

2025

SUSTAINABILITY REPORT

STAMFORD TYRES CORPORATION LIMITED



FY2025 Sustainability Report – Stamford Tyres Corporation Limited

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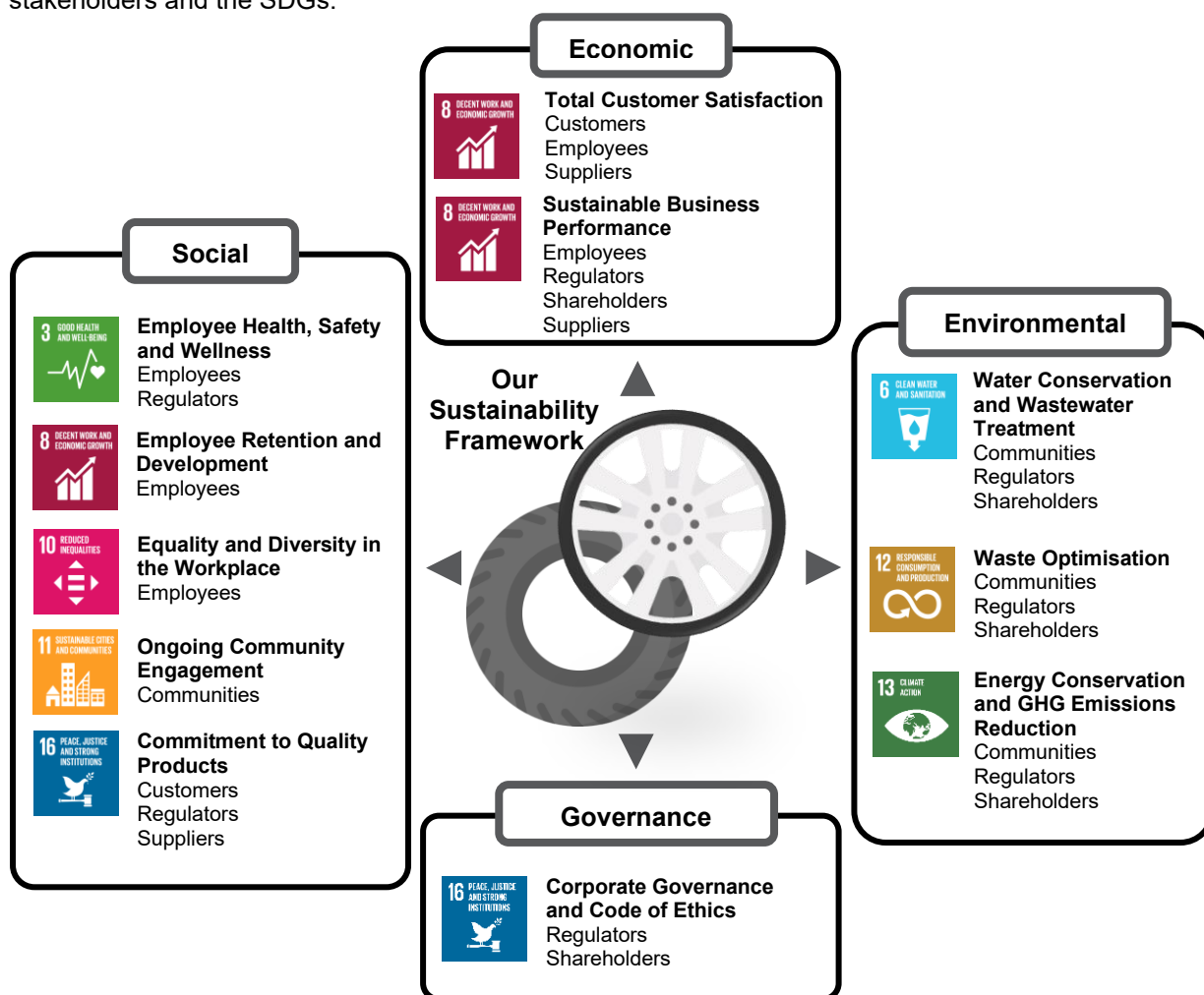
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1. Board Statement

The Board of Directors (“**Board**”) of Stamford Tyres Corporation Limited (or the “**Company**”) and its subsidiaries (collectively known as the “**Group**”), reaffirms its commitment to sustainability with the publication of this sustainability report (“**Report**”). For this Report, we provide insights into the way we do business, while considering our material sustainability factors under the sustainability pillars of economic, environmental, social and governance (collectively as “**Sustainability Factors**”),

The Board considered the Group’s sustainability issues as part of its strategic formulation and business strategies, determined the material Sustainability Factors, and has overseen the management and monitoring of the material Sustainability Factors.

This Report communicates our support towards the United Nations’ Sustainable Development Goals (“**SDGs**”). As we collaborate closely with our stakeholders throughout the value chain, their inputs serve as the compass directing our sustainability initiatives towards prioritising our material Sustainability Factors. Below shows the interaction between our sustainability framework, material Sustainability Factors, stakeholders and the SDGs:



2. Sustainability Performance at a Glance

A summary of our key sustainability performance in financial year (“FY”) 2025 is as follows:

Sustainability Pillar	Sustainability Metric	Sustainability Performance	
		FY2025	FY2024
Economic	Market presence	One of the largest independent tyre and wheel distributors in Southeast Asia (“SEA”)	One of the largest independent tyre and wheel distributors in SEA
	Number of retail outlets	21	22
	Economic value generated ¹ (S\$ million)	193.96	191.09
	Operating costs ² (S\$ million)	167.10	131.53
	Salaries to employees (S\$ million)	25.54	26.59
	Tax to governments (S\$ million)	1.93	1.89
	Payments to providers of capital ³ (S\$ million)	9.65	8.39
Environmental	Water consumption intensity (Cu M/revenue S\$'000)	1.00	0.86
	Percentage of wastewater treated by water treatment plant (%)	100	100
	Percentage of aluminium chips recycled (%)	88	87
	Aggregated absolute greenhouse gas (“GHG”) emissions (tCO ₂ e)	11,139	10,446
Social	Number of workplace fatalities	-	-
	Number of high consequence work-related injuries ⁴	-	-
	Number of recordable work-related injuries	21	19
	Number of work-related ill health cases ⁵	-	-
	Average training hours per full-time employee	6	6
	Turnover rate (%)	19	18
	Number of reported incidents of unlawful discrimination against employees ⁶	-	-
Governance	Number of safety related defects which caused an accident and/or injury	-	-
	Number of serious offences ⁷	-	1
	Number of incidents of non-compliance with any applicable laws and regulations that resulted in significant fines ⁸ or non-monetary sanction	1	-

¹ Economic value generated includes revenue, other revenue and share of results of joint ventures, net of government grant.

² Operating costs include purchases, marketing and distribution, utilities, repairs and maintenance, lease expenses, principal element of lease payments, other operating expenses, net of foreign exchange loss/(gain), allowance for inventory obsolescence, fair value (gain)/loss on derivative and (write-back of)/allowance for expected credit loss.

³ Payments to providers of capital include dividends to shareholders and interest payments to providers of financing.

⁴ A high consequence work-related injury refers to an injury from which the worker cannot recover or cannot recover fully to pre-injury health status within six (6) months.

⁵ A work-related ill health case refers to a case with negative impacts on health arising from exposure to hazards at work.

⁶ An unlawful discrimination refers to an incident of discrimination whereby the relevant authority has commenced investigation against a company which resulted in a penalty to the company.

⁷ A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two (2) years, which is being or has been committed against a company by its officers or employees of the company.

⁸ An incident of non-compliance that excludes fraud or dishonesty.

3. Reporting Framework

This Report is prepared in accordance with Mainboard Listing Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) and with reference to the Global Reporting Initiative (“**GRI**”) Standards for the period from 1 May 2024 to 30 April 2025 (“**Reporting Period**” or “**FY2025**”). We chose to report using the GRI Standards as it is an internationally recognised reporting framework that covers a comprehensive range of sustainability metrics.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped out our sustainability efforts in accordance with the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 (“**UN Sustainability Agenda**”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its core are the 17 SDGs, which form an urgent call for action by all developed and developing countries in a global partnership.

Our climate-related disclosures are produced based on the 11 recommendations of Task Force on Climate-related Financial Disclosures (“**TCFD**”). Following the publication of the International Sustainability Standards Board (“**ISSB**”) Standards – International Financial Reporting Standards (“**IFRS**”) S1 and IFRS S2, we conducted a gap analysis against our existing TCFD reporting and are in the process of aligning our climate-related disclosures to the ISSB Standards. We are guided by the phased approach recommended by the Singapore Exchange Regulation in aligning our reporting of climate-related disclosures in accordance with ISSB Standards.

We relied on internal data monitoring and verification to ensure accuracy for this Report. Internal review on the sustainability report was performed for the Reporting Period and incorporated as part of our internal audit review cycle. We will work towards external assurance for our future sustainability reports subject to market trends and regulatory requirements.

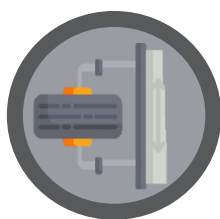
4. Reporting Scope

This Report covers the consolidated entities, excluding our subsidiaries operating in Vietnam and Hong Kong as well as joint venture and associated companies, as disclosed in our audited financial statements for the FY from 1 May 2024 to 30 April 2025 (or the “**Reporting Period**”). A copy of the Report can be found in our corporate website <http://www.stamfordtyres.com>.

5. Feedback

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback to our investor relations email account: siti@stamfordtyres.com.

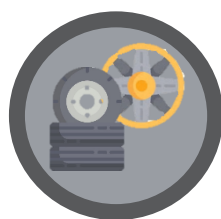
6. Our Business



Our Suppliers

Our suppliers mainly comprise:

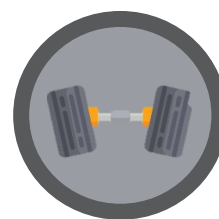
- Tyre manufacturers from major brands such as Falken, Dunlop, Continental Sumo Firenza, Maxam and Kumho;
- Contract manufacturers (“CMS”);
- Major suppliers of raw materials for manufacturing.



Our Operations

Our operations include:

- Manufacturing of aluminium alloy wheels;
- Wholesale and retail sale of tyres and wheels;
- Servicing of motor vehicles;
- Retreading of worn tyres;
- Commercial fleet servicing.



Our Customers

Our customers comprise:

- Retailers and sub-distributors;
- Fleet operators;
- End-user retail customers.

7. Stakeholder Engagement

As part of our stakeholder engagement process, we identify the key stakeholders relevant to our business, and they include entities or individuals that have an interest that is affected or could be affected by our activities. These key stakeholders include communities, customers, employees, national agencies and government bodies (“**Regulators**”), investors and shareholders (“**Shareholders**”) and suppliers and service providers (“**Suppliers**”).

The concerns of key stakeholders are considered when formulating corporate strategies. We adopt both formal and informal channels of communication to understand these concerns and incorporate them in our corporate strategies to achieve mutually beneficial outcomes. We engage our key stakeholders through the following channels:

Key Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
Communities	Community campaigns	Regularly	<ul style="list-style-type: none"> ▪ Social inclusion ▪ Environmental conservation initiatives
	Sustainability report	Annually	
Customers	<ul style="list-style-type: none"> ▪ Physical meetings and visits ▪ Remote meetings ▪ Calls ▪ Email communications ▪ Social media 	Regularly	<ul style="list-style-type: none"> ▪ Customer service ▪ Product diversification ▪ Product quality and safety ▪ Product pricing
Employees	<ul style="list-style-type: none"> ▪ Physical meetings and talks held by the management ▪ Remote meetings ▪ Email communications 	Regularly	<ul style="list-style-type: none"> ▪ Equal employment opportunities ▪ Job security ▪ Remuneration and benefits ▪ Career development and training opportunities ▪ Workplace health and safety (“WHS”)
	Performance appraisal sessions for eligible employees	Annually	

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Key Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
Regulators	Consultations and briefings organised by key regulatory bodies such as SGX-ST	As and when required	<ul style="list-style-type: none"> Corporate governance WHS Regulatory compliance
Shareholders	<ul style="list-style-type: none"> Annual report (“AR”) Sustainability report Annual General Meeting 	Annually	<ul style="list-style-type: none"> Sustainable business performance Market valuation Dividend payment Corporate governance
	Result announcements	Half-yearly	
	Dedicated email account for investor relations	Ongoing	
Suppliers	Supplier evaluation	Annually	<ul style="list-style-type: none"> Demand volatility Timely payment to Suppliers
	<ul style="list-style-type: none"> Physical meetings and visits Remote meetings Calls Email communications 	Regularly	

8. Policy, Practice and Performance Reporting

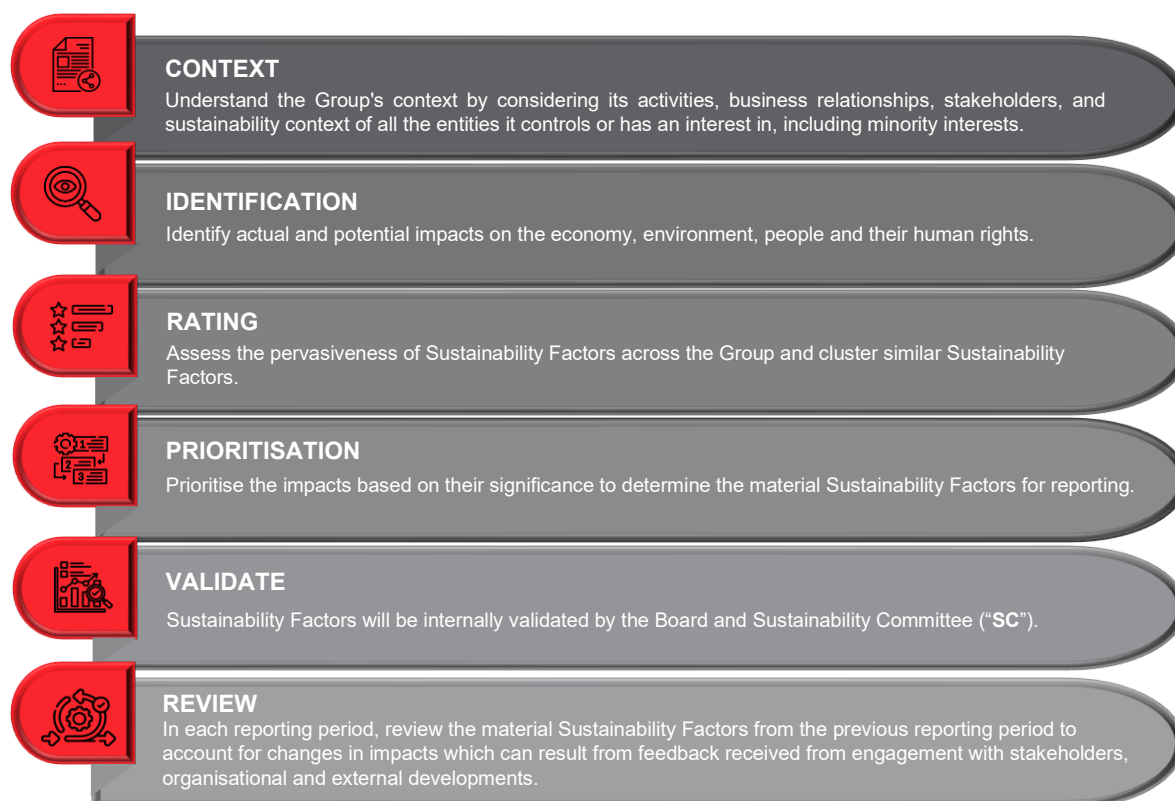
In line with our commitment to sustainability, we established a sustainability reporting policy (“**SR Policy**”) that outlines our sustainability strategies, sustainability governance structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors, is put in place and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, considering the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

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8.1 Sustainability Reporting Processes

Under our SR Policy, our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's sustainability-related impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

Processes involved are shown in the chart below:



8.2 Sustainability Governance Structure

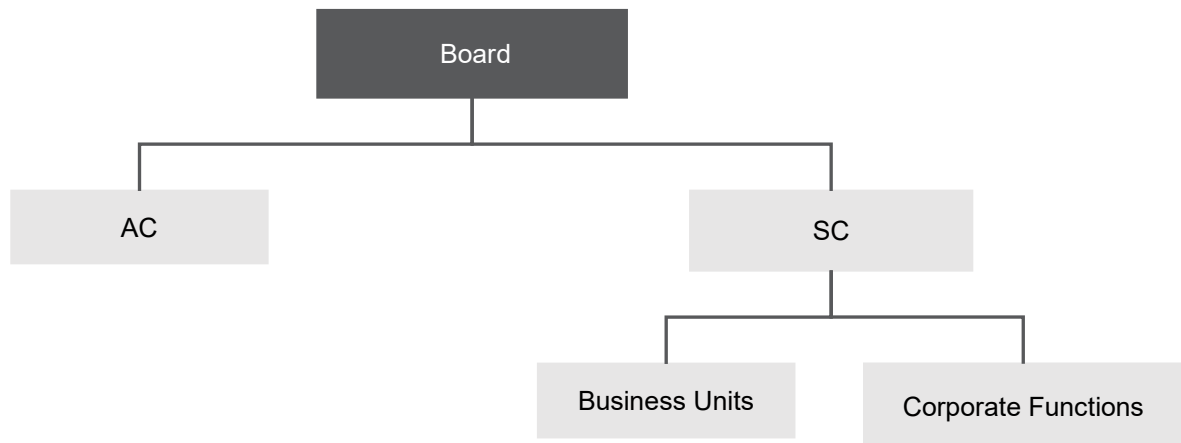
The Board is ultimately responsible for the Group's strategic direction on sustainability including, but not limited to, advising and supervising the development of sustainability strategy and performance targets setting while being supported by an executive level SC by virtue of delegation. As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of listing rule 720 (7) of SGX-ST, we confirm that all our directors attended one (1) of the Singapore Exchange Regulation's approved sustainability training courses.

Our SC, comprises the Financial Controller and Finance Manager, PT Stamford Tyres Indonesia ("**PTSTI**") & PT Stamford Tyres Distributor Indonesia ("**PTSTDI**"), is led by our Executive Director ("**ED**") and supported by senior management executives such as Senior Vice Presidents, General Managers and the Finance Managers, as well as representatives from various corporate functions. Besides the SC, the Board is also supported by the Audit Committee ("**AC**") on specific sustainability matters under its terms of reference.

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Our sustainability governance structure and the responsibilities of component parties are detailed as follows:

Sustainability Governance Structure



Terms of Reference of Component Parties

Component Party	Member	Terms of Reference
Board	Board members	<ul style="list-style-type: none"> Determine material sustainability factors of the Group Review and approve sustainability strategies, policies and targets (including materiality assessment process and outcome), and consider climate-related risks and opportunities during strategy formulation Monitor implementation of sustainability strategies, policies and performance against targets Oversee the identification and evaluation of climate-related risks and opportunities Ensure the integration of sustainability and climate-related risks and opportunities are covered by the Group's enterprise risk management ("ERM") framework Review and approve sustainability reports Evaluate the composition and competencies of the SC to support effective oversight of sustainability strategies, with consideration of climate-related risks and opportunities
AC	AC members	<ul style="list-style-type: none"> Review the adequacy and effectiveness of the Group's internal controls and risk management systems Oversee the conduct of assurance activities pertaining to the Group's sustainability reporting processes
SC	<ul style="list-style-type: none"> ED Financial Controller Finance Manager of PTSTI and PTSTDI 	<ul style="list-style-type: none"> Develop sustainability strategy and policies and recommend revisions to the Board, and consider climate-related risks and opportunities during strategy formulation Ensure that the implementation of sustainability strategies is aligned across business segments and geographical locations Evaluate overall sustainability risks and opportunities, with a focus on climate-related risks and opportunities Perform materiality assessment and prepare sustainability reports prior to approval by the Board Monitor sustainability activities and performance against targets Align the Group's practices with the organisation-wide sustainability agenda and strategy Consolidate sustainability metrics to track sustainability impact
Business Units/ Corporate Functions	Country Heads including Senior Vice Presidents, General Managers and the	<ul style="list-style-type: none"> Align practices at the operational level with the organisation-wide sustainability agenda and strategy Collect and compile sustainability metrics to track sustainability impact and for reporting purposes

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Component Party	Member	Terms of Reference
	relevant Finance Manager along with representatives from the following corporate functions: <ul style="list-style-type: none"> ▪ Human resources; and ▪ Logistics and operations. 	

As we are still refining our sustainability metric measuring, tracking and target-setting mechanisms, we will link key executives' remuneration to sustainability performance when the mechanism is more mature and stable.

8.3 Materiality Assessment

We continuously refine our management approach towards sustainability reporting to adapt to the changing business landscape. The Group's SC performs an annual materiality assessment to ensure that the material Sustainability Factors disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

Both positive and negative impacts, whether actual and potential, are assessed based on: (i) the likelihood of the occurrence of actual and potential, negative and positive impacts; and (ii) their significance on the economy, environment, people and human rights, as well as their contribution to sustainable development.

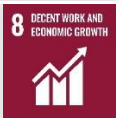
8.4 Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying relevant sustainability metrics, monitoring and measuring them. Additionally, we set performance targets aligned with our strategy to ensure that we are focused on our sustainability goals. We consistently enhance our performance-monitoring processes and improve our data capturing systems. A sustainability report is published annually in accordance with our SR policy.

9. Material Sustainability Factors

In FY2025, a materiality assessment was performed by the SC to update the material Sustainability Factors, and this was followed by a stakeholder engagement exercise⁹ to understand the concerns and expectations of our key stakeholders. In this Report, we also reported our progress in managing these factors and set related targets to improve our sustainability performance.

We incorporated the UN Sustainability Agenda as a supporting framework to shape and guide our sustainability strategy where appropriate. Below are the results showing how our material Sustainability Factors relate to these SDGs:

Material Sustainability Factor	SDG	Key Stakeholder	Our Effort
Economic			
Total Customer Satisfaction		<ul style="list-style-type: none"> ▪ Customers ▪ Employees ▪ Suppliers 	We enhance customer satisfaction by fostering long-term, sustainable relationships with our partners, adhere to market standards for our products, and maintain close engagement with our customers.

⁹ The Company distributed an online survey to both its internal and external stakeholders of customers, employees and Suppliers to gather perspectives on the most important sustainability factors for the business to prioritise.

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Material Sustainability Factor	SDG	Key Stakeholder	Our Effort
Sustainable Business Performance		<ul style="list-style-type: none"> Employees Regulators Shareholders Suppliers 	We contribute to economic growth through the creation of long-term and sustainable value for our stakeholders.
Environmental			
Water Conservation and Wastewater Treatment		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement checks and measures to reduce water wastage and manage the quality of wastewater generated from our business operations.
Waste Optimisation		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement measures to reduce waste that is generated from our business operations.
Energy Conservation and GHG Emissions Reduction		<ul style="list-style-type: none"> Communities Regulators Shareholders 	We implement practices to reduce energy consumption, improve efficiency and lower the GHG emissions from our business operations.
Social			
Employee Health, Safety and Wellness		<ul style="list-style-type: none"> Employees Regulators 	We implement measures to ensure a safe and secure working environment for our employees.
Employee Retention and Development		Employees	We invest in the development and upskilling of our employees to enhance their professional capabilities. We also provide meaningful employment, supported by a rewarding work environment.
Equality and Diversity in the Workplace		Employees	We create a diverse and inclusive workplace that brings new perspectives to our business and strengthens our ability to overcome new challenges.
Ongoing Community Engagement		Communities	We initiate various campaigns to give back to the communities we operate in.
Commitment to Quality Products		<ul style="list-style-type: none"> Customers Regulators Suppliers 	We comply with market standards with regard to the quality and safety of our products.
Governance			
Corporate Governance and Code of Ethics		<ul style="list-style-type: none"> Regulators Shareholders 	We ensure that business practices are aligned with legal standards and ethical principles.

9.1 Total Customer Satisfaction

Commitment

As one of the largest independent tyre and wheel distributors in SEA, we are committed to deliver excellence in customer satisfaction.

Approach

We adopted the following strategies to improve customer satisfaction:

Cultivate Long-Term and Sustainable Relationship with our Partners

We develop strategic relationships with our key partners including Sumitomo, Continental, Maxam and Kumho, allowing us to access and distribute a diverse range of products to meet our customers' needs. A

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strong business relationship with our key partners allows us to secure competitive pricing for our purchases which we can then pass on to our customers through value-for-money products.

Adopt Market Standards for the Quality and Safety of our Products

Tyres under our proprietary brands are manufactured by selected CMS located across Asia adhering to international quality standards. The adoption of such standards supports our ability to consistently provide safe and quality products to meet our customers' requirements.

For product safety and consistency in quality, refer to Section 9.10 'Commitment to Quality Product' for further details.

Maintain Presence and Proximity to Our Customers

We are one of the largest independent tyre and wheel distributors in SEA with an international distribution network that spans across Singapore, Malaysia, Thailand, Indonesia and South Africa. Our extensive network and proximity with our customers enable us to build deeper understanding of our customers' requirements and provide more responsive after-sales services.

Nurture a Team of Highly Trained and Experienced Employees

We are dependent on a team of highly trained and experienced employees who play a pivotal role in serving our customers with the products we distribute. Our employee development programmes and trainings equip them with necessary skillsets in delivering quality service to our customers.

Please refer to Section 9.7 'Employee Retention and Development' for further details on our efforts to train and retain our valued employees.

Performance

Maintain Presence and Proximity to Our Customers

As at 30 April 2025, we operated a total of 21 (FY2024: 22) retail outlets in Singapore and Malaysia.

9.2 Sustainable Business Performance

Commitment

We are committed to creating long-term economic value for stakeholders including promoting economic development, creating employment opportunities and contributing to the local communities.

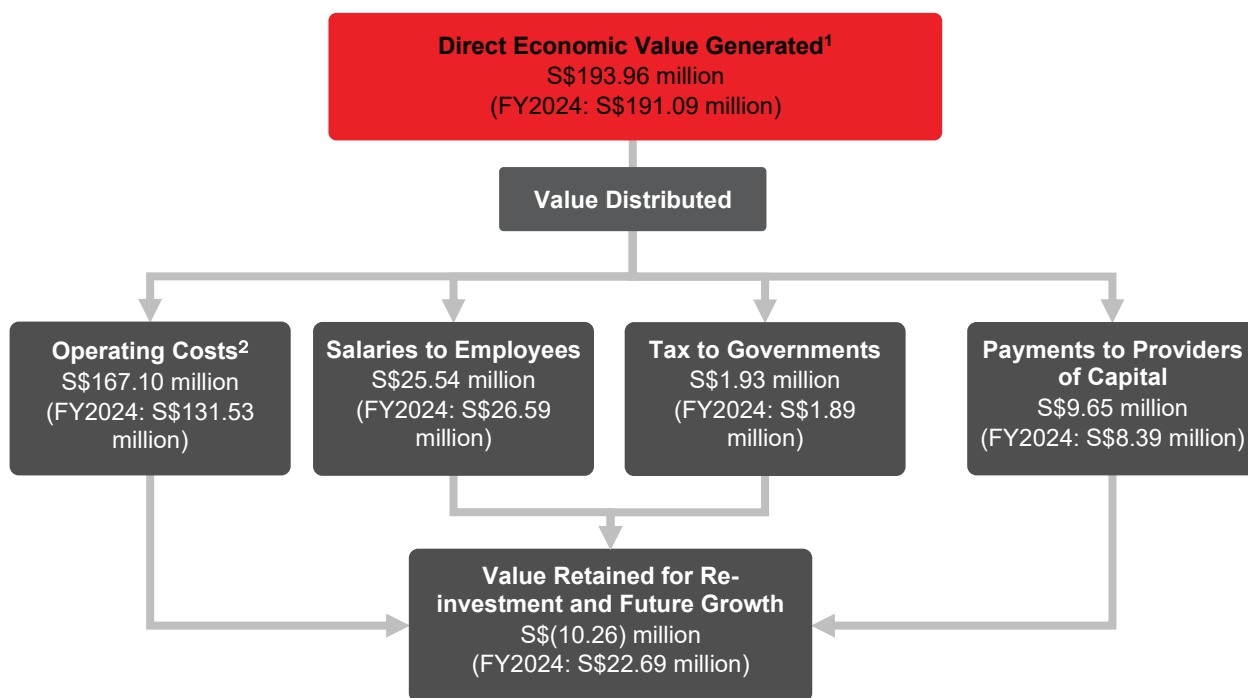
Approach

We generate and distribute economic value by executing the Group's strategy. Refer to our AR, 'Letter to Shareholders – Commitment to the Group's Expansion Strategies' for an overview of how we execute our strategies.

Performance

In line with this commitment, we present the distribution of our value created in FY2025 as follows:

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Refer to the audited financial statements in our AR FY2025 for the Group's financial performance and financial risk management disclosure on our efforts and progress in maintaining financial sustainability.

9.3 Water Conservation and Wastewater Treatment

Commitment

We are committed to responsible usage of water resources through enhancing our water consumption efficiency and managing wastewater quality.

Approach

a. Water Conservation

Our water sources are primarily derived from the relevant public utilities company in the relevant countries¹⁰.

Water is consumed for: (i) office use; (ii) wheel factory in Thailand ("**Wheel Factory**"); and (iii) retreading operations, with a substantial amount consumed by our Wheel Factory. Water consumed by our Wheel Factory is used for cooling and washing purposes in the manufacturing process, such as in cooling towers, for heat quenching baths, casting hydraulic systems, as machines coolant, for painting pre-treatment and basic washing of wheels before paint application.

Water conservation measures implemented in our operations include the following:

- For our entities situated in Thailand, abide by the Water Resources Act, B.E. 2561 (2018) for the allocation, use, development, management, maintenance, rehabilitation and conservation of water resources;
- Water consumption trends are regularly tracked, analysed and corrective actions are taken when unusual consumption patterns are observed;
- Systematic maintenance programme for operating equipment to maintain water efficiency for our Wheel Factory.

¹⁰ Based on the World Resources Institute Aqueduct Water Risk Atlas, our entity in Thailand, which manufactures aluminium alloy wheels, operates in an area with water stress. We aligned our water conservation measures in accordance with the local laws and regulations set by the national government, whilst strengthening our water conservation efforts.

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b. Wastewater Treatment (Wheel Factory)

Wastewater comprises coolant oil and paint sludge which are generated from the following wheel manufacturing processes:

Waste	Source
Coolant oil	Generated from machining process, which is a mixture of oil, coolant chemical and water
Paint sludge	Generated from painting process, which is a mixture of water, paint chemical, thinner and other particles captured by the water curtains inside the painting booths



In accordance with Thailand's Factory Act, B.E. 2535 (1995), we take active measures to manage water quality such as ensuring that wastewater is processed by our own water treatment plants at the Wheel Factory before it is released into the waterways and conducted sampling checks to inspect water quality.

Performance

a. Water Conservation

Key statistics on water consumption from our wheel manufacturing processes are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Water consumption	Cu M	178,177	152,210
Water consumption intensity	Cu M/ revenue S\$'000	1.00	0.86

Our total water consumption intensity increased as we implemented more extensive washing and cleaning processes in our Wheel Factory. We will continue to intensify our water management efforts by tracking our water generated, observe fluctuation patterns and take corrective actions if required.

b. Wastewater Treatment (Wheel Factory)

Key statistics on wastewater generated from our wheel manufacturing processes are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Wastewater generated	Cu M	6,959	6,270

100% (FY2024: 100%) of wastewater generated from our Wheel Factory is treated by our own water treatment plant.

9.4 Waste Optimisation

Commitment

We are committed to environmental preservation by integrating reuse and recycling practices into our operations to foster sustainability.

Approach

Segregation of Aluminium Chips for Recycling

The primary waste materials generated from our operations are aluminium chips derived from wheel production. These aluminium chips are collected for outsourced recycling.

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Aluminium chips from wheel production are collected for recycling in Thailand

Conserve Natural Resources and Promote Recycling: Tyre Retreading

We are actively involved in recycling used tyres through our retreading plants located in Singapore, Malaysia and Indonesia. The retreading plants serve to extend the life span of tyres, thus saving valuable natural resources used in the production of tyres. During the retreading process, used tyres with worn-out tread surfaces are buffed and bonded with new tread rubber liners through application of heat and pressure. We also ensure that all retreated tyres are rigorously inspected to ensure quality and safety.

We provide tyre retreading services to various markets as follows:

- For Singapore, services are rendered to waste disposal, transportation and industrial companies;
- For Malaysia, services are rendered to transportation and retail companies;
- For Indonesia, services are rendered primarily to mining companies.



Retreading Plants in PTSTI (picture left) and STIPL (pictures right)

Support Singapore's Zero Waste Nation

As a low-lying island state, climate change poses an existential threat to Singapore. Effective management of waste plays a crucial role in combating the threat and tackling climate change.

Our waste management approach is aligned with Singapore's goal towards becoming a Zero Waste Nation through sustainable production and consumption while promoting a circular economy. As part of our commitment, waste generated from our warehouse in Singapore including packaging material such as plastics wraps and bands as well as general office waste such as paper and cardboard boxes are disposed of by a licensed waste collector whereas vehicle rubber waste generated from our tyre retreading services is sent to a licensed waste disposal facility for recycling purposes.

Performance

Segregation of Aluminium Chips for Recycling

88% (FY2024: 87%) of the 3,640 (FY2024: 3,390) tonnes of aluminium chips generated from production is recycled.

For the Reporting Period, our recycling rate remains fairly constant when compared against the prior Reporting Period. We will continue to intensify our waste management efforts by tracking our waste generated, observe fluctuation patterns and take corrective actions if required.

Support Singapore's Zero Waste Nation

100% (FY2024: 100%) of waste generated from our warehouse in Singapore is disposed of by a licensed waste collector and 100% (FY2024: 100%) rubber waste generated from our tyre retreading process is sent to a licensed waste disposal facility for recycling.

9.5 Energy Conservation and GHG Emissions Reduction

Commitment

We are committed to reducing our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

Approach

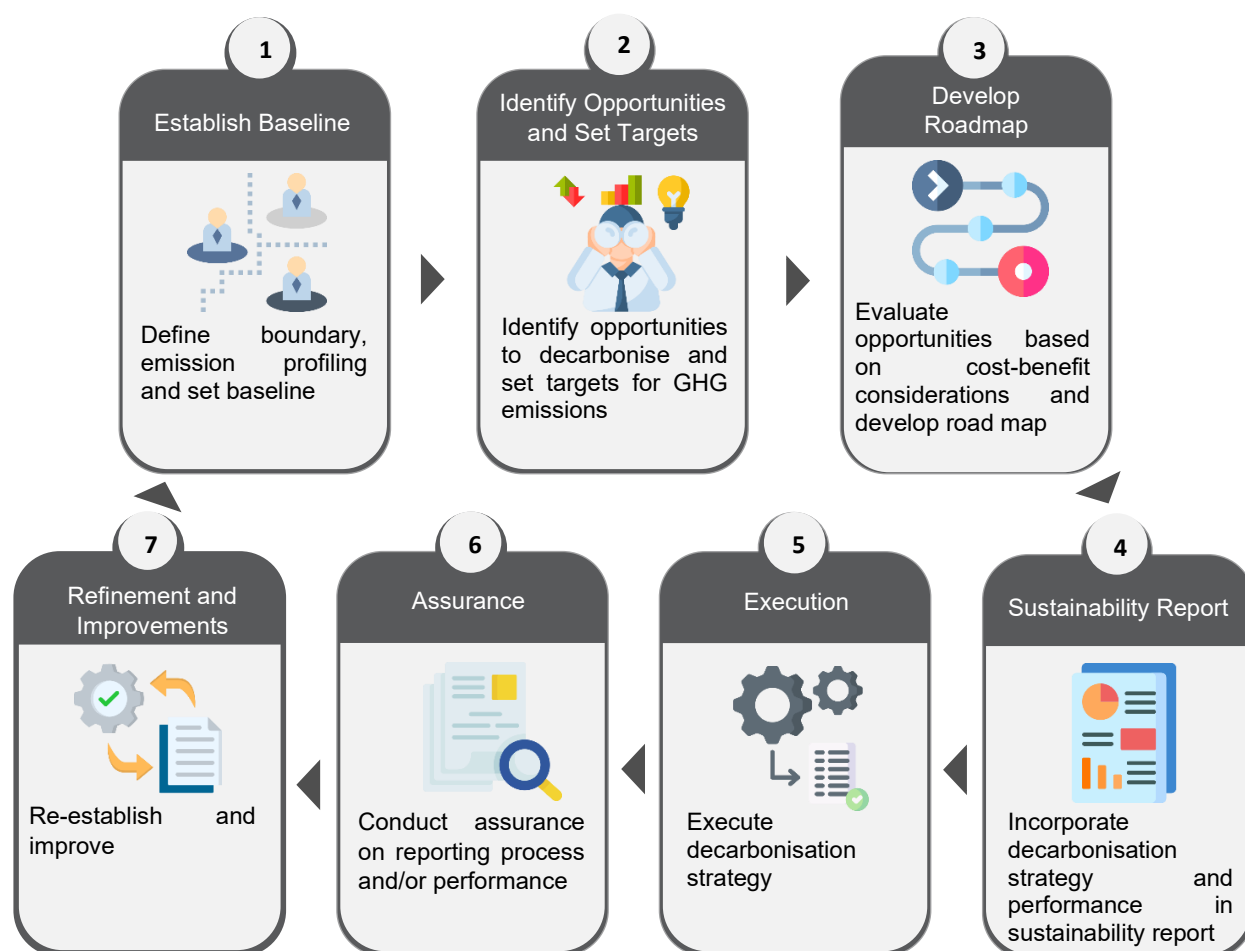
We aim to reduce our environmental footprint and at the same time, establish operational resilience to deliver long-term and sustainable value to our stakeholders such as communities, customers, employees, Shareholders and Suppliers. We adopt a balanced approach in effectively managing and minimising the impacts arising from our business operations.

We are dependent on energy resources in the following areas:

- Fuel for operating generators in our Wheel Factory and operating motor vehicles such as trucks and forklifts and vehicles;
- Liquefied petroleum gas (“LPG”) for machineries used in the manufacturing of aluminium alloy wheels, specifically for wheel casting;
- Electricity for machineries used in the manufacturing of aluminium alloy wheels and equipment used in our offices such as lighting, cooling and office electronics.

Decarbonisation Approach

To conserve energy and manage our GHG emissions, we set up a seven (7) step continuous circular process as follows:



On a yearly basis, we update our GHG emissions profile for our Scope 1, 2 and 3 GHG emissions based on defined organisational boundaries. We will also conduct a GHG emissions profiling exercise whenever there are significant changes to our business models and work processes.

We closely track and monitor our Scope 1, 2 and certain categories of Scope 3 GHG emissions, and are in the process of developing mechanisms to track additional Scope 3 GHG emissions, where relevant and

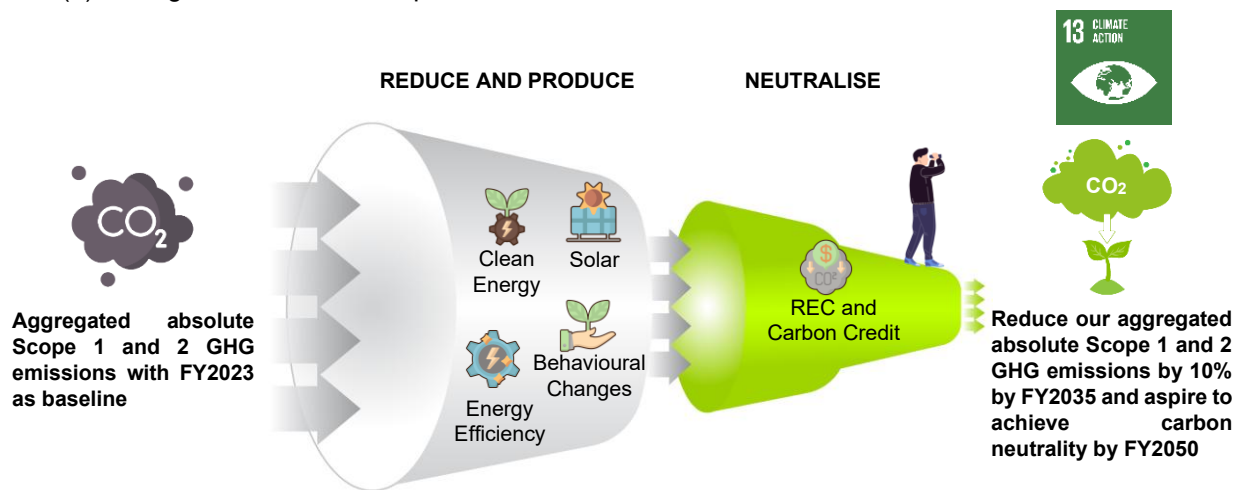
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feasible. We developed a climate change transition plan which will be refined and improved as it is progressively implemented, by considering changes in business operations, environmental factors and market trends. Progress updates and performance will be provided in our future sustainability reports, with the reporting process undergoing internal review to ensure compliance.

We measure our GHG emissions in alignment with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004). We adopted the operational control approach as a basis to determine GHG emissions data consolidation boundaries across our reporting entities. This approach is selected as it allows us to manage emissions from our operations where we have practical control to introduce relevant measures and implement operating policies. We assessed that we have operational control over all reporting entities covered in this Report.

Climate Change Transition Plan

Our climate change transition plan guides us on our decarbonisation journey. Under this strategy, we commit to reduce our aggregated absolute Scope 1 and 2 GHG emissions by 10% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2023 as our baseline. Our climate change transition plan is focused on three (3) strategic levers of reduce, produce and neutralise as follows:



Our action plans by lever and focus area are as follows:

Lever	Focus Area	Action Plan
Reduce	Energy efficiency – machinery and equipment	<p>Our initiatives on this front include:</p> <ul style="list-style-type: none"> Regular maintenance of machinery and equipment to ensure good working conditions to optimise energy efficiency; Regular cleaning of filters for air-conditioning systems to reduce air flow resistance. <p>Our generators in Thailand are currently powered by diesel which emit more GHG emissions than eco-friendly generators available in the market. We plan to replace our current diesel-powered generators to eco-friendly generators, subject to market conditions and technological advancements.</p>
	Energy efficiency – lighting	We install energy-saving light emitting diode where practicable.
	Electric vehicle	<p>Our action plans on this front include:</p> <ul style="list-style-type: none"> We developed an electric vehicle plan to convert 50% of internal combustion vehicles to electric vehicles by FY2035, with a goal of achieving 100% conversion by FY2050, subject to market conditions and technological advancements; and Our fleets of forklifts are currently powered by: (i) diesel; or (ii) electricity. As the diesel-powered forklifts emit more carbon dioxide than electrical forklifts, we will consider switching the diesel-powered forklifts to electric-powered ones where practicable.

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Lever	Focus Area	Action Plan
Produce	Behavioural changes	We constantly remind our employees on basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use and enabling power saving modes.
	Clean energy	We constantly explore opportunities to use clean and/or renewable energy available in the locations that we operate in.
	Solar energy	<p>Solar panels are installed on the rooftop of our buildings at Stamford Tyres International Pte Ltd (“STIPL”) and Stamford Sport Wheels Company Limited (“SSW”) to generate electricity. The solar panels help to bring down the roof surface’s temperature and cools the facilities. We generated 12,894 GJ (FY2024: 11,706 GJ) of electricity from the installed solar panels. Images of the solar panels as follows:</p>  <p><i>Solar panels on the vast rooftops of our Singapore Headquarters</i></p>  <p><i>Solar panels on the rooftop at Stamford Sports Wheel Factory in Thailand</i></p>
Neutralise	<ul style="list-style-type: none"> Renewable energy certificates (“REC”) Carbon credits 	To explore the use of REC and carbon credits to offset unavoidable residual GHG emissions, when the markets mature.

Performance

Key statistics on energy consumption and GHG emissions are as follows:

(i) Energy Consumption

Sustainability Metric	FY2025		FY2024	
	GJ	%	GJ	%
Diesel consumption	18,204	14	18,046	15
Petrol consumption (fleet)	11,306	9	9,121	8

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LPG consumption	44,852	35	44,352	36
Purchased electricity consumption	48,469	37	44,917	37
Solar energy consumption	6,509	5	5,087	4
Total energy consumption	129,340	100	121,523	100

(ii) Energy Consumption Intensity

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Diesel consumption intensity	GJ/ revenue S\$'000	0.10	0.10
Petrol consumption intensity	GJ/ revenue S\$'000	0.06	0.05
LPG consumption intensity	GJ/ revenue S\$'000	0.25	0.25
Purchased electricity consumption intensity	GJ/ revenue S\$'000	0.27	0.26
Solar energy consumption intensity	GJ/ revenue S\$'000	0.04	0.03

(iii) GHG Emissions and Intensity

Sustainability Metric	Unit of Measurement	FY2025	FY2024
Direct GHG emissions (Scope 1) ¹¹	tCO ₂ e	5,006	4,807
Indirect GHG emissions (Scope 2) ¹²	tCO ₂ e	6,133	5,639
Aggregated absolute GHG emissions (Scope 1 and 2)	tCO ₂ e	11,139	10,446
GHG emissions intensity	tCO ₂ e / revenue S\$'000	0.063	0.059

The increase in energy consumption and the resultant GHG emissions is attributable to the increase in local business travel in Malaysia and increase in production volume of our Wheel Factory in Thailand. We will continue to monitor our usage, perform regular tracking, analyse consumption trends and take corrective actions when there are unusual consumption patterns.

Our scope of indirect GHG emissions (Scope 3)¹³ in our operations is as follows:

Category	Coverage	FY2025	FY2024
		tCO ₂ e	
Category 1: Purchased goods and services	Tyres and wheels	75,755	NA ¹⁴
Category 5: Waste generated in operations	Aluminium chips	23	22
Category 6: Business Travel	Business Air Travel	64	NA ¹⁴
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	1,719	NA ¹⁴

9.6 Employee Health, Safety and Wellness

Commitment

We are committed to maintaining the highest standards of occupational health and safety, ensuring a safe and healthy work environment for all employees.

Approach

As part of the Group's daily operations, workers are responsible for operating heavy lifting equipment, such as forklifts, to manage inventory. In our Wheel Factory's manufacturing operations, our workers face several

¹¹ The direct GHG emissions from diesel, petrol and LPG consumption reported by a reporting entity (Scope 1) are calculated based on the 2006 Intergovernmental Panel on Climate Change Guidelines for National Greenhouse Gas Inventories.

¹² The indirect GHG emissions from the consumption of electricity purchased by a reporting entity (Scope 2) are calculated based on the emissions factors published by the relevant local authorities.

¹³ The indirect GHG emissions (Scope 3) are calculated using calculation tools which include the U.S. Environmental Protection Agency, U.K. Department for Environment, Food and Rural Affairs, International Civil Aviation Organization Carbon Emissions Calculator, GHG Protocol Transport Tool and a mix of GHG emissions factors published by Ministry of Transport, Singapore.

¹⁴ No comparative data is available as the relevant data for the prior Reporting Period was not tracked previously.

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hazards, including prolonged exposure to high noise levels, contact with hazardous chemicals, risks of burns and heat stress from molten metal handling, and inhalation of dust and particulates from cutting and grinding. To manage health and safety, we implemented the following measures:

- Maintain a set of safety rules and comply with applicable regulations;
- Track and monitor workplace accidents;
- Safety inspections are performed by Safety Committee, and the results are reported to designated senior managers;
- Perform corrective action plans to prevent recurrences of accidents;
- Brief new employees on safety procedures during orientation;
- Maintain a dedicated first-aid room at our Wheel Factory to provide immediate and effective medical treatment to injured personnel.



First aid room in SSW Wheel Factory, Thailand

Performance

Our retail and fleet operations in Singapore are bizSAFE 3 certified by the Workplace Safety and Health Council of Singapore.

Key statistics on health and safety of our employees are as follows:

Sustainability Metric	FY2025	FY2024
Number of workplace fatalities	-	-
Number of high consequence work-related injuries ⁴	-	-
Number of recordable work-related injuries	21	19
Number of recordable work-related ill health cases ⁵	-	-

Most of the injuries were due to the improper handling of heavy machinery, resulting in arm injuries such as cuts, abrasions and fractures. In response, we strengthened our safety protocols and enhanced targeted training programmes focusing on proper equipment handling techniques. In addition, a mandatory requirement of more than one (1) person was implemented for the operating heavy machinery, to minimise the risk of injury and prevent recurrence.

9.7 Employee Retention and Development

Commitment

We are committed to retaining and developing our valuable human resources to improve the efficiency of our business operations.

Approach

Performance-Based Rewards

We recognise that employees are key to the sustainability of our business operations, and we are determined to reward capable and dedicated employees.

Remuneration for key executives is based on corporate and individual performance with certain key executives entitled to profit-sharing bonuses when profit targets are realised. There are appropriate and meaningful measures in place for assessing the performance of Executives Directors and key management personnel. Although the recommendations are made in consultation with Management, their remuneration packages are ultimately approved by the Board.

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You may refer to 'Remuneration Framework' of AR 25 for further details of our Remuneration Policy.

Workplace Culture and Employee Benefits

Our Employee Handbook provides guidance on corporate culture. We also care for our employees through a comprehensive benefit scheme covering healthcare insurance, maternity leave and paternity leave.

Establish a Quality Team

We encourage continual learning and leadership quality improvements for our employees by offering various training programmes to upgrade their skillsets. Our full-time employees attended in-house and external training which cover areas such as workplace safety, machine operations and work processes, quality awareness, product specification, accounting and excel skills, supervisory skills, marketing skills and interpersonal skills development.

Through the above initiatives, we aim to equip our employees with the necessary skills as well as to attract and retain talent for our business sustainability.

Performance

Key statistics on new employee hires and employee turnover are as follows:

New Hire¹⁵

Key statistics on new hire by gender and age group are as follows:

Sustainability Metric	FY2025		FY2024	
	Number of New Hire	Rate of New Hire	Number of New Hire	Rate of New Hire
Overall new hire	126	16%	159	19%
Gender				
Male	92	16%	115	18%
Female	34	16%	44	20%
Age				
Below 30	44	32%	71	51%
30 to 50	80	15%	86	16%
Above 50	2	2%	2	1%

Turnover¹⁶

Key statistics on employee turnover by gender and age group are as follows:

Sustainability Metric	FY2025		FY2024	
	Number of Turnover	Rate of Turnover	Number of Turnover	Rate of Turnover
Overall turnover	156	19%	148	18%
Gender				
Male	112	19%	104	17%
Female	44	20%	44	20%
Age				
Below 30	38	28%	54	39%
30 to 50	95	18%	82	15%
Above 50	23	17%	12	7%

There was a slight increase in the turnover rate compared to the previous period. We will continue to focus on fostering a positive work environment to retain employees and reduce turnover.

Training Hour

Key statistics on training hours are as follows:

Sustainability Metric	FY2025	FY2024
Overall		

¹⁵ New hire related statistics are calculated based on the number of new hires over total employees by gender and age.

¹⁶ Turnover related statistics are calculated based on the number of turnovers of confirmed employees over total employees by gender and age.

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Total training hours	4,756	4,610
Average training hours per employee	6	6
Male		
Total training hours	4,023	3,700
Average training hours per employee	7	6
Female		
Total training hours	733	910
Average training hours per employee	3	4
Management		
Total training hours	152	136
Average training hours per employee	2	2
Non-management		
Total training hours	4,604	4,474
Average training hours per employee	6	6

Performance Appraisal

Key statistics on performance and career development appraisal are as follows:

Sustainability Metric	FY2025	FY2024
Overall	53%	69%
Gender		
Male	51%	68%
Female	59%	74%
Employee Category		
Management	43%	69%
Non-management	54%	69%

Parental Leave

Key statistics on maternity leave and paternity leave (collectively as “**Parental Leave**”) taken by confirmed full-time employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
Number of employees entitled to Parental Leave	3	9	3	8
Number of employees who took Parental Leave	3	9	3	8
Number of employees who returned to work after Parental Leave ended	3	8	3	7
Return to work rate of employees who took Parental Leave	100%	89%	100%	88%
Retention rate of employees 12 months after they returned to work from Parental Leave ¹⁷	100%	100%	-%	100%

9.8 Equality and Diversity in the Workplace

Commitment

We are committed to the goals of diversity and equal opportunity in employment by providing an environment for our employees that fosters fairness, equality and respect for social and cultural diversity, regardless of their gender, age and educational background.

Approach

To promote equal opportunity, we implemented various human resources measures as follows:

- Human Resources Policy and Employee Handbook for recruiting and promoting employees based on merit and competency;
- Regular performance assessment to evaluate the performance of employees and provide them with a sense of self-awareness to undertake training that will improve their skills and abilities;
- Recruitment advertisements do not state age, race, gender or religion preferences as a requirement.

¹⁷ Retention rate is calculated based on employees who took Parental Leave in the preceding reporting period.

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Performance

As at 30 April 2025, the Group has a total of 808 (FY2024: 838) full-time employees with the following breakdown:

Singapore	Malaysia	Thailand	Indonesia	South Africa	Total
229	80	344	122	33	808

Gender Diversity

On gender diversity, we view diversity on the Board level as an essential element in supporting sustainable development with three (3) (FY2024: three (3)) female Board members or 50% (FY2024: 40%) female representation on the Board.

Key statistics on gender diversity of our employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
Overall	73%	27%	74%	26%
Management	67%	33%	65%	35%
Non-management	76%	24%	75%	25%

Age Diversity

Key statistics on age diversity of our employees are as follows:

Sustainability Metric	FY2025			FY2024		
	Below 30	30 – 50	Over 50	Below 30	30 – 50	Over 50
Overall	17%	67%	16%	16%	64%	20%
Management	1%	58%	41%	1%	60%	39%
Non-management	16%	67%	17%	18%	64%	18%

Educational Diversity

Key statistics on educational diversity of our employees are as follows:

Sustainability Metric	FY2025	FY2024
Tertiary	26%	22%
Non-tertiary	74%	78%

Due to the nature of our business, most of our employees are male and non-tertiary educated, deployed at our service outlets and Wheel Factory and are employed based on their skillsets.

There were zero (0) (FY2024: zero (0)) reported incidents of unlawful discrimination against an employee.

9.9 Ongoing Community Engagement

Commitment

We recognise that the long-term success of our business is closely related to the health and prosperity of the communities that we operate in. Accordingly, we are committed to contributing back to the communities.

Approach

During the Reporting Period, we ran the following corporate social responsibility (“CSR”) projects:

1. The Discovery Shop

Since January 2025, the expansive second floor of our Retail headquarters at 19 Lok Yang Way has been transformed into a charity thrift store, The Discovery Shop. This CSR initiative reflects our commitment to giving back to the community, with full proceeds from the sale of donated items going directly to charitable causes.

The first beneficiary, from January through September 2025, is the Singapore General Hospital’s Advancing Resources for Kidney Diseases Fund (“ARK”). ARK fund supports kidney patients across Singapore by providing better access to comprehensive and holistic care. Its scope ranges from prevention and early diagnosis to advanced treatment and research, with the aim of enhancing patient outcomes and overall kidney health.

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Executive Chair Mrs. D Wee with her team of staff and key volunteers

2. Tyre and Servicing Sponsorships in Singapore and Malaysia

- (a) Since 2018, STIPL has been a proud supporter of the Singapore Red Cross (“SRC”). We have been providing essential support in the servicing and tyre replacement of SRC’s fleet of vehicles. This contribution plays a role in ensuring the safety, reliability and operational readiness of the vehicles used in their community outreach and welfare activities. Through this CSR collaboration, we contribute to SRC’s efforts in serving the public and responding to those in need.



SRC vehicles supported and serviced by STIPL

- (b) In June 2024, Stamford Tyres Malaysia (“STM”) provided sponsorship in the form of passenger and commercial tyres to Persatuan Kebajikan Rumah Victory Malaysia, a non-profit organisation established to provide community services such as drug rehabilitation as well as care for children, youth and the elderly. This initiative supports the charity’s transportation needs, which are essential for daily welfare activities and outreach programmes. By contributing to the maintenance and mobility of their vehicles, STM is dedicated to support community-based charities and promoting social welfare.



Charity vehicles supported by STM

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3. School Uniform Initiative in Indonesia

In August 2024, Stamford Tyres Timika PTSTI launched a school uniform support initiative for students at SD Negeri 1 Pomako, Timika, Indonesia. Through this CSR initiative, we provided new school uniforms to needy students to alleviate the financial burden faced by families in less developed regions.

By ensuring that all students have proper and comfortable attire, we aim to boost their confidence, encourage regular school attendance and foster a more inclusive and positive learning environment.



Beneficiaries of the school uniform initiative supported by PTSTI

4. Educational Aid for Underprivileged Children in Papua New Guinea, Indonesia

As part of our ongoing commitment to community development and educational support, PTSTI funded scholarships to Rumah Singgah Taskar Pelangi, a Papua New Guinea shelter that cares for and supports underprivileged students from elementary to high school levels in August 2024. This CSR initiative aims to help children from disadvantaged backgrounds to continue their education and pursue their dreams, despite financial challenges.



Beneficiaries from Rumah Singgah Taskar Pelangi together with employee volunteers from PTSTI

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5. Education Support through Equivalency Programmes

In July 2024, PTSTI carried out a community initiative focused on supporting the Indigenous Papuan (also known as 'OAP') community in Mimika, Indonesia. Under the CSR initiative, PTSTI supports these OAP individuals in attaining the Indonesian equivalency education programmes – Paket B (equivalent to junior high school) and Paket C (equivalent to senior high school).

This initiative aims to provide greater educational access and equality for OAP individuals who may not have had the opportunity to complete formal schooling. By enabling participants to obtain nationally recognised certificates, the programme helps enhance their knowledge and improves their prospects for employment, as the qualifications are often required for job applications and recruitment processes.



Participants attending sharing session supported by employee volunteers from PTSTI

6. Support for Indigenous Communities in Mimika

In October 2024, PTSTI provided direct supports to the livelihoods of Mimika's OAP. We distributed essentials such as rice, eggs, instant noodles, sugar, tea and tarpaulins to representatives from three villages: (i) Timika Pantai; (ii) Tipuka; and (iii) Miyoko. The initiative improves the standard of living for the fishing communities:



Donation of essentials to villages in Mimika

PTSTI extended its community support by providing donations to a local village with an estimated population of 600 residents. The CSR initiative aimed to uplift the well-being of the community, particularly focusing on basic needs and daily essentials.



Certificate of Appreciation to PTSTI for their donations to villages in Mimika

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7. Scholarships in Thailand

In January 2025, SSW Thailand supports students from Sawangrat Bamrung School through the sponsorship of 16 scholarship. These scholarships help to ease the financial burden on students and their families, enabling recipients to pursue and complete their education with greater stability.



Beneficiaries from Sawangrat Bamrung School together with employee volunteers from SSW

Performance

Key Statistics on community engagements are:

S/N	Initiative	Sustainability Metric	FY2025 ¹⁸
1	Tyre Sponsorship	Number of tyres sponsored	18
2	School Uniform Support Initiative	Number of school uniform sponsored	350
3	Contribution to the local community	Total monetary contribution (SGD)	4,746
4	Scholarship Sponsorship	Total monetary contribution (SGD)	80

9.10 Commitment to Quality Products

Commitment

We are committed to delivering the best to our customers by providing them with quality and safe products for our long-term business sustainability.

Approach

Our Proprietary Brands



Our Proprietary Brands:

- Stamford Sport Wheels, or SSW brand, for alloy wheels which are designed, manufactured and tested in our Wheel Factory;
- Sumo Firenza and Sumo Tire brands for tyres which are produced by our CMS.

Key measures on quality and safety are as follows:

1. Adoption of Market Standards on Product Quality and Safety

To maintain product quality and safety, our Suppliers and Wheel Factory are certified under the following international quality standards:

Production Line	Brand	Standard Adopted	Certification Centre
CMS	<ul style="list-style-type: none"> Sumo Firenza Sumo Tire 	ECE certification	TUV Rheinland, TUV SUD

¹⁸ No comparative data is available as the relevant data for the prior Reporting Period was not tracked previously.

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Production Line	Brand	Standard Adopted	Certification Centre
Wheel Factory	SSW	IATF 16949:2016	TUV Rheinland
		ISO 9001: 2015	TUV Rheinland
		VIA/JWL	Japanese Vehicle Inspection Association/Japan Light Alloy Automotive Wheel Testing Council
		SNI Marking Product Certificate	Center for Material and Technical Product, Product Certification Body B4T LSPRO Bandung, Indonesia
		GOST	Euro-Asian Council & CIS for Standardisation, Metrology and Certification
		ABE (KBA/TUV Germany)	TUV Rheinland Kraftfahrt GmbH
		ECE certification	TUV Rheinland Kraftfahrt GmbH

2. Robust Quality Control

To uphold high standards on product quality and safety, we implemented the following operational measures:

- Manufacturing Management Policy for compliance with the production standards;
- Procurement Policy to ensure that procurement teams work closely with Suppliers to comply with our requirements;
- Regular Suppliers' evaluation through measures such as annual assessments, sampling tests and visits to Suppliers' premises;
- Production lines are supported by a team of experienced engineers and designers to provide quality assurance.

Performance

There were zero (0) (FY2024: zero (0)) safety-related defects which caused an accident and/or injury.

9.11 Corporate Governance and Code of Ethics

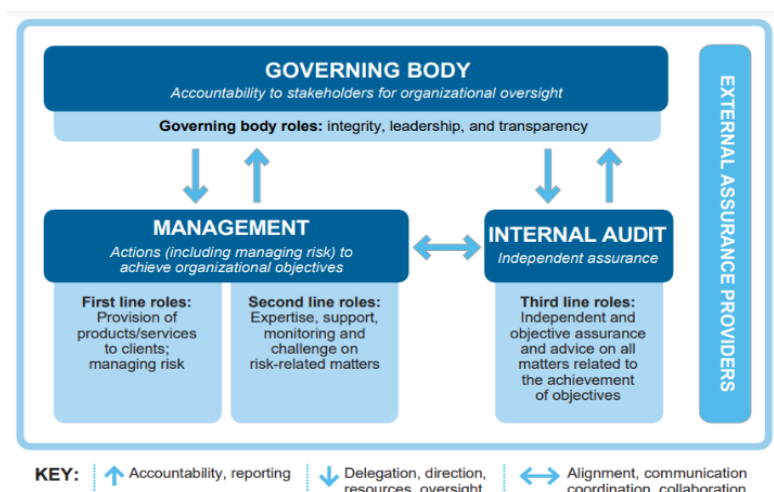
Commitment

We adhere to the principles and guidelines of the Code of Corporate Governance and are committed to responsible business practices and long-term value creation for all stakeholders.

Approach

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first line and second-line roles), internal audit (third-line roles) and the relationship among them are defined as follows:

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Source: Three Lines Model issued by the IIA

Our policies and commitments to ethical business practices are as follows:

- A code of conduct that outlines expectations for employees and the consequences for any violations of rules or standards not met. Additionally, clear and fair grievance procedures are detailed in the employee handbook;
- A whistleblowing policy that offers a mechanism for employees to report concerns about alleged wrongful acts. Procedures for whistleblowing are accessible to employees, who can file complaints directly via email to members of the AC. Follow-up procedures regarding matters raised are also stated, and whistleblowers are assured that complaints made in good faith will not adversely affect their work or performance evaluations; and
- A conflict-of-interest policy is established to safeguard against situations where personal interests may conflict with professional responsibilities, with clear procedures for the disclosure and resolution of any potential conflicts;
- An ERM framework is in place, enabling the assessment and review of our business and operational environment to identify and manage emerging and strategic risks that may impact our sustainability.

Performance

Key statistics relating to corporate governance are as follows:

Sustainability Metric	FY2025	FY2024
Number of incidents of serious offence ⁷	-	1
Number of incidents of non-compliance with any applicable laws and regulations ⁸ that resulted in significant fines or non-monetary sanctions	1	-

There was an incident of non-compliance with the labour standards in Malaysia arising from an employee involving a claim of unjust dismissal. The case was amicably resolved through an ex-gratia settlement of MYR 10,400 (equivalent to approximately S\$ 3,016).

You may refer to 'Corporate Governance Report' of the AR FY25 for details for our corporate governance practices.

10. Targets and Performance Highlights

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets related to our material Sustainability Factors. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress Tracking
ooo	New target
●●●	Target achieved
●●o	On track to meet target
●oo	Not on track, requires review

S/N	Material Sustainability Factor	Target ¹⁹	Performance in FY2025
Economic			
1	Total Customer Satisfaction	<u>Ongoing and long-term</u> Maintain or increase market presence subject to market conditions	●●● We maintained market presence and continued to be one of the largest independent tyre and wheel distributors in SEA.
2	Sustainable Business Performance	<u>Short-term</u> Maintain or improve economic value generated subject to market conditions	●●● Our economic value generated improved.
Environmental			
3	Water Conservation and Wastewater Treatment	<u>Short-term</u> Maintain or reduce water consumption intensity	●oo Our water consumption intensity increased to 1.00 Cu M/ revenue S\$'000 due to more stringent processes in our Wheel Factory.
		<u>Ongoing and long-term</u> Maintain 100% wastewater treatment for our Wheel Factory	●●● We maintained 100% wastewater treatment for our Wheel Factory.
4	Waste Optimisation	<u>Short-term</u> Maintain or improve the recycling rate for aluminium chips generated from production	●●● We improved the recycling rate for aluminium chips generated from production.
5	Energy Conservation and GHG Emissions Reduction	<u>Short-term</u> Maintain or reduce GHG emissions intensity by FY2026, with FY2023 as our baseline	●oo Our GHG emission intensity increased to 0.063 tCO ₂ e / revenue S\$'000 due to an increase in local business travel.
		<u>Medium-term</u> Reduce aggregated absolute Scope 1 and 2 GHG emissions by 10% and by FY2035, with FY2023 as our baseline	●oo Our aggregated absolute GHG emissions (Scope 1 and 2) increased to 11,139 tCO ₂ e due to an increase in local business travel and production volume in our Wheel Factory.
		<u>Long-term</u> Aspire to achieve carbon neutrality by FY2050	ooo We set a new long-term target for Energy Conservation and GHG Emissions Reduction.

¹⁹ We revised the time horizons for target setting to: (1) short-term: within 5 years (until FY2028); (2) medium-term: between 5 to 20 years (FY2029 and FY2043); (3) long-term: above 20 years (FY2044 onwards); and (4) ongoing: encompassing short, medium and long-term, in alignment with market practices.

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S/N	Material Sustainability Factor	Target ¹⁹	Performance in FY2025
Social			
6	Employee Health, Safety and Wellness	<u>Short-term</u> Reduce the number of recordable work-related injuries <u>Ongoing and long-term</u> Maintain zero (0) incidents of workplace fatalities, high consequence work-related injuries and ill health cases	●○○ Our recordable work-related injuries increased to 21 primarily due to the improper handling of heavy machinery, resulting in arm injuries. ●●● We maintained zero (0) incidents of workplace fatalities, high consequence work-related injuries and ill health cases.
7	Employee Retention and Development	<u>Short-term</u> Maintain or improve employee retention rate subject to market conditions	●○○ Our turnover rate increased by 1%.
8	Equality and Diversity in the Workplace	<u>Ongoing and long-term</u> Maintain zero (0) reported incident of unlawful discrimination against an employee	●●● We maintained zero (0) reported incident of unlawful discrimination against an employee.
9	Ongoing Community Engagement	<u>Short-term</u> Continue to engage in various campaigns to help the communities	●●● We continued to engage in various campaigns to help the communities.
10	Commitment to Quality Products	<u>Ongoing and long-term</u> Maintain zero (0) safety-related defects which may cause an accident and/or injury	●●● We maintained zero (0) safety-related defects which may cause an accident and/or injury.
Governance			
11	Corporate Governance and Code of Ethics	<u>Ongoing and long-term</u> <ul style="list-style-type: none"> ▪ Maintain zero (0) incidents of serious offence ▪ Maintain zero (0) incidents of non-compliance with any applicable laws and regulations that resulted in significant fines or non-monetary sanctions 	●●● We maintained zero (0) incidents of serious offence. ●○○ There was one (1) incident of non-compliance with the labour standards in Malaysia arising from an employee involving a claim of unjust dismissal.

For certain material Sustainability Factors identified above, we are still in the process of setting the related medium and long-term targets as their historical data trends have yet to stabilise. We will disclose such targets in our future sustainability reports when the data trends have stabilised and subject to market trends.

11. Supporting the TCFD

We are committed to supporting the recommendations by the TCFD and disclosed our climate-related financial disclosures in the following key areas:

GOVERNANCE

- (a) Describe the board's oversight of climate-related risks and opportunities.
- (b) Describe management's role in assessing and managing climate-related risks and opportunities.

The Board oversees the climate-related risks and opportunities and considers climate-related issues in setting the Group's strategic direction, policies and target setting on an annual basis.

The ED leads the SC and is assisted by the Financial Controller and Finance Manager, PTSTI and PTSTDI in monitoring and managing our sustainability practices while keeping the Board updated of key developments. The SC is further supported by senior management executives such as Senior Vice Presidents, General Managers and Finance Managers, as well as the representatives from various corporate functions. The responsibilities of the SC cover the areas of developing sustainability strategy and policies, implementation of sustainability strategy, monitoring and reporting of performance data, management of climate-related risks and opportunities.

Refer to Section 8.2 'Sustainability Governance Structure' for more information.

STRATEGY

- (a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- (b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

We recognise that climate change poses different types of risks to our business. The Group's assessment on potential implication of the above climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios:

Framework/ Scenario	Description
Orderly (Net Zero 2050)	Reaching net-zero global CO ₂ emissions by 2050 will require an ambitious transition across all sectors of the economy. Scenarios tend to emphasise the importance of decarbonising the electricity supply, increasing electricity use, increasing energy efficiency, and developing new technologies to tackle hard-to-abate emissions. Transition risks to the economy could result from higher emissions costs and changes in business and consumer preferences. Physical risks would be minimised.
Hot house world (Current policies)	While many countries have started to introduce climate policies, they are not yet sufficient to achieve official commitments and targets. If no further measures are introduced, 3 °C or more of warming could occur by 2100. This would likely result in deteriorating living conditions in many parts of the world and lead to some irreversible impacts like sea-level rise. Physical risks to the economy could result from disruption to ecosystems, health, infrastructure and supply chains.

We selected NGFS' orderly and hot house world scenarios for the purpose of our qualitative climate scenario analysis. The impact of the climate-related risks is analysed on group-wide activities in the short term (within 5 years, until FY2028), medium term (between 5 and 20 years, between FY2029 and FY2043) and long term (above 20 years, FY2044 onwards). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group during the ERM exercise includes the following:

Risk and Potential Impact	Significance of Financial Impact ²⁰			Mitigating Measure	Climate-related Opportunity
	Short-term	Medium-term	Long-term		
Key Physical Risk Identified					
Increased severity of extreme weather events					
Weather disruption, rising temperature, global warming and water scarcity arising from climate change may lead to adverse impact on rubber farming and consequentially	Scenario: Orderly			We put in place a climate change transition plan to steer us on our decarbonisation journey.	In view of the potential environmental risks and the resultant emerging needs for energy efficiency and lower emissions, the Group
	●	●	●		
	Scenario: Hot house world				
	●	●	●		

²⁰ Significance of financial impact is determined based on the risk appetite established in accordance with the Group's ERM framework.

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Risk and Potential Impact	Significance of Financial Impact ²⁰			Mitigating Measure	Climate-related Opportunity
	Short-term	Medium-term	Long-term		
<p>increase the costs of raw materials.</p> <p>Additionally, with rising temperatures and more frequent heatwaves resulting from global warming and climate change, the risks of increased cooling expenditures and reduced labour productivity are expected to rise.</p> <p>We remain vigilant in monitoring the impact of climate change on our operations, mindful of the alarming estimated global cost of USD 16 million per hour²¹ arising from climate-related damage.</p>				<p>You may refer to Section 'Energy Conservation and GHG Emissions Reduction' for further details.</p>	<p>realises the opportunity to invest in energy-efficient technologies and renewable energy use.</p>
Key Transition Risk Identified					
<i>Enhanced GHG emissions reporting obligations</i>					
<p>With rising concerns over the effects of climate change, key stakeholders such as the Regulators and Shareholders are requiring reporting of climate-related information. Failure to comply with enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance.</p> <p>These new requirements necessitate the investment of manpower resource in more comprehensive data collection, analysis, and reporting processes, greater involvement from management, and additional costs for consultants and employee training.</p>	Scenario: Orderly			<p>To strengthen our sustainability governance structure, we establish a SC for managing and monitoring our material Sustainability Factors, including working with the various business units and corporate functions to ensure that these are integrated into our day-to-day operations.</p> <p>In addition, we established terms of reference for component parties involved in the sustainability reporting process, for clarity and accountability purposes.</p>	<p>The enhanced emissions reporting obligations and increase in regulatory costs will raise climate awareness among our employees.</p> <p>With more defined job responsibilities and training, the Group will also be better positioned to use energy resources responsibly and adopt environmentally friendly practices.</p>
	●	●	●		
	Scenario: Hot house world				
	●	●	●		

Legend

● Minor ● Moderate ● Major

Based on the scenarios above, we will continue to formulate adaptation and mitigation plans and allocate resources towards transitioning to a low or net zero carbon operations, through optimal business strategy and effective financial planning. We strive to minimise climate risks associated with our business and will seize opportunities such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. Climate scenario analysis plays a key role in providing insights into the potential extent of the climate-related risks and opportunities for our business.

Through our climate scenario analysis, we concluded that under hot house world scenario (>3°C warming), unmitigated risks of increased severity of extreme weather events may lead to moderate and major financial impacts in the medium and long-term. Under the orderly scenario (<2°C warming), the climate-related risks identified are not expected to result in significant financial impacts in the short, medium, or long term. To

²¹ Source: <https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/>

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address the risks and capitalise on opportunities associated with climate change, we will continuously refine our strategy to remain resilient throughout our sustainability journey.

RISK MANAGEMENT

- (a) Describe the organization's processes for identifying and assessing climate-related risks
- (b) Describe the organization's processes for managing climate-related risks.
- (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate-related risk management is integrated into our ERM framework, where potential climate-related risks are identified, assessed, monitored and managed. Each business unit and function are responsible for identifying and documenting the climate-related risks that may impact their progress towards contributing to the Group's business objectives. These risks, along with corresponding opportunities and treatment plans, are reviewed and updated during the ERM exercise. The updated information is then presented to the AC alongside other key enterprise-wide risks. Additionally, climate-related risks are continuously monitored through the analysis of climate-related Sustainability Metrics.

METRICS AND TARGETS

- (a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

We track, measure and report on our environmental performance, including energy, GHG emissions, water and waste management and disclose related metrics in our sustainability reports. Monitoring and reporting these metrics help us in identifying areas with key climate-related risks and enabling us to be more targeted in our efforts.

- (b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.

To support the climate change agenda, we disclose our Scope 1, 2 and selected categories of Scope 3 GHG emissions in this Report and set climate-related targets such as those related to energy, GHG emissions, water and waste management. We will continue to monitor our emissions and expand our disclosure for our Scope 3 GHG emissions wherever applicable and practicable.

Our disclosure on indirect GHG emissions (Scope 3) includes purchased goods and services (category 1), waste generated in operations (category 5), business travel (category 6) and employee commuting (category 7) in FY2025.

- (c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

As a commitment towards mitigating climate change, climate-related targets related to water consumption, waste management and GHG emissions are set. For further details, please refer to section 'Targets and Progress'.

12. Industry-based Guidance on Implementing Climate-related Disclosure Metrics

The sustainability disclosure metrics are based on the IFRS Sustainability Disclosure Standards Industry-Based Guidance for implementing climate-related disclosure (Volume 62 - Auto parts), which covers the distribution and manufacturing business segments.

Sustainability Disclosure Topics and Metrics

Topic	Code	Sustainability Metric	FY2025 ²²
Energy Management	TR-AP-130a.1	Total energy consumed (GJ)	129,340
		Percentage grid electricity (%)	37
		Percentage renewable (%)	5
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions (\$)	Not available as we did not track this data previously. Moving forward, we will develop a tracking mechanism to track the necessary data.

Activity Metrics

Code	Activity Metric	FY2025 ²²
TR-AP-000.A	Number of parts produced	-
TR-AP-000.B	Weight of parts produced (Metric tons)	-
TR-AP-000.C	Area of manufacturing plants (m ²)	31,016

²² We applied the transition relief under IFRS S2(C3) to not disclose comparative information as this is the first Reporting Period in which we apply IFRS SDS.

13. GRI Content Index

Statement of use	Stamford Tyres Corporation Limited has reported the information cited in the GRI Content Index for the period from 1 May 2024 to 30 April 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	AR 1, 12-13
	2-2 Entities included in the organisation's sustainability reporting	AR 130-134, SR 3
	2-3 Reporting period, frequency and contact point	SR 3
	2-4 Restatements of information	No restatement
	2-5 External assurance	SR 3
	2-6 Activities, value chain and other business relationships	SR 4
	2-7 Employees	SR 21-22
	2-8 Workers who are not employees	We have approximately 205 workers who are not employees in FY2025. They are mainly workers supplied to our customers, workers for retreading plant and warehouse, factory operators, drivers and cleaners.
	2-9 Governance structure and composition	AR 1, 4-5, SR 6-8
	2-10 Nomination and selection of the highest governance body	AR 32-35
	2-11 Chair of the highest governance body	AR 4-5
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 4-10, 21-32, SR 6-8
	2-13 Delegation of responsibility for managing impacts	AR 4-10, 21-32, SR 6-8
	2-14 Role of the highest governance body in sustainability reporting	SR 6-8
	2-15 Conflicts of interest	AR 21-22, SR 26-27
	2-16 Communication of critical concerns	SR 26-27
	2-17 Collective knowledge of the highest governance body	AR 22-23, SR 6-8
	2-18 Evaluation of the performance of the highest governance body	AR 36
	2-19 Remuneration policies	SR 37-42
	2-20 Process to determine remuneration	SR 37-42
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	SR 1
	2-23 Policy commitments	SR 6-8, 18-21, 25-27
	2-24 Embedding policy commitments	SR 6-8, 18-21, 25-27
	2-25 Processes to remediate negative impacts	AR 42-45, 50, SR 26-27
	2-26 Mechanisms for seeking advice and raising concerns	AR 42-45, 50, SR 26-27
	2-27 Compliance with laws and regulations	SR 11-13, 26-27
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	SR 4-9

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GRI Standard	Disclosure	Location
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 6-9
	3-2 List of material topics	SR 8-9
	3-3 Management of material topics	SR 9-27
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR 10
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	SR 26-27
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	SR 13-17
	302-2 Energy consumption outside of the organisation	SR 13-17
	302-3 Energy intensity	SR 13-17
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 11-12
	303-3 Water withdrawal	SR 11-12
	303-4 Water discharge	SR 11-12
	303-5 Water consumption	SR 11-12
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 13-17
	305-2 Energy indirect (Scope 2) GHG emissions	SR 13-17
	305-3 Other indirect (Scope 3) GHG emissions	SR 13-17
	305-4 GHG emissions intensity	SR 13-17
	305-5 Reduction of GHG emissions	SR 13-17
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 12-13
	306-2 Management of significant waste-related impacts	SR 12-13
	306-3 Waste generated	SR 12-13
	306-4 Waste diverted from disposal	SR 12-13
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 18-21
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 18-21
	401-3 Parental leave	SR 18-21
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	SR 17-18
	403-10 Work-related ill health	SR 17-18
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 18-21
	404-2 Programmes for upgrading employee skills and transition assistance programmes	SR 18-21
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 18-21
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 20-21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 20-21

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GRI Standard	Disclosure	Location
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	SR 21-25
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 25-26