Used Cooking Oil (UCO) into high-value biofuels, the diversion of e-waste through certified recovery channels, and a community-driven Textile Recovery program that supports flood-affected individuals. Operationally, we continue to implement rigorous A4 Paper Conservation Key Performance Indicators (KPIs), targeting a 5% year-on-year reduction through digital transformation.

Our waste segregation protocols are implemented across all activities in Malaysia, including off-site sporting events, fostering greater environmental awareness among our workforce. Moving forward, we aim to transition from basic waste management to a strategic industrial circularity model, focusing on closed-loop resource systems to ensure long-term environmental stewardship for future generations.

# Social Inclusion

# Social Inclusion

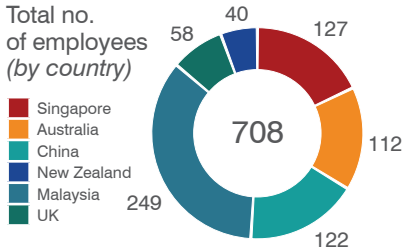
## Supporting our People

EDMI values the significant role that employees play in driving sustainability efforts and business success. A fair, inclusive and supportive work environment that fosters the overall well-being and professional development of its staff is critical for enabling this. EDMI Group has 835 employees in total, with 708 in the six entities covered in this report.

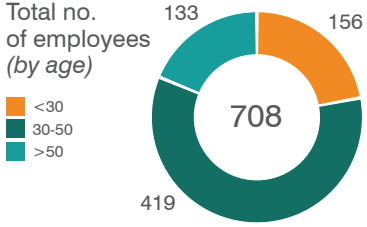
**Total no. of employees**
708

**Male** 351
**Female** 355
**Non-binary** 1
**Other** 1

Total no. of employees *(by country)*




Total no. of employees *(by age)*




EDMI also engaged 26 contractors who are not employees. Malaysia, Singapore, UK and Australia have 13, 3, 7 and 3 of these contractors respectively. They are predominantly maintenance staff, cleaners and IT support.

**Total no. of employees by employment type** ***(by country)***

| | Singapore | Australia | China | Malaysia | UK | New Zealand |
|---|---|---|---|---|---|---|
| Permanent | 124 | 109 | 41 | 148 | 58 | 39 |
| Fixed-term/Temporary | 3 | 3 | 81 | 101 | 7 | 1 |
| Full-time employees | 127 | 108 | 122 | 249 | 55 | 38 |
| Part-time employee | 0 | 4 | 0 | 0 | 3 | 1 |
| Non-guaranteed hours | 0 | 0 | 0 | 0 | 7 | 1 |

**Total no. of new hires**
80

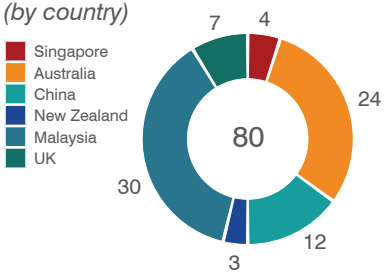
Total no. of new hires *(by gender)*
44 Male
36 Female

Overall new hire rate[6]
12.5% Male
10.1% Female

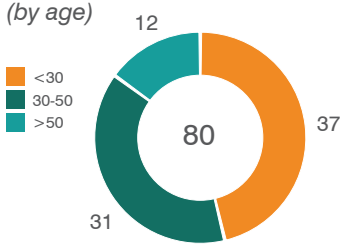
**Total no. of employees by employment type** ***(by gender)***

| | Male | Female | Non-binary | Other | Total |
|---|---|---|---|---|---|
| Permanent | 299 | 218 | 1 | 1 | 519 |
| Fixed-term/Temporary | 58 | 138 | 0 | 0 | 196 |
| Full-time employees | 325 | 288 | 1 | 1 | 615 |
| Part-time employee | 4 | 5 | 0 | 0 | 9 |
| Non-guaranteed hours | 6 | 3 | 0 | 0 | 9 |

Total no. of new hires *(by country)*




Total no. of new hires *(by age)*




New hire rate *(Denominator: total no. of employees in age group)*

| <30 | 30-50 | >50 |
|---|---|---|
| 23.7% | 7.4% | 9.0% |

[6] *Denominator: total no. of employees in each gender category*

# Inclusivity, Diversity and Equal Opportunity

At the heart of our culture is a commitment to a welcoming, inclusive environment where everyone can thrive. We value and celebrate diversity, equity and inclusion (DEI), recognising that these principles drive our growth and success. To support this, we have published a Human Rights and DEI Policy on our EDMI website and launched a 2024 online learning program to educate employees about DEI. We continue to advance these values through ongoing initiatives and engagement across the organisation.

**Diversity of employees by age**

| <30 | 30-50 | >50 |
|---|---|---|
| 22.0% | 59.2% | 18.8% |

## Non-Discrimination, Harassment and Unreasonable Treatment

A workplace environment that is free from all forms of unfair discrimination and harassment is of utmost importance to EDMI. The company prohibits any treatment that is unreasonable or discriminatory based on an individual's background, culture, ethnicity, or personal characteristics, including nationality, citizenship, colour, or any other protected characteristic under local law. EDMI does not condone any behaviour that infringes on an individual's dignity, causes emotional or physical distress, or leads to a hostile work environment. This applies to all entities in all countries.

To address this, EDMI has established reporting channels that ensure confidentiality and protection from retaliation for victims and whistleblowers. Formalised in our Whistleblowing Policy, we have in place channels for individuals to report any such harassment or unreasonable treatment, with safeguards in place to ensure that no retaliation can be made against victims or whistleblowers.

In 2025, a total of 0 grievance incidents were reported and investigated in accordance with our established grievance mechanisms. Each case was addressed and all individuals involved were treated in an appropriate manner.

## Preventing Modern Slavery

EDMI is committed to eradicating modern slavery from our operations and supply chain. We comply with relevant legislation, including the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. We have established our Prevention of Modern Slavery Policy to address the real risk of modern slavery within our business partners and provide training for employees on their roles in combating modern slavery. Our public statements with regard to the Modern Slavery Act in the UK and Australia, along with the Prevention of Modern Slavery Policy are on our website.

## Employee Well-Being and Benefit Package

EDMI has implemented various policies and initiatives to promote positive labour relations and employee welfare. The company prioritises employee well-being and offers a range of benefits to full-time workers. This helps to improve employee satisfaction, enables companies to attract and retain talent, and ensures cost-effective benefits management.

EDMI has implemented hybrid work arrangements in key locations, including Singapore, the UK, Australia and New Zealand. These arrangements aim to boost productivity, morale and work-life balance, while reducing the carbon footprint from employee commutes.

**Parental leave** ***(by gender)***

| | Male | Female | Non-binary | Others |
|---|---|---|---|---|
| Total no. of employees that were entitled to parental leave in reporting period | 336 | 348 | 1 | 1 |
| Total no. of employees that took parental leave | 23 | 20 | 0 | 0 |
| Total no. of employees that returned to work (in the reporting period) after parental leave ended | 19 | 15 | 0 | 0 |
| Total no. of employees that still are employed 12 months after their return to work after parental leave | 27 | 20 | 0 | 0 |
| Return to work rate | 82.6% | 80.0% | Not applicable | Not applicable |
| Retention rate | 96.4% | 80.0% | Not applicable | Not applicable |

In the Singapore entity, department heads and managers can plan staggered working hours to accommodate individual employees' needs and job requirements. A flexible benefits plan is also provided in some entities, offering dental, optical and health screening support, leading to a healthier and more engaged workforce.

EDMI offers a comprehensive benefits package, including flexible working arrangements, annual leave, sick leave, diversity leave, parental leave, long-service leave, marriage leave and medical time-off. This package is designed to enhance employee well-being and satisfaction. Examples of benefits exclusive to full-time employees include but are not limited to maternity leave, paternity leave, shared parental leave, childcare leave and infant care leave.

Health-specific benefits and measures will be further explained under the material topic of "Health and Safety for our Employees".

# Training and Education

## Employee Professional Development

At EDMI, our employees are the backbone of the organisation, and we prioritise their learning, training and professional development to drive long-term success. We believe that a strong and skilled workforce is essential to achieving our goals, and we take a comprehensive approach to employee development.

Our performance management system empowers employees to take an active role in shaping their growth and development. We set annual goals and objectives that align with business strategies, our core values and desired core competencies, motivating employees to excel in their roles.

We conduct regular performance and career development reviews, providing opportunities for feedback, coaching and development. We believe that a culture of continuous learning and growth is essential to driving our organisation's success and competitiveness. By investing in our employees, we can ensure that they have the skills and knowledge to thrive in their roles and help us achieve our goals.

In 2025, 98% of our employees received their annual performance and career development review. Employees who did not receive this are exempt from the review cycle, as they commenced their confirmation appraisal from September 2025 onwards.

**Employee performance review** ***(by employee category)***

| | Management | Executive | Non-executive |
|---|---|---|---|
| No. of employees who received a regular performance and career development review | 110 | 339 | 245 |
| % of employees who received a regular performance and career development review | 94.0% | 98.3% | 99.6% |

**Employee performance review** ***(by gender)***

| | Male | Female | Non-binary | Other | Total |
|---|---|---|---|---|---|
| Number of employees who received a regular performance and career development review | 340 | 352 | 1 | 1 | 694 |
| % of employees who received a regular performance and career development review | 96.9% | 99.2% | 100.0% | 100.0% | 98.0% |

**Training and education of employee** ***(by employee category)***

| | Management | Executive | Non-executive | Total |
|---|---|---|---|---|
| Total number of training hours | 1,551 | 5,426 | 1,570 | 13,494 |
| Average training hours per worker per year | 13.3 | 15.7 | 6.4 | 19.1 |

**Training and education of employee** ***(by gender)***

| | Male | Female | Non-binary | Other | Total |
|---|---|---|---|---|---|
| Total number of training hours | 7,104 | 6,364 | 13 | 13 | 13,494 |
| Average training hours per worker per year | 20.2 | 17.9 | 13.0 | 13.0 | 19.1 |

**Average training hours per worker per year** ***(by country)***

| | Male | Female | Non-binary | Other | Total |
|---|---|---|---|---|---|
| Singapore | 35.1 | 40.7 | 0 | 0 | 37.6 |
| Australia | 18.6 | 13.8 | 0 | 0 | 15.3 |
| China | 8.3 | 8.1 | 0 | 0 | 8.2 |
| Malaysia | 20.0 | 20.0 | 0 | 0 | 20.0 |
| UK | 18.0 | 17.6 | 13.0 | 13.0 | 17.8 |
| New Zealand | 17.9 | 21.5 | 0 | 0 | 18.6 |

## Training programs

We offer tailored training programs to support the growth and development of our global workforce, designed to meet the unique needs of individuals and departments. Our learning platforms provide flexibility for employees to create personalised development plans, with access to a wide range of topics and resources. For example, our Singapore entity has 288 topics across various skills, while our Australian entity has access to a vast library of content from over 250 leading learning providers.

# Occupational Health and Safety

At EDMI, we prioritise workplace health and safety as a fundamental human right and an essential factor for business success. Our comprehensive safety and health program includes ongoing education and training, proper safety protocols and equipment to safeguard our workforce. We also emphasise mental health and wellness by conducting regular wellness talks and educational programs to raise awareness about mental health issues and stress management techniques.

Our organisational policies reflect our commitment to employee well-being by supporting health-related needs, including medical benefits and insurance. By promoting both physical and mental health, we foster a safe, supportive and healthy work environment that enables our employees to reach their full potential. We also conduct

regular Environment, Health & Safety (EHS) reviews to assess site performance and compliance. We take a proactive approach to minimising and preventing workplace injuries by identifying and addressing hazards specific to each entity, such as forklift trucks, laboratory work and potential accidents. In doing so, we create a safer working environment for our employees and stakeholders.

Our Singapore, Malaysia, China and Australia entities have achieved ISO 45001: Occupational Health & Safety Management systems accreditation, demonstrating our commitment to enhancing workplace safety standards. A full list of EDMI's ISO accreditations can be found on our website or here.

## Key Achievements

- Implemented a comprehensive health and safety program that included training and ongoing education for employees.
- Conducted a comprehensive thermal imaging assessment on 100% of electrical distribution panels in Singapore, followed by full servicing of the electrical consumer switch room to reduce potential fire hazards, enhance operational safety and reliability.
- Significant fire safety upgrades were implemented across the Singapore entity, including the installation of dry riser systems, additional fire extinguishers, smoke detectors, new exit doors, exit signs, emergency lighting and strobe warning lights.
- A Professional Engineer conducted a comprehensive building facade inspection at the Singapore entity, and all identified defects were promptly rectified. This has enhanced the structural integrity, reduced falling object risks and strengthened overall safety and regulatory compliance.
- Conducted a site EHS review at our Shenzhen, China entity in 2025, following the EHS review at our Malaysia entity in 2024.
- Provided regular wellness talks and educational programs on mental health and wellness.

## Hazard Identification and Risk Assessment

By systematically addressing workplace hazards and implementing appropriate control measures, EDMI aims to create a safe and healthy work environment for all employees. Continuous monitoring and improvement efforts are integral to our commitment to maintaining high standards of occupational health and safety across our global operations.

We use a systematic approach for hazard identification and risk assessment, which involves the following steps:

**Regular Inspections**
Routine inspections of work areas to identify potential hazards and ensure compliance with safety regulations.

**Hazard Analysis**
Assessing identified hazards to determine their potential impact on employee safety and health.

**Risk Mitigation**
Implementing control measures to minimise or eliminate identified hazards, including engineering controls, administrative controls, and personal protective equipment (PPE).

**Training and Education**
Providing comprehensive training programs to educate employees on hazard awareness, safe work practices, and emergency response procedures.

**Incident Reporting and Investigation**
Establishing protocols for reporting and investigating workplace incidents to identify root causes and prevent recurrence.

We offer a range of comprehensive training programs to identify and mitigate work-related hazards, ensuring our workforce is equipped to handle various situations and minimise risks.

In our Singapore entity, we offer:

**CPR and First Aider Training**
Equipping employees with the skills and knowledge to provide immediate assistance in medical emergencies.

**Safety Committee Training**
Educating safety committee members on their responsibilities and safety knowledge to promote a safer work environment.

**Hazardous Substances Training**
Providing employees with awareness and protocols for handling hazardous materials safely.

**Fire Wardens and Emergency Response Team Training**
Training designated personnel to respond effectively to fire emergencies and other workplace crises.

**Workplace Safety and Health Training for Cleaners:**
Training cleaners to identify workplace hazards and associated risks, including physical, chemical, biological, and ergonomics hazards commonly encountered in cleaning tasks.

For all EDMI entities, we offer:

**Health and Safety Awareness Online Training**
Promoting awareness of health and safety principles and best practices through online modules.

**Risk Management Training**
Training designated personnel to identify, assess, control and monitor workplace hazards to ensure a safe and healthy environment for all employees, contractors and visitors.

## Health and Safety for our Employees

Additionally, EDMI offers a comprehensive range of health services to support the well-being of our employees. These services, which include health insurance and health examinations, are designed to proactively address health issues and promote overall wellness among our workforce. Our extensive health benefits package covers Group Hospitalisation & Surgical, Group Outpatient & Specialist, Group Mental Wellbeing, Group Personal Accident, Group Major Medical, and Work Injury Compensation. The 5 non-fatal work-related injuries recorded benefited from these. We also collaborate with providers to offer basic health screenings and health talks, alongside corporate rates for comprehensive medical check-ups. Furthermore, eligible employees can claim expenses for health screenings, dental treatments, and vaccinations through the Flexible Benefits Plan.

At our Australia and New Zealand entities, we provide a comprehensive range of health benefits to support our employees' well-being through our Employee Value Proposition package, which is disseminated to all employees.

### Health and safety disclosures

| | Male | Female | Non-binary | Other | Total |
|---|---|---|---|---|---|
| Work-Related Fatalities | 0 | 0 | 0 | 0 | 0 |
| Non-Fatal Work-Related Injuries | 3 | 2 | 0 | 0 | 5[7] |
| Non-Fatal High-Consequence Injuries | 0 | 0 | 0 | 0 | 0 |
| Work-Related Ill Health Fatalities | 0 | 0 | 0 | 0 | 0 |
| Non-Fatal Work-Related Ill Health | 0 | 0 | 0 | 0 | 0 |
| Total no. of man hours worked | 683,843.0 | 746,639.0 | 1,649.2 | 1,649.2 | 1,433,780.4 |
| Rate of recordable work-related Injuries (per 1 million hours worked) | 4.4 | 2.7 | 0 | 0 | 3.5 |

[7] *The 5 work-related injuries occurred in Australia, involving cuts to the hands and fingers, and wrist injuries.*

# Community and Customer Engagement

At EDMI, we strive to be a positive force in the communities we serve. We recognise that our success is linked to the well-being of local communities, and we aim to contribute to their socio-economic development outside of our business. We actively engage in community outreach and development initiatives across our operations.

We will continue to explore opportunities to support social enterprises in other categories, fostering community engagement and social impact.

**Australia**

- We marked International Women's Day with fundraising and employee engagement activities across our Australia and New Zealand entities. Employees participated in a virtual 5km fun run to raise funds for Mater Chicks in Pink, a charity supporting women battling breast cancer. The teams also gathered for a morning tea to celebrate and recognise the contributions of women across the organisation.
- We supported local community organisations through employee-led fundraising and donations. In conjunction with "R U OK?" Day, we held a raffle in support of Friends for Good, helping raise awareness of loneliness and strengthen community connection and wellbeing. In March, another raffle was organised to support Girls from Oz, a charity dedicated to improving education and employment pathways for girls in remote Australia.

**Malaysia**

We organised a community beach clean-up initiative at Pantai Puteri, Melaka, as part of an employee engagement programme in Malaysia. The activity brought employees together to support environmental preservation, strengthen teamwork, and reinforce a shared sense of responsibility beyond the workplace.

**Singapore**

We organised a volunteer outing in Singapore with students from Rainbow Centre, a non-profit organisation supporting children and youth with developmental and multiple disabilities. Our employees accompanied the students on a visit to Gardens by the Bay, fostering meaningful interactions and inclusive experiences within the community. We also support the Singapore Centre for Social Enterprise (raiSE) to uplift aspiring social entrepreneurs and provide opportunities for social enterprises. We partner with iFood Pte Ltd to provide catering services for our monthly engagement events and HR and training events.

**UK**

- We continued our Charity Match Policy, matching up to £250 per permanent employee donation to eligible beneficiary organisations, strengthening the impact of employee-led giving.
- We also maintained our support for Fruitful Office's tree-planting campaign, where one tree is planted for every weekly fruit basket ordered. In 2025, this contributed to the planting of 485 trees as part of our environmental commitment.
- We participated in volunteering activities in June as part of our commitment to community engagement and environmental responsibility. Employees supported a local cricket club by clearing shrubs and overgrown greenery around the pitch, helping to improve visibility and enhance the playing environment.

- In conjunction with World Environment Day, our teams also contributed to the refurbishment of the Fleet Eco-Hub, supporting a key centre for sustainability education. These initiatives reflect our ongoing efforts to strengthen local communities while promoting environmental awareness and sustainability.

- We organised a series of festive fundraising and community initiatives in December. Employees participated in Christmas Jumper Day in support of Save the Children, helping raise funds for children and families in need. Our teams also contributed over 25 personalised shoeboxes through Operation Christmas Child and organised a charity football match to generate additional donations.

**New Zealand**

As part of "R U OK?" Day, employees participated in a raffle, with proceeds donated to the New Zealand Mental Health Foundation. Funds were also contributed to Refugees as Survivors New Zealand, supporting mental well-being services for refugee communities.

## Security and Data Privacy

At EDMI, we are deeply committed to safeguarding the privacy of individuals and upholding the confidentiality of their personal information. We proactively ensure the security and integrity of personal data, adhering to local laws and regulations governing data protection. To achieve this, we prioritise transparency by clearly disclosing our data handling practices in our partnerships and contracts, and foster a culture of accountability and responsibility among staff handling personal information, thereby building trust with customers, partners and stakeholders.

Our Privacy Policy is disclosed on our website. It elaborates on how EDMI manages the data of current and potential customers and the operating procedures and controls in place with dealing with their data.

We have reinforced our data privacy governance by appointing designated Data Protection Officers in key entities to ensure compliance with the General Data Protection Regulation (GDPR) and the Singapore Data Protection Act 2012. We also deliver comprehensive global privacy training to employees, equipping them with the knowledge and best practices needed to safeguard personal data and uphold regulatory requirements.

## Effective Cybersecurity

With rapid technological advancements and changes today, ensuring the security and integrity of our operations is becoming increasingly important. To maintain strong cybersecurity, we have implemented robust technical and organisational measures, including encryption, access controls and training, to prevent unauthorised access, alteration, or sharing of personal data.

Our Information Security Management System (ISMS) complies with the international standard ISO 27001:2022, ensuring we adhere to and commit to information security best practices. We regularly review our ISMS through internal and external audits and continually update our cybersecurity measures to stay ahead of emerging risks. By prioritising information confidentiality, integrity and availability, we protect our stakeholders, customers, partners and employees from potential threats.

In the event of a cybersecurity incident, our incident response plan enables us to respond swiftly and effectively, limiting damage and safeguarding both data and company interests. We maintain a proactive approach to cybersecurity, staying ahead of emerging risks and ensuring the confidentiality, integrity and availability of personal data.

In 2025, we continued to strengthen our cybersecurity by implementing the following measures:

**Zero Trust Network Access (ZTNA)**

- No user or device is trusted by default, whether inside or outside the network.
- Continuously verifies user identity, device security and contextual factors before granting access to sensitive resources.

**Standardisation and Enhancement of Cybersecurity Tools**

- Deployment of best-of-breed Endpoint Detection and Response (EDR) solutions across all organisational endpoints to improve threat detection and containment.
- Implementation of a fully outsourced, managed Security Operations Centre (SOC), providing 24/7 monitoring, coverage and rapid response to cyber threats.
- Partnered with a specialised third-party cybersecurity provider to deliver incident detection, response and recovery capabilities in the event of a cybersecurity incident.
- Standardisation of Security Information and Event Management (SIEM) and vulnerability management platforms, improving visibility, risk prioritisation and proactive remediation across the organisation.

# Strengthen Governance

# Strengthen Governance

## Corporate Governance

We employ a risk-based approach to evaluating and collaborating with our suppliers, which involves a thorough assessment of potential sustainability risks, clear commitments from suppliers and regular monitoring or audits of high-risk suppliers.

As part of the Osaki Group, we uphold the principles outlined in the Osaki Group's Charter of Corporate Behaviour, promoting ethical business practices and responsible corporate citizenship. EDMI Limited and its subsidiaries are overseen by the Osaki United International Pte Ltd (OUI) Board, a governing body composed of Osaki Electric board members and a local representative. The board convenes monthly to discuss strategic planning, financial oversight, risk management, governance and compliance. For more information on our governance structure, please refer to the Osaki Group Integrated Report.

### Risk Management

We embed a robust governance framework that fosters transparency, accountability and integrity across our organisation. Our proactive risk management approach involves a collaborative process where departments and committees work together to identify, assess and mitigate potential risks. This holistic approach enables us to develop comprehensive risk maps and strategies, ensuring we effectively manage and mitigate risks to drive business success.

In 2025, we engaged with a selected group of suppliers and vendors as part of EDMI's supplier engagement initiatives. Suppliers and vendors which participated in the Business Partner Code of Conduct Policy Questionnaire and Compliance Questionnaire form part of our approach to promoting responsible business conduct within our supply chain.

### Whistleblowing Policy

Our **Whistleblowing Policy** empowers employees to report concerns regarding possible unethical or fraudulent practices confidentially through our dedicated Whistleblower channel. This safeguard ensures that employees can speak out without fear of retaliation, allowing for prompt remedial action to be taken and potential damage to be mitigated.

### Code of Professional Conduct and Business Ethics

EDMI's public **Code of Professional Conduct and Business Ethics Policy** sets the tone for our interactions with stakeholders, both within and outside the organisation. This policy is built on core values of integrity, honesty and ethics, which every employee is expected to uphold individually and as a representative of the company. The Code also establishes clear guidelines for managing conflicts of interest, including procedures for accepting gifts, hospitality and other favours, which are strictly adhered to by all employees.

### Anti-Bribery and Corruption Policy

Our **Anti-Bribery and Corruption Policy** is designed to prevent bribery in all its forms, and we mandate regular training for all managers and executives on our Code of Professional Conduct and Business Ethics. EDMI conducts internal risk assessments through its Sub-Risk Committee to identify potential corruption risks at our operational sites, and none have been identified.

In 2025, we recorded 0 incidents of corruption, and our whistleblowing system received no reports related to corruption. We maintain a strict zero-tolerance stance against bribery and corruption, fully complying with all relevant anti-bribery laws and regulations worldwide.

### Supplier Sustainability Management Policy and Business Partner Code of Conduct

Our **Supplier Sustainability Management Policy** sets the tone and conduct for our business relationships with suppliers, we expect them to uphold the highest standards of integrity and ethics in their operations. We

use a risk-based approach to assess and engage with suppliers, which includes:

- Conducting a thorough evaluation of sustainability risks
- Requiring suppliers to commit to our sustainability standards
- Prioritising high-risk suppliers for regular monitoring and audits.

In 2025, we engaged with a selected group of suppliers and vendors as part of EDMI's supplier engagement initiatives. Suppliers and vendors which participated in the Business Partner Code of Conduct Policy Questionnaire and Compliance Questionnaire form part of our approach to promoting responsible business conduct within our supply chain. Through these engagement efforts, EDMI seeks to reinforce ethical business practices, encourage alignment with our values, and support responsible and sustainable operations across the supply chain.

### Supply Chain Audits

We continue to strengthen oversight of our supply chain to promote responsible business practices across key areas. This includes labour standards, health and safety, environmental management and business ethics.

In 2025, our supply chain due diligence efforts focused on expanding ethical sourcing coverage through recognised assessment platforms. We engaged our key suppliers, which in total represent approximately 90% of our total procurement spend. We requested them to participate in the SEDEX (Supplier Ethical Data Exchange) scheme or equivalent ethical audit programmes.

Following this engagement, several suppliers are now registered under SEDEX or an equivalent platform. Furthermore, we are continuing to actively engage and follow up with other suppliers to encourage their participation. These platforms provide structured visibility into suppliers' social, environmental and ethical practices, supporting the identification and management of sustainability risks across our supply chain. Through this approach, we aim to progressively increase supply chain transparency and ensure our sourcing practices align with our responsible sourcing standards.

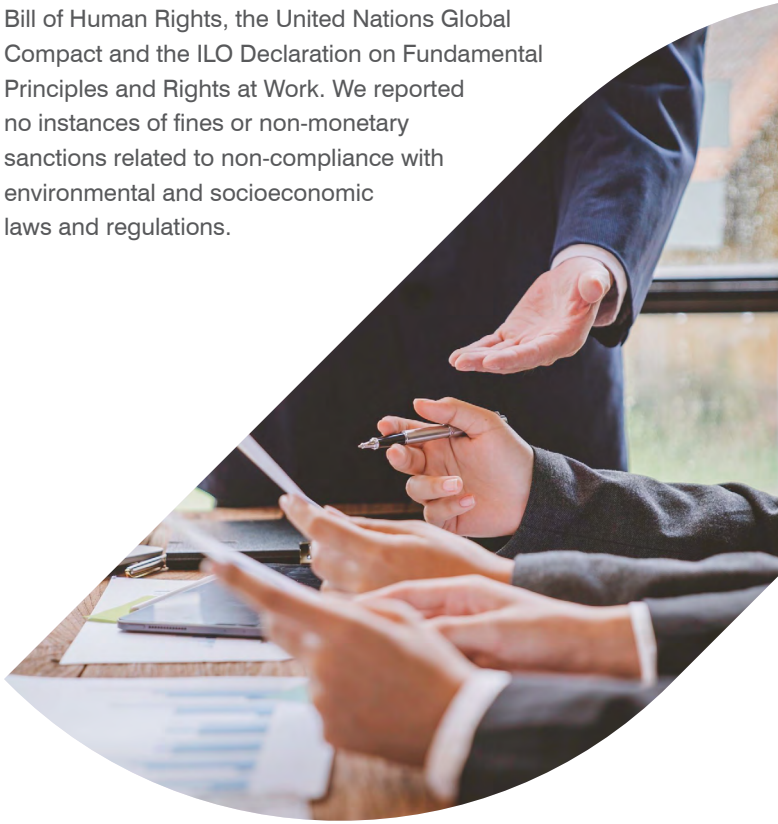
## Regulatory Requirements

At EDMI, we are dedicated to staying updated and ensuring regulatory compliance across all jurisdictions where we operate. We also prioritise providing hazardous substance-free products that meet or exceed environmental and regulatory standards.

Our **Sustainability Policy** ensures our business practices meet and exceed regulatory standards, driving the adoption of renewable energy solutions while harmoniously balancing economic growth, social responsibility and environmental stewardship.

Our Supplier Sustainability Management Policy requires our suppliers to adhere to all applicable competition laws and anti-trust regulations. We regularly review and revise our policies to stay current with evolving legislation and regulatory requirements.

Our **Human Rights Policy** adheres to international standards, specifically the United Nations International Bill of Human Rights, the United Nations Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work. We reported no instances of fines or non-monetary sanctions related to non-compliance with environmental and socioeconomic laws and regulations.



# GRI Content Index

# GRI Content Index

| | |
|---|---|
| **Statement of use** | EDMI has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025. |
| **GRI 1 used** | GRI 1: Foundation 2021 |
| **Applicable GRI Sector Standard(s)** | Not Applicable. |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **General Disclosures** | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 | Organisational details | About this Report | 3 | | |
| | 2-2 | Entities included in the organisation's sustainability reporting | About this Report | 3 | | |
| | 2-3 | Reporting period, frequency and contact point | About this Report | 3 | | |
| | 2-4 | Restatements of information | About this Report | 3 | | |
| | 2-5 | External assurance | About this Report | 3 | | |
| | 2-6 | Activities, value chain and other business relationships | About EDMI | 6-7 | | |
| | 2-7 | Employees | Social Inclusion > Supporting our People | 22 | | |
| | 2-8 | Workers who are not employees | Social Inclusion > Supporting our People | 22 | | |
| | 2-9 | Governance structure and composition | Strengthen Governance > Corporate Governance | 32 | | |
| | 2-10 | Nomination and selection of the highest governance body | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-11 | Chair of the highest governance body | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-13 | Delegation of responsibility for managing impacts | Our Sustainability Framework > Sustainability Governance | 12 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **General Disclosures** | | | | | | |
| GRI 2: General Disclosures 2021 | 2-14 | Role of the highest governance body in sustainability reporting | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-15 | Conflicts of interest | Our Sustainability Framework > Sustainability Governance | 12<br>32 | | |
| | 2-16 | Communication of critical concerns | Governance > Code of Professional Conduct and Business Ethics<br>Strengthen Governance<br>Our Sustainability Framework > Sustainability Governance | 11<br>32<br>27 | | |
| | 2-17 | Collective knowledge of the highest governance body | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-18 | Evaluation of the performance of the highest governance body | Our Sustainability Framework > Sustainability Governance | 12 | | |
| | 2-19 | Remuneration policies | Not Applicable | | | **Confidentiality Constraints**<br>We consider this information as confidential as it is essential to our competitive edge |
| | 2-20 | Process to determine remuneration | Not Applicable | | | |
| | 2-21 | Annual total compensation ratio | Not Applicable | | | |
| | 2-22 | Statement on sustainable development strategy | CEO's Message | 5 | | |
| | 2-23 | Policy commitments | Disclosed throughout the report | | | |
| | 2-24 | Embedding policy commitments | Disclosed throughout the report | | | |
| | 2-25 | Processes to remediate negative impacts | Our Sustainability Framework > Stakeholder Engagement<br>Strengthen Governance | 11<br>32 | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | Strengthen Governance > Corporate Governance | 32 | | |
| | 2-27 | Compliance with laws and regulations | Strengthen Governance > Regulatory Requirements | 33 | | |
| | 2-28 | Membership associations | About EDMI > Industry Associations | 7 | | |
| | 2-29 | Approach to stakeholder engagement | Our Sustainability Framework > Stakeholder Engagement | 11 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **Material Topics** | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Our Sustainability Framework > Material Sustainability Topics | 9-10 | | |
| | 3-2 | List of material topics | Our Sustainability Framework > Material Sustainability Topics | 10 | | |
| **Environmental Responsibility** | | | | | | |
| **Energy** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental Responsibility | 14 | | |
| GRI 302: Energy 2016 | 103-1 | Energy policies and commitments | Environmental Responsibility > Energy | 14 | | |
| | 103-2 | Energy consumption and self-generation within the organization | Environmental Responsibility > Energy | 14 | | |
| | 103-3 | Upstream and downstream energy consumption | Environmental Responsibility > Energy | 14 | | |
| | 103-4 | Energy intensity | Environmental Responsibility > Energy | 14 | | |
| | 103-5 | Reduction in energy consumption | Environmental Responsibility > Energy | 14 | | |
| **Emissions** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental Responsibility > Emission | 15-17 | | |
| GRI 305: Emissions 2016 | 102-4 | GHG emissions reduction targets and progress | Environmental Responsibility > Emission | 15 | | |
| | 102-5 | Scope 1 GHG emissions | Environmental Responsibility > Emission | 15 | | |
| | 102-6 | Scope 2 GHG emissions | Environmental Responsibility > Emission | 15 | | |
| | 102-7 | Scope 3 GHG emissions | Environmental Responsibility > Emission | 16-17 | | |
| | 102-8 | GHG emissions intensity | Environmental Responsibility > Emission | 15-17 | | |
| **Water and Effluents** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental Responsibility > Water and Effluents | 17 | | |
| GRI 303: Water and Effluents 2018 | 303-3 | Water withdrawal | Environmental Responsibility > Water and Effluents | 17 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **Environmental Responsibility** | | | | | | |
| **Waste** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Environmental Responsibility > Waste | 18 | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | Environmental Responsibility > Waste | 18 | | |
| | 306-2 | Management of significant waste-related impacts | Environmental Responsibility > Waste | 18-20 | | |
| | 306-3 | Waste generated | Environmental Responsibility > Waste | 18 | | |
| GRI 306: Waste 2020 | 306-4 | Waste diverted from disposal | Environmental Responsibility > Waste | 18 | | |
| | 306-5 | Waste directed to disposal | Environmental Responsibility > Waste | 18 | | |
| **Social Inclusion** | | | | | | |
| **Inclusivity, Diversity and Equal Opportunity** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Social Inclusion > Supporting our People | 22-27 | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | Social Inclusion > Supporting our People | 22 | | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part time employees | Social Inclusion > Supporting our People | 22-27 | | |
| | 401-3 | Parental leave | Social Inclusion > Inclusivity, Diversity and Equal Opportunity | 24 | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | Social Inclusion > Supporting our People | 22-23 | | |
| GRI 406: Non-discrimination 2016 | 406-1 | Total number of incidents of discrimination and corrective actions taken | Social Inclusion > Inclusivity, Diversity and Equal Opportunity | 23 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **Social Inclusion** | | | | | | |
| **Inclusivity, Diversity and Equal Opportunity** | | | | | | |
| GRI 408: Child Labor 2016 | 408-1 | Operations and suppliers at significant risk for incidents of child labour | Social Inclusion > Inclusivity, Diversity and Equal Opportunity | 23 | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | Social Inclusion > Inclusivity, Diversity and Equal Opportunity | 23 | | |
| **Community and Customer Engagement** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Social Inclusion > Community and Customer Engagement | 28-29 | | |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments and development programs | Social Inclusion > Community and Customer Engagement | 28-29 | | |
| | 413-2 | Operations with significant actual and potential negative impacts on local communities | Social Inclusion > Community and Customer Engagement | 28-29 | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | Strengthen Governance > Corporate Governance | 32-33 | | |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | Strengthen Governance > Corporate governance | 32-33 | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | Strengthen Governance > Corporate Governance | 32-33 | | |
| | 414-2 | Negative environmental impacts in the supply chain and actions taken | Strengthen Governance > Corporate Governance | 32-33 | | |
| **Occupational Health and Safety** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Social Inclusion > Occupational Health and Safety | 25-27 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **Social Inclusion** | | | | | | |
| **Occupational Health and Safety** | | | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-2 | Hazard identification, risk assessment and incident investigation | Social Inclusion > Occupational Health and Safety | 22-23 | | |
| | 403-3 | Occupational health services | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-4 | Worker participation, consultation and communication on occupational health and safety | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-5 | Worker training on occupational health and safety | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-6 | Promotion of worker health | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-8 | Workers covered by an occupational health and safety management system | Social Inclusion > Occupational Health and Safety | 21-23 | | |
| | 403-9 | Work-related injuries | Social Inclusion > Occupational Health and Safety | 27 | | |
| **Security and Data Privacy** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Social Inclusion > Security and Data Privacy | 24-25 | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Social Inclusion > Security and Data Privacy | 24-25 | | |
| **Training and Education** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Social Inclusion > Training and Education | 24-25 | | |

| GRI Standard | Disclosure Number and Title | | Report Section | Page | Requirements Omitted | Reason and Explanation for Omission |
|---|---|---|---|---|---|---|
| **Social Inclusion** | | | | | | |
| **Training and Education** | | | | | | |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of trainings per year per employee | Social Inclusion > Training and Education | 20-21 | | |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | Social Inclusion > Training and Education | 20-21 | | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | Social Inclusion > Training and Education | 20-21 | | |
| **Strengthen Governance** | | | | | | |
| **Corporate Governance** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Strengthen Governance > Corporate Governance | 27-28 | | |
| GRI 205: Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | Strengthen Governance > Corporate Governance | 27 | | |
| | 205-2 | Communication and training about anti-corruption policies and procedures | Strengthen Governance > Corporate Governance | 27 | | |
| | 205-3 | Confirmed incidents of corruption and actions taken | Strengthen Governance > Corporate Governance | 27 | | |
| **Regulatory Requirements** | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Strengthen Governance > Regulatory Requirements | 33 | | |

# SASB Content Index

# SASB Content Index

| Topic | SASB Code | Accounting Metric | Unit of measure | Value | Additional notes |
|---|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | RT-EE-130a.1 | (1) Total energy consumed | Gigajoules (GJ), | 17,202.1 | |
| | | (2) Percentage grid electricity | Percentage (%) | 100 | |
| | | (3) Percentage renewable | Percentage (%) | 0 | |
| **Hazardous Waste Management** | RT-EE-150a.1 | (1) Amount of hazardous waste generated | tonnes | 0.7 | |
| | | (2) Percentage recycled | Percentage (%) | 75% | |
| | RT-EE-150a.2 | (1) Number and aggregate quantity of reportable spills | Number | 0 | |
| | | (2) Quantity recovered | Kg | Not applicable | |
| **Product Safety** | RT-EE-250a.1 | (1) Number of recalls issued | Number | 0 | |
| | | (2) Total units recalled | Number | Not applicable | |
| | RT-EE-250a.2 | Total amount of monetary losses as a result of legal proceedings associated with product safety | Currency | 0 | |
| **Product Lifecycle Management** | RT-EE-410a.1 | Percentage of products by revenue that contain IEC 62474 declarable substances | Percentage (%) by revenue | 0 | |
| | RT-EE-410a.2 | Percentage of eligible products, by revenue, certified to an energy efficiency certification | Percentage (%) by revenue | Not applicable | We consider the information as confidential as it essential to our competitive edge. |
| | RT-EE-410a.3 | Revenue from renewable energy-related and energy efficiency-related products | Currency | Not applicable | We consider the information as confidential as it essential to our competitive edge. |
| **Materials Sourcing** | RT-EE-440a.1 | Description of the management of risks associated with the use of critical materials | – | Refer to "Strengthen Governance" section for our supplier management practises. | |
| **Business Ethics** | RT-EE-510a.1 | Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour | – | Refer to "Strengthen Governance" section for our supplier management practises. | |
| | RT-EE-510a.2 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | Currency | 0 | |
| | RT-EE-510a.3 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations | Currency | 0 | |

| Topic | SASB Code | Accounting Metric | Unit of measure | Value | Additional notes |
|---|---|---|---|---|---|
| **Activity Metrics** | RT-EE-000.A | Number of units produced by product category | Number | Meters: 2.6M+ | |
| | | | | Communication devices: 1.7M+ | |
| | | | | Software: 9 | |
| | RT-EE-000.B | Number of employees | Number | 708 | |

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