Impact in Motion

SUSTAINABILITY REPORT 2024

Building Sustainable Assets

Executive Summary

The 2024 Sustainability Report for Giti Tire presents a comprehensive overview of the company's initiatives and achievements in embedding sustainability across its operations, supply chain, and corporate culture. This document highlights Giti's commitment to environmental stewardship, social responsibility, and excellence in governance, aligning with global sustainability standards and market expectations.

In 2024, Giti Tire achieved significant milestones, including a 19% increase in brand value and an improvement in its sustainability perception ranking from 9th to 7th, as reported by Brand Finance Tyres report 2025. The company was awarded the EcoVadis Platinum Medal, placing it in the top 1% globally for sustainability performance, and maintained a CDP B rating, underscoring its commitment to environmental transparency.

Giti is transitioning from GRI standards to the ISSB reporting framework, enhancing the comparability and relevance of its ESG data. This move aligns Giti's sustainability disclosures with global capital market expectations, reinforcing investor confidence.

The company's long-term strategy is anchored on three cornerstones: technological leadership, digital transformation, and green development. This strategic framework supports product innovation, including the development of smart and sustainable tires, enabling Giti to ascend the value chain in both mature and emerging markets. Giti has established robust governance structures to oversee its sustainability strategy, including a Board Sustainability Committee and a Sustainability Executive Council. These bodies ensure the integration of sustainability into business practices and long-term strategies, focusing on risk management, innovation, and compliance with ESG standards.

Giti actively engages with a diverse group of stakeholders to align its business strategies with societal and environmental expectations. The company fosters transparency and collaboration through multi-stakeholder partnerships, feedback mechanisms, and educational initiatives. This engagement supports Giti's efforts to comply with emerging regulatory requirements, identify sustainability risks, and co-create solutions to shared challenges.

Giti's sustainability philosophy is grounded in the principles of Profit, Planet, and People. The company is committed to achieving economic sustainability through competitive pricing, product innovation, and brand reputation. Environmental initiatives focus on sustainable materials, net-zero carbon emissions, zero waste, and a responsible supply chain. Socially, Giti prioritises community empowerment, worker well-being, and education.

Giti Tire has set ambitious targets for reducing its environmental impact, aiming for net-zero Scope 1 and 2 emissions by 2050. The company is investing in renewable energy, sustainable production practices, and innovative tire technologies to enhance fuel efficiency and reduce carbon emissions.

Giti is dedicated to fostering a positive impact on communities through educational programs, community engagement, and volunteer initiatives. The company supports the development of future talent through partnerships with educational institutions and by offering sustainability-related courses and training programs.

Giti Tire's 2024 Sustainability Report demonstrates the company's unwavering commitment to integrating sustainability into every aspect of its business. By aligning its operations with global sustainability standards and engaging stakeholders effectively, Giti continues to drive long-term value creation, enhance brand equity, and contribute positively to sustainable development.

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Giti Tire

A Singaporean
Global Tire Company

Foreword/ Message

Dear Stakeholders,

I am pleased to present Giti Tire's 2024 Sustainability Report, which outlines the progress we've made in strengthening the long-term resilience, transparency, and competitiveness of our business.

In 2024, Giti achieved a **19% increase in brand value** and improved our sustainability perception ranking from **10th to 7th**, according to the Brand Finance Tyres report. These gains reflect not only our product and innovation performance, but also our ability to create stakeholder trust and differentiate ourselves in a competitive global market.

Our partnerships—with OEMs, suppliers, and local communities—remain core to our value chain and our ability to deliver consistent, high-quality outcomes. I extend my appreciation to all our stakeholders who contribute to the strength of the Giti brand.

During the year, we received the **EcoVadis Platinum Medal**, placing us in the top 1% globally for sustainability performance. We also maintained a **CDP B rating**, affirming our commitment to environmental transparency and risk disclosure.

From a supply chain perspective, we achieved **ISO 20400 certification** in China and Indonesia and **ISO 14001 certification** in the U.S., reinforcing our operational resilience and environmental compliance. We are also moving ahead with **EUDR-aligned production** despite regulatory delays—demonstrating proactive risk management and accountability across our sourcing footprint.

2024 also marked our transition from GRI standards to th**e ISSB reporting framework**, a move that aligns our sustainability disclosures more closely with global capital market expectations. This enhances the comparability and relevance of our ESG data, supporting investor confidence and decision-making.

Our long-term strategy remains focused on three cornerstones: **technology leadership, digital transformation,** and **green development**. This framework drives product innovation—including smart and sustainable tires—and enables us to move further up the value chain in both mature and emerging markets.

We are committed to integrating sustainability into every part of our business as a driver of growth, brand equity, and risk-adjusted returns. I invite you to review this report as a reflection of our long-term value creation strategy.

Sincerely,
Enki Tan
Executive Chairman, Giti Tire Pte Ltd

FOREWORD BY PANG CHONG HAU

Chief Sustainability Officer, Giti Tire

As we present the 2024 Sustainability Report, I would like to acknowledge the extensive internal efforts that have supported Giti's continued progress in embedding sustainability into our operations, supply chain, and culture.

We continued deepening **ESG data integration**, strengthening **risk governance**, and expanding **traceability** throughout our supply chain—critical enablers of resilience and long-term value creation. Our engagement with the **Global Platform for Sustainable Natural Rubber (GPSNR)** remains central to our natural rubber strategy. We are also accelerating efforts in **reforestation, biodiversity conservation, renewable energy transition**, and **carbon accounting**, in line with global climate and nature-related expectations.

Most importantly, sustainability at Giti is not just technical—it's cultural. In 2024, our employees collectively contributed over **4,500 hours** to local **community initiatives**, reflecting our belief in shared value creation and inclusive growth.

In support of our operational excellence, we are proud to share that our internal training programs have reached a significant milestone, entering the **Yellow Belt phase**. This phase focuses on key operational departments such as **procurement, logistics, manufacturing, R&D,** and **HR**, equipping our teams with the skills to drive sustainability improvements in every aspect of our business. This structured approach ensures that we remain aligned with our long-term sustainability goals while optimising efficiency and operational performance.

These efforts support our transition to the **ISSB reporting framework**, aligning our sustainability disclosures with global financial markets and reinforcing our long-term strategic positioning. Thank you to our colleagues, partners, and stakeholders for your continued commitment on this journey.

Sincerely,
Pang Chong Hau
Chief Sustainability Officer, Giti Tire


Giti

About This Report

Giti Corporate Profile

Reporting Organisation — Giti Tire Group

Giti Tire Group, headquartered in Singapore, is a globally recognised tire manufacturer with a rich history of innovation, quality, and sustainable growth. With operations spanning across Asia, North America, and Europe, Giti serves customers in more than 130 countries and operates through a network of over 100,000 points of sale worldwide.

Our diverse brand portfolio includes **Giti, GT Radial, Primewell, Runway,** and **Dextero**—each tailored to meet the distinct needs of global consumers across the passenger, commercial, and motorsports segments. These brands are supported by a robust manufacturing base, with production facilities in **China, Indonesia,** and the **United States**, including our state-of-the-art plant in Chester County, South Carolina.

Giti Tire is also a strategic investor in **PT Gajah Tunggal Tbk**, Southeast Asia's largest integrated tire manufacturer, reflecting our commitment to long-term regional development and industrial collaboration.

We take pride in our active participation in global motorsport competitions, using these high-performance platforms to test, develop, and refine sustainable tire technologies. Through innovation and rigorous product testing, we continuously strive to deliver safer, more durable, and environmentally-conscious tire solutions.

As an organisation of over **28,000 employees**, Giti Tire is committed to environmental stewardship, social responsibility, and governance excellence. This report outlines our ongoing efforts to integrate sustainability into every aspect of our business—from responsible sourcing and manufacturing, to empowering communities and advancing circular practices within the tire industry.

In this report, Giti Tire Group will be reporting the consolidated performance of it's global footprint across it's headquarters, 9 regional offices, 5 factories, 4 R&D centres and 1 proving ground.

Introducing Giti Tire

Giti Tire is a Singaporean global tire company with more than 70 years of experience in the tire industry. Giti has become of the world's largest tire manufacturers, and was hailed as the **fastest-growing** tire company by Brand Finance in 2024. Available in more than 130 countries around the globe, Giti was also ranked by Brand Finance as the 9th most valuable tire company in the world.

Focused on creating a sustainable business, Giti leverages the strengths of its diverse international team, staying ahead of market trends by capitalising on technological advancements, and continuously tailoring, improving and expanding product offerings to meet the needs of different local markets.

The combination of global expertise and local excellence makes Giti Tire a trusted brand worldwide.

The Fastest Growing Tire Company in the World

Giti's Commitment

01

Top Quality Production and Innovation

Reliable Products

Delivering value, reliable performance, and top quality.

02

Being a Responsible Corporate Partner

Shareholder Value

Maximising shareholders' value through continuous growth and upholding our market position in the industry, while being supported by responsible management practices.

03

Facilitating Employee Innovation and Growth

Leadership

Embracing a winning spirit, sharing skills, demanding integrity, focusing on priorities, and becoming a workplace of choice.

Innovation

Bringing insights, innovation, and creativity to the continuous process of building and improving our trusted brands.

Quality Services

Listening to our customers and striving to meet or exceed their needs and expectations in a service-focused approach.

Partnership

Engaging with our customers and building long-term relationships with superior value in our partnerships, built on a foundation of integrity.

Sustainability

Achieving sustainable growth while being mindful of our responsibility to the environment and the people who live in it.

Corporate Governance

Embracing full responsibility to our stakeholders, we are committed to uphold the highest levels of integrity, business ethics, and transparency.

Growth

Encouraging personal growth through skills training, development, and career advancement opportunities.

Empowerment

Building on a culture of continuous improvement, we encourage our people to share knowledge and experiences in an environment that is built on trust, creating an open communication channels that transcend boundaries.

Comprehensive product range,
meeting the needs of various road conditions and vehicle types

SPECIALTY TIRES

Motorsport Tires

Motorcycle Tires

Construction Machinery Tires

Specialty Off-road Tires

Monorail Tires

Comfort

Off-Road

Winter

Ultra-High Performance

Utility

Light Truck

Bus & Coach

Dump Truck

Long Haul

*Over **100,000** retail service terminals worldwide*

Giti

Comprehensive brand retail stores worldwide, including passenger vehicles, trucks and buses. More than 61,000 retail service network members in China.

GT RADIAL

Brand stores throughout Europe, Oceania, Latin Americe and Asia (excluding China).

TIREZONE

Service system in Indonesia and partnership with a retail channel

Partenered with major retailers across U.S. and Canada

SPEEDWORK autocare

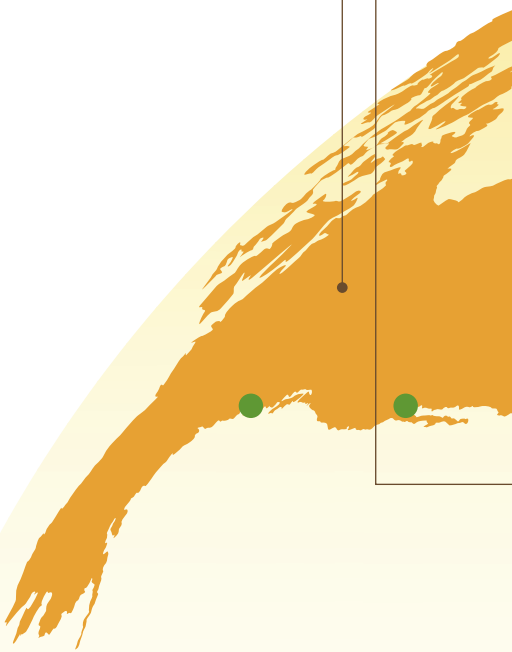
Speedwork Autocare is dedicated to creating a 1-to-1 vehicle care experience for vehicle owners, offering essential services in maintenance, tires, and detailing.

LATIN AMERICA

5,250

U.S.A.

6,500




REST OF ASIA
2,496
25,000
EUROPE
CHINA
61,000
2,100
OCEANIA
MIDDLE EAST
1,382
2,010
AFRICA
INDONESIA
1,900
Global Offices
Manufacturing Locations
R&D / Tire Testing Centre Locations

Report Scope

GRI 2-3; IFRS S1.20; IFRS S2.29

This report covers the period from 1 January 2024 to 31 December 2024 and includes all entities consolidated in Giti Tire Group's IFRS financial statements, ensuring alignment between sustainability and financial reporting. Disclosures on greenhouse gas emissions encompass Scope 1, Scope 2, and relevant Scope 3 categories, measured in accordance with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard and applying the operational control approach. Geographically, the report covers Giti's manufacturing plants, research and development centres, and distribution facilities across Asia, Europe and the Americas, reflecting the value-chain boundary from raw materials sourcing through to product end-use. The rest of the world (ROW) which estimated less than 1% of Giti Tire's revenue are calculated based on estimation of total revenue.

Reporting Standards and Frameworks

In striving toward a comprehensive report in preparation for ISSB adoption in the near future, Giti voluntarily opts to employ a combination of GRI and IFRS standards to provide direction and structure to our 2024 Sustainability Report.

To ensure transparency, comparability, and accountability in our sustainability reporting, and working towards ISSB-adoption in the near future, Giti opts to employ a combination of two globally recognised frameworks: the **Global Reporting Initiative (GRI) Standards** and the **International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards**. Together, these frameworks guide our disclosure of environmental, social, and governance (ESG) impacts in a structured and stakeholder-relevant manner.

Global Reporting Initiative (GRI) Standards

The **GRI Standards**, developed by the Global Reporting Initiative, are the world's most widely used framework for sustainability reporting. These standards enable organisations to report on their most significant economic, environmental, and social impacts and how they contribute to sustainable development.

Key features of the GRI Standards include:

- **Stakeholder-Centric Approach**: Focus on the interests of all stakeholders, including communities, employees, customers, and investors.
- **Materiality Principle**: Encourages identification and disclosure of issues that are most relevant to the organisation's operations and stakeholders.
- **Modular Structure**: Includes Universal Standards, Sector Standards, and Topic Standards for tailored, in-depth reporting.
- **Comparability and Transparency**: Enables benchmarking across industries and geographies.

Using the GRI Standards ensures our sustainability disclosures are aligned with global best practices and meet stakeholder expectations for comprehensive ESG information.

IFRS Sustainability Disclosure Standards

The I**FRS Sustainability Disclosure Standards**, developed by the **International Sustainability Standards Board (ISSB)** under the IFRS Foundation, provide a principles-based framework for consistent and investor-focused sustainability reporting.

Key features of the IFRS Sustainability Standards include:

- **Investor-Oriented Disclosures**: Designed to meet the information needs of capital providers by focusing on sustainability-related risks and opportunities that affect enterprise value.
- **Integration with Financial Reporting**: Aligns with IFRS financial standards to support cohesive corporate reporting.
- **Initial Standards (S1 & S2)**:
  - **IFRS S1**: General sustainability-related disclosures.
  - **IFRS S2**: Climate-related disclosures aligned with the TCFD framework.

While we strive to report at the IFRS S2 level, we recognise that certain areas of our business are not yet ready to report at this level. As such for this report, we employ a combination of S1 and S2 levels but will strive toward S2 level across all areas of our business in future reports.

By referencing the IFRS Sustainability Disclosure Standards, we ensure our sustainability report addresses financially material ESG factors, enhancing decision-useful information for investors and aligning with emerging global regulatory expectations.

Restatements

Emission Factors (EF) used were standardised, affecting emission values from 2023. Based on these changes, we have decided to change the reported baseline year to 2023.

TITLE	OLD EF	STANDARDISED EF
PRODUCT AND SERVICE/CAPITAL GOODS		
Electrical and Optical Equipment (laptops/data centers)	Commodity Computer And Office Machine Repair And Maintenance With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Computer Terminal And Other Computer Peripheral Equipment Manufacturing With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.086 $kgCO_2e$/USD	0.182 $kgCO_2e$/USD
Electricity, Gas and Water supply (not recorded in Scope 1 and 2, not for tire production)	Commodity Water Supply And Irrigation Systems With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Industry Electric Power Generation Transmission And Distribution With Margins - United States Environmental Protection Agency, Industry Greenhouse Gas Emission Factors by NAICS - United States [2016]
	0.649 $kgCO_2e$/USD	3.996 $kgCO_2e$/USD
Private Households with Employed Person	Commodity Rooming And Boarding Houses Dormitories And Workers Camps With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Industry Rooming and Boarding Houses, Dormitories, and Workers' Camps with Margins - United States Environmental Protection Agency, Industry Greenhouse Gas Emission Factors by NAICS - United States [2022]
	0.181 $kgCO_2e$/USD	0.145 $kgCO_2e$/USD

TITLE	OLD EF	STANDARDISED EF
PRODUCT AND SERVICE/CAPITAL GOODS		
Textile and textile products, all kinds not only used on tires	Commodity Textile And Fabric Finishing Mills With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Industry All Other Miscellaneous Textile Product Mills with Margins - United States Environmental Protection Agency, Industry Greenhouse Gas Emission Factors by NAICS - United States [2022]
	0.451 $kgCO_2e$/USD	0.243 $kgCO_2e$/USD
Food, Beverages and Tobacco (Employees' food e.g. lunch)	Commodity Full Service Restaurants With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Community Food Services With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.215 $kgCO_2e$/USD	0.240 $kgCO_2e$/USD
Machinery, actual cost spend	Commodity Commercial And Industrial Machinery And Equipment Except Automotive And Electronic Repair And Maintenance Without Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Other Industrial Machinery Manufacturing With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.113 $kgCO_2e$/USD	0.208 $kgCO_2e$/USD

TITLE	OLD EF	STANDARDISED EF
PRODUCT AND SERVICE/CAPITAL GOODS		
Basic metals and fabricated metals, all kinds not only used on tires	Commodity Other Basic Inorganic Chemical Manufacturing With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Nonferrous Metal Die Casting Foundries With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	1.119 $kgCO_2e$/USD	0.565 $kgCO_2e$/USD
Construction-maintainence	Commodity Commercial And Institutional Building Construction With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Other Heavy And Civil Engineering Construction With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.649 $kgCO_2e$/USD	
	Commodity Other Construction Material Merchant Wholesalers With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	
	0.146 $kgCO_2e$/USD	0.266 $kgCO_2e$/USD
Downstream 3PL	Commodity General Warehousing And Storage With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity Process Physical Distribution And Logistics Consulting Services With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.568 $kgCO_2e$/USD	0.081 $kgCO_2e$/USD

TITLE	OLD EF	STANDARDISED EF
BUSINESS TRAVEL		
Rail	Commodity Line Haul Railroads With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]	Commodity All Other Transit And Ground Passenger Transportation With Margins - United States Environmental Protection Agency, Supply Chain Greenhouse Gas Emission Factors by NAICS - United States [2019]
	0.560 $kgCO_2e$/USD	0.501 $kgCO_2e$/USD

TITLE	OLD	RESTATEMENT
TOTAL WATER CONSUMPTION (,000 m^3)		
China	4,894	5,059
WATER RECYCLING RATE		
China	35%	33%
TOTAL NUMBER OF TREES PLANTED		
Indonesia	51,000 trees in 2023	47,000 trees in 2023
WASTE		
China 2023	Hazardous Waste = 840 ton Non-hazardous Waste = 32,343	Hazardous Waste = 1,110 ton Non-hazardous Waste = 52,073 ton
Indonesia 2023	Non-hazardous split into Non-hazardous and Office/Household	Recycled = 79% Non-hazardous (no Office/Household) = 16,036 Hazardous = 573

Internal Review and External Assurance

In this version, China scope 1 and 2 are audited by Third-Party while Indonesia and US plants scope 1 and 2 are using our Third-Party software using industrial standard GHG emissions factors as our calculation. Data accuracy is entered and checked with utmost integrity, but we still believe their is an uncertainty of +/- 15% due to difficulty of acquiring complete information in some locations.

Feedback & Compliance

At Giti Tire, we are committed to continuous improvement and transparent stakeholder engagement. We welcome feedback from customers, employees, investors, partners, and the wider community as a vital component of our sustainability journey.

To ensure alignment with international best practices and regulatory requirements, this report has been prepared in reference to the GRI Standards and IFRS Sustainability Disclosure Standards. We strive to meet all applicable environmental, social, and governance (ESG) disclosure obligations, and we conduct regular internal reviews and third-party assessments to maintain the integrity of our reporting processes. Stakeholders are encouraged to share their comments, questions, or concerns regarding this report or our broader sustainability practices by contacting us at:

EMAIL
compliance@giti.com

WEBSITE
https://www.giti.com/social-responsibilities

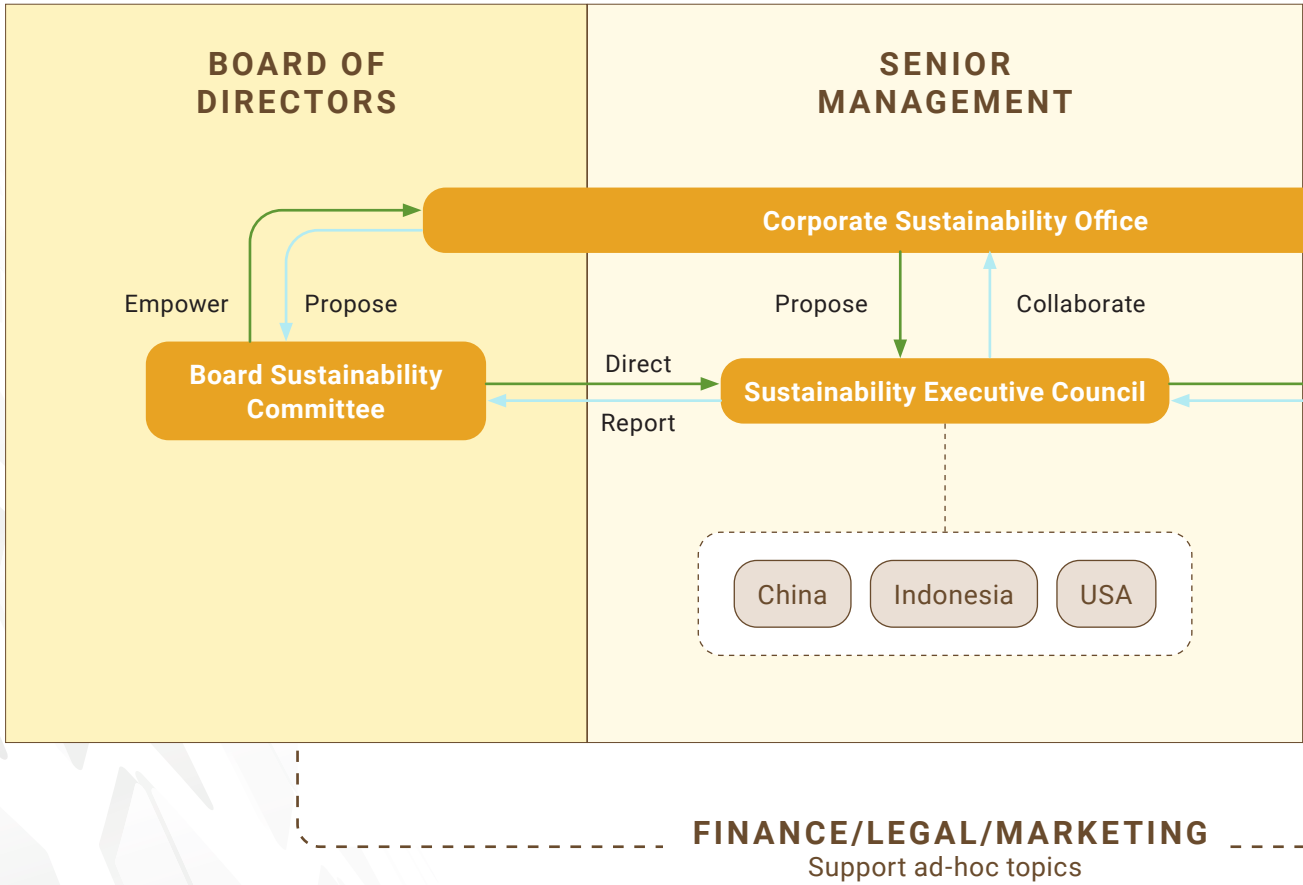
Your feedback plays a crucial role in shaping our future sustainability strategies and enhancing our performance.


Giti

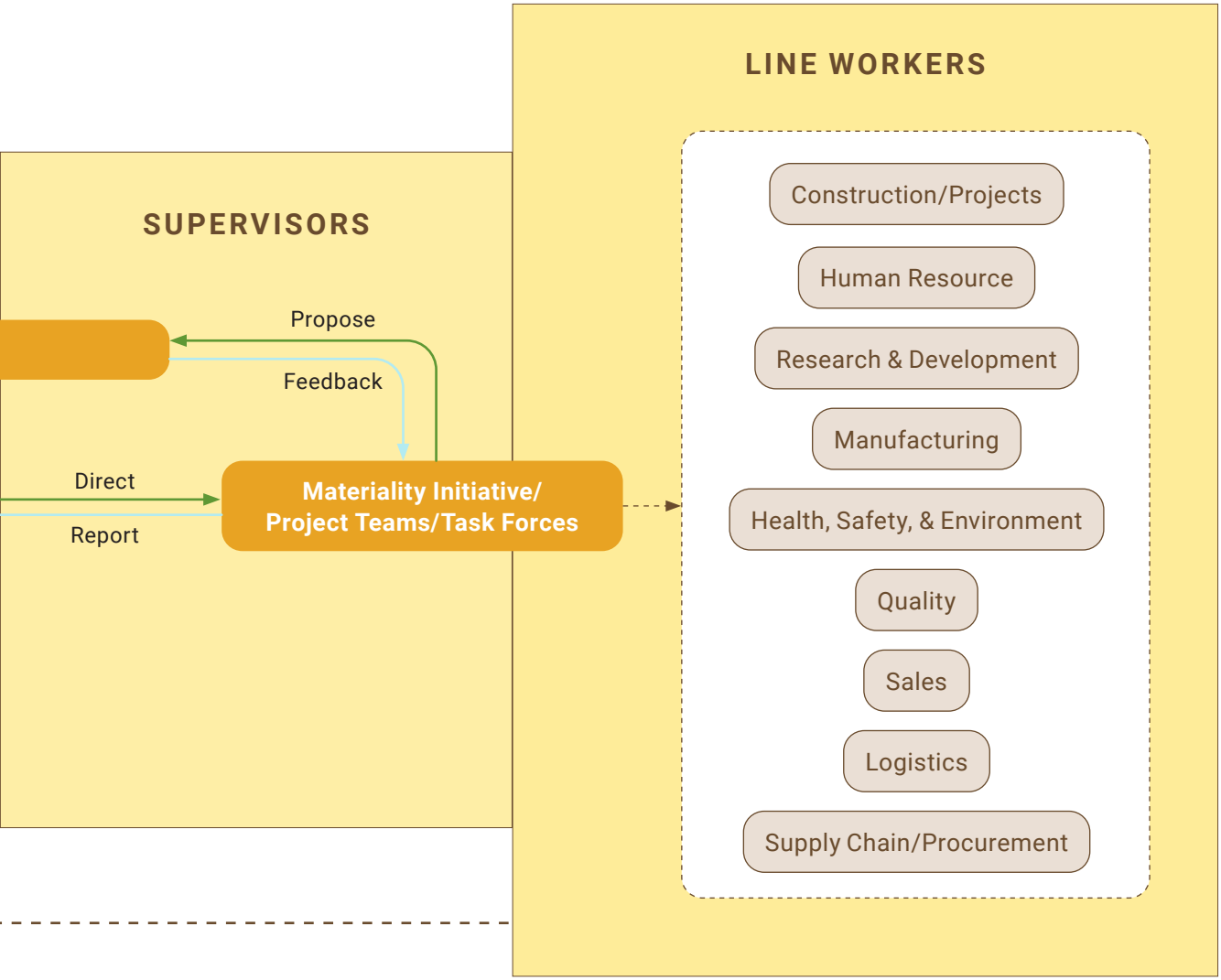
Sustainability Governance

GRI 2-10, GRI 2-12, GRI 2-17, GRI 13, IFRS S1 (27(a)(i)-(ii)), IFRS S2 (6(a)(i)-(ii)), IFRS S2

SUSTAINABILITY ORGANISATIONAL STRUCTURE



FINANCE/LEGAL/MARKETING
Support ad-hoc topics


LINE WORKERS
SUPERVISORS
Propose
Feedback
Direct
Report
Materiality Initiative/
Project Teams/Task Forces
Construction/Projects
Human Resource
Research & Development
Manufacturing
Health, Safety, & Environment
Quality
Sales
Logistics
Supply Chain/Procurement

Board Sustainability Committee

GRI 2-9, IFRS S1 (27(a)), IFRS S2 (6(a))

The **Board Sustainability Committee (BSC)** at Giti Tire is the governing body responsible for overseeing the organisation's environmental, social, and economic sustainability strategy (3Ps: Planet, People, Profit). Its key role is to guide risk management, ensure accountability, and integrate sustainability into business practices and long-term strategy.

Scope: The BSC provides direction across all sustainability domains including environmental stewardship, social responsibility, supply chain, governance, and community engagement. It ensures alignment of policies and actions across the group and its stakeholders.

Composition: Chaired by Executive Chairman Dr Enki Tan, and co-chaired by International Managing Director and Sales Executive Director, with board members comprises of various CEO in Indonesia, China and USA. The Chief Sustainability Officer, Pang Chong Hau, serves as Secretary. External experts may be invited as needed.

Key Responsibilities:

- Set and update sustainability strategy
- Monitor performance and progress on KPIs
- Identify and manage sustainability risks and opportunities
- Ensure ESG compliance and reporting
- Promote innovation and sustainable supply chain practices
- Advocate for responsible policy and governance
- Cultivate a sustainability culture across the organisation

Meetings & Reporting: Meets at least once annually, reporting to the main Board and publishing relevant sustainability disclosures.

Resources: Supported with sufficient budget, staff, and external expertise.

Governance: The Committee operates under formal Terms of Reference, subject to regular review and amendment, reflecting Giti Tire's commitment to responsible and transparent sustainability leadership.

Sustainability Executive Council (SEC)

IFRS S1 (27(a)(iii))

The **Sustainability Executive Council (SEC)** serves as a key operational governance body within Giti Tire, responsible for advancing and embedding sustainability across all business functions at each global location (China, Indonesia, USA). It operates under the oversight of the Board Sustainability Committee (BSC).

Objective: To lead the integration of sustainability into operations by setting goals, monitoring progress, and implementing strategies aligned with best practices and stakeholder expectations.

Composition: The SEC comprises cross-functional representatives from departments such as HR, R&D, Manufacturing, HSE, Procurement, and Sales. Co-chaired by Pang Chong Hau and Francois Petiot, each regional SEC reports directly to the BSC. Members are appointed based on expertise and regional representation.

Key Responsibilities:

- **Strategy & Planning**: Define sustainability strategy, materiality, and KPIs; track trends and risks.
- **Policy & Governance**: Recommend and update sustainability policies and procedures.
- **Performance Monitoring**: Track KPIs and recommend improvements.
- **Reporting & Communication**: Produce sustainability reports; ensure transparent internal and external updates.
- **Stakeholder Engagement:** Engage key internal/ external stakeholders for feedback and collaboration.
- **Compliance & Risk**: Ensure adherence to ESG standards; identify and manage related risks and opportunities.

Meetings & Reporting: Meets 2–3 times a year, and provides regular updates to the BSC. Can form subcommittees for focused workstreams.

Resources & Authority: Empowered to access resources, seek external support, and make recommendations to the BSC as needed.

Review & Amendments: The Terms of Reference are reviewed annually and amended with BSC approval to ensure continued effectiveness.

Sustainability Working Group

GRI 2-19, IFRS S1(27(a)(v)), IFRS S1(27(b)(ii)), IFRS S2 (6(a)(v)), IFRS S2 (6(b)(ii)), IFRS S2 (29(g))

At the heart of Giti Tire's sustainability transformation is the **Sustainability Working Group**—a cross-functional platform that brings together the real operational voices of the company. This group was intentionally designed to connect the day-to-day expertise of engineers, production teams, sales, supply chain, procurement, and other frontline departments with the wider sustainability agenda.

The working group operates as an engine room for ideas, execution, and feedback. It ensures that sustainability is not a top-down directive, but a shared responsibility that reflects operational realities and unlocks practical innovation. Members are nominated from each key department and region, and their role is twofold: to champion sustainability within their teams, and to contribute insights, risks, and opportunities to the global strategy.

This group plays a crucial role in identifying improvement areas—be it waste reduction in manufacturing, carbon footprint in logistics, material substitution in product development, or customer engagement in sustainable mobility. Ideas from the group are regularly reviewed and escalated to the **Corporate Sustainability Office**, where they can be shaped into strategic initiatives or incorporated into KPI reviews.

To support their growth and effectiveness, all working group members undergo targeted sustainability training under Giti's Lean Six Sigma-aligned framework—White for awareness, Yellow for departmental engagement, Green for specialist implementation, and Black for leading cross-departmental innovation. The training follows both internal standards and external frameworks such as IEMA learning outcomes, ensuring global relevance.

Ultimately, the Sustainability Working Group reinforces the belief that transformation must happen from the inside out—powered by the people who know the business best, and united by a shared commitment to a more sustainable future.

Stakeholder Engagement

GRI 2-29

List of Stakeholders

GRI 2-29-a

Giti Tire engages with a broad and diverse group of stakeholders who are either directly impacted by its operations or have a significant influence on its 3Ps performances. These stakeholders include employees across all levels of the organisation, customers such as automotive manufacturers, distributors, and end-users, as well as suppliers, particularly those in the natural rubber value chain. The company also interacts with non-governmental organisations (NGOs), regulatory bodies overseeing environmental and trade compliance, local communities in proximity to its operational sites, industry associations including the Global Platform for Sustainable Natural Rubber (GPSNR), and financial stakeholders such as investors and shareholders. Each of these groups plays a critical role in shaping Giti's sustainability direction and long-term value creation.

Categories of Stakeholders Giti Engages With, and How They are Identified

GRI 2-29-a, b

Giti categorises its stakeholders into internal and external grosps. Internal stakeholders consist primarily of employees and shareholders, who are directly involved in the company's day-to-day operations and strategic growth. External stakeholders include customers, suppliers, community members, NGOs, regulatory authorities, and industry peers. The identification of these stakeholders is guided by a systematic stakeholder mapping process, which assesses the degree of influence and impact each group has on the company's sustainability outcomes. In addition, periodic materiality assessments are conducted to understand and prioritise issues that matter most to both Giti and its stakeholders. The company also utilises ongoing formal and informal engagement tools such as surveys, interviews, industry working groups, and public forums to refine its stakeholder universe.

Purpose of the Stakeholder Engagement

GRI 2-29-b

Giti's stakeholder engagement activities are designed to foster mutual understanding, build trust, and align its business strategies with the expectations of society and the environment. By engaging stakeholders proactively, Giti seeks to enhance transparency in its operations, strengthen the integration of stakeholder feedback into decision-making processes, and advance sustainable development objectives. Additionally, this engagement supports the company's efforts to comply with emerging regulatory requirements, identify sustainability risks and opportunities, and co-create solutions to address shared environmental and social challenges. Through consistent dialogue, Giti ensures that stakeholder voices are considered in its planning and implementation frameworks.

How Giti Seeks to Ensure Meaningful Engagement with Stakeholders

GRI 2-29-b

To ensure engagement with stakeholders is not only consistent but also meaningful, Giti employs several best practices. These include establishing multi-stakeholder partnerships, such as those with environmental organisations like Conservation International and Global Platform for Sustainable Natural Rubber, to address pressing ecological issues. The company promotes transparency across its operations through the implementation of E-liability accounting, which tracks carbon emissions throughout the supply chain. Additionally, Giti invests in education and capacity-building initiatives for both employees and suppliers to support sustainable business practices. We provide workshops to external stakeholders while receiving feedback. We also volunteered in community activities to connect with our direct/indirect customers on local concerns. Formal mechanisms such as stakeholder feedback surveys, grievance channels, and consultation platforms are maintained to provide inclusive and responsive avenues for dialogue.

How Giti Works with Stakeholders to Respond to Current Mitigation and Adaptation Efforts

GRI 2-29-b

Giti collaborates closely with its stakeholders to co-develop and implement current mitigation and adaptation strategies that address the impacts of climate change and environmental degradation. These efforts include environmental conservation projects focused on rainforest and marine protection, undertaken in partnership with NGOs. In its procurement practices, Giti works with suppliers to meet high environmental standards and comply with evolving regulations such as the EU Deforestation Regulation (EUDR). Moreover, the company engages local communities in programs that promote education, health, and economic empowerment. These collaborative efforts reinforce Giti's commitment to climate resilience and responsible value chain management.

How Giti Plans to Work with Stakeholders to Respond to Anticipated Ones

GRI 2-29-b

Looking ahead, Giti intends to deepen its engagement with stakeholders to prepare for anticipated sustainability challenges and regulatory developments. A central priority is the company's net zero emissions target by 2050, which will involve strategic cooperation with suppliers, customers, and industry peers to decarbonise operations and products. Giti also plans to expand its investment in sustainable materials and green innovation through collaborative research and development efforts. Furthermore, the company aims to take an active role in policy advocacy, engaging with regulatory bodies and industry associations to help shape future sustainability standards and practices. By maintaining an adaptive and forward-looking stakeholder engagement approach, Giti is positioning itself as a proactive leader in the transition to a more sustainable economy. We have also established a responsible supply chain practices with due diligence framework that protect the integrity of ESG in our supply chain.

*Giti is positioning itself as a **proactive leader** in the transition to a more sustainable economy*

Stakeholder Engagement Targets and Achievements

GRI 2-29-c

Table 1.1: 2024 Performance vs Baseline 2023* and Targets for Development

RISK/CATEGORY	MEASURING UNIT	PERFORMANCE 2024	PERFORMANCE 2023 (*Re-Baseline)	TARGETS
Scope 1 & 2 Intensity Emissions (Without Forest Carbon Sink)	% Reduction from baseline	5.31%		30% reduction by 2030 with less than 10% carbon sequestration
Scope 1 & 2 Intensity Emissions (With Forest Carbon Sink)		6.87%		
Natural Rubber Supplier assessed for EUDR Compliance	% of Suppliers Compliant intended for EU	100% up to Tier 4	0-25% up to Tier 4	100% of our intended EU volume compliant by 2025
Recycled Material Usage	% of Total Materials Used	26%	24%	50% sustainable materials by 2030 include natural rubber
Community Engagement Programs	Total number of hours	>5,500	0	Accumulated 10,000 hours by 2025
Employee Sustainability Training	% of Employees Trained	52%	10%	100% Basic Sustainability Training by 2030

*The re-baselining decision was prompted by Giti Tire's commencement of GHG measurement in 2021. Considering the global recovery from COVID-19 during that period, we recognised that the full extent of recovery's impact was not fully acknowledged. Therefore, we have chosen to reset our baseline to 2023. Nevertheless, our carbon emissions and intensity targets for 2030 and 2050 remain unchanged.

Memberships & Associations, Awards & Certifications

Technical Collaboration and Industry Engagement

Giti Tire recognises the importance of ongoing technical exchange and collaboration within the tire industry to support sustainable innovation. In alignment with industry best practices, Giti actively participates in several recognised industry associations to monitor, contribute to, and adopt advancements in tire technology in a timely and effective manner.

Table 1.2: List of Membership and Associations

NO	NAME OF ASSOCIATION	POSITION
1	China Association for Standardization	Senior Member
2	National Tire and Rim Standardization Technical Committee	Committee Member
3	National Rubber Tire Quality Supervision and Inspection Centre	Member
4	China Tire Rim Valve Standards Yearbook Council	Member of the Council
5	National Rubber and Rubber Products Standardization Technical Committee	Committee Member
6	Carbon Black Technical Committee of National Rubber Standard Committee	Member of the Council
7	Rubber and Plastic Design Committee of China Petroleum and Chemical Survey and Design Association	Committee Member
8	Tire Dynamics Collaborative Innovation Alliance	Vice President
9	China Urban Rail Transit Association	Member
10	Association of Indonesian Companies (Apindo) – Tangerang	Head of Association
11	Global Platform Sustainability Natural Resources (GPSNR)	Member and Executive committee member for Shared Investment Management
12	Indonesia Business Coalition for Women Empowerment (IBCWE)	Founder & Member
13	Association of Indonesian Tire Companies (APBI)	Member
14	Indonesian Chamber of Commerce and Industry – Jakarta	Member
15	United Nations Global Compact	Member

Giti Tire Achievements and Recognitions in 2024

List of Certifications

Table 1.3: List of ISO Certifications

CERTIFICATION	GITI CHINA	PT GAJAH TUNGGAL TBK	GITI USA
ISO 14001	✓	✓	✓
ISO 9001	✓	✓	✓
ISO 45001	✓	✓	-
ISO 50001	✓	-	-
ISO 14064	✓	-	-
IATF 16949	✓	✓	✓

Table 1.4: Giti Awards, Certifications and Achievements

CERTIFICATION / AWARD	DETAILS / ACHIEVEMENT	REGION / SCOPE	YEAR
ISO 20400	Letters of Compliance for Sustainable Procurement	Giti China & PT Gajah Tunggal	2024
ISO 14001	ISO 14001:2015 Environmental Management System certification	Giti USA Plant (Richburg, SC)	Certified in 2024, Awarded in 2025
ISO 14064	ISO 14064-1:2018 GHG quantification & reporting standard implemented	Giti China	2024
ISO 27001	**ISO 27001** is an international standard for **Information Security Management Systems (ISMS)**.	Giti China, Indonesia	2024
SMK3 PP 50 (2012)	**Sistem Manajemen Keselamatan dan Kesehatan Kerja (K3)**/Occupational Health and Safety Management System (OHSMS)	Giti Indonesia	2024

Table 1.4 (Cont'): Giti Awards, Certifications and Achievements

CERTIFICATION / AWARD	DETAILS / ACHIEVEMENT	REGION / SCOPE	YEAR
EcoVadis	Platinum rating (85 points), from Gold rating in 2024, placing Giti in the top 1% of companies globally.	Giti China	2025
EcoVadis	Silver rating (72 points) in 2024.	Giti Indonesia	2024
CDP	B Rating for both Climate Change and Water Security Sustainability Disclosure	Giti China	2025
Brand Finance	Ranked 9th in Brand Value, 7th in Sustainability Perception; Fastest-growing tire brand	Global	2024
First Indonesia Magazine	The Best Sustainability Environment Award The Best Program in Education Program The Best President Director Commitment on CSR	Giti Indonesia	2024
HerStory Magazine	Indonesia Best Workplace for Woman Award	Giti Indonesia	2024
Newsweek	World Most Trustworthy Companies	Giti Indonesia	2024
Warta Ekonomi	Indonesia Green Leader Award for Green Orientation	Giti Indonesia	2024
Provincial Government of Banten, Indonesia	Occupational Safety and Health Advisory Committee (P2K3) Platinum Award Workplace HIV/AIDS Prevention and Control Program Gold Award	Giti Indonesia	2024
Walmart Supplier Recognition Project Gigaton	Giga-Guru, Top 15% of Supllier	Giti Tire (USA) Ltd.	2024

Table 1.5: Selection of OEM Awards in 2024

OEM AWARD NAME	OEM PARTNER
Value Co-creation Pioneer	Great Wall Motor Co., Ltd. Xushui After-sales Branch
BYD Best Partner	BYD New Energy Vehicles
2024-2025 Auman & Auman Aumarco Business Quality Excellence Award	Beijing Foton Motor Co., Ltd. Truck Manufacturing Center
Strategic Supplier Certificate	Beijing Foton Motor Co., Ltd.
Strategic Cooperation Agreement	Beijing Foton Motor Co., Ltd.
Xiaopeng Motors Global Partner Conference Outstanding New Supplier	Xpeng Motors
Best Quality Award	Wuzheng Group Partner Ecosystem Conference
Excellent Development Supplier	Changan Mazda Automobile Co., Ltd.
Win-win Cooperation Award	Zhengzhou Nissan Automobile Co., Ltd.
Best Service Award	Zhengzhou Yutong Group

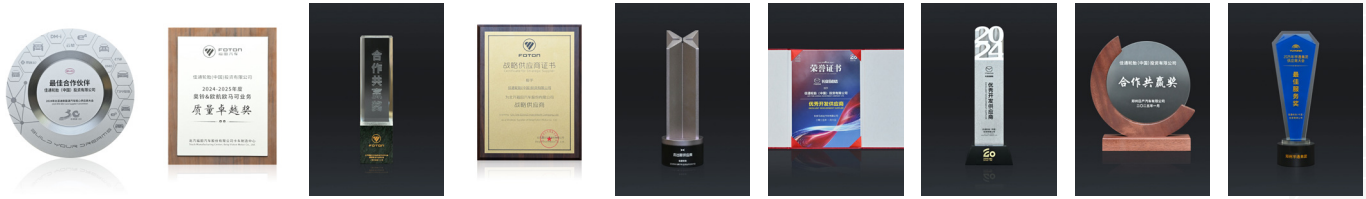


Table 1.6: CDP Rating Comparison

COUNTRY	ACTIVITY GROUP	THEME	YOUR CDP SCORE	GLOBAL AVERAGE	REGIONAL AVERAGE	ACTIVITY GROUP AVERAGE
China	Light manufacturing	Climate Change	B	C	C	C
China	Light manufacturing	Water	B	C	C	B-
China	Light manufacturing	Supplier Engagment Assessment	A-	-	-	

Sustainability Commitments and Approach

Giti Tire's Sustainability Philosophy and Model

Giti Tire adheres to a comprehensive sustainability philosophy centred around **three foundational pillars: Profit, Planet, and People.** This philosophy guides our strategic decisions and operational practices, ensuring a balanced approach that fosters economic success, environmental stewardship, and social responsibility. By aligning our actions with these principles, we strive to create long-term value for stakeholders while contributing positively to sustainable development.

PROFIT

Economic sustainability is vital for the continued success of Giti Tire. We aim to achieve real profit through various channels, including:

- **Price**: Implementing competitive and fair pricing strategies that deliver value to customers while supporting long-term profitability. This is achieved through initiatives such as LEAN Six Sigma, automation, and the efficient use of resources, reducing costs and enhancing operational resilience.
- **Product**: Developing high-quality, innovative products that meet evolving market needs, with a focus on optimising tire mileage, reducing rolling resistance, and supporting lower fuel consumption — contributing to both customer value and environmental sustainability.
- **Positive Brand**: Building and maintaining a strong, ethical brand reputation by prioritising responsible business practices. Giti Tire aims to be the preferred choice for customers, investors, and employees, supporting sustained stakeholder trust and business growth.

PLANET

Our commitment to the environment is demonstrated through initiatives aimed at minimising our ecological footprint and each element will strive to embrace price, product and positive brand image:

- **Sustainable Materials**: Advancing the use of eco-friendly materials in our products, with a commitment to continuous improvement and strategic partnerships aimed at achieving 100% sustainable materials in our tires.
- **Net Zero**: Targeting net-zero carbon emissions across our operations and supply chain, including initiatives to optimise water and energy usage and enhance green spaces within and beyond our operational boundaries.
- **Zero Waste and Defects**: Applying LEAN principles to eliminate waste and defects, with the objective of recycling all internal waste to lower production costs, conserve resources, and reduce carbon emissions.
- **Responsible Supply Chain**: Promoting sustainability and ethical practices across our supply chain by complying with applicable regulations, engaging with local governments, employees, suppliers, customers, and communities to create mutually beneficial solution.

PEOPLE

We value the well-being of our employees, customers, and communities:

- **Social Uplifts**: Supporting initiatives that promote quality education, alleviate poverty, provide employee training, and raise customer awareness on sustainability issues — contributing to stronger communities and more resilient markets.
- **Empowering Workers**: Fostering employee well-being through continuous engagement, support programs, and skills development, driving greater job satisfaction, productivity, and innovation, which are critical to the company's long-term success.

Giti's Sustainability Framework – Expanding Our Approach to Achieving the 3Ps

While ensuring stakeholder support and satisfaction, Giti Tire integrates sustainability into its overall strategy by leveraging digital technologies and cross-departmental collaboration to drive operational efficiency and long-term value creation. This integration connects various project drivers and business units, supporting the achievement of Giti's 3P Sustainability Targets — Profit, Planet, and People.

Our Commitment to Long-Term Value Creation

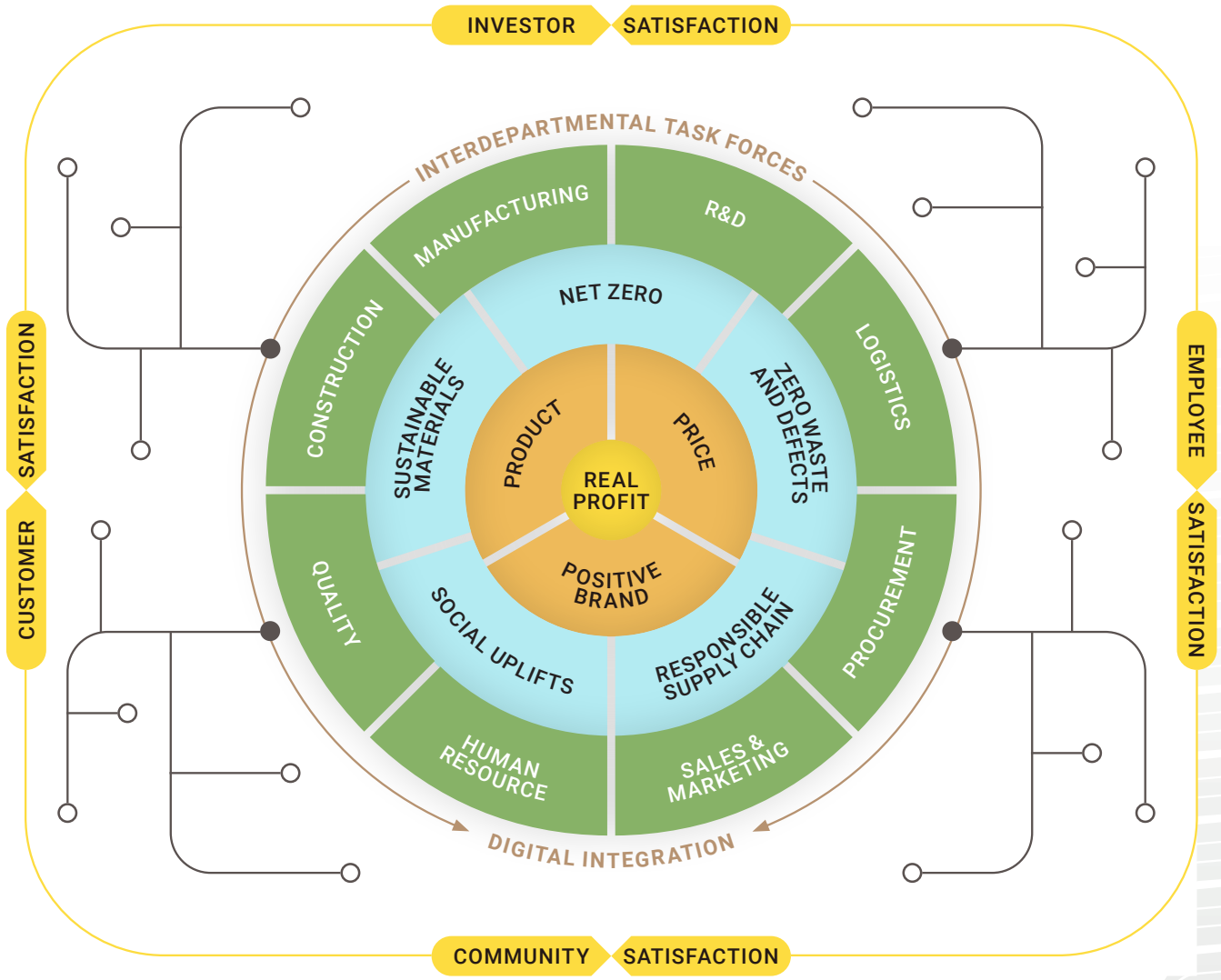
By integrating environmental stewardship, social responsibility, and operational excellence into its business model, Giti Tire positions itself as a leader in sustainable innovation. This holistic approach drives long-term enterprise value, enhances resilience against evolving sustainability-related risks, strengthens stakeholder relationships, and contributes positively to the global sustainable development agenda.

To systematically achieve our goals within these three pillars, Giti Tire has integrated Business/ Operational Excellence concepts into our Sustainability Business Model. This approach leverages established methodologies to enhance our operational efficiency and sustainability outcomes.

Detailing our approach, the integration of Business/Operational Excellence into our sustainability model involves several key areas.

The diagram below depicts how we can grow our business through sustainability business excellence model.

Diagram 1.1: Giti's Detailed Sustainability Framework



INTERDEPARTMENTAL TASKFORCES

R&D, Manufacturing, Logistics, Procurement, Sales & Marketing, Human Resources, Quality, Construction: These departments work together to drive innovation, efficiency, and sustainability throughout our operations.

DIGITAL INTEGRATION FOR SUSTAINABILITY

Advanced safety systems and virtual reality technologies: We integrate the use of technology in our processes, where humans and machines are complementary. Through the use of advanced safety systems along with virtual and augmented reality technologies, we allow workers to visualise and simulate workplace accident scenarios.

STAKEHOLDER ENGAGEMENT AND INVESTOR SATISFACTION

Customers, Employees, Communities, Investors: We engage with these stakeholders to ensure satisfaction, address their needs and fulfil our company's strategies.

CIRCULAR ECONOMY

Zero waste and Responsible Supply Chain: We promote a circular economy model and responsible resource use, creating a more sustainable manufacturing process that minimises waste and reduces environmental impact. This is achieved by designing products that can be reused, repurposed, or recycled at the end of their lifecycle.

We utilise Interdepartmental Task Forces and Digital Integration to foster collaboration and streamline our sustainability efforts across various departments and stakeholders. This holistic approach ensures that Giti Tire remains at the forefront of sustainable innovation and excellence in the tire industry. By incorporating these principles and methodologies, Giti Tire ensures a balanced and holistic approach to sustainability, driving long-term value for the company, the environment, and society.

Indicators of Success

Our success in achieving sustainability is measured through:

- **Positive Sustainability Brand Valuation:** Building a strong, reputable brand recognised for its commitment to sustainability performance.
- **Sustainable Product/Service Ranges:** Offering a portfolio of products and services that meet high sustainability standards.
- **Net Profit Margin:** Achieving and maintaining a profitable margin that supports long-term business sustainability.

By focusing our Sustainability model, we aim to achieve our goals through digitisation reaching our stakeholders efficiently and effectively to gain:

- **Customer Satisfaction:** Ensuring our products and services meet or exceed customer
- **Employee Satisfaction:** Fostering a supportive and engaging work environment.
- **Community Satisfaction:** Contributing positively to the communities in which we operate.
- **Investor Satisfaction:** Providing consistent returns and maintaining transparent communication with investors including sustainability.

Turning philosophy into reality, Giti intends to reinvest some of this real profit, turning it into various assets for sustainability and sustainable growth, building an organisation for perpetual sustainable returns on investments for the organisation, environment and society.

Building Sustainable Assets, Building Assets Sustainably

Economic Performance (3Ps)

	2023	Change	2024
PROFIT			
Revenue of Giti Tire Group (Billion USD)	2.978	+4%	3.099
PLANET			
CO_2e without Carbon Sequestration (Direct) ($MTCO_2e$/T-FP)	1.2	-5%	1.14
CO_2e with Carbon Sequestration (Direct) ($MTCO_2e$/T-FP)	1.19	-5%	1.13
CO_2e without Carbon Sequestration (W Auxillary) ($MTCO_2e$/T-FP)	1.24	-5.6%	1.17
CO_2e with Carbon Sequestration (W Auxillary) ($MTCO_2e$/T-FP)	1.23	-5.6%	1.16
Renewable Generation (MWh)	18,500	+8.4%	20,046
Carbon sequestration ($MTCO_2e$)	11,000	+10%	12,096
Water Consumption ('000 m^3)			
China	1,693,247	+5.1%	1,779,050
Indonesia	3,166,212	-1.5%	3,115,751
USA	199,013	-13.5%	172,102
Total	5,058,472	0.1%	5,066,903

	2023	Change	2024
Water Recycling ('000 m³)			
China	566,822	-70%*	331,060
Indonesia	NA	-	534,292
USA	0	0%	0
Total	NA	As the full record only collected in 2024, we have set baseline year as 2024	865,352

PEOPLE

Total Employee	27,414	+3%	28,241
Average Training Hrs per employee (Hrs)			
China	28.2	-2%	27.5
Indonesia	12.3	+39%	17.1
Total Sustainability Training Hours			
China			12,942
Indonesia			576
USA			0
Total	1,400+	+865%	13,518
WRI Freq Rate (injuries/1 million hours of work)			
China	0.51	0%	0.51
Indonesia	0.38	0%	0.38
Total Recordable Incident Rate (TRIR)/ 200k hours of work			
USA	5.43	-7.7%	5.01

*Drop in water recycling volume due to reduction in water recycling capacity caused by momentary disruption for water recycling machinery upgradings in 2024.

Defining Real Profit

Diagram 1.2:
Giti's Real Profit Framework

Real Profit is defined as the profit after considering relevant sustainability requirements. Giti Tire integrates ESG with technology, innovation, community engagement and operational excellence, communicating to all stakeholders through digital means, reaching our "Real Profit" goal – Net Zero at cash neutrality.

– Dr Pang Chong Hau

Sustainability KPI

100%
sustainability capacity building for employees
by 2030

100%
High Risk Sustainable Supply Chain verified
by 2030

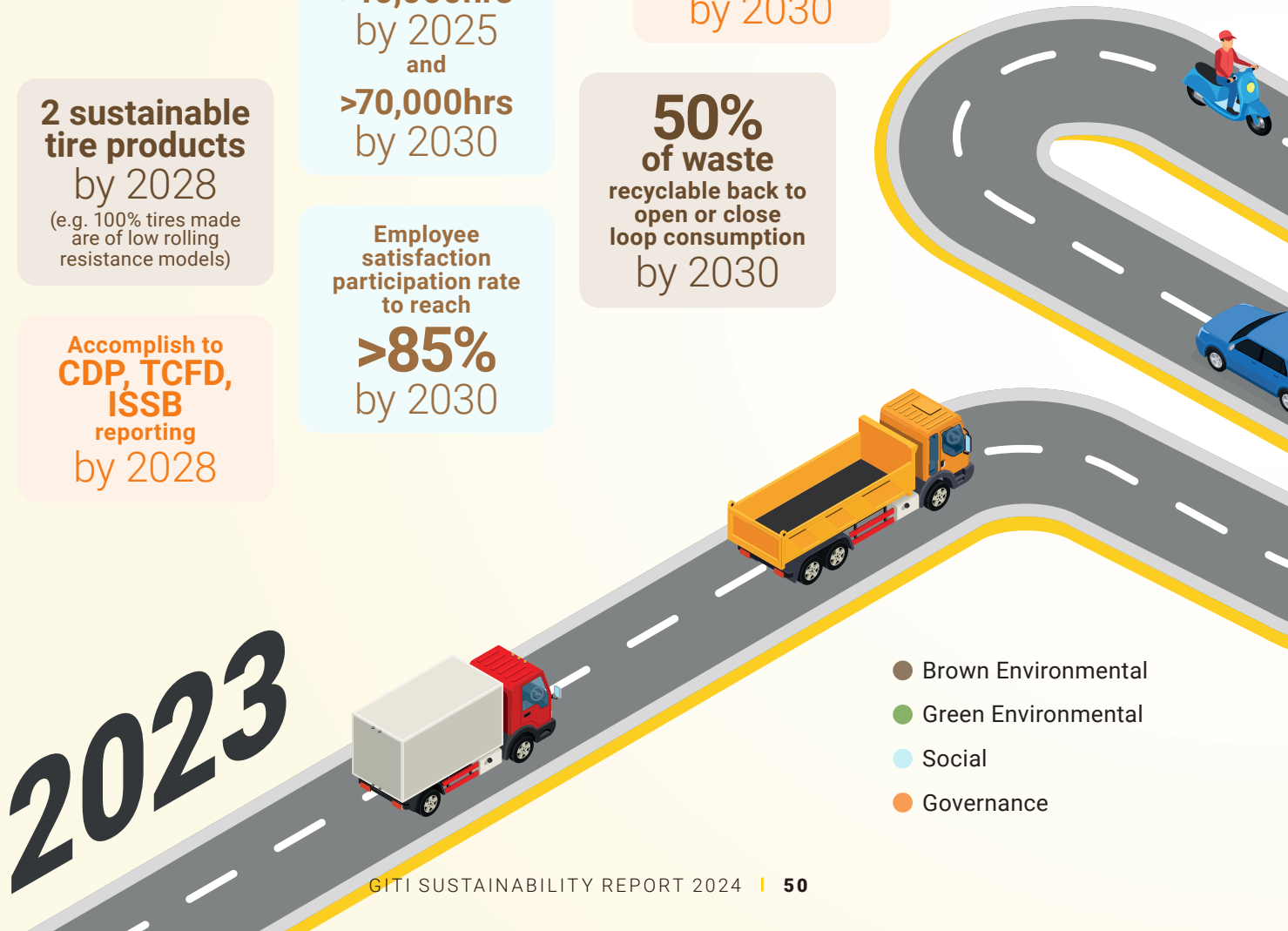
Proactive Community Engagement of
>10,000hrs
by 2025
and
>70,000hrs
by 2030

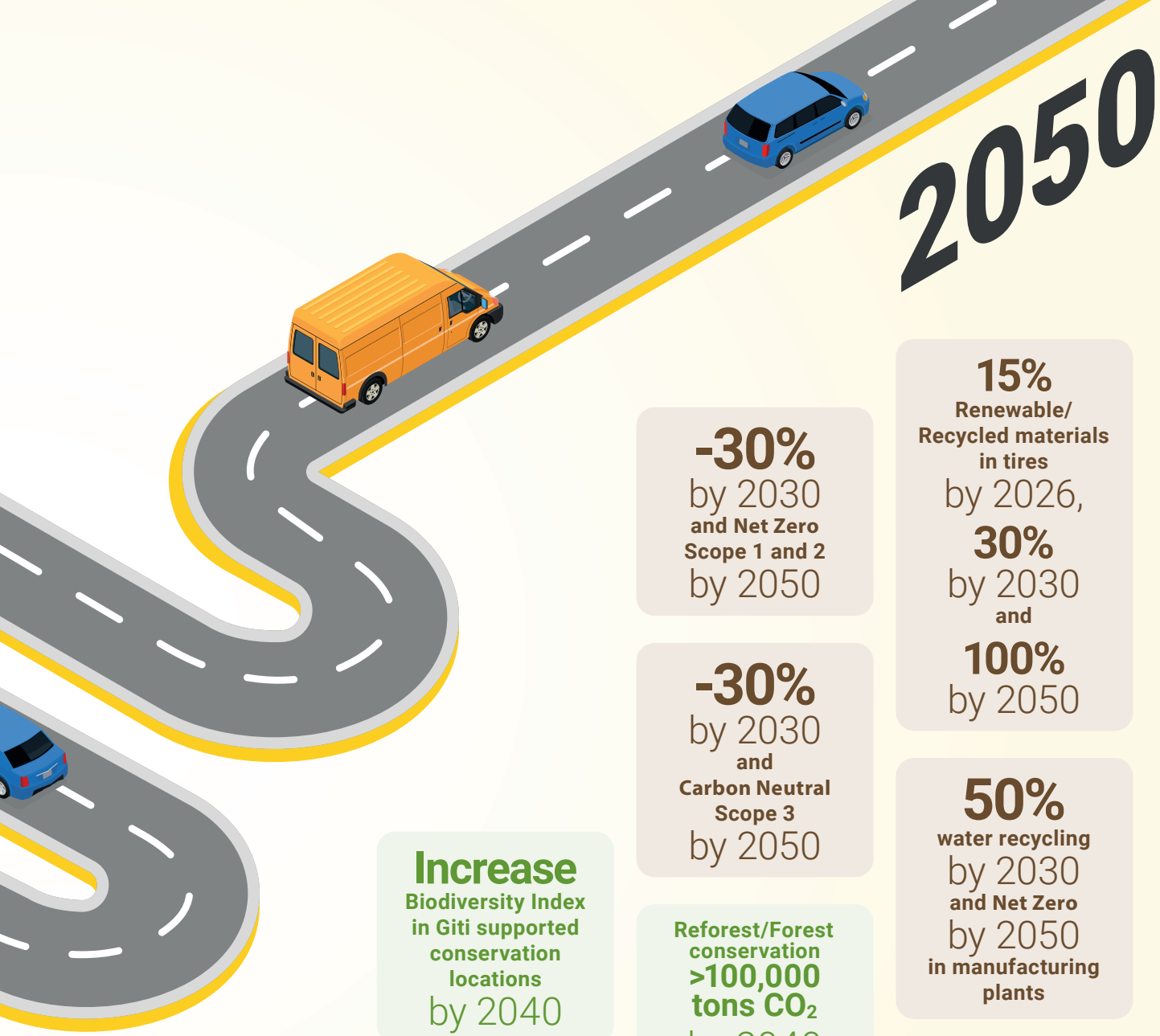
2 sustainable tire products
by 2028
(e.g. 100% tires made are of low rolling resistance models)

50%
of waste
recyclable back to open or close loop consumption
by 2030

Employee satisfaction participation rate to reach
>85%
by 2030

Accomplish to CDP, TCFD, ISSB reporting
by 2028





-30%
by 2030
and Net Zero Scope 1 and 2
by 2050

-30%
by 2030
and
Carbon Neutral Scope 3
by 2050

Increase
Biodiversity Index in Giti supported conservation locations
by 2040

Reforest/Forest conservation
>100,000 tons CO_2
by 2040
(about 10% scope 1 & 2 in 2021)

15%
Renewable/ Recycled materials in tires
by 2026,
30%
by 2030
and
100%
by 2050

50%
water recycling
by 2030
and Net Zero
by 2050
in manufacturing plants

Material Topics

GRI 3-1, 3-2, 3-3, TR-AP-130a.1, TR-AP-150a.1, TR-AP-250a.1, TR-AP-410a.1, TR-AP-440a.1, TR-AP-440b.1, TR-AP-440b.2, TR-AP-520a.1

Giti's Commitment to Sustainability

Giti is committed to the sustainable development of our business and contributing to positive change for the environment and the communities around us. We achieve these commitments by assessing and managing the impacts associated with the sustainability issues most pertinent to us.

Giti's Sustainability Materiality Assessment Methodology

Giti identifies and prioritises its sustainability topics through a structured, stakeholder-driven assessment process. In 2024, the company reassessed its material topics by engaging key stakeholder groups to understand their expectations, concerns, and the sustainability issues most relevant to them. These stakeholder insights formed the foundation for identifying Giti's most significant sustainability impacts.

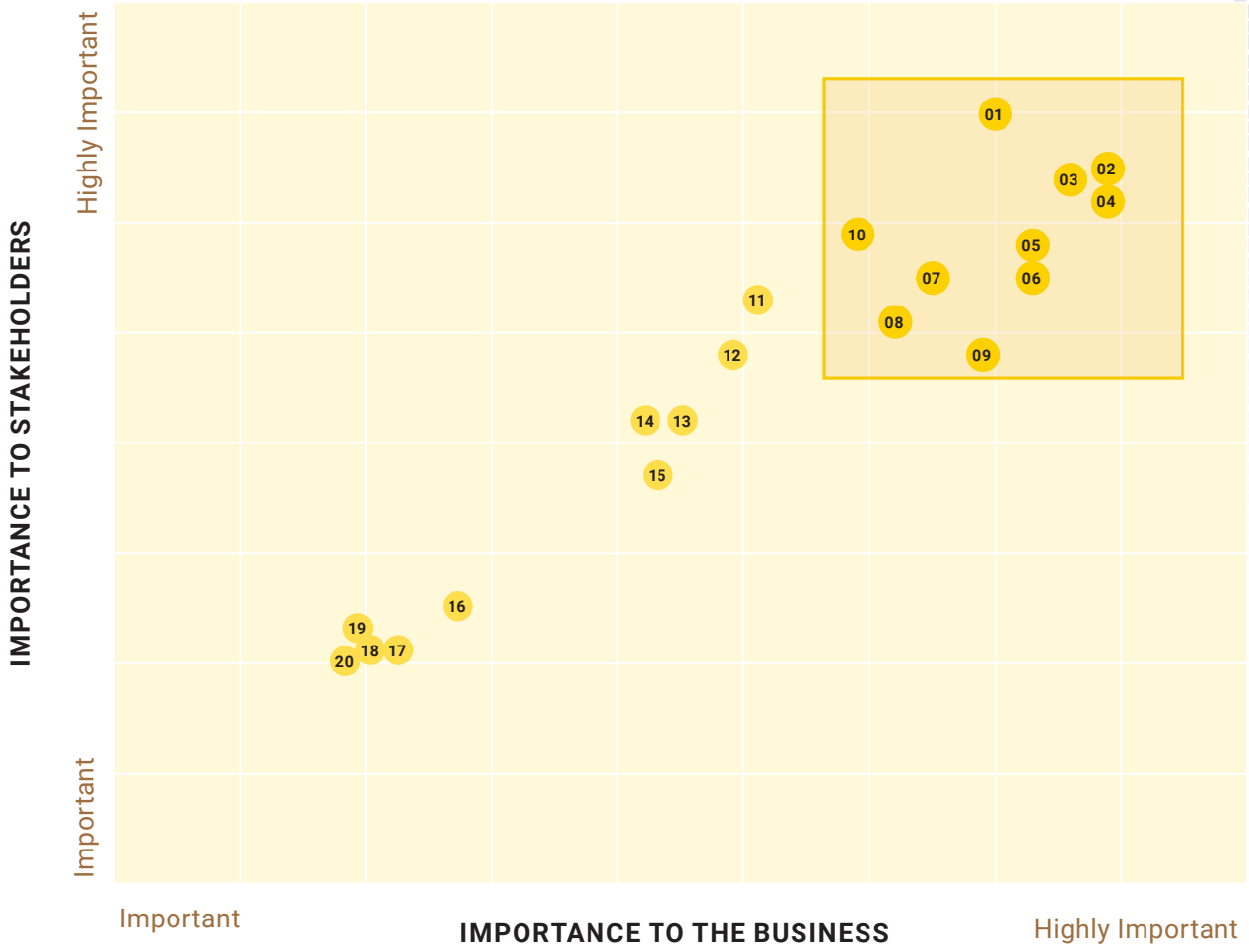
Stakeholder Concerns Informing Material Topics

The table below summarises the purpose of engagement and Giti's responses to four primary stakeholder groups. This engagement was central to shaping the company's materiality assessment and determining the most significant sustainability issues to address.

Giti is committed to the sustainable development of our business and contributing to positive change for the environment

Materiality Chart

Diagram 1.3: Giti 2024 Materiality Chart



01. GHG Emission
02. Product Design & Life Cycle
03. Regulatory Compliance
04. Production Quality & Safety
08 ▲ 05. Sustainability Governance
05 ▼ 06. Sustainable Supply Chain
06 ▼ 07. Employee Development and Talent Attraction
09 ▲ 08. Materials Sustainable Sourcing & Efficiency
07 ▼ 09. Logistics
10. Occupational Health and Safety
11. Pollution e.g. Air, Noise, Particles
12. Stakeholder/Community Engagement
13. Cyber Security & Data Privacy
14. Water & Waste Water
15. Energy Management
16. Anti-Corruption
17. Human Rights and Modern Slavery
18. Non-Discrimination: Racial/Women/ Minority Equality & Inclusivity
19. Selling Practices & Product Labelling
20. Waste Management

Table 1.7: Giti Stakeholder Engagement Overview

PURPOSE OF ENGAGEMENT	RESPONSE
INVESTORS	
Understand expectations around long-term value creation and financial performance in relation to ESG risks	Regular updates through sustainability disclosures, investor briefings, and ESG reports aligned with GRI, IFRS Sustainability Disclosure and SASB standards
Emphasis on integrating ESG considerations into business strategy	Integration of climate-related and sustainability risks into risk management processes and strategic planning
Interest in transparency on risk exposure and performance	Inclusion of material sustainability risks and opportunities in annual reports and sustainability assessments
EMPLOYEES	
Promote workplace well-being and mental health support	Implementation of wellness programs, employee assistance services, and internal feedback channels
Ensure fair and transparent remuneration and career progression	Structured performance reviews, competitive compensation benchmarking, and clear promotion pathways
Build an inclusive, safe, and engaging work environment	Ongoing occupational health and safety training, DEI (Diversity, Equity & Inclusion) initiatives, and grievance mechanisms

PURPOSE OF ENGAGEMENT	RESPONSE
CUSTOMERS	
Gain insights into expectations for sustainable and responsible products	Ongoing development of eco-friendly tire products and R&D investment in low-emission technologies
Interest in emissions reduction and environmental transparency	Product carbon footprint disclosures and partnerships to promote sustainable mobility
Awareness of responsible resource use and circular economy practices	Enhancing resource efficiency in manufacturing and expanding tire recycling and recovery initiatives
COMMUNITIES	
Address concerns about local environmental and social impacts of operations	Implementation of pollution control technologies and community feedback mechanisms near plant sites
Manage reputational risk and build trust with surrounding communities	Participation in community dialogue, CSR programs, and transparency on plant operations (e.g., emissions and odour control)
Encourage local economic development and social responsibility	Local hiring initiatives, education programs, and partnerships with local NGOs and government bodies

These stakeholder concerns directly informed the material topics selected for review.

Materiality Assessment Process

Guided by the insights above, Giti conducted a thorough materiality assessment involving the Board of Directors, Sustainability Risk Committee, Risk Management Committee, and Sustainability Working Committee. This process included:

- Stakeholder Engagement: Active engagement with internal and external stakeholders to gather concerns and priorities.
- Data Analysis: Review and analysis of internal and external reports, industry benchmarks, and emerging sustainability trends.
- Impact Identification: Identification of topics reflecting Giti's most significant actual and potential impacts on the economy, environment, and people—including human rights—aligned with the Global Reporting Initiative (GRI) Standards.
- Disclosure Alignment: Referring to disclosure topics listed in the SASB's Auto Parts Sustainability Accounting Standard.
- Risk and Opportunity Mapping: Identification of business risks and opportunities associated with each sustainability topic.

Topics that emerged with the most significant impacts and relevance to Giti's operations and stakeholders were prioritised. This ensures that the company's sustainability strategy remains focused on the issues that matter most to both its business and the communities it affects.

There are no changes to the list of material topics compared to 2023. However, there are some changes in ranking based on recent development in regulatory compliance and corporate governance in some country. Our materiality assessment identified 10 Material Topics of collective concern (as per Chart 1.1 on page 53).

We will therefore, address the topics in the subsequent sections:

NO	SECTION	MATERIALITY TOPIC(S)
1	Sustainable Supply Chain (including Materials Sustainable Sourcing & Efficiency)	Sustainable Supply Chain Materials Sustainable Sourcing & Efficiency
2	Product Design and Life Cycle	Product Design and Life Cycle
3	Production Quality and Safety	Production Quality and Safety
4	GHG Emissions & Energy Management	Energy Management Logistics
5	Sustainable HR (including Regulatory Compliance)	Regulatory Compliance Employee Development and Talent Attraction

Material Topics:
Sustainability-Related Risks & Opportunities (SROs)

Table 1.8: Giti's Sustainability-Related Risks & Opportunities (SROs)

MATERIAL TOPIC	SUMMARY OF KEY IMPACTS	SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES (SROS)
GHG Emissions	Use of electricity and fuels in manufacturing contributes to greenhouse gas emissions and operational costs, impacting climate change and regulatory risk.	• Risks of higher cooling costs due to rising temperatures. • Risks of increase carbon taxes and fuel prices. • Opportunity to lower operating expenditure via renewables and smart systems. • Opportunity to enhance tree planting within Giti premises
Product Design and Life Cycle	Inefficient product design and waste management can lead to regulatory risks, market loss, increase production costs and higher environmental impact across the product lifecycle.	• Risk of market loss if products fail to meet evolving customer expectations for sustainability and circular design. • Reputational and increased regulation on poor waste management, lifecycle performance and recyclability (e.g., carbon footprint disclosures, end-of-life responsibility). • Rising expectations for zero-waste operations and circular economy participation. • Opportunity to lead with eco-innovative products, reduce waste management costs and recover value through material reuse, recycling, and tire retreading. • Opportunity to extend lifespan of tire and improve fuel efficiency

SUMMARY OF MANAGEMENT APPROACH	VALUE CHAIN STAKEHOLDERS IMPACTED	FINANCIAL IMPACTS TO INVESTORS	TIME HORIZON
Net Zero roadmap: Scope 1 & 2 -30% by 2030; net zero by 2050 1. Solar panel installations in Indonesia and China 2. Green Manufacturing at Anhui plant to improve efficiency 3. Improve facilities and equipment energy efficiency 4. Converting to low carbon emission fuels 5. Carbon sequestration of 100,000 tons	Plant operators, energy suppliers, ESG investors, internal sustainability team, customers and communities	Low, our strategy is an off-taking model to return capital investment through our saving in utilities Low-Medium, if we decide to accelerate our roadmap and potentially capital investment through green financing in mid-long term depending on size of loan	Short to Long
Goal is to launch 2 sustainable tire products by 2028 1. Tire development focused on fuel efficiency, low rolling resistance and reduced vehicle emission 2. Integrating eco-design, using renewable/ recyclable materials, extending tire lifespan through proper maintenance, and enhancing traceability through tools like the E-liability approach 3. Adoption of LEAN manufacturing processes to reduce material waste 4. Promoting circularity and responsible resource use by training suppliers and enforcing sustainable procurement practices aligned with its Supplier Code of Conduct 5. Establish recycling programs and partnerships to ensure responsible disposal and recycling of used tires	OEMs, end consumers, recyclers, suppliers, regulators, internal sustainability team	Low, we have connected with trusted suppliers. Based on market demands, we have no intention of any large investments Medium, if we decided to partner with potential suppliers such as recovered carbon blacks to produce sustainable materials	Short to Long

Table 1.8 (Cont'): Giti's Sustainability-Related Risks & Opportunities (SROs)

MATERIAL TOPIC	SUMMARY OF KEY IMPACTS	SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES (SROS)
Regulatory Compliance	Failure to meet ESG regulations and standards may lead to fines, restricted market access, and reputational harm.	• Penalties, legal exposure or loss of market access from ESG non-compliance (e.g., EUDR, ISSB, CABM). • Reputational and financial risks from anti-competitive behaviour (e.g., collusion, price-fixing) within specific auto parts markets. • Increased internal burden and cost of mandatory ESG disclosures and audits. • Opportunity to improve ESG ratings differentiate via transparency and early alignment.
Production Quality and Safety	Extreme weather and safety lapses in production facilities can lead to operational downtime, legal penalties, and employee health risks.	• Safety incidents or production losses due to climate-driven events (e.g., heatwaves). • Regulatory and reputational risks tied to worker safety. • Opportunity to strengthen operational continuity and improve employee retention via better HSE systems.
Sustainability Governance	Weak sustainability governance can hinder ESG integration, increasing exposure to compliance failures, reputational damage, and missed strategic opportunities.	• Risk of non-compliance with emerging ESG regulations (e.g., CSRD, ISSB). • Reputational risks from weak ESG oversight. • Opportunity to strengthen transparency, investor confidence, and long-term resilience.

SUMMARY OF MANAGEMENT APPROACH	VALUE CHAIN STAKEHOLDERS IMPACTED	FINANCIAL IMPACTS TO INVESTORS	TIME HORIZON
Governance oversight led by Board Sustainability Committee and location Sustainability Executive Councils. Follow reporting standards and using global tracker to analyse global trends Invest in certification to embrace new standards Comprehensive training sustainability program	Legal and compliance teams, ESG rating agencies, regulators, investors, internal sustainability reporting team, customers' requirements	Low, we monitored the current geopolitical situations, most of the regulations can be resolve at relatively low costs	Short to Long
1. Use of BCM and HAZOP analysis and emergency response planning for disaster weather scenarios Development of emergency protection plans, with stockpiling of safety equipment and training for disaster resilience 2. Built a state-of-the-art Safety Experience Centre at the Fujian plant to enhance safety awareness and training 3. Continous training and use of new technology to identify and prevent safety risks *For further information, please refer to 'Risk Mitigation Strategy' section for ' Analysis of Climate-Related Risks and Expected Financial Impacts' on page 72 - 81*	Workers, HSE teams, insurers, regulators, internal sustainability team	Low, we are consistently invested in the safety of Giti employees	Short to Medium
• Board Sustainability Committee, led by Group CEO, oversees ESG strategy and initiatives • Local Sustainability Executive Councils responsible for developing KPIs and driving environmental and social impact in their regions • Full CDP, TCFD, ISSB reporting alignment targeted by 2028 • Ongoing development of net zero roadmap and climate risk governance	• Board and executive management • Internal sustainability and compliance teams • ESG investors • Customers and regulators	Low, our governance structure constantly allows us to monitor the risks	Short to Long

Table 1.8 (Cont'): Giti's Sustainability-Related Risks & Opportunities (SROs)

MATERIAL TOPIC	SUMMARY OF KEY IMPACTS	SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES (SROS)
Sustainable Supply Chain (incl. Waste Management)	Disruptions in material supply and ineffective waste management increase operational, compliance and reputational risks, affecting production stability and brand trust.	• Disruptions in raw material supply from climate impacts (e.g., floods) or supplier non-compliance. • Rising demand for traceability and compliance (e.g., EUDR, CDP). • Higher procurement costs from ESG scrutiny. • Reputational risk from unethical sourcing and poor waste practices. • Opportunity to differentiate through verified sourcing and responsible waste management.
Employee Development and Talent Attraction	Lack of investment in ESG-focused workforce development can lead to talent attrition and gaps in innovation and sustainability leadership.	• Talent loss from weak ESG culture or limited growth opportunities. • Skills gap in emerging areas like green technology, sustainability compliance, and innovation. • Opportunity to attract and retain talent, enhance engagement, innovation, and brand appeal.
Materials Sustainable Sourcing & Efficiency	Climate-related raw material disruptions and the push for renewable/recycled alternatives impact material costs and environmental footprint.	• Price volatility and supply disruption of raw materials due to climate impacts. • Pressure to use recycled or renewable alternatives. • Opportunity to reduce environmental footprint and boost brand equity.

SUMMARY OF MANAGEMENT APPROACH	VALUE CHAIN STAKEHOLDERS IMPACTED	FINANCIAL IMPACTS TO INVESTORS	TIME HORIZON
Use of HAZOP analysis and emergency response planning for disaster weather scenarios Implement a four-step risk-based supply chain due diligence framework and ensure 100% ESG compliance in high-risk suppliers by 2030 Member of Global Platform for Sustainable Natural Rubber (GPSNR) Integration of waste reduction strategies within supplier expectations and lifecycle management (implied across report) Diversify raw materials supplies to different locations Promote low carbon emissions fuel and renewable energy sources *For further information, please refer to 'Risk Mitigation Strategy' section for ' Analysis of Climate-Related Risks and Expected Financial Impacts' on page 72 - 81*	Suppliers, OEMs, NGOs, internal sustainability and procurement teams	Low	Medium to Long
Created sustainability training skills Competency in 2023 and will continue to roll out 100% to all our employees in Giti Tire Invested more than 13,518 hours in online sustainability training (excluding in-person trainings) Giti China actively participates in the UN Global Compact's Target Gender Equality program, identifying strengths and weaknesses in gender policies. PT Gajah Tunggal (PTGT) promotes gender equality through equal career development opportunities and support for female employees Age and gender diversity metrics tracked by region and gender	HR, training partners, employees, academic collaborators	Low, Giti developed our in-house training program	Short to Long
Increase the use of renewable/recycled materials in tires to 15% by 2026, 30% by 2030, and 100% by 2050 Material efficiency focus through LEAN and sustainable sourcing practices	R&D teams, suppliers, compliance partners, internal sustainability and procurement teams	Low, good progress of current plan	Medium to Long

Table 1.8 (Cont'): Giti's Sustainability-Related Risks & Opportunities (SROs)

MATERIAL TOPIC	SUMMARY OF KEY IMPACTS	SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES (SROS)
Logistics	Fuel use and emissions from transportation contribute to climate change, while climate events disrupt supply chain logistics and increase costs.	• Transport route disruptions from extreme weather events (e.g. floods, storms). • Rising fuel and freight costs tied to climate policies and carbon taxes. • Opportunity to reduce emissions and cost via optimised logistics.
Occupational Health and Safety	Workplace hazards such as chemical exposure, machinery accidents, and ergonomic strain impact on employee health, operational productivity, and compliance-related costs.	• Exposure to hazardous chemicals and airborne dust/ fumes causing respiratory and skin problems. • Operation of heavy machinery posing risks of crush injuries, amputations, and entanglement. • Physical strain from manual handling and repetitive tasks leading to musculoskeletal disorders. • Work-related stress from long hours and high pressure, affecting mental health and productivity.

SUMMARY OF MANAGEMENT APPROACH	VALUE CHAIN STAKEHOLDERS IMPACTED	FINANCIAL IMPACTS TO INVESTORS	TIME HORIZON
Supplier screening includes logistics-related sustainability criteria Giti China launched a Logistics Carbon Reduction Plan Optimised transport routes to cut costs and reduce carbon emissions from logistics. Promote low carbon or renewable energy sources	Logistics providers, third-party freight companies, warehousing partners, customers, internal sustainability and procurement teams	Low-medium, Success depends on industrial innovation on cleaner fuel source or commercial EV vehicles	Medium
Giti USA's annual Health Fair includes free wellness screenings and health education by 17 professionals Awareness sessions cover personal and workplace health topics, such as hypertension and kidney disease Medical checkups are provided for all employees A safety experience hall simulates real production scenarios using a repurposed abandoned site	Employees, Human Resource/Health & Safety team, Suppliers, Compliance Authorities, communities	Low	Medium to Long

Risk Management

GRI 3-1, IFRS S1-43, IFRS S1-44, IFRS S2-24, IFRS S2-25

Giti Tire recognises that sustainability-related risks, particularly climate change, can have a significant impact on operations, supply chain, and long-term business. Using a risk-based approach embedded in our organisational framework, we manage sustainability-related risk, ensuring that sustainability risks are systematically identified, assessed, prioritised, and monitored across our global operations.

Identification and Assessment of Climate-Related Risks

We adopt a structured, forward-looking approach to identify and assess risk. Giti (China) has taken the lead in conducting a Task Force on Climate-related Financial Disclosures (TCFD) assessment, serving as the foundation for identifying key climate risks across our value chain and manufacturing plants with similar risks.

- **Physical Risks:** Including extreme weather events, like flooding and droughts that impact manufacturing operations and logistics.
- **Transitional Risks:** Stemming from changing regulations, evolving market preferences for sustainable tires, and shifts to low-carbon technologies.
- **Reputational Risks:** Associated with stakeholder expectations, NGO scrutiny, and potential media exposure relating to environmental practices.

These assessments are based on a structured framework that considers the nature, likelihood, and magnitude of potential financial, operational, and reputational impacts. Both qualitative and quantitative parameters are used to support risk evaluation. Inputs and tools utilised include scenario analysis based on IPCC Climate Projections, materiality assessments, the EcoVadis platform, ISO 14001 EMS, internal risk models, supplier assessments, and global environmental databases such as Global Forest Watch. In 2024, we expanded our screening process to include Moody's Financial and ESG risk assessments, proactively evaluating our suppliers and customers. This strategic approach assesses the quality of our business partners in advance, enabling us to focus on addressing critical areas of concern in greater detail.

Supplier Due Diligence Framework

GRI 308-1, 308-2, 414-1, 414-2

As part of our climate risk response, we have developed and launched a robust supplier due diligence framework to ensure that our supply chain is aligned with ethical and environmental standards, and to manage risks in our upstream supply chain.

01

SUPPLIER SCREENING

We apply a sustainability screening process grounded in the UN Global Compact's 10 Principles, covering human rights, labour, environment, and anti-corruption. Suppliers must align with our Procurement Policy and international platforms such as the Global Platform for Sustainable Natural Rubber (GPSNR). Non-compliant suppliers are excluded from our approved list.

02

PRIORITISATION OF HIGH-RISK SUPPLIERS

Suppliers are categorised using a risk-based model that considers:

- Country of origin
- Procurement value
- Type of goods/services
- Climate-related risks (e.g., deforestation)
- Social risks (e.g., human rights violations)

Suppliers with higher sustainability risks are prioritised for detailed audits to assess their environmental and social practices. This prioritisation informs the frequency and depth of supplier engagement and evaluation.

03

SUPPLIER ASSESSMENT

We conduct regular assessments to identify opportunities for improvement and help suppliers enhance their sustainability performance. These include technical and sustainability-focused audits across 14 risk categories, including:

- Biodiversity loss and land-use change
- Labour practices and legal compliance
- Health and safety
- Water and pollution management
- Chain of custody and deforestation indicators

04

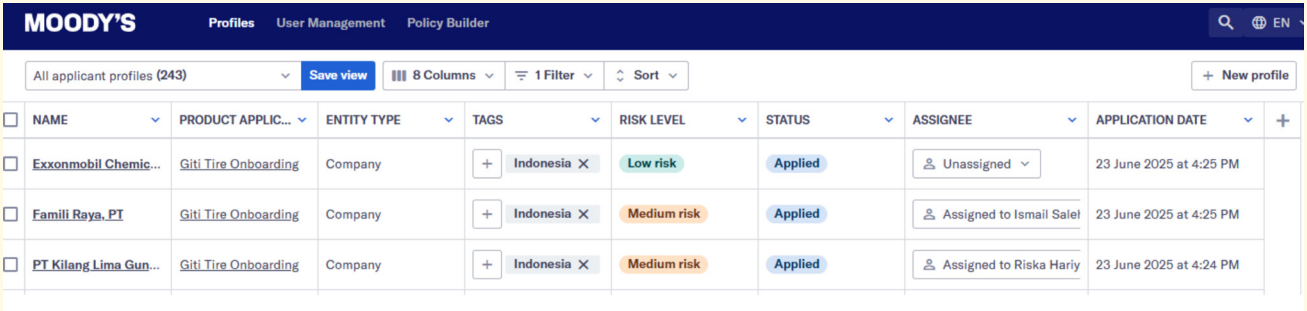
SUPPLIER ENGAGEMENT

We collaborate with suppliers to improve sustainability performance through:

- Risk Management: Mitigating environmental and social risks in operations.
- Performance Monitoring: Tracking key sustainability indicators and audit results.
- Capacity Building: Delivering training and support for long-term improvement.

Suppliers demonstrating sustained progress may shift to a biennial audit cycle, incentivising continuous improvement and alignment with Giti Tire's environmental standards.

Strengthening of due diligence process



Giti Tire implemented a comprehensive 4-step Due Diligence approach in 2023. As part of our key performance index for assessing all key suppliers, we have significantly enhanced our due diligence process to evaluate sustainability concerns that could impact our supply chain. Specifically, in China and Indonesia, we have begun identifying key material suppliers by country and assessing risks related to adverse news, political stability, social impact, and deforestation risks. Approximately 20% of our suppliers have been identified for further assessment.

In addition to developing our sustainable assessment templates, we have strengthened our supplier screening process by leveraging third-party ESG tools. These tools enable continuous monitoring of our critical partners for any adverse developments. Our objective is to ensure that all suppliers adhere to our responsible supply chain practices and code of conduct.

By leveraging ESG analytics software, we are able to assess potential risks more efficiently before onboarding suppliers or customers. This approach enhances resource optimisation and helps reduce audit-related costs. For example, our screening process successfully flagged a supplier involved in potential deforestation and/or land grabbing, leading us to halt any purchasing or collaboration with them.

Suppliers identified as high risk are subject to further evaluation before onboarding. For those assessed as medium risk, we proceed with onboarding while continuing post-engagement reviews and monitoring.


KINGER

Prioritisation of Risks

We prioritise climate-related risks within the broader context of Giti Tire's strategic objectives and enterprise risk register. Risks are evaluated relative to their potential to disrupt operations, impair supply chains, or erode brand equity. Tier One risks, such as regulatory non-compliance and extreme weather disruptions, are flagged as critical and receive board-level attention. Climate-related risks are prioritised using scoring models that incorporate financial exposure, geographic vulnerability, and supply chain dependencies. This prioritisation feeds into our Environmental, Social and Governance (ESG) processes, where risks are reviewed annually alongside mitigation status updates.

Monitoring and Scenario Planning

Climate and sustainability-related risks are monitored continuously through our integrated risk management system, with periodic updates reflecting new regulations, stakeholder feedback, and operational data. Specialised location-based sustainability taskforces in China, Indonesia, and the USA ensure context-specific risk tracking and response. We utilise climate scenario analysis to evaluate operational resilience under different climate pathways. Our location-specific taskforces in China, Indonesia, and the USA manage acute (e.g., floods, wildfires) and chronic (e.g., soil degradation, sea-level rise) risks.

Performance indicators are tracked by site and aligned with both local thresholds and global targets.

Integration and Governance

Our sustainability risk management approach is fully integrated into Giti Tire's organisation-wide risk management framework, ensuring climate and environmental risks are not siloed but incorporated into strategic planning, procurement, operations, and product development. Oversight of sustainability risks is the responsibility of Board Sustainability Committee, the Sustainability Executive Council, Corporate Sustainability Office and Sustainability project teams and taskforces. These bodies coordinate actions across geographies and functional areas, reinforcing Giti Tire's proactive stance on risk mitigation.

Evolution of Risk Processes

In 2024, as part of enhancing our risk management framework, Giti Tire has initiated the use of Moody's ESG tool to evaluate sustainability-related risks and integrate environmental, social, and governance considerations into strategic and operational decision-making.

Compared with the previous reporting period, Giti Tire has expanded its due diligence framework to include social risks, such as fair labour practices and community engagement. We have initiated collaborative risk assessments with suppliers in high-risk geographies and strengthened our stakeholder engagement processes with regulators, NGOs, and local communities to address systemic risks. As part of our continuous improvement commitment, we will further refine our climate scenario models, enhance the granularity of location-based risk assessments, and scale our supplier sustainability programs to drive long-term resilience.

Table 1.9: Analysis of climate-related risks and expected financial impacts

RISK TYPE		RISK DESCRIPTION	TIMEFRAME
Physical risk	Acute	Increased frequency and intensity of extreme weather events, eg: • Typhoons/tornadoes • Floods • High temperature heat waves, etc	Short-term
	Chronic	Risks from climate change, eg: • Rising average temperatures • Changes in precipitation patterns • Changes in soil productivity • Sea level rise, etc.	Long-term

KEY EXPECTED FINANCIAL AND OPERATIONAL IMPACTS

- Extreme weather events may affect or disrupt the normal operation of Giti's upstream and downstream supply chains, resulting in an increased risk of default;
- Fixed assets in various locations may also be lost and infrastructure damaged, resulting in increased operating costs;
- Stores may be closed due to extreme weather events and factories may be closed due to extreme weather events, which may affect service and capacity.

- Chronic climate problems such as rising average temperatures may affect labor force management and planning (e.g., health, safety, work environment), and increased maintenance costs for plant equipment and materials;
- Environmental changes due to climate problems may ultimately affect the yield and quality of natural rubber, leading to the risk of higher raw material costs and changes in quality;
- Higher operating costs due to the procurement and maintenance of standby facilities and emergency supplies;
- The risk of sea level rise which may result in interruption of production or operations or loss of infrastructure at the Putian and Indonesian plants in coastal areas;
- Potential increases in commercial insurance premiums and difficulties in insuring assets in high-risk areas;
- Climate change and an increase in the frequency of extreme weather, which will test the quality and performance of Giti tires.

RISK MITIGATION STRATEGY

To reduce and minimise extreme weather disaster losses, effectively protect the lives and properties of Giti employees, and protect the integrity of Giti's assets and supply chain, Giti uses the HAZOP analysis tool and takes the following measures:

- Policy-wise, formulate a corresponding risk assessment system, set up an emergency response team, clarify the responsibilities for disaster weather prevention, improve relevant emergency protection plans, reasonably configure disaster prevention facilities, and reserve reserve materials according to and production plan;
- In practice, actively carry out relevant training, drills and inspections to effectively respond to disaster weather;
- Explore energy-saving technologies in production to reduce energy dependence and optimise energy consumption to reduce carbon emissions;
- Consider weather factors in product design and configure inventory in local stores according to regional characteristics;
- Enhancing the risk resistance of facilities by monitoring, maintaining and insuring potentially damaged facilities;
- Construction of a supplier pool, assessment of suppliers' risk resistance, and attention to the stability of their product quality and transportation capacity.
- Diversify supply chain to reduce country level long term climate risks
- Initiate supply chain mapping of weather sensitive raw materials to identify potential

Table 1.9 (Cont'): Analysis of climate-related risks and expected financial impacts

RISK TYPE		RISK DESCRIPTION	TIMEFRAME
Transformation Risks	Policy	Policy and regulatory changes in the region where the plant is located and the supply chain is involved, for example: • Changes in carbon pricing and carbon emission allowance policies • Pricing of carbon tariffs on imports and exports • Increased GHG emissions calculation and disclosure requirements • Risk of litigation and fines, etc.	Mid-term
	Technology	Production risks due to immaturity of low carbon technology, example: • Low carbon technology transition costs (commissioning of incoming equipment) • Unstable performance of low carbon products • Failure of investment in technology transition, etc.	Long-term

KEY EXPECTED FINANCIAL AND OPERATIONAL IMPACTS	RISK MITIGATION STRATEGY
• Against the backdrop of the double carbon target proposed by various economies, relevant policies and standards for low-carbon transformation have been introduced one after another, the carbon emissions trading market has been launched one after another, the carbon tariff policy for import and export trade has been gradually put into effect, the quality of mandatory disclosure of information has continued to improve, and downstream customers in the supply chain have increased their requirements, which has led to an increase in the operating costs and compliance risks of Giti. Changes in the policy may lead to an increase in the operating costs and compliance risks of Giti's existing plants; • Changes in policies may lead to the write-off and early retirement of existing plant assets; • Increased risk of fines for non-compliance as a result of the tightening of the policy, and in serious cases, the risk of suspension of production and rectification, thus affecting the production and supply of products.	In order to cope with policy and regulatory risks and safeguard compliant operations, Giti has taken the following measures: • Strengthen the internal capacity building of carbon management, set up a special post responsible for monitoring and reporting carbon emission data, and ask an authoritative third party to certify the data if necessary, so as to enhance the credibility of the data; • Closely tracking changes in policies and regulations in plant locations and regions involved in the supply chain, organizing internal study and training in a timely manner, and actively participating in external related activities and forums to ensure compliant operations; • Internally reduce carbon emissions as much as possible by introducing energy-saving equipment and improving process efficiency, and formulate specific emission reduction plans to adapt to a stricter policy environment; • Actively carry out research and development and innovation of low-carbon technologies and explore more low-carbon and environmentally-friendly products; • Strengthen internal audit and risk control efforts.
• The introduction of new equipment for the low-carbon transition resulted in the early retirement of existing assets, increasing Giti's operating costs; • Production cost expenditures caused by the break-in, testing, and ramp-up phases of new equipment and formulations; • Increased R&D expenditures for new tires and alternative technologies, increased waste generation, increased investment requirements, and increased pressure on the capital chain; • The risk of uncertainty in the performance and hidden problems of new tires; • Sunk costs due to wrong direction of transformation and failure of R&D.	In order to cope with the risk of technological transition and guarantee a smooth transition during the transition period, Giti has taken the following measures: • optimise the capital structure, increase investment in R&D and operation, and jointly upgrade in multiple departments and aspects from raw material selection, equipment maintenance and overhaul, new equipment evaluation and purchase, and process upgrading in order to meet higher environmental protection requirements; • Implementing stricter testing requirements and repeatedly testing new products before they leave the factory to guarantee stable quality. We will also track the performance of our products after shipment for continuous improvement; • Commitment to achieve 100% sustainable materials by 2050 • Conduct technical exchanges and cooperation with upstream and downstream supply chains, companies in the same industry, and academic institutions to enhance Giti's technological and environmental protection capabilities in the tire industry.

Table 1.9 (Cont'): Analysis of climate-related risks and expected financial impacts

RISK TYPE		RISK DESCRIPTION	TIMEFRAME
Transformation Risks	Market	Changes in market supply and demand structure, example: • Changes in customer behaviour • Uncertain market information • Rising costs of raw materials	Long-term
	Reputation	The character and social image of the Gatorade industry, example: • Stigmatization of the tire industry • Stakeholders' concern over negative news, etc.	Long-term

KEY EXPECTED FINANCIAL AND OPERATIONAL IMPACTS	RISK MITIGATION STRATEGY
• Changing preferences of consumers and downstream vehicle manufacturers, resulting in lower demand for traditional products; • Rising costs of raw materials and energy, as well as waste disposal costs, which will lead to an increase in production costs; • The risk that Giti's new products may not gain the expected market acceptance due to uncertain market information, which may lead to a decrease in sales and market share.	In order to respond to market risk information in a timely manner, Giti has taken the following measures: • Establishing the concept of green development in internal offices and factories, actively promoting energy saving and carbon reduction throughout Giti, enriching the market image, and meeting the environmental requirements of the entire supply chain; • Proactively catering to the current development trend of electric vehicles and the characteristics of trams to develop low-energy-loss and low-rolling-resistance tires; • Fully explore and understand the industry and market dynamics, explore the market potential, and help customers and suppliers to jointly build sustainable development capabilities.
• The tire industry, as a key player in environmental regulation, is subject to additional scrutiny from stakeholders such as neighbouring residents and government regulators. Negligence in climate and environmental risk management may result in a tarnished brand image, which in turn affects market share; • Failure to respond to negative news in a timely manner may in turn affect workforce management and planning, employee retention and recruitment, and increase labour costs.	In order to maintain Giti's positive image as a green and smart company, we have taken the following measures: • Actively participating in authoritative ratings such as CDP (B) and EcoVadis (Platinum), and continuously improving Giti's environmental performance in accordance with guidance; • Setting realistic and achievable low-carbon emission reduction targets based on the actual situation of our plants and formulating action plans; • Develop a roadmap for net-zero carbon emissions by 2050. • Fully understand environment-related laws and regulations, and continuously improve Giti's TCFD and internal management to ensure that energy saving and carbon reduction targets are achieved; • As a member of Conservation International, Giti supports the growth of biodiversity, the protection of carbon sinks and the development of the blue economy through donations and volunteer activities.

Table 1.9 (Cont'): Analysis of climate-related risks and expected financial impacts

OPPORTUNITY TYPE	OPPORTUNITY DESCRIPTION	TIMEFRAME
Resource efficiency	Giti has identified the following opportunities for resource efficiency improvements: • Adopting more efficient transportation methods • Upgrading more efficient production and distribution processes • Recycling of waste • Reducing water consumption • Upgrading green and efficient buildings in factories and offices • Adoption of Incentive Policies	Short-term
Energy Sources	• Use of low-carbon energy sources • Adopting alternative technologies • Participate in carbon market transactions	Mid-term

KEY EXPECTED FINANCIAL AND OPERATIONAL IMPACTS	OPPORTUNITY EXPANSION STRATEGY
• Reduce operating costs through efficient production • Increase revenue by increasing production capacity • Applying for green building certification for own factory can add value to fixed assets. • Introduction of automated equipment facilitates labour management and planning and reduces labour costs • Waste recycling to control raw material and waste disposal costs	• Giti continues to improve resource efficiency and renewable energy utilisation by optimising its operations and production model; • Progressively improving all of our production plants, optimising energy consumption processes, utilising new technologies to achieve zero waste and zero water consumption, and innovating sustainable materials for tires. • Pilot application of solar photovoltaic panels to generate electricity at our Putian plant to increase the proportion of green electricity used; • The new Anhui plant introduced automated equipment and an intelligent energy management platform to reduce labour costs while efficiently managing energy efficiency; • The Anhui plant makes full use of steam waste heat to maximise resource efficiency; • Contacting qualified waste recycling companies to explore the possibility of reusing waste; • Timely maintenance of fixed assets to reduce waste of resources such as leakage; • Give awards to the continuous improvement team to encourage low-carbon and high-efficiency behaviour.
• Reduce the risk of rising fossil fuel prices • Reduce greenhouse gas emissions and sensitivity to changes in carbon trading • Returns from investing in low-carbon technologies	• Giti plants are gradually replacing the use of fossil fuels with natural gas and biofuels, and introducing appropriate equipment; • Giti's Anhui plant is discussing the use of low-carbon steam with natural gas suppliers; • Giti factories are actively exploring the use of photovoltaic green power, expanding the coverage of photovoltaic equipment, and trading the remaining green power on the Internet; • Giti's office area is gradually increasing the use of clean energy, planning to use ground-source heat pumps for heating, and maximising the use of natural light.

Table 1.9 (Cont'): Analysis of climate-related risks and expected financial impacts

OPPORTUNITY TYPE	OPPORTUNITY DESCRIPTION	TIMEFRAME
Products & Services	• Developing low-carbon commodities • Adapting to market trends • Diversification of business activities	Long-term
Markets	• New market opportunities • Leveraging government sector incentives	Mid-term
Resilience	• Participation in renewable energy projects and use of energy efficiency measures	Long-term

KEY EXPECTED FINANCIAL AND OPERATIONAL IMPACTS	OPPORTUNITY EXPANSION STRATEGY
• Low-carbon certification is recognised in the marketplace • Increased demand for goods due to improved reputation, resulting in higher revenues	• Giti adapts to the market trend and fulfills its supply chain responsibility. A number of its products have obtained carbon footprint reports issued by authoritative third parties, transparently disclosing the carbon footprints of its products; • Giti is in close contact with car manufacturers, responding to their low-carbon requirements and customising tires according to different car models to open up the market.
• Access to emerging markets to increase income • Apply for green financial products to get favourable interest rates	• Giti factories actively participate in national green factory certification, zero-carbon factory certification, and zero-waste workshop construction to continuously consolidate the brand's low-carbon image and obtain incentive bonuses; • Various sustainable development KPIs set within Giti can apply for green financial products.
• Increase market valuation through energy-efficient equipment, green buildings, etc. • Strengthen the supply chain to safeguard operational capacity under different conditions	• The new factory is designed, constructed and operated in full compliance with the requirements of GB/T 50878 Green Industrial Building Evaluation Standard to meet the requirements of green building standards and enhance market valuation; • Giti's procurement department formulated a responsible procurement policy for suppliers to promote the construction of green supply chain in the industry and safeguard the stability of the supply chain; • Join the Global Sustainable Natural Rubber Platform to support the sustainable development of natural rubber; • Developing and purchasing forestry carbon sinks.

02

Profit

Transforming Giti to achieve real profit for the long run.

Building Value

Product and Service Quality

IFRS S1 (paras 14–16, 21–22, 27–28, 31–33); IFRS S2 (paras 12–14, 23, 24–26); GRI 416-1, 416-2; SASB TR-AU-250a.1, TR-AU-250a.2

Description of Product and Service Quality Risk

IFRS S1:14, GRI 416-1, SASB TR-AU-250a.1

Product and service quality risks are critical to Giti Tire's long-term business sustainability, especially in the automotive industry where performance, safety, and regulatory compliance are non-negotiable. The risks include defects in manufacturing, non-compliance with international safety standards, recall events, and failure to meet evolving consumer and OEM (Original Equipment Manufacturer) expectations. As vehicle technology advances and electrification becomes more mainstream, failure to adapt product quality standards could result in obsolescence or loss of market share. These risks are compounded by the global nature of Giti's operations, which requires consistent quality control across multiple production sites and supply chain partners.

Effects on Business Model and Value Chain

IFRS S2:13, GRI 416-1

Product and service quality directly affects Giti's brand reputation, customer trust, and long-term value chain resilience. A failure in quality can lead to safety incidents, product recalls, or regulatory sanctions, which may disrupt relationships with OEM partners, distributors, and end-consumers. Furthermore, quality lapses can lead to operational inefficiencies and added costs through warranty claims or rework. To ensure value creation and customer satisfaction, Giti integrates quality control systems across every stage—from design and raw material sourcing to production, testing, and aftersales support.

Performance indicators are tracked by site and aligned with both local thresholds and global targets.

Giti's approach to product and service quality builds resilience by embedding quality assurance into its corporate culture, governance, and operations.

Effects on Strategy and Decision-Making
IFRS S1:14–16, GRI 2-22, SASB TR-AU-250a.2

Giti has prioritised product and service quality as a strategic differentiator, incorporating quality metrics into executive performance reviews and operational decision-making. Strategic investments are increasingly directed toward R&D, digital testing platforms, and AI-based quality assurance systems. Product innovation is guided by consumer safety expectations, lifecycle assessments, and evolving international regulatory frameworks. Decisions about facility upgrades, material sourcing, and technology adoption are now made with a dual focus on product excellence and sustainability performance.

Financial Effects
IFRS S1:31–33, GRI 2-6

The financial implications of product quality risks can be significant, including the costs associated with recalls, warranty servicing, regulatory penalties, and reputational damage. To mitigate these, Giti allocates substantial capital expenditure towards advanced testing infrastructure, quality audits, and training programs. For example, in 2024, Giti allocated 3.5% of its R&D budget to quality system enhancements, up from 2.8% in 2023. These investments, while increasing short-term costs, are crucial for protecting revenue streams, reducing legal exposure, and improving customer loyalty.

Resilience of the Group's Strategy and Business Model in Relation to Product and Service Quality

IFRS S2:23, GRI 416-2

Giti's approach to product and service quality builds resilience by embedding quality assurance into its corporate culture, governance, and operations. The company has adopted a unified global quality management system based on ISO 9001 and IATF 16949 standards, ensuring consistent compliance across markets. Through regular risk assessments, customer feedback loops, and recall simulations, Giti is able to anticipate and respond to product performance issues before they escalate. Its vertically integrated value chain also allows for tighter control over critical quality checkpoints, further reinforcing strategic agility in a rapidly changing market environment.

Process, Controls, and Policies to Manage Product and Service Quality Risks and Opportunities

IFRS S1:22, GRI 416-1, SASB TR-AU-250a.2

Giti Tire operates under a globally integrated Quality Management System (QMS) certified to ISO 9001 and IATF 16949, which governs every stage of the product lifecycle. Quality assurance begins at the design phase, where cross-functional teams conduct failure mode and effects analyses (FMEA) to preempt risks. During production, real-time monitoring systems, automated inspection, and Six Sigma methodologies are employed to detect and address deviations early. All manufacturing sites undergo regular internal and third-party audits to ensure conformance with industry standards and client specifications. Customer satisfaction surveys, product benchmarking, and aftersales feedback are systematically gathered and analysed to drive continual improvement. Root cause analyses are conducted for any quality issue or customer complaint, with preventive and corrective actions implemented and tracked. Additionally, Giti maintains an internal whistleblower and incident reporting system, ensuring transparency and accountability throughout the organisation. Innovation in product design is complemented by sustainability evaluations, enabling Giti to offer safer, longer-lasting, and environmentally conscious tire solutions.

Metrics and Targets

IFRS S2:24–26, GRI 416-1, SASB TR-AU-250a.1

To evaluate performance and progress, Giti monitors key product quality indicators including defect rates, customer complaints, and recall instances. These metrics are benchmarked against industry norms and reviewed quarterly by senior management. Targets are aligned with Giti's broader ESG commitments and customer satisfaction goals.

Table 2.1: Giti's Product Quality Performance & Targets

RISK/CATEGORY	MEASURING UNIT	PERFORMANCE 2024	PERFORMANCE 2023	TARGETS
Product Recall Rate	Recalls per 1M units sold	0.00	0.00	0.00
IATF 16949 Audit Compliance	% of Sites that passed audit	100%	100%	100% by 2025
Quality Relevant Training Plan Completion	% of Relevant Employees	100%	100%	100% annually

CASE STUDY

Driving Forward with Fuel Efficiency and Green Innovation

At Giti Tire, innovation is increasingly driven by the need for fuel efficiency and sustainability. Across both passenger and commercial vehicle segments, Giti's tire development focuses on reducing rolling resistance without compromising performance or safety.

This commitment is embedded in Giti's tire technology platforms, AdvanZtech and T5 Commercial Tire Technology, where creating green and fuel efficient tires is a core pillar—driving breakthroughs in tread design, materials science, low rolling resistance construction and energy-saving structures to support eco-conscious driving.

Through these advancements, Giti engineers are able to reduce passenger car tire rolling resistances to as low as 4.8N/kN, helping Eelectric Vehicle (EV) drivers extend their battery range while maintaining superior handling and safety. On the commercial front, several of Giti's performing TBR (Truck and Bus Radial) tires—the GAU867v1, GAU867v2, and GSR256—have been certified with the China Green Product Mark. In compariton to normal tires, these tires have reduced fuel consumption by more than 3%, warranting their recognition as cleaner, more efficient tire options.

Through continuous R&D and smart engineering, Giti Tire is paving the way toward a more sustainable mobility future—one fuel-efficient tire at a time.

CHINA GREEN PRODUCT
中国绿色产品

CERTIFICATE FOR CHINA GREEN PRODUCT CERTIFICATION

Certificate No.: 0752024CGP170009

NAME OF THE APPLICANT:	GITI RADIAL TIRE(ANHUI) COMPANY LTD.
ADDRESS OF THE APPLICANT:	No. 8, Xincheng Avenue, Xiatang Town, Changfeng County, Hefei City, Anhui Province, China.
NAME OF THE MANUFACTURER:	GITI RADIAL TIRE(ANHUI) COMPANY LTD.
ADDRESS OF THE MANUFACTURER:	No. 8, Xincheng Avenue, Xiatang Town, Changfeng County, Hefei City, Anhui Province, China.
NAME OF THE FACTORY:	GITI RADIAL TIRE(ANHUI) COMPANY LTD.
ADDRESS OF THE FACTORY:	No. 8, Shixin Road, Hefei, Eco-Tech Development Zone, Anhui Province, China.

MANUFACTURING BRAND: Giti
NAME OF CERTIFICATION UNIT: Mixed tread pattern truck tire
PATTERN SERIES CODE / NAME: GAU867V1/GAU867V2/GSR256
Refer to the appendix of this certificate for product details.
THE STANDARD(S) & TECHNICAL REQUIREMENTS THE CERTIFICATION BASED ON: GB/T 40718—2021
CERTIFICATION MODE:
INITIAL INSPECTION+PRODUCT SAMPLING TESTING+FOLLOW-UP SUPERVISION
This is to certify that the products mentioned above can meet the requirements of *Rules for the Implementation of Green Product Certification-Tyres* and are permitted to use the China Green Product Certification Mark.

Date of Issuance: Feb.13, 2025
Date of Expiry: Jan.16, 2029
Date of Initial Issuance: Jan.17, 2024
Issued by:

Since the next year of certificate issuance, this certificate will remain valid only when it is used along with the "Notice of Certification Maintenance" issued by HQC after periodical annual surveillance. For the information of validity status of this certificate and relevant services after certification, etc., please scan the QR Code at the bottom right corner of this certificate, follow the WeChat public account "Zhong Hua Combination Certification HQC" and enter the "Customer Service" section; you can also visit HQC website www.hqc-china.com or CNCA website www.cnca.gov.cn.

Beijing Zhong Hua Combination Certification Co., Ltd.
4F, Building 6, No.170 Beiyuan Road, Chaoyang District, Beijing 100101,China. Tel:010-58235228/5338

Methodology Transition

LEAN Manufacturing for Profit and Planet

Giti China factories have started Lean Six Sigma training since 2011. Through classroom teaching, outdoor development and sand table demonstration, participants are encouraged to actively project Lean concepts into on-site practice and improvement, so as to realize the improvement of enterprise management effectiveness, business process optimisation, cost reduction, customer satisfaction and sustainable development of the enterprise. As of December 2024, a total of 3,429 employees have been trained, of which 2,988 employees have been certified as yellow, green, and black belts, and 1,465 lean projects have been completed, resulting in a gain of approximately USD 45 million (RMB 325 million).

In 2024, 89 LEAN improvement projects were completed at the Giti plants, and we analysed and calculated the energy consumption and material usage after the improvements. The Lean projects reduced CO_2 emissions caused by electricity and steam by 3,000 tons, and reduced embodied CO_2 emissions caused by material saving by 6,476 tons.

Lean Six Sigma is a long-term strategic plan for Giti to form a culture of continuous improvement and optimisation, and to achieve breakthroughs in productivity improvement, defect rate reduction, and cost reduction to achieve sustainable development.

CASE STUDY

Sustainability LEAN Initiatives in Giti China

In 2024, Giti China's Anhui factory launched a lean improvement project focused on reducing the thickness of bladder. The project aimed to optimise heat transfer performance during the vulcanisation process while ensuring vulcanisation effectiveness and product quality, thereby effectively shortening the vulcanisation cycle, enhancing production efficiency, and reducing carbon emissions. Through a series of process optimisation measures, the project not only reduced energy consumption per unit of product and equipment runtime but also decreased rubber material usage. Following the project's implementation, the vulcanisation time for a specific tire specification decreased from 32 minutes per batch to 29 minutes per batch.

This resulted in an annual reduction of 404,990 standard m^3 of natural gas consumption, 2,328 kg of rubber material input, achieved a total reduction of approximately 782 tons of carbon dioxide emissions, achieving annual cost savings of approximately USD 138,164 (around 990,000 yuan). This project addressed the actual bottlenecks in the production process through targeted optimisation, leveraging the potential of existing technology without additional investment. It validated the feasibility of improving vulcanisation efficiency by reducing the thickness of rubber bladder, providing replicable experience and technical pathways for similar process improvements.

Progress on Regulations

CARBON REGULATIONS

Singapore

Singapore's carbon tax was introduced in January 2019, the first of its kind in Southeast Asia, as a key step in driving emissions reduction across high-emitting industrial sectors. The tax applies to facilities that emit 25,000 tons or more of greenhouse gases annually and was initially set at S$5 per ton of carbon dioxide equivalent (tCO_2e) for the period from 2019 to 2023. Designed to incentivise emissions reductions, the carbon tax forms a core part of Singapore's broader climate strategy. In support of the national target to achieve net-zero emissions around 2050, the tax will progressively increase over the coming years: to S$25 per tCO_2e in 2024 and 2025, S$45 per tCO_2e in 2026 and 2027, and eventually within the range of S$50 to S$80 per tCO_2e by 2030. This calibrated increase is intended to deliver a stronger price signal, encouraging businesses and individuals alike to transition toward more sustainable, low-carbon practices. Starting in 2024, companies can offset up to 5% of their taxable emissions using high-quality international carbon credits. These credits must comply with Article 6 of the Paris Agreement and meet stringent environmental integrity criteria.

United States

In the United States, while there is no federal carbon tax or nationwide emissions trading system, several carbon-related regulations and market mechanisms may be applicable to Giti. At the federal level, facilities emitting 25,000 metric tons or more of CO_2 equivalent annually are required to report their greenhouse gas (GHG) emissions under the U.S. Environmental Protection Agency's Greenhouse Gas Reporting Program (GHGRP). Additionally, tire manufacturing operations may be subject to emissions standards under the Clean Air Act, implemented through state-level permitting requirements. In states with carbon pricing mechanisms—such as California's Cap-and-Trade Program—facilities that meet the emissions threshold must monitor, report, and purchase allowances for their carbon emissions.

China

In China, carbon regulations have evolved significantly in recent years, with growing relevance for industrial sectors such as tire manufacturing. The centerpiece of China's carbon policy is its national Emissions Trading System (ETS), launched in 2021, which currently covers the power sector. Although tire production is not yet directly regulated under the national ETS, companies operating in China are expected to prepare for future inclusion by monitoring and managing their greenhouse gas (GHG) emissions. Under the Greenhouse Gas Emission Reporting System, enterprises above specific energy consumption thresholds are required to report emissions data to local authorities, forming the basis for future ETS inclusion and compliance obligations. In support of China's national goals to peak carbon emissions by 2030 and achieve carbon neutrality by 2060, global

tire companies operating in China are expected to adopt robust emissions monitoring systems, enhance energy efficiency, and remain aligned with evolving regulatory and market-based climate mechanisms.

Europe

In Europe, carbon regulations are driven primarily by the European Union Emissions Trading System (EU ETS), the world's largest carbon market, which applies to energy-intensive industrial facilities, including those involved in tire manufacturing. Facilities emitting greenhouse gases above defined thresholds must monitor, verify, and report their emissions annually, and surrender a corresponding number of allowances under a cap-and-trade framework. The cost of carbon allowances—determined by the market—creates a financial incentive for emissions reduction. With the upcoming EU ETS Phase 5 and the expansion of the system to additional sectors, regulatory expectations are tightening. In parallel, the Carbon Border Adjustment Mechanism (CBAM), which begins its transition phase in 2023 and full implementation in 2026, will impose carbon-related reporting and cost requirements on certain imported goods, potentially impacting global tire companies exporting into the EU. To comply with these evolving regulations, tire manufacturing operations in Europe must maintain rigorous emissions tracking, ensure third-party verification, and manage carbon costs effectively. These measures align with the EU's broader climate goal of achieving net-zero emissions by 2050 and form a critical component of the company's sustainability and risk management strategy in the region.

Indonesia

In Indonesia, carbon regulations are evolving as part of the country's broader climate strategy, with key regulations that may affect global tire companies operating or sourcing from the region. In 2022, Indonesia introduced a carbon tax starting with the power sector, specifically targeting coal-fired power plants, with a rate of IDR 30 per kg of CO_2 (approximately US$2 per ton of CO_2 equivalent). While this carbon tax is currently limited to specific industries, it signals the government's commitment to gradually expanding carbon pricing mechanisms to other sectors, including manufacturing. Additionally, Indonesia is in the process of developing a national Emissions Trading System (ETS), with pilot programs focused on the energy sector, which may expand to other industries, including rubber and tire production, in the future. The country's National Determined Contribution (NDC) includes a target to reduce emissions by 31.89% by 2030 unconditionally, and 43.2% with international support, indicating the potential for more stringent regulations in the future. Global tire companies in Indonesia must be prepared for the implementation of carbon pricing, emissions reporting, and alignment with national emissions reduction targets, while also monitoring any regional or local initiatives that may impact their operations.

CARBON REGULATIONS & EMISSIONS MANAGEMENT

Giti Tire has made structured progress on carbon regulation compliance. The company has committed to a 30% reduction in Scope 1 and 2 emissions by 2030, aiming for Net Zero by 2050, with Scope 3 following the same 30% reduction by 2030 and carbon neutrality by 2050.

To support this, Giti has aligned its disclosure framework with CDP, TCFD, and ISSB standards. It received a B- rating from CDP in 2024, reflecting transparency and ongoing environmental improvements. A full TCFD climate risk assessment was completed for its China operations, covering both physical (e.g., heatwaves, flooding) and transition (e.g., carbon pricing, policy change) risks.

On mitigation, Giti is investing in solar energy infrastructure (e.g., panels in Indonesia), energy-efficient systems, and a new Net Zero Production Line under construction at its Anhui plant.

DEFORESTATION & BIODIVERSITY REGULATION

Giti has also taken steps to prepare for upcoming deforestation-related regulations, including the EU Deforestation Regulation (EUDR). The report mentions that preparation for EUDR is underway, though no specific geolocation or traceability framework has yet been detailed.

The company has committed to offsetting over 100,000 tons of CO_2 via reforestation by 2040, and has planted over 47,000 trees until 2024. A digital Tree Management System is being used to track and monitor reforested areas. Biodiversity is also a target, with plans to improve the biodiversity Index in conservation sites by 2040.

SUSTAINABLE SUPPLY CHAIN COMPLIANCE

In response to tightening regulations around supply chain sustainability, Giti has implemented a 4-step risk-based due diligence framework. This includes supplier screening, prioritisation of high-risk vendors, sustainability assessments, and collaborative engagement to improve environmental and social performance.

The company aims to verify 100% of high-risk supply chains by 2030, with an emphasis on responsible sourcing and local engagement. Giti is also a member of the Global Platform for Sustainable Natural Rubber (GPSNR), which supports ethical and traceable rubber production.

Giti's governance model supports regulatory alignment through a top-down structure: a Board Sustainability Committee leads on sustainability strategic direction and policy, while regional executive councils and project taskforces manage local implementation and compliance.

Anti-Corruption and Ethical Business Practices

GRI 3-3, 2-23

We are committed to ethical business practices rooted in strong governance, transparency, and compliance. Our policies promote fair pricing, product integrity, and responsible marketing while prohibiting corruption, anti-competitive behaviour, and conflicts of interest. These standards extend across our operations and supply chain through robust due diligence, training, and monitoring. No incidents of corruption or non-compliance were reported during the period, reflecting our ongoing dedication to integrity, accountability, and stakeholder trust.

Ethical Business Practices

GRI 2-23, 2-26, 2-24, 2-26, 2-27, 205-2, 205-3

- **Fair Pricing:** We implement transparent and competitive pricing strategies that deliver value to customers while ensuring profitability. This includes optimising manufacturing costs through LEAN Six Sigma, automation, and efficient resource management to maintain fairness and value for all stakeholders.
- **Product Integrity:** We are committed to developing innovative, high-quality products that meet market demands and promote sustainability. Our products are designed to enhance tire mileage, reduce fuel consumption, monitor tire conditions, and minimise rolling resistance, all contributing to environmental responsibility and customer satisfaction.
- **Positive Brand Reputation:** We focus on building and maintaining a strong, ethical brand that is the first choice for customers, ensuring trust among consumers, employees, and investors. This commitment to ethical practices reinforces our long-term reputation and relationships.

We uphold ethics and integrity through a comprehensive approach:

- **Clear Policies:** We have formal policies to foster a culture of integrity and to prevent corruption, ensuring transparency and accountability in all our operations.
- **Concrete Actions:** We are committed to maintaining a corruption-free environment through targeted actions, such as regular training, audits, and risk assessments.
- **Continuous Monitoring and Improvement:** We actively monitor our operations to identify and eliminate any risks related to corruption. We make necessary corrections and strengthen our anti-corruption efforts whenever required.

Our commitment to ethical behaviour is integrated into our day-to-day operations, with stakeholders required to sign ethics agreements that promote accountability and compliance. During the reporting period, there were no cases of corruption or bribery, supported by a robust whistleblowing mechanism that enables confidential reporting of ethical concerns.

Conflict of Interest Policy

GRI 2-15

We uphold a strict Conflict of Interest Policy to prevent any personal or economic relationships that may interfere with employees' responsibilities to the company. Employees are required to declare any potential conflicts of interest upon joining, and any changes in their relationships must be disclosed promptly. Employees in sensitive roles are expected to demonstrate transparency in their professional and personal connections every two years. This policy promotes integrity and ensures that all decisions are made in the best interest of the company and its stakeholders.

Anti-Competition Policy

GRI 206-1, TR-AP-520a.1

We are committed to conducting business in a manner that fosters fair competition and transparency. We have established comprehensive regulations on Fair Trade and Competition Management and maintain a zero-tolerance policy toward anti-competitive behaviour. We are proud to report that there have been no relevant litigations related to anti-competitive practices during the reporting period, and as such, no monetary losses were incurred from legal proceedings associated with anti-competitive behaviour regulations, including issues such as price-fixing, antitrust behaviour (e.g., exclusivity contracts), patent misuse, network effects, or bundling services and products to limit competition. Our unwavering focus on integrity ensures that we do not engage in monopolistic practices or abuse market dominance, fostering an ethical business environment for our customers and partners.

Political Contributions Policy

GRI 415-1

We align our political contribution practices with local laws and ethical standards. In Mainland China, where political contributions are not applicable, we do not engage in such activities. In the United States, we made no political contributions in 2024, reflecting our commitment to ethical practices and legal compliance. Similarly, in Indonesia, we comply with regulations for publicly listed companies and refrain from political donations, ensuring that we operate within ethical and legal frameworks in all regions.

Ethical and Transparent Marketing Practices

GRI 416-2, 417-2, 417-3

We actively listen to customer feedback to improve the quality of our products and services. We provide multiple communication channels, including social media and email, for consumers to voice concerns, file complaints, and offer suggestions. Our grievance mechanisms ensure transparency and provide a platform for addressing any issues related to product quality, marketing, labelling, or recalls. We are pleased to report no non-compliance incidents regarding our marketing communications or product safety during the reporting period.

Product Certification and Compliance Policy

GRI 2-27, 416-1

Our products meet the highest standards of quality, safety, and performance, supported by certifications from reputable accreditation bodies. We ensure compliance with applicable laws and regulations, including anti-corruption laws, and are regularly audited by both ministerial bodies and

original equipment manufacturers (OEMs). We also conduct internal self-audits in accordance with international quality management systems like IATE16949, VDA 6.3 to guarantee that our products meet international standards, ensuring product quality and safety while promoting ethical business practices within the certification process

Ethical Labour Practices, Human Rights, and Regulatory Compliance

GRI 2-25, 2-26, 408-1, 409-1, 411-1

We are committed to maintaining a fair, ethical, and compliant workplace across all our operations. Nearly 100% of employees at Giti China and PTGT received training on anti-discrimination and harassment policies, reinforcing our dedication to inclusivity and respect.

Giti reported 0 verified internal incidents involving employee conduct, financial practices, product quality, and supply chain management. All cases were thoroughly investigated and resolved with corrective actions to strengthen internal controls and prevent future risks.

Our commitment to ethical labour practices extends to the protection of human rights. We strictly prohibit forced or child labour and uphold a strong Employee Code of Conduct that ensures respect and dignity in the workplace. We prioritise the well-being of the communities in which we operate, supporting their social and economic development while respecting indigenous cultures and traditions. We maintain a zero-tolerance policy for any activities that violate human rights and are proud to report no violations related to the rights of indigenous peoples during the reporting period for both Giti and our suppliers.

We actively listen to customer feedback to improve the quality of our products and services.

As part of our commitment to ethical conduct, all new directors and employees undergo orientation programs that include training on our Group Code of Conduct and relevant policies. Employees receive role-specific compliance training to ensure adherence to applicable laws and regulations.

At the governance level, the Board Sustainability Committee (BSC) is responsible for overseeing the implementation of the Group's compliance, anti-fraud, and anti-corruption policies. The BSC also supervises the whistleblowing mechanism by reviewing every reported case to ensure transparency and accountability.

Supporting this, the Sustainability Executive Council (SEC) is tasked with executing the Group's risk-related practices and monitoring compliance through regular assessments. These include annual reviews and quarterly updates of the risk register and control measures, which are adjusted to reflect changes in regulations and employee input.

Following its comprehensive review, the SEC has concluded that there were no significant corruption-related risks across the Group's operations. Furthermore, there were no major instances of legal or regulatory non-compliance. We remain committed to maintaining zero significant non-compliance cases.

Table 2.2: Giti's Compliance & Due Diligence Performance & Targets

YEAR 2024	PERFORMANCE	TARGET 100% BY 2030
% of total workforce trained (e.g. through e-learning) on business ethics issues	100%	100%
Number of confirmed incidents reported through internal whistleblower mechanism	0	0
Number of confirmed corruption and bribery incidents	0	0
% of business partners who have undergone the self-declared anti-corruption due diligence-process	100%	100%
Number of confirmed incidents reported on anti-competitive behaviour, anti-trust and monopoly practices	0	0
Financial losses resulting from legal actions related to violations of anti-competitive behaviour regulations	0	0
Non-compliance concerning marketing communications or product safety	0	0

Cybersecurity and Data Privacy

GRI 418-1

At Giti, safeguarding customers' personal data and other sensitive information is a top priority and a cornerstone of our commitment to ethical business conduct and responsible governance. In a digital age where trust is paramount, we recognise that the protection of personal information is essential to maintaining confidence in our services and sustaining long-term stakeholder relationships. We implement robust measures to protect personal data collection from our stakeholders in accordance with Singapore's Personal Data Protection Act 2012 (PDPA), as amended.

To help minimise any risks to our users of exposure of their data on insecure platforms Giti regularly undertakes vulnerability scanning using Nessus, Qualys and BurpSuite and then conducts remediation of all found issues and rescanning to ensure they are resolved on all of our public facing digital platforms.

As part of our ongoing commitment to data governance and regulatory compliance, Giti has updated its privacy policy to enhance transparency on how we manage and protect personal information. The revised policy outlines our security measures across technical, physical, and administrative domains, with specific provisions on COOKIE technology, the handling of data from minors under 14, and clear procedures for dispute resolution and complaint handling.

Giti works with external providers to provide cybersecurity scan audits according to the NIST Cybersecurity Framework 2.0 to supplement internal checks. Collectively the group deploys an iterative process of assessing the risks to the public platforms and the private storages of data using OpenRMF, creating a process to retain the minimal amount and types of data for a limited necessary time periods, implementing backup regimes including local and cloud backups on AWS S3, strict access controls, and data encryption to prevent data loss, and testing of the systems to ensure they are functioning.

We also actively monitor and respond to potential threats to prevent unauthorised access, data loss, or misuse. Incident response plans have been created and the successes and shortcomings of the systems functioning have been reviewed over time to further increase the robustness and resiliency of our security systems. As of the latest reporting period, no substantiated complaints or reportable breaches concerning customer privacy or data loss have been recorded.

To further strengthen our global cybersecurity posture, Giti obtained the VDA-TISAX certification in 2022, covering our Shanghai headquarters, R&D centre, Anhui factory, and European branches in Germany and the UK. This reflects our alignment with rigorous information security standards within the automotive supply chain.

Across the organisation, we have implemented a comprehensive suite of controls—including management systems, operational processes, technical safeguards, and physical security—to enhance our ability to detect, respond to, and recover from cyber threats. These efforts are integral to our sustainability strategy and reinforce our commitment to digital trust and long-term business resilience.

Table 2.3: Giti's Data Privacy & Cyber Security Performance & Targets

YEAR 2024	CHINA	INDONESIA	UNITED STATES	TARGET
% of employees who have undergone IT security training	97	26.4	0	100
Number of breaches of customer privacy and losses of customer data	0	0	0	0

Sustainable Supply Chain

IFRS S1 (paras 14–16, 21–22, 27–28, 31–33); IFRS S2 (paras 12–14, 21, 23, 24–26); GRI 2-6, 308-1, 308-2; SASB TR-AU-440a.1, TR-AU-440a.2

Description of Sustainable Supply Chain Risk

IFRS S2:14, GRI 308-1, SASB TR-AU-440a.1

Giti Tire operates a complex, multinational supply chain with inherent sustainability risks, particularly in the procurement of natural rubber and other raw materials. These risks include exposure to deforestation, biodiversity loss, labour rights violations, and environmental pollution in upstream operations. Additionally, climate-related events—such as droughts, floods, or heat stress—pose physical risks to suppliers and transportation routes, potentially disrupting material availability. The evolving regulatory landscape, such as the European Union Deforestation Regulation (EUDR), also introduces compliance risks that could impact sourcing practices and operational continuity.

Effects on Business Model and Value Chain

IFRS S1:21, S2:12–13, GRI 2-6

These risks affect Giti's business model by increasing the need for traceability and environmental due diligence throughout the value chain. Giti's dependence on agricultural commodities like rubber ties the company to sustainability performance at the source, making supplier behaviour a critical factor in both operational and reputational risk. Integrating sustainable sourcing into procurement and manufacturing helps Giti reduce exposure to volatile material availability and strengthens resilience. It also aligns the value chain with growing consumer and investor expectations for transparency and social responsibility.

Effects on Strategy and Decision-Making

IFRS S1:14–16, 27–28; GRI 2-22; SASB TR-AU-440a.1

In response to these supply chain challenges, Giti has elevated sustainability to a strategic priority. The company has formalised climate and environmental considerations into its enterprise risk management and sourcing frameworks. This includes aligning with global initiatives such as the Global Platform for Sustainable Natural Rubber (GPSNR) and adopting technologies like E-liability tracking for carbon transparency. These strategic moves inform procurement decisions, supplier onboarding criteria, and investment in greener materials. Sustainability metrics are also now integrated into key performance indicators across procurement and manufacturing teams, reinforcing accountability at every level.

Financial Effects

IFRS S1:31–33, GRI 2-6

The financial implications of managing sustainable supply chain risks include increased short-term operational costs from supplier audits, capacity building, and ESG system upgrades. However, these investments are offset by long-term gains in efficiency, risk mitigation, and market access. By addressing sustainability risks, Giti strengthens its eligibility for green financing instruments, improves supplier reliability, and reduces costs associated with disruptions or non-compliance. The company's enhanced sustainability ratings with agencies such as EcoVadis and CDP also support access to favorable investor conditions.

Resilience of the Group's Strategy and Business Model in Relation to Sustainable Supply Chain

IFRS S2:21, GRI 2-23, SASB TR-AU-440a.2

Giti Tire demonstrates resilience through its proactive and multi-layered supply chain sustainability approach. By working with suppliers to align with sustainability goals, implementing traceability measures, and participating in collective industry efforts, Giti has enhanced its ability to adapt to emerging risks and regulatory pressures. The company's E-liability carbon tracking and progress toward sustainable materials reflect not only preparedness but also innovation in addressing systemic supply chain issues. These strategic efforts help future-proof Giti's operations while building long-term value for stakeholders.

Process, Controls, and Policies to Manage Sustainable Supply Chain Risks and Opportunities

IFRS S1:22, GRI 2-23, 308-1, 308-2

Giti Tire manages its supply chain sustainability risks through a structured and comprehensive system of governance, processes, and controls. At the core is Giti's Sustainable Procurement Policy, which outlines clear environmental and social expectations for suppliers, including adherence to international labor standards and environmental safeguards. All suppliers are required to sign and comply with the company's Supplier Code of Conduct, which includes clauses on human rights, fair wages, deforestation prevention, and responsible waste management. Giti regularly conducts audits and assessments to monitor compliance and guide continuous improvement, with non-compliance triggering corrective action plans or, where necessary, contract termination. The company also invests in capacity-building programs to help suppliers meet expectations, particularly in high-risk regions. Moreover, Giti

has implemented E-liability accounting to monitor and manage supply chain carbon emissions and is currently integrating digital traceability tools to enhance transparency across all tiers of sourcing. This systematic approach ensures that risks are identified, mitigated, and transformed into opportunities for shared progress across the value chain.

Conflict Materials

GRI 2-27, SASB TR-AU-440a.1

Although Giti Tire does not directly mine or source conflict minerals, the company acknowledges the potential for these materials—such as tin, tungsten, tantalum, and gold (3TG)—to be present within its supply chain, particularly in electronic components. To address this, Giti conducts due diligence in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals. The company is enhancing supplier disclosures and engaging upstream to ensure that sourcing is free from conflict and human rights abuses, while working toward full compliance with applicable U.S. and international regulations.

Metrics and Targets

IFRS S1:29, S2:24–26, GRI 2-24, SASB TR-AU-440a.2

Giti Tire uses key sustainability performance indicators to measure progress in sustainable supply chain management. These metrics track supplier compliance, emissions reduction, conflict mineral assessments, and training coverage. Targets are set in alignment with international standards and corporate climate goals. The table below summarises performance for 2023–2024 and outlines forward-looking targets.

Table 2.4: Giti's Scope 1, 2 & 3 Performance & Targets

RISK/ CATEGORY	MEASURING UNIT	PERFORMANCE 2024 (tCO_2e)	ABSOLUTE GHG 2024 (%)	TARGETS
Scope 1 & 2 Emissions Reduction (Without forest carbon sink)	% Change from baseline (2023)	+28,429	+1.2%	30% Reduction by 2030: Giti Tire's GHG emissions stabilized between 2023–2024. With the new Anhui plant, Scope 1 and 2 emissions are expected to drop by 2026.
Scope 1 & 2 Emissions Reduction (With forest carbon sink)	% Change from baseline (2023)	16,333	+0.7%	
Scope 3 Emissions	% Change from baseline (2023)	+142,090	+14^%	30% Reduction by 2030: Giti is using spend method to calculate scope 3. As revenue increase, raw materials consumption increased, thus GHG will increase. In 2025, Giti Tire will gradually include direct suppliers' data.

Table 2.5: Giti's Supplier Sustainability Due Diligence Performance & Targets

RISK/ CATEGORY	MEASURING UNIT	PERFORMANCE 2024		TARGETS
Supplier Sustainability Compliance	% of Suppliers Compliant	China	99%*	100% by 2030
		Indonesia	64%*	
Conflict Materials Due Diligence	% of Suppliers Assessed	100%		100% by 2025
Supplier Sustainability Training	% of Suppliers Trained	82%		100% by 2025
% of Key suppliers screened for high risks	% of suppliers	10%		100% by 2030

*Large companies have not signed on our Sustainability Code of Conduct, but have a comparable code within their own businesses.

Table 2.6: Giti's Supplier Human Rights Performance & Targets

PROCUREMENT	COUNTRY	2023	2024	NOTES FOR 2024 PERFORMANCE	TARGETS
% of targeted suppliers that have signed the supplier code of conduct	Indonesia	65%	64%	The percentage decreased because: 1. The new suppliers added 2. The suppliers that have been signed were took out from the approved list	100% by 2028
	China	98%	99%		
% of suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Indonesia	24%	50%		100% by 2028
	China	88%	92%		
% of Key Category suppliers that have gone through a CSR assessment (e.g. questionnaire)	Indonesia	32%	42%		
	China	100%	100%		

Table 2.7: Giti's Supplier Sustainable Procurement Performance & Targets

PROCUREMENT	COUNTRY	2023	2024	NOTES FOR 2024 PERFORMANCE	TARGETS
% of target Category A (frame) suppliers that have gone through a CSR on-site audit	Indonesia	7%	7%		No Target
	China	100%	100%		
% of buyers trained on sustainable procurement	Indonesia	100%	100%		100% target by 2028
	China	50%	100%		
% of audited/assessed suppliers engaged in corrective actions or capacity building	Indonesia	3%	4%		<5% by 2028 tier 1 suppliers
	China	0%	0%		
% of target suppliers who have be certified with ISO14001	Indonesia		54%	There is a change of calculation in Indonesia to align with China	100% by 2030
	China		85%		
% of target suppliers who have be certified with ISO45001	Indonesia	30%	25%	There is a change of calculation in Indonesia to align with China	100% by 2030
	China	65%	65%		
% of target Category A (frame) suppliers covered by Ecovadis	Indonesia	75%	78%		100% by 2030
	China	89%	100%		
Local Suppliers Spend	Indonesia		41%		50% by 2030
	China	89%	90%		

*For 2025 reporting, Giti Tire will transition to use 2023 data as the baseline.

By adhering to these standards and continuously monitoring performance against set targets, Giti Tire aims to enhance the sustainability of its supply chain, mitigate associated risks, and contribute positively to environmental and social outcomes.

CASE STUDY

Autonomous vehicle delivery drives sustainable logistics

Amid the ongoing transformation of the industry driven by digitisation and intelligent technologies, Giti Tire actively implements its innovation-driven development strategy, continuously exploring new avenues in channel development and service optimisation.

- In December 2024, Giti Tire officially signed a strategic cooperation agreement with Jiushi Intelligence, a leading company in autonomous driving technology. By introducing autonomous vehicle delivery technology, the company aims to upgrade its supply chain management system, enhance operational efficiency, and achieve carbon reduction targets in logistics operations.
- In December 2024, Giti Tire conducted pilot operations in regions such as Tianjin, validating the outstanding performance and delivery efficiency of the autonomous vehicle delivery system, laying a solid foundation for future large-scale deployment.
- In January 2025, the first batch of 33 dealers completed vehicle procurement, with the service network now covering over 320 terminal stores. As the operational route map continues to be refined, the delivery service scope is expanding rapidly.

According to the current plan, by the end of 2025, Giti Tire's autonomous delivery business will cover 32 cities nationwide, establishing a rapid replenishment system from urban warehouses to automotive repair stores, and creating an intelligent, efficient new logistics solution.

The Z5 electric intelligent vehicles selected by Giti Tire are equipped with core technologies such as 360-degree environmental perception, automatic obstacle avoidance, and precise navigation. Combined with intelligent backend data scheduling and customised map services, these vehicles ensure rapid response in complex market environments, enhancing the intelligence and automation of channel delivery, optimising warehouse and delivery processes, improving product circulation efficiency, and ensuring service levels at retail stores. Additionally, as a green logistics tool, unmanned electric vehicle delivery demonstrates superior environmental and carbon reduction benefits compared to traditional fuel-powered vehicle delivery models.


新能源车 就用佳通轮胎
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P10 PRO
运动
F26
舒适
Giti
测C L05265

03

Planet

Developing technology and production with environmental stewardship in mind.

Bolstering Environmentalism

Energy and Emissions

TR-AP-130a.1, TR-AP-410a.1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, IFRS S2-9, IFRS S2-10, IFRS S2-13, IFRS S2-14, IFRS S2-15, IFRS S2-29, IFRS S2-33

Giti Tire is committed to achieving net zero Scope 1 and 2 carbon emissions by 2050, aligning with international climate goals and meeting stakeholder expectations. This ambitious pledge is a central part of our comprehensive Net Zero Transition Plan, which aims to meticulously decarbonise our entire product lifecycle while reducing costs. The plan begins with the sourcing of raw materials, where Giti Tire is dedicated to selecting sustainable and environmentally friendly options, focusing on cost-effective solutions. This commitment extends through the manufacturing process, where energy-efficient technologies and practices are employed to minimise carbon emissions and operational costs. Furthermore, Giti Tire is investing in innovative design and production methods to reduce energy consumption and waste without compromising cost efficiency. The lifecycle approach continues with the distribution and use of our products, ensuring that the tires contribute to lower emissions and operational costs during their lifecycle. Finally, Giti Tire emphasises responsible end-of-life management, focusing on recycling and sustainable disposal methods to minimise environmental impact while controlling associated costs. By integrating these strategies into our operations, Giti Tire not only supports global climate initiatives but also strengthens our brand reputation as a leader in sustainable practices. This holistic approach underscores our dedication to a sustainable future, demonstrating our commitment to environmental stewardship and our proactive role in combating climate change. Through this roadmap, Giti Tire is set to make a significant impact on reducing our carbon footprint and costs, paving the way towards a more sustainable industry and inspiring others to follow suit.

Strategy

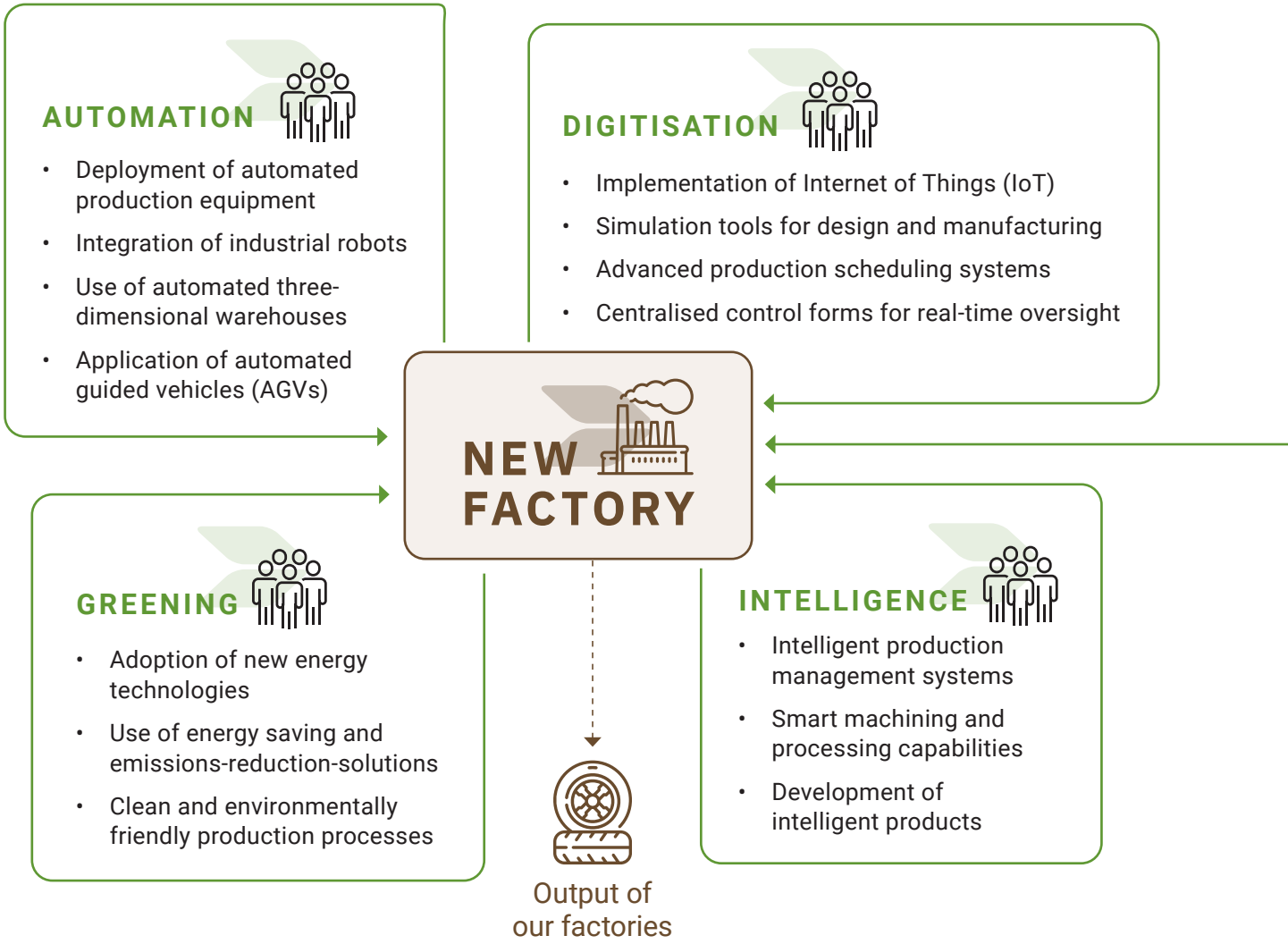
IFRS S2-9

Our decarbonisation strategy is driven by three strategic pillars:

- **Energy Efficiency:** Giti continues to invest in advanced manufacturing technologies and smart automation. The upcoming Anhui Green Plant (targeted for 2026) will include smart sensors, energy-efficient machinery, and building management systems to enhance energy efficiency.

- **Design Framework for the New Factory: Automation, Intelligence, Digitisation, and Greening:** To support high-quality development in modern manufacturing, the new factory concept integrates four key pillars—**Automation, Intelligence, Digitisation, and Greening**—which collectively enable smarter and more sustainable operations.

Diagram 3.1: Giti's Manufacturing Design Framework



This framework outlines a pathway for upgrading Giti's factories into highly efficient, intelligent, and low-carbon facilities, aligning with global trends in sustainable industrial transformation.

- **Green Technologies in Use at the New Factory:** operations, and environmental controls to support sustainable, low-carbon production. These technologies contribute to the factory's goal of attaining global-level green factory certification and Environmental Grade A enterprise status.

CLEAN ENERGY GENERATION AND ENERGY EFFICIENCY

- **Rooftop Photovoltaic Systems:** The factory harnesses solar power by installing photovoltaic panels on building rooftops, reducing dependence on fossil fuels and lowering carbon emissions.
- **Optimised Energy Layouts:** A strategic facility design minimises thermal transmission losses, enhancing energy efficiency in heating and cooling systems.
- **High-Efficiency Equipment:** Deployment of modern energy-saving machinery ensures reduced power consumption while maintaining productivity.

PROCESS OPTIMISATION AND WASTE REDUCTION

- **Upgraded Production Technologies:** Innovative processes are used to minimise material waste and improve energy utilisation.
- **Waste Heat Recovery:** Residual heat generated during production is captured and reused, reducing the need for additional energy input.
- **Electric Forklifts:** Traditional fuel-powered vehicles are replaced with electric alternatives, cutting emissions and improving air quality.

EMISSION AND WASTEWATER CONTROL

- **Advanced Exhaust Treatment:** The factory is equipped with high-efficiency waste gas treatment systems to remove pollutants before discharge.
- **Low-NOx Combustion Technology:** Natural gas boilers are fitted with low-nitrogen burners to reduce nitrogen oxide emissions—a key contributor to smog and acid rain.
- **Efficient Wastewater Treatment:** State-of-the-art water purification systems ensure that industrial wastewater is treated to meet or exceed regulatory standards before being discharged or reused.

By incorporating these technologies, the facility not only advances operational excellence but also embodies a proactive approach to environmental stewardship and compliance with China's stringent green manufacturing criteria.

Giti China Anhui New Factory

Land Area

124
hectares

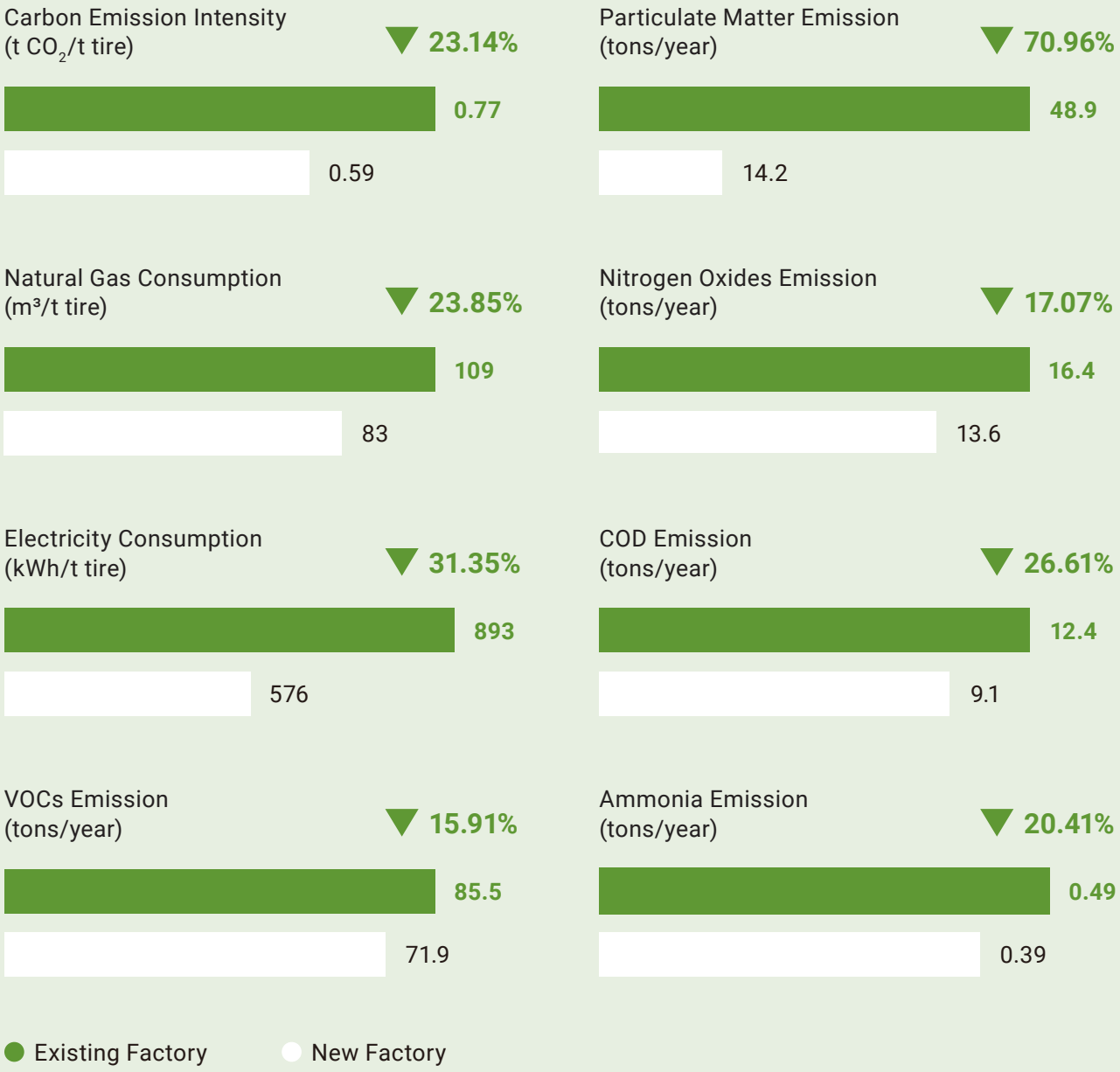
Estimated Opening

H2
2026

Annual Capacity

20million PCR
2.6million TBR

Diagram 3.2: Giti's 2024 Emission Data



Climate-related Risks and Opportunities

IFRS S2-10

Giti Tire has conducted a comprehensive assessment of climate-related risks and opportunities, aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. This evaluation applies dual-scenario analysis using IPCC's SSP1-2.6 (Low Emissions) and SSP5-8.5 (High Emissions) pathways, enabling Giti to examine the potential impact of both orderly and disorderly transitions to a low-carbon economy.

Physical Risks

Acute Risks include increased frequency and severity of extreme weather events such as typhoons, floods, and heatwaves. These phenomena pose substantial threats to Giti's upstream and downstream operations by disrupting manufacturing, damaging infrastructure, and halting logistics. Facilities located in coastal areas, especially in Putian (China) and Indonesia, are particularly vulnerable to such disruptions.

Chronic Risks arise from gradual changes in climate patterns—such as rising average temperatures, altered precipitation cycles, and sea level rise. These conditions could lead to:

- Increased maintenance costs for plant equipment due to heat exposure
- Reduced workforce productivity in high-temperature environments
- Volatility in raw material supply, especially natural rubber, due to yield and quality degradation

To mitigate these risks, Giti has institutionalised the HAZOP (Hazard and Operability) methodology across its plants, supported by:

- Climate-specific emergency response teams
- Scheduled disaster drills and maintenance of critical infrastructure
- Localized inventory planning based on regional weather profiles
- Supplier risk assessments and diversification strategies

Transition Risks

Giti is also exposed to significant transition risks, especially as global regulations evolve in response to decarbonisation targets. These include:

- **Policy and Legal Risks:** Changing emission trading schemes, carbon taxes, and mandatory disclosure requirements that may increase compliance costs or result in financial penalties.
- **Technology Risks:** High upfront investments in cleaner technologies that may yield uncertain returns or require early retirement of legacy systems.
- **Market Risks:** Fluctuating customer preferences and rising costs of raw materials may impact demand for traditional tire products.
- **Reputational Risks:** Failure to meet stakeholder expectations on sustainability could affect brand equity and investor confidence.


CB 023
MESNAC
MESNAC
PCR Tire Building Machine
PS2A

In response, Giti has implemented the following strategic actions:

- Established dedicated carbon accounting and compliance teams
- Partnered with third parties to verify carbon data disclosures
- Initiated green product development including low-rolling-resistance and EV-optimised tires

Strengthened engagement with regulatory bodies and participation in global climate reporting platforms (e.g., CDP, EcoVadis)

Transition Plan

IFRS S2-14

Giti Tire's Net Zero Transition Plan is guided by a phased approach with clear milestones aligned to our 2050 net zero target. The plan focuses on eliminating coal usage, increasing renewable energy sourcing, and upgrading manufacturing capabilities. Key efforts include:

- Implementation of carbon management systems across all facilities.
- Investment in R&D to develop eco-friendly tires and low-carbon technologies.
- Expansion of solar energy installations, notably at the Indonesia and China plants.
- Engagement with upstream suppliers to shift towards sustainable raw materials.
- Participation in carbon markets and tracking of emission credits.

Fuel Source Transition

Renewable Energy Transition: Giti aims to source over 50% of electricity from renewable sources by 2030. In 2024, Giti reported solar energy benefits equivalent to 20,044 MWhr—an increase from 18,500 MWhr in 2023. The new Anhui plant is projected to reduce emissions by 60,000 $MTCO_2e$ annually, covering more than 20% of Giti China's electricity usage. In 2024, Giti Indonesia launched solar energy initiatives to reduce dependency on conventional grid electricity and lower Scope 2 emissions. Through the installation of rooftop solar panels at the main office and select production zones, the plant successfully generated 1,283 MWhr of electricity from solar power. This clean energy offset approximately 1,000 tons of CO_2e.

Giti is working toward eliminating coal usage across its operations, actively transitioning to cleaner energy sources. In partnership with key customers, the company is piloting a Net Zero Production Line to accelerate progress in sustainable manufacturing. At present, coal is only used at its Fujian and Hualin facilities. Giti is proactively preparing to switch to cleaner fuels as they become available, given that coal-related emissions account for over 30% of China's Scope 1 and 2 emissions.

Giti Indonesia has implemented strategic measures to reduce greenhouse gas emissions by replacing diesel-powered forklifts with electric alternatives. This initiative aims to cut fossil fuel usage and lower the carbon footprint of operations. A total of 98 forklift units are planned for replacement, which is expected to reduce CO_2 emissions by approximately 2,300 tons annually.

CASE STUDY

Conversion to electric forklifts

Beyond the environmental impact, the shift to electric forklifts also decreases workplace noise levels, contributing to a quieter and more comfortable environment for employees. With growing access to clean and renewable energy, this transition supports Giti Indonesia's broader carbon neutrality goals.

As of 2024, 30 electric forklifts—representing 30% of the target—have already been deployed, with the remaining units scheduled for implementation in the coming year. Whenever technology is feasible, Giti Indonesia remains committed to executing its decarbonisation plan.

Business Model and Value Chain

IFRS S2-13

Giti Tire operates a vertically integrated tire manufacturing model covering R&D, raw material procurement, production, and distribution. Climate-related risks are most concentrated in the following areas:

- Coastal manufacturing locations such as Putian and Indonesia vulnerable to sea level rise.
- Energy-intensive production processes reliant on fossil fuels.
- Natural rubber supply chain affected by regional climatic variations and biodiversity loss.

Giti is embedding sustainability across its value chain by:

- Diversifying supplier locations and performing climate risk mapping.
- Partnering with green-certified suppliers and building a sustainable procurement pool.
- Expanding the use of localised warehousing and logistics optimisation to lower transport emissions.

Effects on Financial Position, Performance and Cash Flows

IFRS S2-15

Climate-related risks are expected to materially impact Giti Tire's financials over the short, medium, and long term. Notable financial implications include:

- Increased operating costs from extreme weather-related disruptions to production and logistics.
- Capital expenditures on green building retrofits, solar PV infrastructure, and advanced R&D.
- Higher insurance premiums for coastal plants and vulnerable assets.
- Revenue enhancement opportunities through premium low-carbon tire offerings.
- Long-term reductions in energy costs via renewable energy investments.

While quantification of precise financial figures is ongoing, Giti has initiated scenario-based stress testing aligned with SSP1-2.6 and SSP5-8.5 pathways to understand impacts on future cash flows and profitability under different climate futures.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COMING SOON!

Table 3.1: Risks & Opportunities Identified Under TCFD

	IMPACT UNDER SSP1-2.6 (ORDERLY TRANSITION)			
CATEGORY	**ACUTE**	**MITIGATION STRATEGY**	**MITIGATION STRATEGY**	**FINANCIAL IMPACT**
Physical Risks	Acute Events	Lower frequency; manageable disruptions	Early-warning systems; climate-resilient logistics	Low
	Chronic Stressors	Gradual rise in temperature/sea levels; manageable rise	Manufacturing plants are all located inland; Cooling system upgrades; invest in resilience	Low; taking early precautions to manage new plants
Transition Risks	Carbon Pricing & Policy	Predictable escalation; manageable costs	Internal carbon pricing; carbon KPIs	Low
	Low-carbon Technology	Competitive advantage via R&D	To strategise 100% sustainable materials for future tire design	Low as we will adjust based on market demand
	Regulatory Landscape	Gradual compliance improvement	Form legal and expertise taskforces to manage new regulatory requirements	Low as using it will be market effects if there is a raise in costs
Opportunities	Market Demand	Green premium tire products	Enhance manufacturing capability and volume	Medium as more capital investment is required. However, it can be carried out by issuing green bonds.

SSP1-8.5 (HOT HOUSE WORLD)		
IMPACT	**MITIGATION STRATEGY**	**FINANCIAL IMPACT**
Severe disruptions at plants/logistics	Relocate ops from high-risk areas; regional response hubs	Low as all our plants are not in high risks area where Chronic weahter can occurs
Labour, infrastructure & insurance stress	Automate ops; phased relocation; facility reinforcement	Low as Giti is able to leverage with suppliers to off-take investments through energy saving.
Compliance shocks; stranded asset risks	Budget flexibly; invest in certification to ensure governance follows industrial and jurisdiction trends ; Invests in information systems to detect early regulational changes	Low as it is a progressive implemenation
Asset retirement; R&D failure risks	Phase in technology upgrade ealier; ROI-driven investment approach; Partnership with trusted suppliers;	High; spread out the technology investment
Export risks; sudden policy shifts	Invest in Global policy tracker; compliance-by-design ;	Low
Fragmented policy and consumer skepticism	Clear messaging; demonstrate performance metrics; Proactive engagement with consumers	Low

Metrics and Targets

IFRS S2-29, IFRS S2-33

Table 3.2: Scope 1, 2 & 3 Emissions Intensity Performance & Targets

CATEGORY	INDICATOR	2023	2024	TARGET
Scope 1 & 2 Emissions (Direct tire production)	Intensity emissions (Kg CO_2e/ Kg-Tire)	1.19	1.13	30% carbon emissions by 2030 with carbon sequestration
Scope 1 & 2 Emissions (Direct tire production)	Intensity emissions (Kg CO_2e/ Kg-Tire)	1.20	1.14	30% carbon emissoins by 2030 without carbon sequestration
Scope 1 & 2 Emissions (With auxillary)*	Intensity emissions (Kg CO_2e/ Kg-Tire)	1.23	1.16	30% carbon emissions by 2030 with carbon sequestration
Scope 1 & 2 Emissions (Without ROW)	Absolute emissions ($MTCO_2e$)	1,150,115	1,178,543	30% Net zero by 2030
Scope 1 & 2 Emissions (With ROW) Estimated 0.3%	Absolute emissions ($MTCO_2e$)	1,153,565	1,182,079	30% Net zero by 2030
Renewable Electricity Installation	Renewable generated (MWhr)	18,500	20,044	Maximum allowable to Giti sites
Non-Renewable Electricity	Non-renewable generated (MWhr)	1,006,964	1,078,826	

*Scope 1 & 2 (With auxillary) newly added for metric disclosure.

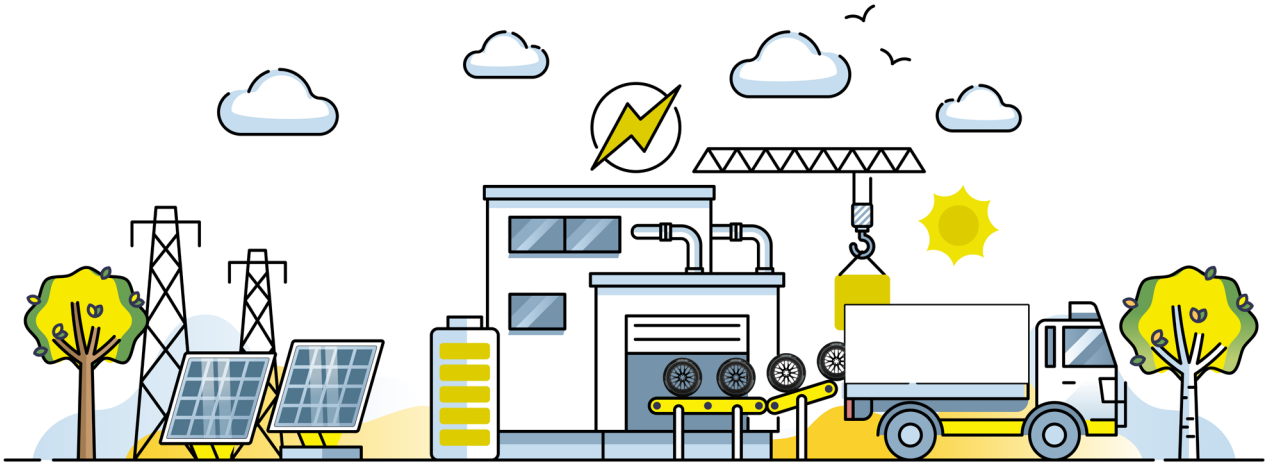
Table 3.2 (Cont'): Scope 1, 2 & 3 Emissions Intensity Performance & Targets

CATEGORY	INDICATOR	2023	2024	TARGET
Scope 3 Emissions	Absolute emissions ($MTCO_2e$)	1,013,373	1,155,463	30% by 2030 Giti is using spend method to calculate scope 3. As revenue increase, raw materials consumption increased, thus GHG will increase. In 2025, Giti Tire will gradually include direct suppliers' data.
Energy Mix	Coal as % of total fuel (Scope 1&2)	15%	17%	0% (as alternatives become viable option)

Table 3.3: SASB Disclosure Metrics - Energy Management

DATA	2023	2024
Total energy consumed in gigajoules (GJ)	11,302,017	11,623,934
% grid electricity	98.2%	98.2%
% renewable electricity	1.8%	1.8%

Giti continues to chart our Net Zero carbon pathway to 2050. In 2024, we met our target for GHG intensity but not for our absolute intensity, due mainly to increase in production. However, we believed that we will peak by 2030 as Anhui plant is 100% ramped up before 2028. Please find our renewed forecast in Diagram 5.1 on page 181.



In 2024, we are reducing in a right direction of 5% GHG intensity (without auxiliary) before Anhui plant go live in end 2025.

Scope 1 and 2 absolute emissions are projected to peak before 2030, as the new Anhui plant reaches full capacity and more renewable systems go live in other locations.

Beyond 2030, there is a forecasted limitation as some countries has instated regulations that control companies to increase their renewable energy installation to a certain percentage. The only way is to lower further by developing smart grip system with battery energy storage system (BESS) to increase renewable energy - overcoming the regulation. It is currently estimated to reach 70-80% of the total energy usage. We are now serious investigating our options.

In Giti, the last 20-25% will be Natural Gas for steam boiler used for curing vulcanisation process. The technology for electrical curing is not mature yet. However, within the next 10 years, Giti will monitor closely on electrical curing. Once its ready, we can go 100% renewable by converting curing machines to electrical type and achieve Net Zero by 2050.

We also used EcoVadis as our 3rd party assessor on our policy, execution and review. In 2025, we have reached Platinum medal of 85 with Environment as 85. With this status, we will roll out the same practices to all our plants. In 2025, we have a B grade for CDP whereby global and Industrial average is C. We understand we have room for improvement and therefore, we have a full analysis of Giti weaknesses whereby we will continue to improve our commitments and execution.

To support long-term progress, Giti is progressively rolling out performance monitoring systems, applying LEAN methodologies to reduce waste, and expanding scenario analysis models to evaluate resilience under different climate pathways.

Tires designed to increase fuel and energy efficiency

TR-AP-410a.1

Design for Fuel Efficiency

As part of Giti Tire's sustainability-driven innovation roadmap, we are committed to designing tires that contribute to improved vehicle fuel and energy efficiency, thereby supporting both climate mitigation and customer value. Aligned with our Net Zero Transition Plan and guided by the SASB disclosure topic on Fuel Economy and Emissions in Use-phase, Giti Tire has developed advanced low rolling resistance (LRR) tire technologies that reduce energy dissipation during driving.

Strategy
IFRS S2-9

Our fuel efficiency strategy aligns with our broader decarbonisation goals and market transformation trends. It encompasses:

- Tire architecture innovation to enhance energy conversion efficiency and reduce hysteresis loss during rotation.
- Weight optimisation using composite reinforcements to reduce unsprung mass, improving rolling dynamics and overall energy drag.
- Advanced compound formulations incorporating silica and eco-polymers to improve low rolling resistance while maintaining wet grip, durability, and heat resistance.

These innovations are key to supporting OEM partnerships for Electric Vehicles (EVs), meeting evolving transport emissions regulations, and delivering cost and environmental savings to end users.

Business Model and Value Chain

IFRS S2-13

The transition to low rolling resistance tire production has introduced new dynamics into Giti Tire's business model and value chain. To remain competitive and responsive to evolving vehicle platforms, Giti has expanded co-development initiatives with automakers. These collaborations ensure tire designs are synchronised with the energy systems and performance expectations of electric and hybrid vehicles.

The integration of green-certified and sustainable material suppliers has become a cornerstone of our procurement strategy. These partnerships ensure both quality and environmental integrity, allowing Giti to align upstream sourcing with downstream decarbonisation targets. Research and development capabilities have also been expanded across key regions including China and Southeast Asia, enabling faster localisation and time-to-market for LRR product lines tailored to regional conditions and regulations.

To support efficient delivery and responsiveness, Giti has strategically localised production near high-demand markets. This shift enhances logistical performance, reduces transportation emissions, and ensures just-in-time delivery, thereby reinforcing supply chain resilience and supporting the operational demands of OEM clients.

Effects on Financial Position, Performance and Cash Flows

IFRS S2-15

Giti Tire's continued investment in fuel-efficient tire development is expected to materially influence its financial profile. In terms of capital expenditure, substantial investments are being directed towards research and development, as well as the retooling of manufacturing facilities to produce next-generation LRR tire models compatible with EV platforms. These initiatives represent a strategic commitment to innovation and market leadership.

On the operating cost front, the adoption of specialised materials and advanced testing procedures may result in elevated short-term expenses. However, these are expected to be offset over time by process efficiencies, reduced warranty claims, and improved energy productivity across production lines.

Revenue opportunities are also expected to expand significantly, driven by increased market demand for differentiated tire solutions, particularly in the EV segment. Strategic partnerships with automakers and enhanced positioning in sustainable procurement frameworks further amplify these prospects. Additionally, Giti's proactive approach to climate-aligned product design and compliance readiness helps mitigate regulatory and reputational risks, reducing the likelihood of penalties and enhancing long-term financial stability.

Table 3.4: SASB Disclosure Metrics - Design for Fuel Efficiency

DATA	2023	2024	TARGET
% Revenue from products designed to increase fuel efficiency or reduce emissions or increase lifetime	10-15%	15-25%	To be Determined

Product Testing & Performance

In 2024, Giti continued to improve product quality and fuel efficiency, working with key electric vehicle manufacturers to ensure that tires were developed to reduce battery anxiety.

In 2023, PTGT conducted a rolling resistance innovation trial to explore fuel-efficient design enhancements through construction changes and compound optimisation.

The study tested two variants of the B780 255/45R20 105W XL Champiro HPY EV tire using distinct cap tread compounds (A and B) with the following results:

- Compound A: Best performance with 17% rolling resistance improvement
- Compound B: Achieved 11% improvement
- Both were lighter than the regular B780 by up to 900 grams
- Both outperformed a reference EV tire in rolling resistance (by 0.8–1.2 kg/ton)

This breakthrough translates to better fuel economy, lower CO_2 emissions, and reduced total cost of ownership for drivers, directly supporting Giti's sustainability goals and customers' environmental commitments.

Waste Management

SASB TR-AP-150a.1, GRI 301-1, GRI 301-2, GRI 301-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5, IFRS S2-9, IFRS S2-10, IFRS S2-13, IFRS S2-14, IFRS S2-15, IFRS S2-29, IFRS S2-33

Giti Tire's approach to sustainability encompasses responsible waste management practices integrated throughout our operations. Recognising the environmental impact of tire production and scrap materials, we continuously pursue innovative solutions to minimise waste generation, recycle production waste, and reduce carbon emissions. Apart for internal waste recycling, our 2024 efforts marked significant milestone in recycling, repurposing, and upcycling waste materials into new products reflecting our dedication to sustainability and circular economy principles. One such project was our End-of-Life tires collection logistics that was piloted in Singapore.

Strategy

IFRS S2-9

Our waste management strategy is driven by three strategic pillars:

- **Waste Reduction at Source:** Giti Tire prioritises the minimisation of waste generation through design optimisation, process improvements, and raw material efficiency. By refining production methods and sourcing more sustainable materials, we aim to reduce waste before it is even created.
- **Enhancement of Recycling and Material Recovery Rates:** Giti actively promotes closed-loop recycling by recovering valuable materials from production waste streams. Initiatives include the on-site recycling of machine lubricants—where contaminants are removed, allowing up to 45% of lubricants to be reused or resold—and the transformation of fabric cord scraps into nylon powder by third-party recyclers. In 2024, Giti's China operations achieved a recycling rate of 53%*, while Indonesia achieved 80%, showcasing strong progress towards our long-term waste circularity goals.
- **Responsible Disposal and Circular Economy Integration:** For waste that cannot be directly recycled, Giti ensures responsible disposal through certified third-party recyclers, aligned with local and international environmental standards. We are expanding collaborations with waste recovery plants to repurpose process-generated heat and integrate circular economy principles across our facilities. Our target is to achieve 50% reintegration of waste into open or closed-loop consumption systems by 2030, which we have met for China and Indonesia Plants, with the Anhui Green Plant positioned as a flagship model for zero-waste manufacturing. The total waste output is now met our target of 50% recycling by 2030.

*calculation error of 92% in 2023.

CASE STUDY

Reverse Logistics Case Study

In 2024, Giti Tire Singapore partnered with **Global Enviro,** a local start-up focused on recycling used tires into recovered carbon black and other valuable materials. As Singapore's only tire manufacturer and distributor, Giti is committed to advancing a full **circular economy** solution for end-of-life tires.

In the first phase of this collaboration, Giti introduced a **reverse logistics** system in coordination with our retail customers. Through a 1-to-1 exchange model, used Giti tires are returned during regular deliveries, streamlining the collection process. This reduces the carbon footprint typically generated by collecting tires from scattered locations.

Once the tires are gathered, Global Enviro collects them in bulk directly from our warehouse—improving efficiency and sustainability. Looking ahead, Giti aims to further close the loop by integrating **recovered carbon black** into our future tire production, reinforcing our commitment to circularity and lower-emission materials. In 2024, a total of 219 tires were collected from retailers to allow for increased efficiency in logistics.

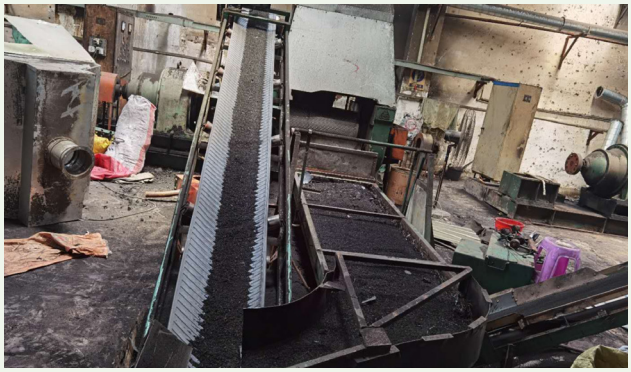
Metrics and Targets
IFRS S2-29, IFRS S2-33

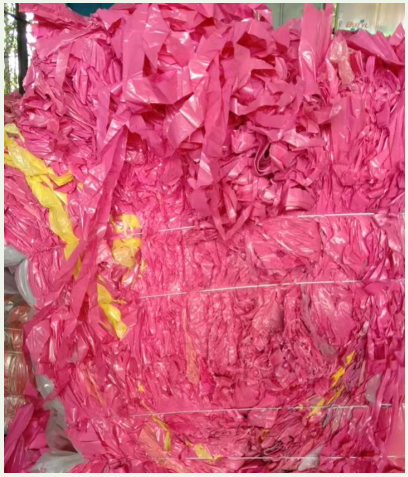
Table 3.5: SASB Disclosure Metrics - Waste Management

CATEGORY	COUNTRY	2023	2024	CHANGE	TARGET
Hazardous Waste (ton)	China	1,110	1,331	+19.9%	≥ 50% recycling by 2030 from Total Industrial Hazardous and Non-Hazardous waste
	Indonesia	573	60	+15.2%	
Non-Hazardous Waste (ton)	China	52,181	51,867	-0.6%	
	Indonesia	16,036	14,307	-10.78%	
Office/Household Waste (ton)	China	2,514	2,463	-2%	
	Indonesia	2,161	2,276	0.5%	
Total Waste Generated (ton)	China	55,677	53,198	-4.5%	
	Indonesia	18,770	17,243	-8.1%	
Total Waste Recycling (Ton)	China	28,895	25,650	-11.2%	
	Indonesia	13,121	11,973	-8.75%	
Total Waste Recovery (%)	China	54	48	-6%	
	Indonesia	79	80	+1%	

CASE STUDY

Recycled & Renewable Material Products





In 2024, Giti Tire achieved a recycling rate of 48% at its China plant and 80% at its Indonesia plant. Total waste generated decreased by 4,000 ton due to non-hazardous waste reduction in China. These results underline our ongoing commitment to reduce environmental impact and transition toward a zero-waste manufacturing future.

Water Management

GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, IFRS S2-9, IFRS S2-10, IFRS S2-13, IFRS S2-14, IFRS S2-15, IFRS S2-29, IFRS S2-33

Water is a critical resource used throughout tire manufacturing, for heating, cooling and cleaning across various production stages. Giti Tire recognises the increasing risks of water scarcity and climate-induced variability and has embedded sustainable water stewardship into its operational strategy. Our modern Giti Tire facilities employ advanced water-saving technologies, including closed-loop cooling systems, membrane filtration, and reverse osmosis, enabling the treatment and reuse of wastewater across operations to support long-term environmental resilience.

Strategy

IFRS S2-9

Our water management strategy focuses on:

- **Water Efficiency and Reduction:** Giti Tire implement flow control systems, closed-loop cooling circuits, and automated monitoring to reduce water intensity per ton of output. Equipment upgrades, including energy-efficient water pumps at the Anhui and Hualin Plants, have helped improve performance while reducing CO_2 emissions by 452 tons per year.
- **Wastewater Treatment and Reuse:** Giti Tire has enhanced its treatment facilities across operations to exceed discharge regulations and enable the reuse of treated water for cooling and landscaping. The Fujian Plant's installation of high-efficiency cooling towers has reduced reliance on return pumps and cut CO_2 emissions by 236 tons annually. In 2024, Indonesia has invested a new sewage treatment plant as described in our case study.
- **Infrastructure and Process Innovation:** The Anhui Green Plant will feature rainwater harvesting and smart metering infrastructure to maximise recycling and reduce freshwater dependency.

Climate-related risks and opportunities

IFRS S2-10

Giti Tire has assessed water-related risks and opportunities using TCFD guidelines and IPCC's SSP1-2.6 (Low Emissions) and SSP5-8.5 (High Emissions) pathways.

Physical Risks include water scarcity and seasonal supply fluctuations that can disrupt cooling or processing. Chronic risks include altered precipitation patterns and watershed degradation, which may affect water permit availability, procurement costs, and community relations.

Transition Risks involve tightening water-related regulations such as stricter discharge thresholds or abstraction caps, as well as increasing stakeholder scrutiny of water usage, particularly in water-stressed regions. Reputational risk may arise if Giti is perceived as inadequately managing shared water resources.

In response, Giti has undertaken several strategic initiatives:

- Established site-specific water efficiency goals: 50% water recycling by 2030
- Installed advanced wastewater treatment and reuse systems.
- Collaborated with regional water authorities to improve local watershed integrity.

Climate-related Opportunities

In addition to managing risk, Giti Tire's proactive approach to water management unlocks multiple value-creation opportunities that enhance operational performance, resilience, and sustainability leadership.

- **Driving Operational Efficiency and Reducing Costs:** Through smart water management initiatives—such as closed-loop cooling systems, advanced flow control, and reuse of treated water—Giti reduces its dependence on external freshwater sources while lowering utility expenses. Equipment upgrades across the Anhui, Hualin, and Fujian plants have not only improved water efficiency but also collectively reduced CO_2 emissions by approximately 700 tons per year. These efforts support cost optimisation and production continuity, especially in water-stressed areas.
- **Positioning as a Circular Water Stewardship Leader:** By expanding water recycling infrastructure and incorporating next-generation treatment technologies, Giti is positioning itself as a frontrunner in industrial water stewardship. These systems support the company's target of 50% water recycling by 2030 and net zero water usage by 2050, reinforcing its leadership credentials with OEMs, regulators, and sustainability-minded stakeholders.
- **Strengthening Ecosystem Resilience:** Reducing freshwater withdrawals and increasing internal water reuse lessens Giti's operational impact on local watersheds. These improvements help support broader biodiversity and water equity goals, while also contributing to lower Scope 3 emissions and compliance with future environmental regulations.
- **Opportunities in Sustainable Manufacturing:** Giti's investment in water-smart solutions—such as rainwater harvesting, greywater separation, and membrane filtration—drives innovation and paves the way for scalable, low-impact manufacturing. These advancements not only align with evolving regulatory expectations but also support the development of resilient, future-ready operations.

Together, these opportunities demonstrate how sustainable water management enhances Giti Tire's long-term value, strengthens its ESG performance, and reinforces its competitive position in a resource-constrained world.

CASE STUDY

Water Conservation Case Study

As part of its sustainability commitment, PT Gajah Tunggal Tbk continues to strive for efficient water resource management. One important initiative is the reuse of treated domestic wastewater through a Sewage Treatment Plant (STP) system. The treated wastewater is recycled and reused as clean water, primarily for employee sanitation purposes. Through this method, the Company has successfully reduced its reliance on fresh surface water while also minimising the environmental impact of its operations.

Table 3.6: Water Treatment Performance at PTGT

DATA	2024
Water treated from STP returned to production (m^3)	1,593
Reused of Water treated from STP for landscape irrigation (m^3)	8,158
Total water recycled/reused by STP	9,751

Transition Plan
IFRS S2-14

Giti Tire has set a clear target to ensure that at least 50% of its waste is recyclable and reintegrated into open or closed-loop consumption by 2030. To achieve this, we are collaborating with local authorities to leverage advanced waste recovery technologies, repurposing process heat, and designing processes to support material circularity. The upcoming Anhui Green Plant will serve as a flagship for zero-waste manufacturing principles, incorporating intelligent tracking systems for waste segregation and recycling to maximise resource efficiency.

Giti Tire is committed to achieving 50% water recycling by 2030 and net zero water usage by 2050. To support this goal, the company is implementing a range of strategic measures, including the installation of smart water metering systems and analytics to monitor and optimise usage. Reuse of non-potable water is being expanded across operational processes, while the Anhui Green Plant is piloting rainwater harvesting systems as part of its integrated sustainability design. Additionally, greywater separation and reuse systems are being introduced at large-scale production facilities. Collectively, these initiatives are guiding Giti's transition toward a closed-loop water system across all global operations.

Business Model and Value Chain
IFRS S2-13

Water stewardship is embedded across Giti's manufacturing footprint and supplier engagement protocols. Withdrawal and discharge are closely monitored, and procurement increasingly prioritises suppliers that meet water sustainability benchmarks. Giti aims to expand upstream water transparency and engage value chain partners in water conservation best practices by 2026.

Effects on Financial Position, Performance and Cash Flows
IFRS S2-15

Water-related risks can affect both operating costs and business continuity, especially in regions facing water stress or rising tariffs. Although investments in water infrastructure may require substantial capital, they yield significant long-term returns. These include lower utility costs, improved compliance with increasingly stringent regulations, enhanced operational resilience in the face of water scarcity, and greater access to green financing and sustainability certification schemes.

*Giti Tire is committed to achieving **50%** water recycling by 2030.*

Metrics and Targets
IFRS S2-29, IFRS S2-33

Table 3.7: Giti's Water Consumption & Recycling Performance and Targets

CATEGORY	INDICATOR	2023	2024	TARGET / RESULTS
Water Consumption	China	1,693.2	1,779.1	+5.1%
	Indonesia	3,166.2	3,115.8	-1.5%
	USA	199.0	172.1	-13.5%
Total Water Consumption ('000 m^3)		5,058.5	5,066.9	-0.1%
Water Recycling ('000 m3)	China	566.8	331.1	50% recycling of water by 2030
	Indonesia		534.3	
	USA		0 for no withdrawal	
Total Water Recycling ('000 m^3)			865.4	
Water withdrawal ('000 m^3)	China		0 for no withdrawal	
	Indonesia		3,146	
	USA		0 for no withdrawal	
Total weight of pollutants emitted to water (Metric Ton)	China	41.75	47.17	
	Indonesia	160,24	126,42	
	USA			

Biodiversity

BIODIVERSITY RISK MANAGEMENT AND STRATEGY

IFRS S1 (§§30–42, 45–53), IFRS S2 (for climate-linked biodiversity effects), GRI 304 (2016), SASB TR-AP (Auto Parts – Materials Sourcing TR-AP-440a.1, Waste TR-AP-150a.1)

Giti Tire's 2030 and 2040 sustainability target aspires to position the company as one of the world's most trusted elephant-branded brands, grounded in ecological stewardship, ethical sourcing, and inclusive community development. A core pillar of this strategy is biodiversity protection, highlighted by the company's long-term commitment to Sumatran elephant conservation through habitat preservation, farmer education, and conflict reduction. These initiatives symbolise Giti's values of resilience and environmental responsibility while reinforcing brand identity. To meet rising global regulatory expectations, including the EU Deforestation Regulation (EUDR), Giti has embedded robust due diligence and traceability systems across its supply chain, treating forest conservation and nature-based risk management as strategic imperatives. At the community level, the company supports capacity building through financial literacy and sustainable agriculture programs that empower farmers and promote regenerative practices. This integration of biodiversity conservation, supply chain integrity, and local empowerment reflects a holistic sustainability approach that aligns operational excellence with climate and nature goals. By reducing nature-related risks and creating shared value, Giti enhances long-term brand equity rooted in transparency, ecosystem stewardship, and social impact—positioning the company as a responsible business leader in a rapidly evolving global landscape.

Description of Biodiversity Risk

IFRS S1 §30; GRI 304-1; SASB TR-AP-440a.1

Giti recognises biodiversity loss as a material sustainability-related risk. Key drivers include deforestation linked to natural rubber sourcing, pollution and habitat degradation from manufacturing operations, and non-compliance with evolving biodiversity regulations such as the EU Deforestation Regulation (EUDR). These risks threaten ecosystems upon which the company's supply chain depends and could lead to restricted resource access, reputational damage, and regulatory fines. Given Giti's reliance on biodiversity-sensitive commodities (e.g., rubber), the company is exposed to material financial and operational risks if biodiversity is not adequately protected.

Effects on Business Model and Value Chain

IFRS S1 §32; GRI 304-2

Biodiversity-related impacts primarily affect the upstream portion of Giti's value chain. Natural rubber cultivation occurs in high biodiversity risk zones across Southeast Asia. Unsustainable land practices by third-party suppliers may reduce long-term resource viability and expose the company to scrutiny. Moreover, sourcing regions vulnerable to deforestation and soil degradation are at higher risk of yield decline, regulatory intervention, or supply restrictions. These risks could affect Giti's ability to maintain production continuity and cost predictability, especially under tightening biodiversity and traceability requirements.

Effects on Strategy and Decision-Making

IFRS S1 §33; GRI 2-22; SASB TR-AP-440a.1

Biodiversity is being embedded into Giti's sourcing strategy, supplier screening, and investment planning. In 2023, the company initiated a biodiversity-sensitive procurement assessment to align with EUDR and stakeholder expectations. Strategic partnerships, such as being a member of Conservation International, supports growth of biodiversity, the protection of carbon sinks and the development of the blue economy through donations and volunteer activities. Site selection for future production capacity now considers biodiversity impact assessments, particularly for overseas expansion. The company's supply agreements increasingly require biodiversity compliance as a precondition.

Financial Effects

IFRS S1 §§34–40; GRI 2-29

While the exact monetary value is difficult to isolate, Giti anticipates increased compliance costs from biodiversity-related legislation, such as third-party certifications and supplier audits. Budgetary allocations toward traceability systems and biodiversity monitoring tools reached USD 1.2 million in FY2024 and are projected to increase. Delays or interruptions in rubber supply due to environmental issues could lead to margin pressures or inventory shortfalls. There is also a medium-term risk of asset impairments should key suppliers be disqualified due to biodiversity infractions.

Resilience of the Group's Strategy and Business Model in Relation to Biodiversity

IFRS S1 §§41–42; GRI 304-2

Giti has conducted a biodiversity resilience assessment in 2024 covering key sourcing regions. Results indicated moderate exposure under a high-regulation scenario, with the potential for price volatility and supplier turnover. However, the company's strategy to increase its use of certified rubber and enforce stricter supplier controls is projected to reduce exposure by 70% by 2027. The group's shift toward sustainable and local sourcing, combined with long-term supplier engagement programs, underpins resilience in the face of evolving biodiversity expectations.

Process, Controls, and Policies to Manage Biodiversity Risks and Opportunities

IFRS S1 §§43–44; GRI 2-23, 2-24; SASB TR-AP-440a.1

Giti maintains a structured risk management process for biodiversity. The Sustainability Risk Register includes biodiversity as a key environmental risk category. Internal control measures include due diligence on high-risk suppliers, biodiversity training initiatives, and mandatory compliance with Giti's Ethical Sourcing Policy. The company mandates ISO 14001 certification for all major manufacturing sites and evaluates suppliers annually using a sustainability audit scorecard. Management oversight is supported by a dedicated ESG Working Group reporting quarterly to the Board Sustainability Committee.

*Giti Tire collaborates with organisations to **enhance supply chain traceability** and **implement biodiversity conservation strategies**.*

Operational Sites in or Adjacent to Protected Areas and Areas of High Biodiversity Value

GRI 304-1

Giti Tire operates multiple manufacturing facilities across Asia and the United States. Some of these facilities are situated near ecologically sensitive areas:

- **PT Gajah Tunggal Tbk (Indonesia):** Located in Tangerang, Banten, this facility is proximate to coastal and lowland tropical forests, part of the Greater Sunda Islands biogeographic zone, known for its rich biodiversity.

Giti Tire conducts environmental impact assessments for its operations, particularly when expanding or establishing new facilities, to ensure minimal impact on nearby protected or high biodiversity value areas.

Significant Impacts of Activities, Products, and Services on Biodiversity

GRI 304-2

Giti Tire's operations and supply chain activities have both direct and indirect impacts on biodiversity:

- **Natural Rubber Sourcing:** The procurement of natural rubber, primarily from Southeast Asia, can contribute to deforestation and habitat fragmentation, affecting soil stability and native species habitats.
- **Manufacturing Facilities:** Operations, such as those at the Anhui plant, involve increased water usage and waste generation, potentially impacting nearby ecosystems. Giti Tire implements measures like buffer zones and controlled wastewater discharge to mitigate these effects.
- **Logistics and Transportation:** The expansion of transportation networks for raw material delivery and product distribution can lead to habitat disruption and increased carbon emissions.

To address these impacts, Giti Tire collaborates with organisations like Conservation International to enhance supply chain traceability and implement biodiversity conservation strategies.

Habitats Protected or Restored

GRI 304-3

Giti Tire has initiated and supported several habitat restoration projects:

- **Sumatra Reforestation (Indonesia):** In partnership with Conservation International, Giti Tire has contributed to the reforestation of degraded lands in Sumatra, aiming to restore habitats for species like the Sumatran orangutan.
- **Southwest China Forest Restoration:** Efforts include replanting native forests and conserving wetlands and watersheds, benefiting local communities and biodiversity.
- **Hoh Xil World Heritage Support (China):** Giti Tire supported the successful application of Hoh Xil in Qinghai as a World Natural Heritage site, aiding in the protection of its unique ecosystem.
- **Marine Conservation Initiatives:** In 2022, Giti Tire announced a US$1 million grant to support Indonesia's blue economy strategy. This grant, matched by an anonymous donor, was allocated to Konservasi Indonesia, a foundation working with national and provincial governments and local marine communities to sustain marine and fisheries resources. The funds support the development of innovative blended-finance mechanisms and marine protected areas, providing long-lasting benefits for the nation's economy, food security, and biodiversity.
- **Wildlife Tracking Programs:** Giti Tire has partnered with Conservation International for over six years to support shark tagging and preservation efforts. Notably, Conservation International has expanded their efforts to include real-time tracking of tagged fish, including the world's largest fish, satellite-tagged in eastern Indonesia. Giti Tire even has a 4.75-meter shark named after the company, which can be tracked online. The shark, namedGiti, is showcased and trackable on CI's website, highlighting the company's commitment to environmental stewardship and biodiversity conservation.

Metrics and Targets

IFRS S1 §§45–53; GRI 304-3, 304-4; SASB TR-AP-440a.1, 440b.2

Giti reports on its initiatives to protect and restore ecosystems, including reforestation projects in Sumatra and China's southwestern mountains, which have offset carbon emissions equivalent to a century of the company's output. These efforts demonstrate how biodiversity conservation is integral to Giti's long-term strategy. Giti's investments in marine protected areas and wildlife tracking programs, such as shark conservation in Indonesia, reflect the company's commitment to managing environmental impacts and promoting biodiversity.

Through these comprehensive actions, Giti Tire not only advances its 2040 biodiversity goals but also exemplifies best practices in environmental stewardship and transparent reporting. Giti is on track in achieving its biodiversity performance indicators aligned with industry standards:

- To increase its Biodiversity Index in its Giti supported conservation locations by 2040
- To offset over 100,000 tons of CO_2 through reforestation and conservation efforts by 2040

Other metrics include the share of certified rubber, supplier biodiversity audits, and support for habitat restoration projects.

Table 3.8: Biodiversity Risk Metrics

RISK/CATEGORY	MEASURING UNIT	PERFORMANCE 2023	PERFORMANCE 2024	TARGETS
EUDR-compliant	% of total rubber sourced		25%	80% by 2026; 100% by 2030
Deforestation-free sourcing coverage	% of sourcing regions		25%	100% in high-risk zones by 2027
Reforestation Efforts	>2cm tree trunk	31,922	47,241	To achieve 100,000 ton carbon sequestration by 2040
Reforestation Efforts	New seedlings		20,835	
Marine Protected Areas Supported*	Number of Areas	1	2	
Active Species Conservations*	Number of Species	1	2	Coral Reefs and Elephants
Community Engagement Programs	Number of Programs		11	20 by 2040

CASE STUDY

Conservation of Sumatra Elephant in Aceh Besar

In 2024, Giti Tire reaffirmed its commitment to biodiversity by joining the Global Platform for Sustainable Natural Rubber in nature investments, with a focus on conserving the critically endangered Sumatran elephants. This subspecies has seen a population decline of over 80% in the past three generations due to habitat loss and poaching. Today, only an estimated 2,400 to 2,800 elephants remain in the wild across 25 fragmented groups on Sumatra, with fewer than 1,000 in the Aceh region.

To support conservation efforts, Giti Tire has partnered with Forum Konservasi Gajah Indonesia, committing over US$88,000 from 2025 to 2027.

The funding will support habitat studies and elephant movement monitoring, with the following objectives:

- Strengthen protection and management systems in key landscapes critical to elephant conservation.
- Foster collaboration with local communities and businesses to support human-elephant coexistence and sustainable economic activities especially in area of rubber farming.
- Enhance public awareness and build local capacity to improve coexistence strategies and increase acceptance of Sumatran elephants.

At Giti, we believe these elephants are a symbol of natural heritage. Protecting their habitat ensures that future generations can continue to admire and learn from these remarkable animals.


Dr. Enki Tan
Board Member Conservation International
MAPCLUB
6

Launch of Blue Intelligence Resource Unit & Partnership MAPCLUB in Indonesia

Giti Group CEO, Dr Enki Tan has also supported formation of Marine Protected Areas and whale shark satellite tagging and protection. He created the Blue Halo S concept of Conservation which pays for itself in 2022.

In 2024, during the **World Economic Forum (WEF) G20 for Water** held at **Kura Kura Bali**, Giti Group CEO Enki Tan announced the launch of the **Blue Intelligence Resource Unit (BIRU)** in Indonesia, marking a significant step in advancing marine conservation and sustainability efforts across the Asia-Pacific region. BIRU serves as a hub for research, innovation, and collaboration, focusing on the sustainable development of marine and coastal ecosystems.

Complementing this initiative, Giti Tire announced a **US$1 million grant** to support Indonesia's blue economy strategy. This funding, matched by an anonymous donor, is allocated to **Konservasi Indonesia**, a national foundation dedicated to the sustainable development and protection of critical ecosystems in Indonesia. The grants aim to develop innovative blended-finance mechanisms and marine protected areas, providing long-term benefits for the nation's economy, food security, and biodiversity.

Partnership between **MAPCLUB** and **Konservasi Indonesia** to provide survillence technology to MAPCLUB members to observe marine conservation and donate using their reward points to blue economy such as shark conservation. The launch of BIRU and the substantial financial commitment underscore Giti Group's dedication to environmental stewardship and sustainable development in the region.

China Tree Moving to New Anhui Plant

During the relocation of our factory in Anhui, we remained committed to sustainable development and took responsible measures to preserve the greenery from the old site. To ensure the professional and systematic transfer of vegetation, we coordinated closely with the landscaping design team for the new plant, aligning the design with the actual conditions of the new site. We reviewed the planting plans and lists in detail, ensuring that valuable trees from the original factory were transplanted to the new location wherever possible, while the remaining plants were transferred or sold in a regulated and responsible manner.

In 2024, the factory successfully transplanted a total of 55 trees to the area near dormitory buildings in the new plant. Included 4 red-leaf plum trees, 27 osmanthus trees, and 10 crape myrtle trees, significantly enhancing the ecological environment of the new factory.

Additionally, seven cherry blossom saplings were donated by an Eco-Development Co., Ltd., and have been planted in the Garden at the old factory site as part of a preparatory effort for future cherry blossom planting at the new location.

CASE STUDY

Managing Green Open Space in Indonesia

To enhance CO_2 sequestration at PT Gajah Tunggal Tbk, the company has consistently implemented greening initiatives on available vacant land and designated green open spaces (RTH). These efforts will be sustained and expanded to other suitable areas. Through this ongoing initiative, the company aims to achieve a 10% increase in carbon sequestration over the next three years. As of 2024, CO_2 emissions absorption has increased by more than 5% compared to 2023, and we aim to continue boosting this growth in the coming years. This is due to PT Gajah Tunggal Tbk.'s ongoing efforts in tree planting and maintenance programs to ensure the tree population is well-preserved. CO_2 emissions absorbed up to 2024 is more than 12,000 tons of CO_2 eq.

Bunder Arboretum is one of the Company's green open spaces. Located approximately 5 km from the factory, in Pasir Jaya Village, it spans over 5 hectares of land, where more than 14,300 trees of various species have been planted. This includes species that are becoming rare, such as meranti (*Shorea leprosulla)*. In addition to these rare tree species, various fruit trees have been planted as bird-attracting plants, such as sawo (*Manilkara zapota*), kedongdong (*Spondias dulcis*), huni (*Antidesma bunius*), and salam (*Vachellia flava*).

In addition to maintaining green open spaces, PT Gajah Tunggal manages an on-site plant nursery. The seedlings cultivated are used not only for internal greening initiatives but are also distributed to external stakeholders and the surrounding community. This initiative reflects the company's ongoing commitment to biodiversity preservation and the promotion of a greener environment.

Table 3.9: Data on Greening initiatives for 2024 (in number of trees)

DATA	2024
Seedling Production	20,835
New Tree Planting	15,319

We also produce compost from dry leaves, which is used to support our seedling cultivation in our nursery. Throughout 2024, a total of 13.36 tons of compost was produced from dry leaves.

04

People

Growing talent and uplifting the community.

Growing Human Capital

Employment, Training & Education

IFRS S1 (paras 14–16, 21–22, 27–28, 31–33); IFRS S2 (paras 12–14, 23, 24–26); GRI 416-1, 416-2; SASB TR-AU-250a.1, TR-AU-250a.2

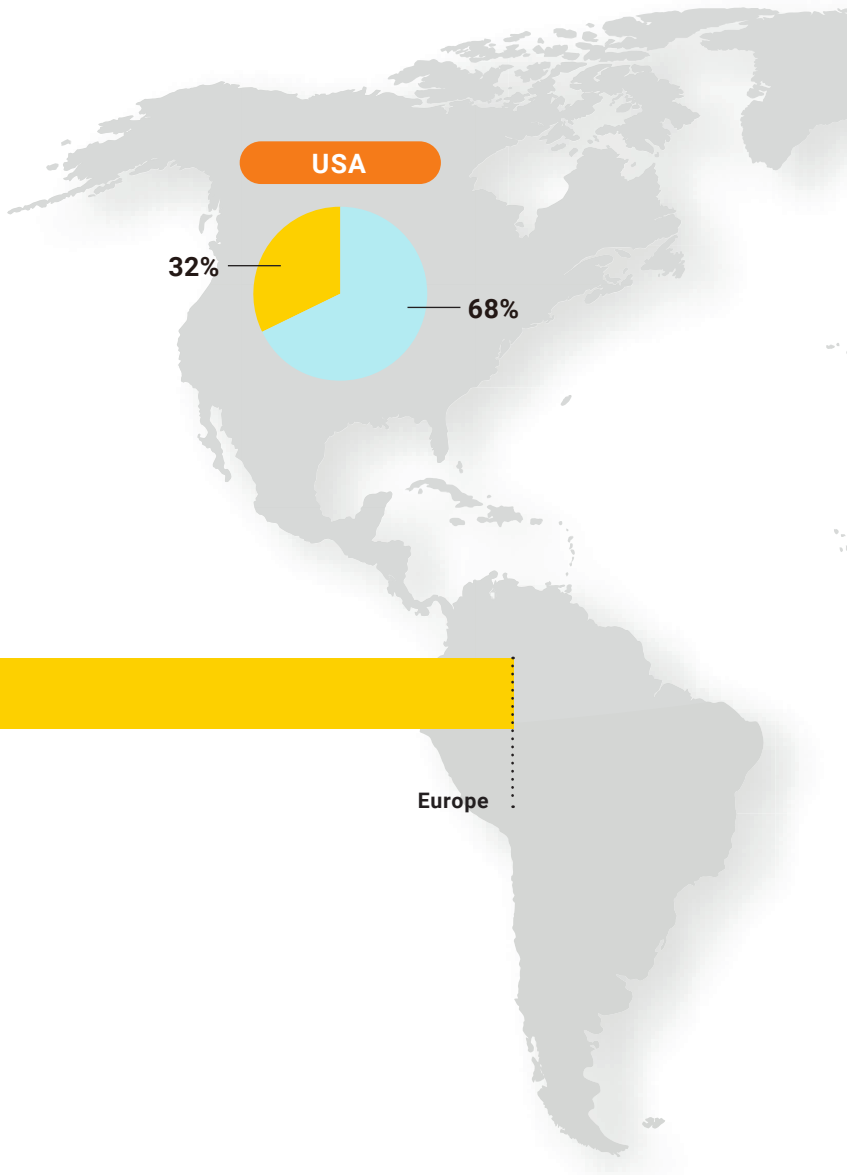
Building human capital at Giti Tire is an ongoing effort to cultivate a purpose-driven culture and embed sustainability into the mindset of every employee. This is achieved through mandatory volunteering hours that offer diverse opportunities for staff to contribute meaningfully to society and local communities. Employee training is also evolving to align with internal sustainability commitments, becoming a core component of workforce development. Everyday touchpoints—such as initiatives like “One Day Vegetarian” in the company canteen—help raise awareness and reinforce environmental responsibility by linking daily actions to broader carbon reduction goals. We also continue to contribute in education to the less privileged and develop know-how for the industry.

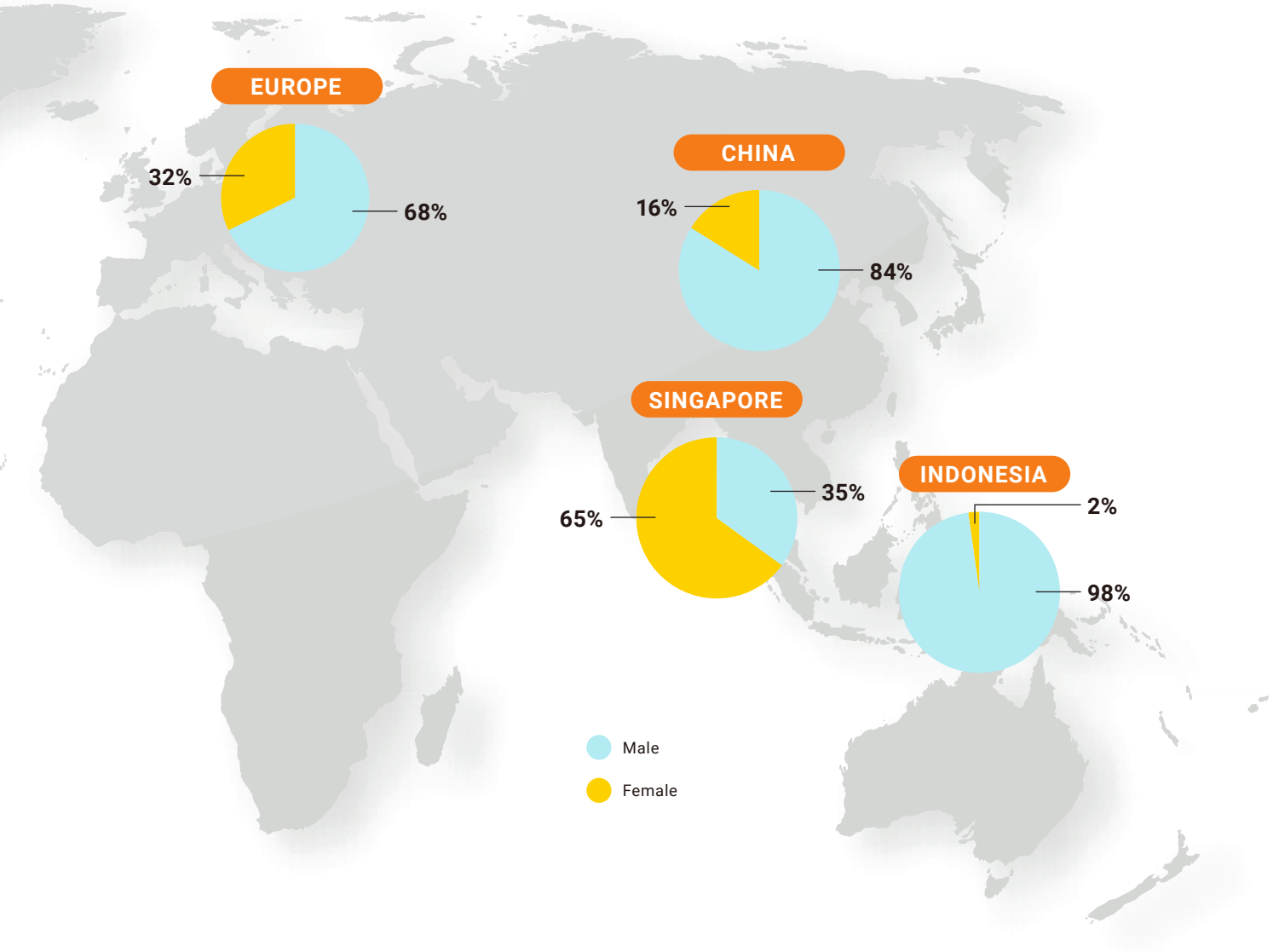
Employee Statistics

TOTAL EMPLOYEES OF GITI TIRE

with more than 20 nationalities

NUMBER OF EMPLOYEES BY GENDER




EUROPE
32%
68%
CHINA
16%
84%
SINGAPORE
65%
35%
INDONESIA
2%
98%
Male
Female

Diversity and Equal Opportunity Risk

IFRS S1(30), GRI 405, SASB RT-CH-330a.3

Giti Tire acknowledges that inadequate management of diversity, equity, and inclusion (DEI) can lead to social, legal, and reputational risks. These include discrimination claims, difficulty recruiting and retaining talent, and disengagement from stakeholders. Risks may arise due to unconscious bias in recruitment, underrepresentation of women and minorities in leadership, or lack of inclusive training. In response, Giti has proactively embedded diversity principles into its operations and workplace culture.

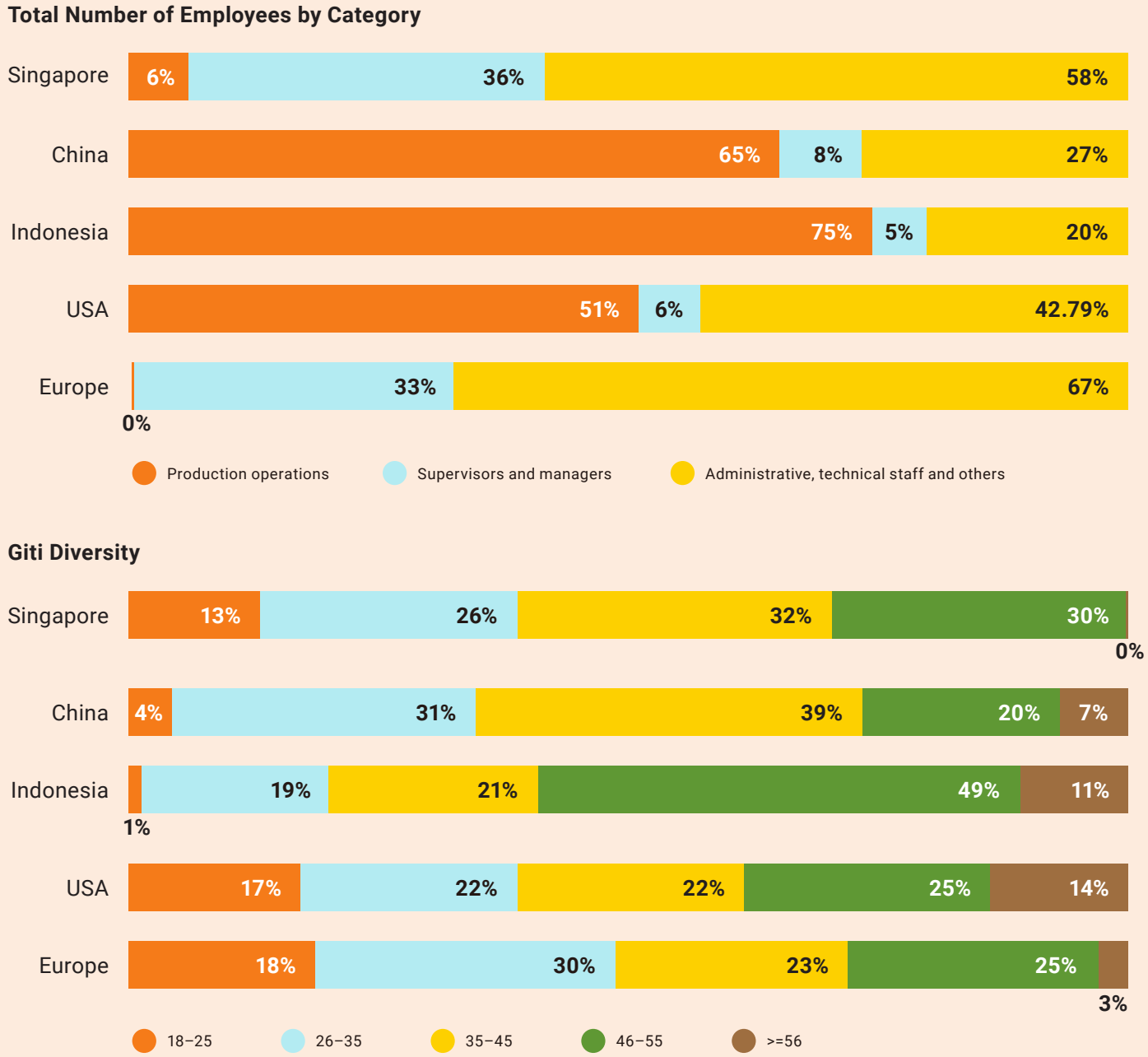
To mitigate these risks, Giti has integrated DEI principles across its operations and embedded them within workplace culture. The Group implements sustainable human resource (HR) strategies aimed at fostering an inclusive, safe, and enabling work environment. These include competitive and equitable compensation practices, transparent career development pathways, and targeted training and education initiatives.

Giti's commitment to diversity and inclusion has been recognised externally; the Group received the 2023 Diversity & Inclusion (D&I) Award from the Inclusive Workplace Consortium, an acknowledgment of its meaningful progress in advancing equality and accessibility in the workplace.

Investing in our people supports the Group's long-term value creation strategy by mitigating human capital-related risks such as high turnover and retraining costs, while enhancing employee engagement, productivity, and operational continuity. These outcomes contribute to Giti's resilience and position the Group as a socially responsible employer aligned with evolving stakeholder and consumer expectations.

Giti implements sustainable human resource (HR) strategies aimed at ***fostering an inclusive, safe, and enabling work environment****.*

Diagram 4.1: Giti's Employee Distribution



Effects on Business Model and Value Chain

IFRS S1(32)(a), IFRS S2, GRI 405

Giti Tire has identified that inadequate management of diversity, equity, and inclusion (DEI), as well as insufficient investment in sustainable human resource (HR) practices, may give rise to material risks that affect the Group's business model and value chain.

These risks may adversely impact the Group in the following ways:

- **Business Reputation and Stakeholder Trust:** A lack of visible commitment to DEI—particularly at senior leadership levels—may damage the Group's brand and reputation, as stakeholders increasingly expect responsible, inclusive practices. Failure to meet these expectations may result in the loss of customer relationships, reduced investor confidence, and reputational harm, all of which can impair the Group's ability to operate effectively across markets.
- **Attraction and Retention of Talent:** Inadequate representation of women and minority groups, unconscious bias in recruitment, and limited inclusive training can constrain access to a diverse and skilled talent pool. These factors may lead to higher employee turnover, increased retraining costs, and reduced workforce continuity—especially in operational areas requiring specialised expertise. This affects the Group's capacity to execute projects, innovate, and maintain growth.
- **Operational Efficiency and Workforce Engagement:** Risks related to unsustainable HR practices—such as insufficient attention to employee well-being, lack of career development opportunities, or non-competitive compensation—can result in lower employee engagement, reduced productivity, and increased absenteeism. These factors directly affect the efficiency of the Group's value chain, from manufacturing and logistics to customer service and after-sales support.

To address these sustainability-related risks, Giti Tire has embedded DEI principles and sustainable HR strategies across its operations. The Group fosters a conducive and inclusive work environment by offering equitable compensation structures, transparent career advancement pathways, and prioritising employee health, safety, and well-being.

These efforts strengthen the Group's ability to attract and retain talent, enhance productivity, and improve stakeholder relationships. In turn, this supports long-term value creation, operational resilience, and alignment with the expectations of an evolving global workforce and customer base.

Effects on Strategy and Decision-Making

IFRS S1 (33), IFRS S2, GRI 405

Giti Tire integrates diversity, equity, and inclusion (DEI) considerations into its strategic planning, leadership development, and international expansion efforts. The Group recognises that diverse representation in decision-making roles enhances risk identification, supports innovation,

and contributes to more effective governance outcomes. Giti ensures diversity is considered during board-level nominations and managerial succession planning.

To strengthen the organisation's sustainability-related capabilities and support the implementation of its broader strategy, Giti has established a strategic objective of achieving full employee participation in a company-wide online sustainability training programme. This initiative is designed to ensure equitable access to high-quality, standardised education across all levels of the organisation, regardless of role, function, or geographical location.

By leveraging digital learning platforms, Giti delivers training at scale, fostering a consistent and inclusive understanding of the Group's sustainability priorities. This structured approach enhances the workforce's readiness to respond to sustainability-related risks and opportunities and supports the integration of sustainability considerations into core business functions and decision-making processes. Through this initiative, Giti is cultivating an informed, engaged, and empowered workforce capable of contributing to the Group's long-term value creation and sustainable growth across the value chain and the communities it operates in.

Financial Effects

IFRS S1 (40)(a)(b), IFRS S1 (38)(b), GRI 405, SASB RT-CH-330a.3

Investing in DEI has produced measurable financial and operational benefits. For instance, targeted inclusion strategies contributed to an 8% reduction in annual voluntary attrition and a 22% increase in the proportion of female applicants during the recruitment process. These outcomes have supported improvements in workforce stability and talent acquisition, which in turn reduce turnover-related costs and strengthen organisational performance.

The Group's DEI performance also contributes to enhanced investor confidence, particularly among ESG-focused stakeholders.

Giti regularly evaluates its training and development programs through structured feedback mechanisms, including satisfaction surveys and individual assessments for management and leadership development participants. In collaboration with professional organisations, Giti also assesses employee skill levels and professional growth to ensure training outcomes align with business needs.

To support employee development and monitor progression, 100% of employees receive annual performance reviews. These reviews are used to guide career and development planning in consultation with supervisors and leadership teams, ensuring that workforce capability building is aligned with the Group's long-term sustainability objectives.

Resilience of the Group's Strategy and Business Model in Relation to Diversity and Equal Opportunity
IFRS S1 (41), IFRS S2, GRI 405

Giti's diversity, equity, and inclusion (DEI) strategy supports the Group's long-term resilience by aligning with evolving stakeholder expectations, emerging regulatory requirements, and the shifting values of a global workforce. The Group fosters a culture of openness through active internal feedback mechanisms and structured DEI learning programs, which enhance organisational adaptability and drive continuous improvement.

In the event that the Group does not meet its stated diversity goals or targets, Giti will re-evaluate its approach to talent recruitment and retention, particularly in relation to underrepresented groups. As part of its response, the Group may implement enhanced accountability measures, including the revision of performance-related targets for senior executives within relevant business units, to ensure progress is accelerated and aligned with DEI commitments.

The Group's performance is monitored through clearly defined indicators, and results are used to inform decision-making and enhance strategy execution. This includes integrating DEI metrics into performance evaluations and aligning employee development with long-term sustainability objectives.

Giti's commitment to embedding inclusive practices across its operations drives the implementation of inclusive governance and operational practices across geographies and business lines. This reinforces its position as a socially responsible and forward-looking organisation.

Process, Controls, and Policies to Manage Diversity and Equal Opportunity Risks and Opportunities

IFRS S1(44(a)(i), GRI 405, SASB RT-CH-330a.3

Zero-discrimination Policy

Giti enforces a zero-discrimination policy and actively monitors workplace equity through audits and surveys. Key DEI initiatives include:

- Mandatory DEI training for leadership and HR staff
- Anonymous bias-reporting hotlines
- Inclusive hiring guidelines
- Global DEI Council with region-specific oversight

Employee Benefits

As part of our commitment to responsible and sustainable business practices, we provide a comprehensive employee benefits programme that supports the health, financial security, and work-life balance of our workforce. These benefits contribute to employee satisfaction, engagement, and retention—key factors in maintaining a resilient and productive organisation.

Giti offers a range of employee benefits, including:

- Endowment Insurance
- Unemployment Insurance
- Work-related injury insurance
- Medical Insurance
- Maternity insurance
- Life accident insurance

Additionally, we provide housing and a working meal* to fulfil our employee's basic human needs.

Our employees also have access to ample time off, including:

- Annual leave
- Maternity/paternity/parental* leave
- Bereavement leave
- Marriage leave*
- Sick leave

We believe these benefits are essential to supporting the health and well-being of our employees, which in turn contributes to the long-term sustainability and success of our organisation.

Maternity & Paternity Leave

- Female employees are eligible for paid maternity leave ranging from 90 to 180 days, depending on applicable laws.
- Male employees also have the opportunity to take paternity leave, typically ranging from 2 to 30 days, depending on applicable laws.

Giti provides parental leave to support both mothers and fathers in caring for their children, promoting shared caregiving responsibilities and family well-being. These benefits facilitate a smoother transition during key life stages and help employees balance professional and family commitments. We also ensure that employees on maternity leave are supported in their return to work, reinforcing our commitment to inclusion, retention, and long-term workforce sustainability.

*Provided in certain countries based on applicable laws and industry best practices.

Fair Compensation Approach

We are committed to providing fair, transparent, and merit-based compensation as part of our broader approach to sustainable workforce management. Our compensation framework is regularly benchmarked against industry standards to ensure competitiveness, while remaining fully compliant with applicable local labour laws and collective agreements.

In addition to base salaries, we offer performance-linked bonuses and sales incentives that recognise individual and team contributions. To further support financial well-being and long-term security, our employees are enrolled in statutory social security programmes, contributing to a comprehensive and equitable compensation package that supports retention, motivation, and overall workforce resilience.

Process for determining remuneration:

- Formulate guidelines, policies and parameters for the compensation structures
- Review employee compensation information occasionally to ensure it aligns
- with market or industry rates
- Evaluate the performance of the company and employees
- Determine annual salary increments and bonuses

Training and Education

The Giti Sustainability Training Program is a strategic initiative aimed at building workforce competencies that support the long-term resilience and value creation of the organisation. It is designed to enhance employee capabilities, promote a sustainability-oriented mindset, and embed the principles of environmental, social, and economic responsibility—Profit, Planet, and People—into our operational culture. By integrating sustainability principles into employee training, we ensure that sustainability becomes an integral element of our corporate strategy and identity.

The program is structured around 13 core competencies that are directly aligned with the LEAN Six Sigma training levels: Introduction, Yellow Belt, Green Belt, and Black Belt. This tiered approach ensures that employees not only acquire foundational and advanced knowledge in sustainability practices but are also equipped to implement these principles in process improvement and decision-making. The training supports the identification and management of sustainability-related risks and opportunities, consistent with the ISSB's focus on workforce-related disclosures, and contributes to improved operational efficiency and environmental performance.

Leadership Training Initiatives

In 2023, we launched an on-site sustainability training initiative targeting over 150 leaders across our operations. The program focused on building foundational knowledge in sustainability principles and sustainability management. This capacity-building effort plays a key role in equipping leadership to drive sustainability initiatives and embed sustainable practices throughout the organisation.

To support practical application, the training introduced the DMAIC (Define, Measure, Analyse, Improve, Control) methodology as a unified framework to assess sustainability impacts alongside productivity and cost efficiency. By integrating sustainability considerations into the Lean Six Sigma framework, we reinforced our commitment to aligning operational excellence with environmental and social responsibility. Real-life 2023 LEAN project outcomes were used to demonstrate the effectiveness of this integrated approach.

Feedback from participants indicates that over 80% found the training directly applicable to their roles. The program has strengthened leaders' ability to balance economic outcomes with environmental and social considerations—Profit, Planet, and People—thereby supporting long-term value creation and aligning with the ISSB's emphasis on workforce preparedness for sustainability-related risks and opportunities.

Metrics and Targets

IFRS S1(50)(b), IFRS S1(51)(a)(b)(c) (e), GRI 405, SASB RT-CH-330a.3

Giti uses both quantitative and qualitative metrics to track DEI performance. These include gender ratios, minority representation, pay equity, promotion rates, and employee feedback from DEI climate surveys.

Table 4.1: Diversity and Equal Opportunity

DIVERSITY-RELATED RISK	METHODOLOGY TO CALCULATE METRIC	MEASURING UNIT	COUNTRY	ACTUAL METRIC – 2024
Gender representation	% of employees by gender in total workforce	% of total employees	U.S	Female: 31.84% Male: 68.16%
			Europe	Female: 32% Male: 68%
			China	Female: 16% Male: 84%
			Singapore	Female: 65% Male: 35%
			Indonesia	Female: 2% Male: 98%
Turnover risk	Voluntary leavers/ Total headcount	% turnover rate	U.S	35%
			U.S Manufacturing	26%
			Europe	17%
			China	11%
			Singapore	29%
			Indonesia	2%

DIVERSITY-RELATED RISK	METHODOLOGY TO CALCULATE METRIC	MEASURING UNIT	COUNTRY	ACTUAL METRIC – 2024
Hiring rate	New hires/ Total headcount	% hiring rate	U.S	48%
			U.S Manufacturing	78%
			Europe	3%
			China	17%
			Singapore	36%
			Indonesia	5%

CASE STUDY

Sustainability Training Progress – Upgrading Leaders to Yellow Belt

Giti continues to advance its training programs aligned with LEAN Six Sigma principles. In 2024, the first Yellow Belt training for Sales & Marketing and Supply Chain teams in China was completed. As part of the certification, participants were required to present assignments demonstrating their understanding of sustainability topics relevant to their roles. Departments including Sales & Marketing, Quality, Logistics, and Procurement participated, with more 72 employees completing the program, contributing to a total of approximately 700 training hours.


Giti

Yellow Belt Certification

is awarded to

高圆媛 Gao Yuanyuan

in recognition of successfully achieving Giti Sustainable Development Yellow Belt, following the completion of an intensive 1.5-day training and a project.

Certification Number：GTHQ-SDY2024034 Certification Date：2024.12

Sustainable Supply Chain

Lei Huai Chin
Managing Director
Giti Tire Group

Dr. Pang Chong Hau
Chief Sustainability Officer
Giti Tire Group


Giti

Yellow Belt Certification

is awarded to

王伟 Wang Wei

in recognition of successfully achieving Giti Sustainable Development Yellow Belt, following the completion of an intensive 1-day training and a project.

Certification Number：GTHQ-SDY2024001 Certification Date：2024.11

Sustainability Marketing and Sales

Lei Huai Chin
Managing Director
Giti Tire Group

Dr. Pang Chong Hau
Chief Sustainability Officer
Giti Tire Group

CASE STUDY

Indonesia Blood Drive

Working with the Indonesia Red Cross (PMI), Giti routinely organises blood donation programs to help meet the blood needs of communities in need and to raise employee awareness of the importance of caring for the community as well as their health and the health of their loved ones.

Through this activity, employees are encouraged to contribute directly to humanitarian efforts. In 2024, the number of participating employees increased by 26.9% (794 people) when compared to 2023.

The number of blood donation participants (employees)

2023	2024
2,952	3,746

CASE STUDY

China Volunteer Programs

In 2024, Giti China took meaningful strides in advancing the United Nations Sustainable Development Goals by actively engaging in community-focused volunteer initiatives. Nearly 600 employees contributed a combined total of 2,963 volunteer hours, reflecting the company's strong organisational commitment and the personal dedication of its workforce. These efforts spanned key areas such as environmental protection, elderly and disability support, education, and public health—showcasing how Giti continues to integrate social responsibility into its culture while making a tangible impact in the communities it serves.

MARCH

GITI FJ volunteers at Xiuyu District Special School providing care for students.

MAY

GITI AH Mountain Cleaning Activity

JUNE

GITI FJ volunteers carried out environmental protection at the Nanchang Uprising Memorial Tower.

Over 100 cigarette buds, 30 beverage bottles and 5 kilograms of dead branches colected by GITI HL volunteers and families.

SEPTEMBER

GITI FJ volunteers went to Xizhu Primary School in Xiuyu District to carry out campus cleaning, equipment cleaning, and material donation work

GITI HL ran a health check and blood donation drive as a public welfare campaign.

China Volunteer Programs (continued)

OCTOBER

GITI FJ volunteers guided people with intellectual disabilities to experience the cultural heritage of the Putian Opera.

GITI FJ organise an activity to manually clean up plastic, aluminum and other debris while educating local fishermen and tourists about the negative effects of pollution.

GITI FJ volunteers conducted a "Low-Carbon Walking" activity promoting a healthy lifestyle.

GITI China Technical Personnel conducted online and offline activities to educate road users on driving safety and tire self-inspection best practices.

NOVEMBER

GITI HL volunteers held a cleanup campaign at the Mudan Peak Nature Reserve.

GITI AH volunteers championed a campaign to protect the greenery in their homeland.

GITI HL ran a health check and blood donation drive as a public welfare campaign.

DECEMBER

GITI AH technicians conducted a career day for students from the Anhui Mechanical and Engineering Vocational and Technical College.

GITI AH technicians held exchanges regarding sustainable development with students at the Anhui Grain Engineering Vocational College.

Fueling Futures,
Enabling Present Education

Apart of our Giti Tire Polytechnic in Indonesia, Giti continues to outreach qualify education in several locations such as USA, Singapore and Malaysia. We have use our success stories and experience to help enhance both professional development and elementary educations.

CASE STUDY

Giti Tire's STEAM Competition Cultivates Local Talent and Innovation

In 2024, Giti Tire once again demonstrated its deep commitment to education and community development with the fifth annual Giti Tire STEAM Competition in Chester County, South Carolina—home to the company's first North American manufacturing facility. This annual initiative celebrates and strengthens student engagement in STEAM (Science, Technology, Engineering, Arts, and Mathematics) through hands-on learning, creativity, and friendly competition.

Partnering closely with the Chester County School District, Giti Tire launched the program originally as Math & Science clubs, now evolved into a dynamic STEAM challenge that spans elementary, middle, and high school levels. This year's challenge tasked students with designing and building functional roller coaster models using materials like wood, cardboard, wire, and string—judged on technical merit, creativity, and thrill factor. Winning schools included **Great Falls Elementary School, Chester Middle School,** and **Lewisville High School**, whose standout teams will now advance to an interstate round of competition.

For Giti Tire, this initiative is more than community outreach—it's a long-term investment in the future of engineering and manufacturing. "Giti Tire's dedication extends far beyond the present," shared Phang Wai Yeen, CEO of Giti Tire Manufacturing (USA) Ltd. "We are invested in equipping local students with the knowledge and passion for technology that will propel them as invaluable contributors to our workforce." By inspiring curiosity and capability in STEAM, the company is helping build not only better opportunities for youth—but also a pipeline of future-ready talent that aligns with its mission of innovation and sustainability.

CASE STUDY

Source: 新加坡理工学院人力资源学习节 三方合作培养未来人才 | 联合早报

Giti Tire signed MOU with Singapore Polytechnic in co-branding and co-developing sustainability course

In collaboration with Singapore Polytechnic (SP), Giti Tire supports continuous workforce development. Through this partnership, we co-develop practical, execution-focused sustainability courses by sharing our training programs and on-the-ground expertise. The goal is to equip employees—especially from SMEs—with the skills needed to implement ESG practices effectively.

Recognising the current skills gap, Giti is committed to contributing our know-how.

Additionally, we provide opportunities for SP staff to be involved in various Giti sustainability projects, creating a mutual learning environment for both organisations which allow SP staff to provide latest industrial development to their students.

Employee Health and Safety

IFRS S1 (paras 14–16, 21–22, 27–28, 31–33); IFRS S2 (paras 12–14, 23, 25–26); GRI 403-1 to 403-10; SASB TR-AU-320a.1, TR-AU-320a.2, TR-AU-320a.3

Description of Employee Health and Safety Risk

IFRS S1:14, GRI 403-2, SASB TR-AU-320a.1

Employee health and safety (H&S) is a core operational priority for Giti Tire due to the nature of its manufacturing activities, which involve high-temperature machinery, heavy equipment, and chemical exposure. The main risks include occupational injuries, long-term exposure to hazardous materials, mental health stressors, and ergonomic-related strains. These risks are heightened by the scale and geographic diversity of Giti's workforce across Asia, North America, and Europe, where regulatory frameworks and cultural practices may vary. Failure to adequately manage these risks can lead to workforce disruptions, regulatory fines, and reputational damage.

Effects on Business Model and Value Chain

IFRS S2:13, GRI 403-1

Health and safety risks directly impact Giti's value chain by influencing workforce productivity, retention, and regulatory compliance. Unsafe working conditions could lead to absenteeism, increased turnover, and potential production delays. Moreover, poor H&S practices in upstream suppliers may compromise ethical sourcing commitments. Conversely, investing in a safe work environment enhances employee morale, reduces incident rates, and fosters a culture of operational excellence throughout the supply chain.

Effects on Strategy and Decision-Making

IFRS S1:14–16, GRI 2-22, SASB TR-AU-320a.3

Recognising the strategic importance of a healthy workforce, Giti Tire has embedded health and safety as a key pillar of its Environmental, Social, and Governance (ESG) framework. The Board of Directors oversees safety performance as part of its risk governance responsibilities, while regional leaders are held accountable through health and safety KPIs. Decision-making now incorporates employee well-being data, including leading indicators like near-miss reporting and lagging indicators like lost-time injury frequency rates (LTIFR). Safety considerations influence plant design, automation investments, and supplier selection processes.

Financial Effects

IFRS S1:31–33, GRI 403-9

Occupational incidents can result in direct costs such as medical expenses, legal liabilities, and compensation claims, as well as indirect costs including downtime, retraining, and reputational impact. To mitigate these financial risks, Giti has increased investments in safety technology (e.g., real-time monitoring, IoT sensors), training programs, and mental wellness initiatives. In 2024, the company allocated 2.3% of its operating budget to health and safety programs—an increase from 1.8% in 2023—demonstrating a shift toward preventive and holistic workforce care.

Resilience of the Group's Strategy and Business Model in Relation to Employee Health and Safety

IFRS S2:23, GRI 403-1

Giti's strategic resilience in employee health and safety lies in its systematised and proactive approach. The company operates under a global H&S management framework aligned with ISO 45001 standards, reinforced by a decentralized yet accountable operating model. Safety committees are present in every manufacturing facility and are empowered to adapt protocols to local context while maintaining global performance consistency. By embedding safety within the organisational culture and aligning it with sustainability ambitions, Giti ensures that employee well-being remains a constant in periods of growth, transition, or crisis.

Process, Controls, and Policies to Manage Employee Health and Safety Risks and Opportunities

IFRS S1:22, GRI 403-4, 403-7, 403-8)

Giti Tire employs a comprehensive Health and Safety Management System (HSMS) to identify, evaluate, and mitigate occupational hazards. This system is ISO 45001-certified across its major production sites, ensuring alignment with international best practices. Policies include mandatory PPE usage, hazard communication protocols, incident investigation procedures, and return-to-work assessments. The company uses a risk-based hierarchy of controls model—eliminating hazards where possible and implementing engineering controls before administrative procedures and PPE. Training programs are conducted annually, with specific modules tailored to roles (e.g., forklift operation, chemical handling). Furthermore, Giti has rolled out digital dashboards to track leading indicators such as safety observations and audit scores, fostering a data-driven culture of continuous improvement. Engagement with employees is central to this approach—through joint safety committees, anonymous reporting channels, and wellness surveys, Giti actively incorporates frontline input into policy updates. Opportunities for innovation in safety—such as AI-driven fatigue monitoring and robotics for repetitive tasks—are also being explored to future-proof the H&S ecosystem.

Metrics and Targets

IFRS S1(50)(b), IFRS S1(51)(a)(b)(c) (e), GRI 405, SASB RT-CH-330a.3

To measure progress and guide performance, Giti Tire tracks a set of employee health and safety KPIs covering injury rates, compliance, training coverage, and employee wellness participation. These metrics are aligned with regulatory reporting obligations and international benchmarks. Targets are reviewed annually by the sustainability and risk management committees.

Table 4.2: Giti's Workplace Health & Safety Performance and Targets

RISK/ CATEGORY	MEASURING UNIT	ASSET	2023	2024	TARGETS
Lost-Time Injury Frequency Rate	Number per 1M hours worked	China	0.51	0.51	≤0.50 by 2026 USA has a different reporting requirement
		Indonesia	0.38	0.38	
Total Recordable Incident Rate	Number per 200K hours worked	United States	5.43	5.01	≤0.50 by 2026
ISO 45001 Certification	% of Sites Certified	China	100	100	100% by 2027
		Indonesia	100	100	
		United States	100		
Safety Training Coverage	% of Employees Trained	China	100	100	100% annually
		Indonesia	100	100	
		United States	100	100	

05

Appendix

Table 5.1: GHG Breakdown by Scope (Before EF Standardisation)

TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL
China	**240,213**	**303,748**	**738,340**	**1,282,301**
Stationary Combustion	218,045			218,045
Mobile Combustion	5,231			5,231
Fugitive Emissions	9,900			9,900
Purchased Electricity		264,718		264,718
Heat and Steam		18,984		18,984
Others - not related to production	7,037	20,046		27,083
Purchased goods and services			673,690	673,690
Upstream transportation and distribution			37,522	37,522
Capital goods			24,702	24,702
Downstream transportation and distribution			7	7
Business travel			2,180	2,180
Waste generated in operations			239	239
Indonesia	**234,111**	**417,881**	**446,537**	**1,098,529**
Stationary Combustion	219,838			219,838
Purchased Electricity		343,338		343,338
Others - not related to production	14,273	74,543		88,816
Purchased goods and services			402,842	402,842
Upstream transportation and distribution			31,157	31,157
Capital goods			11,209	11,209

Table 5.1 (Cont'd): GHG Breakdown by Scope (Before EF Standardisation)

TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL
Indonesia (continued)				
Downstream transportation and distribution			280	280
Waste generated in operations			57	57
Business travel			992	992
North America	**14,641**	**11,586**	**70,669**	**96,896**
Stationary Combustion	14,641			14,641
Purchased Electricity		11,586		11,586
Upstream transportation and distribution			37,341	37,341
Purchased goods and services			16,914	16,914
Downstream transportation and distribution			14,739	14,739
Business travel			901	901
Waste generated in operations			400	400
Capital goods			374	374
Europe	**0**	**0**	**2,754**	**2,754**
Upstream transportation and distribution			1,744	1,744
Downstream transportation and distribution			906	906
Purchased goods and services			88	88
Capital goods			15	15
Waste generated in operations			1	1
TOTAL EMISSIONS	**488,965**	**733,215**	**1,258,300**	**2,480,480**

Table 5.2: GHG Breakdown by Scope (After EF Standardisation)

TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL	2023 PRODUCTION OUTPUT
China	**237,435**	**315,021**	**609,008**	**1,161,464**	
Stationary Combustion	227,442			227,442	
Mobile Combustion	2			2	
Fugitive Emissions	9,991			9,991	552,456
Purchased Electricity		295,346		295,346	
Heat and Steam		19,675		19,675	
Others - not related to production				0	
Purchased goods and services			543,539	543,539	
Upstream transportation and distribution			35,120	35,120	
Capital goods			20,337	20,337	
Downstream transportation and distribution			6,731	6,731	
Business travel			2,310	2,310	
Waste generated in operations			228	228	
Employee commuting			743	743	
Indonesia	**206,451**	**361,258**	**314,988**	**882,697**	
Stationary Combustion	202,344			202,344	567,709
Mobile Combustion	4,107			4,107	
Purchased Electricity		361,258		361,258	
Others - not related to production				0	
Purchased goods and services			272,894	272,894	
Upstream transportation and distribution			31,157	31,157	
Capital goods			10,056	10,056	
Downstream transportation and distribution			280	280	

Table 5.2 (Cont'): GHG Breakdown by Scope (After EF Standardisation)

TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL	2023 PRODUCTION OUTPUT
Indonesia (continued)					
Waste generated in operations			57	57	
Business travel			506	506	
Employee commuting			38	38	
North America	**14,641**	**15,501**	**75,597**	**105,739**	
Stationary Combustion	14,641			14,641	30,142
Purchased Electricity		15,501		15,501	
Upstream transportation and distribution			37,341	37,341	
Purchased goods and services			30,626	30,626	
Downstream transportation and distribution			5,916	5,916	
Business travel			914	914	
Waste generated in operations			400	400	
Capital goods			400	400	
Europe	**0**	**0**	**2,441**	**2,441**	
Upstream transportation and distribution			1,744	1,744	
Downstream transportation and distribution			609	609	
Purchased goods and services			74	74	
Capital goods			12	12	
Waste generated in operations			1	1	
Rest of World (ROW)	**2,293**	**3,459**	**5,010**	**10,762**	
GRAND TOTAL	**460,820**	**695,239**	**1,007,045**	**2,163,104**	**1,150,308**

Table 5.3: Carbon Scorecard 2023

	TOTAL CARBON EMISSIONS ($MtCO_2e$)			
LOCATIONS	**SCOPE 1**	**SCOPE 2**	**SCOPE 3**	**GRAND TOTAL**
China	**237,435**	**315,021**	**609,008**	**1,161,465**
Anhui	58,445	144,772	257,346	460,563
Fujian	98,297	107,872	229,948	436,117
Hualin	73,655	42,331	101,092	217,078
China-Others	7,037	20,046	20,623	47,707
Indonesia	**206,451**	**361,258**	**314,988**	**882,697**
Indonesia Plant	206,448	355,133		561,581
Indonesia-Others	3	6,125	314,988	321,116
North America	**14,641**	**15,501**	**75,597**	**105,739**
United States Plant	14,641	15,501	30,534	60,675
United States Others			44,659	44,659
Canada			405	405
Europe			**2,441**	**2,441**
France			1,563	1,563
Germany			119	119
United Kingdom			759	759
Rest of World (ROW)	**2,293**	**3,459**	**5,010**	**10,762**
GRAND TOTAL	**460,820**	**695,239**	**1,007,045**	**2,163,104**

Table 5.4: GHG Breakdown by Scope

TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL	2024 PRODUCTION OUTPUT
China	260,495	322,128	732,506	1,315,129	
Stationary Combustion	244,421			244,421	
Mobile Combustion	5,057			5,057	
Fugitive Emissions	11,018			11,018	582,623
Purchased Electricity		294,400		294,400	
Heat and Steam		27,729		27,729	
Purchased goods and services			581,298	581,298	
Upstream transportation and distribution			1,163	1,163	
Capital goods			112,580	112,580	
Downstream transportation and distribution			34,362	34,362	
Business travel			2,203	2,203	
Waste generated in operations			219	219	
Employee commuting			681	681	
Indonesia	**199,807**	**369,871**	**350,408**	**920,087**	
Stationary Combustion	195,489			195,489	
Mobile Combustion	4,319			4,319	569,679
Purchased Electricity		369,871		369,871	
Purchased goods and services			305,821	305,821	
Upstream transportation and distribution			32,239	32,239	
Capital goods			11,451	11,451	
Downstream transportation and distribution			291	291	

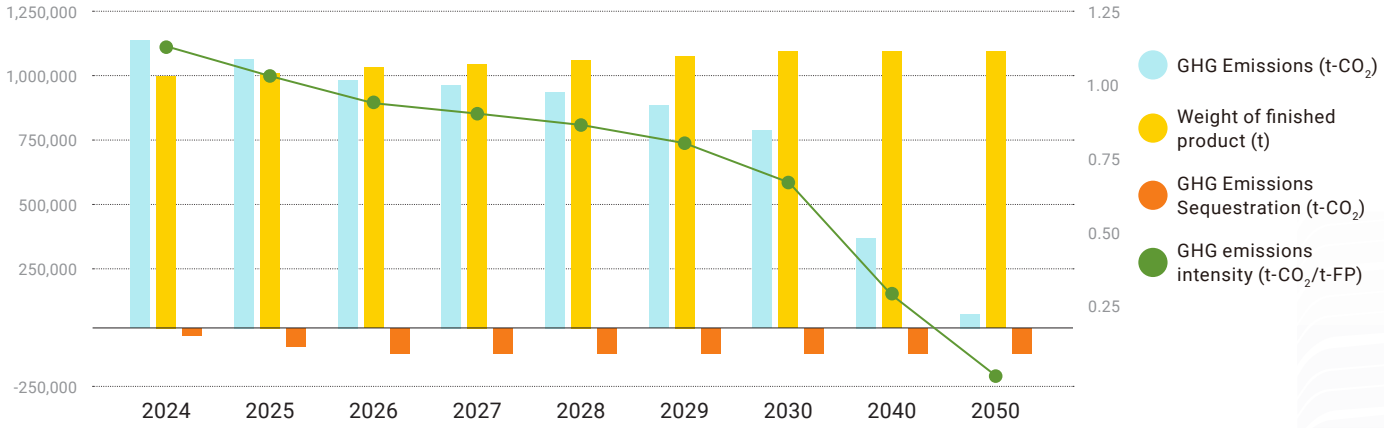
TOTAL CARBON EMISSIONS ($MtCO_2e$)	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL	2024 PRODUCTION OUTPUT
Indonesia (continued)					
Waste generated in operations			55	55	
Business travel			506	506	
Employee commuting			44	44	
North America	**14,236**	**12,148**	**60,534**	**86,919**	
Stationary Combustion	14,172			14,172	
Mobile combustion	64			64	26,384
Purchased Electricity		12,148		12,148	
Upstream transportation and distribution			16,811	16,811	
Purchased goods and services			38,040	38,040	
Business travel			869	869	
Waste generated in operations			171	171	
Capital goods			640	640	
Downstream transportation and distribution			4,002	4,002	
Europe	**-**	**-**	**3,370**	**3,370**	
Upstream transportation and distribution			1,642	1,642	
Downstream transportation and distribution			1,007	1,007	
Purchased goods and services			104	104	
Capital goods			17	17	
Business travel			599	599	
Waste generated in operations			1	1	
Rest of World (ROW)	**2,373**	**3,521**	**5,734**	**11,628**	
GRAND TOTAL	**476,911**	**707,669**	**1,152,552**	**2,337,132**	**1,178,686**

Table 5.5: Carbon Scorecard 2024

	TOTAL CARBON EMISSIONS ($MtCO_2e$)			
LOCATIONS	**SCOPE 1**	**SCOPE 2**	**SCOPE 3**	**GRAND TOTAL**
China	**260,495**	**322,128**	**732,506**	**1,315,129**
Anhui	52,523	152,576	337,506	513,419
Fujian	113,009	102,767	257,656	475,554
Hualin	87,600	46,341	121,039	218,274
China-Others	7,362	20,446	16,305	107,882
Indonesia	**199,807**	**369,871**	**350,408**	**920,087**
Indonesia Plant	199,804	363,271		563,076
Indonesia-Others	3	6,600	350,408	357,011
North America	**14,236**	**12,148**	**60,534**	**86,919**
United States Plant	14,236	12,148	37,928	64,312
United States Others			21,907	21,907
Canada			699	699
Europe			**3,370**	**3,370**
France			1,899	1,899
Germany			355	355
United Kingdom			1,117	1,117
Rest of World (ROW)	**2,373**	**3,521**	**5,734**	**11,628**
GRAND TOTAL	**476,911**	**707,669**	**1,152,553**	**2,337,133**

Diagram 5.1: Giti Tire's GHG Pathway towards Net Zero by 2050

DIRECT



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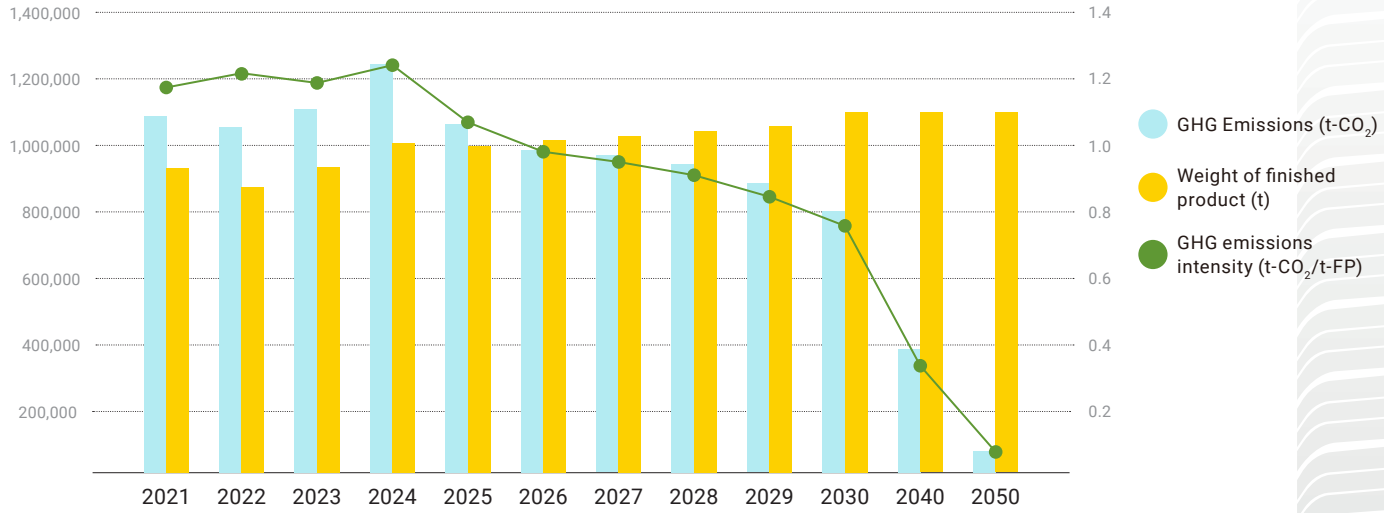

Emissions Analysis

Table 5.6: Carbon Scorecard 2024

	TOTAL CARBON EMISSIONS ($MtCO_2e$)			
LOCATIONS	**SCOPE 1**	**SCOPE 2**	**SCOPE 3**	**GRAND TOTAL**
China	**237,435**	**315,021**	**609,008**	**1,161,465**
Anhui	58,445	144,772	257,346	460,563
Fujian	98,297	107,872	229,948	436,117
Hualin	73,655	42,331	101,092	217,078
China-Others	7,037	20,046	20,623	47,707
Indonesia	**206,451**	**361,258**	**314,988**	**882,697**
Indonesia Plant	206,448	355,133		561,581
Indonesia-Others	3	6,125	314,988	321,116
North America	**14,641**	**15,501**	**75,597**	**105,739**
United States Plant	14,641	15,501	30,534	60,675
United States Others			44,659	44,659
Canada			405	405
Europe			**2,441**	**2,441**
France			1,563	1,563
Germany			119	119
United Kingdom			759	759
Rest of World (ROW)	**2,293**	**3,459**	**5,010**	**10,762**
GRAND TOTAL	**460,820**	**695,239**	**1,007,045**	**2,163,104**

TOTAL CARBON EMISSIONS ($MtCO_2e$)	**2023**	**2024**	**+/-**	**%**
Scope 1	460,820	476,911	16,091	3.49%
Scope 2	695,239	707,669	12,430	1.79%
Scope 3	1,007,045	1,152,553	145,508	14.45%
GRAND TOTAL	**2,163,104**	**2,337,133**	**174,029**	**8.05%**

Table 5.7: Carbon Scorecard 2024

	TOTAL CARBON EMISSIONS ($MtCO_2e$)			
LOCATIONS	**SCOPE 1**	**SCOPE 2**	**SCOPE 3**	**GRAND TOTAL**
China	**260,495**	**322,128**	**732,506**	**1,315,129**
Anhui	52,523	152,576	337,506	513,419
Fujian	113,009	102,767	257,656	475,554
Hualin	87,600	46,341	121,039	218,274
China-Others	7,362	20,446	16,305	107,882
Indonesia	**199,807**	**369,871**	**350,408**	**920,087**
Indonesia Plant	199,804	363,271		563,076
Indonesia-Others	3	6,600	350,408	357,011
North America	**14,236**	**12,148**	**60,534**	**86,919**
United States Plant	14,236	12,148	37,928	64,312
United States Others			21,907	21,907
Canada			699	699
Europe			**3,370**	**3,370**
France			1,899	1,899
Germany			355	355
United Kingdom			1,117	1,117
Rest of World (ROW)	**2,373**	**3,521**	**5,734**	**11,628**
GRAND TOTAL	**476,911**	**707,669**	**1,152,553**	**2,337,133**

Table 5.8: Total Carbon Emissions by Country

TOTAL CARBON EMISSIONS ($MtCO_2e$)	2023	2024	+/-	%
China				
Scope 1	237,435	260,495	23,060	9.71%
Scope 2	315,021	322,128	7,107	2.26%
Scope 3	609,008	732,506	123,498	20.28%
Total	1,161,464	1,315,129	153,665	13.23%
Indonesia				
Scope 1	206,451	199,807	-6,644	-3.22%
Scope 2	361,258	369,871	8,613	2.38%
Scope 3	314,988	350,408	35,420	11.24%
Total	882,697	920,087	37,390	4.24%
North America				
Scope 1	14,641	14,236	-405	-2.77%
Scope 2	15,501	12,148	-3,353	-21.63%
Scope 3	75,597	60,534	-15,063	-19.92%
Total	105,739	86,919	-18,820	-17.80%
Europe				
Scope 1				
Scope 2				
Scope 3	2,441	3,370	929	38.06%
Total	2,441	3,370	929	38.06%
Rest of World (ROW) – Assume 0.5% of data above				
Scope 1	2,293	2,373	80	3.49%
Scope 2	3,459	3,521	62	1.79%
Scope 3	5,010	5,734	724	14.45%
Total	10,762	11,628	866	8.05%
GRAND TOTAL	**2,163,103**	**2,337,133**	**174,030**	**8.05%**

IFRS SDS Industry-based Guidance
on Implementing Climate-Related Disclosure

Table 5.9: Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-AP-130a.1
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	Reporting currency	TR-AP-410a.1

Table 5.10: Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE
Number of parts produced	Quantitative	Number	TR-AP-000.A
Weight of parts produced	Quantitative	Metric tons (t)	TR-AP-000.B
Area of manufacturing plants	Quantitative	Square meters (m^2)	TR-AP-000.C

Sustainability Indexes

SASB, IFRS S1 & S2, and GRI Mapping

Table 5.11: Mapping of SASB Auto Parts Standard, IFRS S1 & S2, and GRI Standards

SASB AUTO PARTS STANDARD (RT-AR-000)	SASB PARAGRAPH REFERENCE	IFRS S1 REFERENCE	IFRS S2 REFERENCE	GRI STANDARD REFERENCE
Greenhouse Gas (GHG) Emissions	RT-AR-000.A	§19, §25, §26	§15–§19, §B6–B8	GRI 305: Emissions (305-1 to 305-5)
Energy Management	RT-AR-000.B	§19, §25	§20–§22	GRI 302: Energy (302-1 to 302-5)
Water Management	RT-AR-000.C	§19, §25	-	GRI 303: Water and Effluents (303-1 to 303-5)
Waste & Hazardous Materials Management	RT-AR-000.D	§19, §25	-	GRI 306: Waste (306-1 to 306-5)
Labour Practices (Health & Safety)	RT-AR-000.E	§19, §25	-	GRI 403: Occupational Health & Safety (403-1 to 403-10)
Supply Chain Management	RT-AR-000.F	§19, §25	§23	GRI 414: Supplier Social Assessment (414-1, 414-2)
Product Lifecycle & Environmental Impact	RT-AR-000.G	§19, §25	§B11	GRI 301: Materials (301-1 to 301-3) & GRI 307: Environmental Compliance
Regulatory & Legal Compliance	RT-AR-000.H	§19, §25	§17	GRI 419: Socioeconomic Compliance
Business Ethics & Anti-Corruption	RT-AR-000.I	§19, §25	-	GRI 205: Anti-corruption (205-1 to 205-3) & GRI 207: Tax

GRI Index

This report has been prepared in accordance with GRI (Global Reporting Initiative) standards specified in GRI 1: Foundation. The following table cross-references sections in the report that are aligned with GRI indicators, according to the standards updated on December 31, 2023.

Statement of Use
Statement of Use Giti Tire has disclosed the information in this GRI Index from January 1, 2023 to December 31, 2023.

GRI 1 Used
GRI 1: Foundation 2021

Table 5.12: GRI Index

DISCLOSURES	DESCRIPTION
GRI 2: General Disclosures 2021	
2-1	Organisational details
2-2	Entities included in the organisation's sustainability reporting
2-3	Reporting period, frequency and contact point
2-4	Restatements of information
2-5	External assurance
2-6	Activities, value chain and other business relationships
2-7	Employees
2-8	Workers who are not employees
2-9	Governance structure and composition
2-10	Nomination and selection of the highest governance body
2-11	Chair of the highest governance body
2-12	Role of the highest governance body in overseeing the management of impacts
2-13	Delegation of responsibility for managing impacts
2-14	Role of the highest governance body in sustainability reporting
2-15	Conflicts of interest
2-16	Communication of critical concerns
2-17	Collective knowledge of the highest governance body

DISCLOSURES	DESCRIPTION
2-18	Evaluation of the performance of the highest governance body
2-19	Remuneration policies
2-20	Process to determine remuneration
2-22	Statement on sustainable development strategy
2-23	Policy commitments
2-24	Embedding policy commitments
2-25	Processes to remediate negative impacts
2-26	Mechanisms for seeking advice and raising concerns
2-27	Compliance with laws and regulations
2-28	Membership associations
2-29	Approach to stakeholder engagement
2-30	Collective bargaining agreements
GRI 3: Material Topics 2021	
3-1	Process to determine material topics
3-2	List of material topics
3-3	Management of material topics
GRI 101: Biodiversity 2024	
101-1	Policies to halt and reverse biodiversity loss
101-2	Management of biodiversity impacts
GRI 201: Economic Performance 2016	
201-2	Financial implications and other risks and opportunities due to climate change
GRI 202: Market Presence 2016	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage
202-2	Proportion of senior management hired from the local community
GRI 203: Indirect Economic Impacts 2016	
203-1	Infrastructure investments and services supported
203-2	Significant indirect economic impacts

Table 5.12 (Cont'): GRI Index

DISCLOSURES	DESCRIPTION
GRI 204: Procurement Practices 2016	
204-1	Proportion of spending on local suppliers
GRI 205: Anti-corruption 2016	
205-2	Communication and training about anti-corruption policies and procedures
205-3	Confirmed incidents of corruption and actions taken
GRI 206: Anti-competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 207: Tax 2019	
207-2	Tax governance, control, and risk management
GRI 301: Materials 2016	
301-1	Materials used by weight or volume
301-2	Recycled input materials used
301-3	Reclaimed products and their packaging materials
GRI 302: Energy 2016	
302-1	Energy consumption within the organisation
302-2	Energy consumption outside of the organisation
302-3	Energy intensity
302-4	Reduction of energy consumption
GRI 303: Water and Effluents 2018	
303-1	Interactions with water as a shared resource
303-5	Water consumption
GRI 304: Biodiversity 2016	
304-3	Habitats protected or restored
GRI 305: Emissions 2016	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions

DISCLOSURES	DESCRIPTION
GRI 306: Waste 2020	
306-1	Waste generation and significant waste-related impacts
306-2	Management of significant waste-related impacts
306-3	Waste generated
306-4	Waste diverted from disposal
306-5	Waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken
GRI 401: Employment 2016	
401-1	New employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
401-3	Parental leave
GRI 402: Labor/Management Relations 2016	
402-1	Minimum notice periods regarding operational changes
GRI 403: Occupational Health and Safety 2018	
403-1	Occupational health and safety management system
403-2	Hazard identification, risk assessment, and incident investigation
403-3	Occupational health services
403-4	Worker participation, consultation, and communication on occupational health and safety
403-5	Worker training on occupational health and safety
305-4	Promotion of worker health
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related injuries
GRI 404: Training and Education 2016	
404-1	Average hours of training per year per employee
404-2	Programs for upgrading employee skills and transition assistance programs

Table 5.12 (Cont'): GRI Index

DISCLOSURES	DESCRIPTION
GRI 404: Training and Education 2016	
404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408: Child Labor 2016	
408-1	Operations and suppliers at significant risk for incidents of child labour
GRI 409: Forced or Compulsory Labor 2016	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour
GRI 410: Security Practices 2016	
410-1	Security personnel trained in human rights policies or procedures
GRI 411: Rights of Indigenous Peoples 2016	
411-1	Incidents of violations involving rights of indigenous peoples
GRI 413: Local Communities 2016	
413-1	Operations with local community engagement, impact assessments, and development programs
GRI 414: Supplier Social Assessment 2016	
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken
GRI 415: Public Policy 2016	
415-1	Political contributions
403-9	Work-related injuries
GRI 416: Customer Health and Safety 2016	
416-1	Assessment of the health and safety impacts of product and service categories
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services

DISCLOSURES	DESCRIPTION
GRI 417: Marketing and Labeling 2016	
417-1	Requirements for product and service information and labeling
417-2	Incidents of non-compliance concerning product and service information and labeling
417-3	Incidents of non-compliance concerning marketing communications
GRI 418: Customer Privacy 2016	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

SGX Core ESG Metrics

Table 5.13: SGX Core ESG Metrics

1. Environmental

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT
Greenhouse Gas Emissions ("GHG")	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO_2e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core metrics
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO_2e/ organisation-specific metrics	GRI 305-4, TCFD, SASB 110
Energy Consumption	Total energy consumption	MWhs or GJ	GRI 302-1, TCFD, SASB 130
	Energy consumption intensity	MWhs or GJ/ organisation-specific metrics	GRI 302-3, TCFD
Water Consumption	Total water consumption	ML or m^3	GRI 303-5, SASB 140, TCFD, WEF core metrics
	Water consumption intensity	ML or m^3/ organisation-specific metrics	TCFD, SASB IF-RE-140a.1
Waste Generation	Total waste generated	t	GRI 306-3, SASB 150, TCFD, WEF expanded metrics

DESCRIPTION
Metric tons of carbon dioxide equivalent (tCO_2e) of relevant GHG emissions. Report the Total, Scope 1 and Scope 2 GHG emissions and, if appropriate, Scope 3 GHG emissions. GHG emissions should be calculated in line with internationally recognised methodologies (e.g. GHG Protocol).
Emission intensity ratios in GHG emissions (tCO_2e) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the absolute emissions reported. Denominators should be clearly defined and disclosed.
Total energy consumption, in megawatt hours or gigajoules (MWhs or GJ), within the organisation.
Energy intensity ratios in energy consumed (MWhs or GJ) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the total energy consumption reported. Denominators should be clearly defined and disclosed.
Total water consumption, in megalitres or cubic metres (ML or m^3), across all operations.
Water intensity ratios in water consumed (ML or m^3) per unit of organisation-specific metrics (e.g. revenue, units of production, floor space, number of employees, number of passengers). This is calculated from the total water consumption reported. Denominators should be clearly defined and disclosed.
Total weight of waste generated, in metric tons (t), within organisation and where possible, to include relevant information of waste composition (e.g. hazardous vs non-hazardous, recycled vs non-recycled).

Table 5.13 (Cont'): SGX Core ESG Metrics

2. Social

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT
Gender Diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics
	New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics
Age-Based Diversity	Current employees by age groups	Percentage (%)	GRI 405-1, WEF core metrics
	New hires and turnover by age groups	Percentage (%)	GRI 401-1, WEF core metrics
Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics
	Total number of employees	Number	GRI 2-7
Development & Training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics
	Average training hours per employee by gender	Hours/No. of employees	GRI 404-1, WEF core metrics
Occupational Health & Safety	Fatalities	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320
	High-consequence injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore)
	Recordable injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320
	Recordable work-related ill health cases	Number of cases	GRI 403-10, WEF expanded metrics, MOM (Singapore)

DESCRIPTION
Percentage of existing employees by gender.
Percentage of new employees hires and employee turnover during the reporting period by gender.
Percentage of existing employees by age group. GRI's employee age group categories include: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old.
Percentage of new employees hires and employee turnover during the reporting period by age group. GRI's employee age group categories include: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old.
Total number and rate of employee turnover during the reporting period. Scope of reporting (i.e. subsidiaries included or not) should be clearly defined and disclosed.
Total number of employees as at end of reporting period. Scope of reporting (i.e. subsidiaries included or not) should be clearly defined and disclosed.
Average training hours per employee during the reporting period (total number of hours of training provided to employees over total number of employees).
Average training hours per employee during the reporting period by gender (total number of hours of training provided to employees in each category over number of employees per category).
Number of fatalities as a result of work-related injury during reporting period across the organisation. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.
Number of high-consequence work-related injuries (injury that results in a fatality from which the worker cannot recover fully to pre-injury health status within 6 months) excluding fatalities during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.
Number of recordable work-related injuries during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.
Number of recordable work-related illnesses or health conditions arising from exposure to hazards at work during reporting period. Scope of report should include both employees and workers who are not employees but whose work and/or workplace is controlled by the organisation.

Table 5.13 (Cont'): SGX Core ESG Metrics

3. Governance

TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT
Board Composition	Board independence	Percentage (%)	GRI 2-9, WEF core metrics
	Women on the board	Percentage (%)	GRI 2-9, WEF core metrics
Management Diversity	Women in the management team	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics, SASB 330
Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	GRI 205-1, GRI 205-2 and GRI 205-3
	Anti-corruption training for employees	Number and Percentage (%)	GRI 205-2, WEF core metrics
Certifications	List of relevant certifications	List	Commonly reported metric by SGX issuers
Alignment with Frameworks	Alignment with frameworks and disclosure practices	GRI/ TCFD/ SASB/ SDGs/ others	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F
Assurance	Assurance of sustainability report	Internal/External/ None	GRI 2-5, SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note

DESCRIPTION
The number of independent board directors as a percentage of all directors.
The number of female board directors as a percentage of all directors.
The number of female senior management as a percentage of senior management. Each organisation defines which employees are part of its senior management team.
Disclosures based on GRI's anti-corruption standards of 205-1, 205-2 and 205-3.
Number and percentage of employees that received anti-corruption training during reporting period.
List all sustainability or ESG-related certification (e.g. ISO 45000 family, BCA Green Building, LEED, ENERGY STAR). Each organisation defines which certifications are relevant to be reported.
The issuer needs to give priority to using globally-recognised frameworks and disclosure practices to guide its sustainability reporting. Where the issuer is applying a portion of a particular framework, the issuer should provide a general description of the extent of the issuer's application of the framework.
Disclose whether sustainability report has undertaken: (a) external independent assurance, (b) internal assurance or (c) no assurance. Provide scope of assurance if organisation has undertaken external or internal assurance.

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