956,000 m^3
WATER
RECYCLED

24,695 MWH
RENEWABLE
ENERGY
GENERATED

3.199 BILLION
REVENUE



CARBON
SEQUESTRATION
12,695 $MTCO_2e$

17,654
HOURS
VOLUNTEERED

Engineering Net Zero, *Crafting* at Zero Cost

A Message from Our *Executive Chairman*

When I joined Giti more than two decades ago, the tire industry was defined by scale and tradition. Today it is defined by the pace of change — electrification, regulation, customer expectations, and climate. The question is no longer whether sustainability matters; it is whether a middle-market manufacturer can lead on it without surrendering competitiveness. In 2025, I believe Giti answered that question.

This year's report is titled Engineering Net Zero, Crafted with Net Zero Cost because that phrase captures the discipline every plant, every R&D centre, and every commercial team. Across more than 130 countries and five factories — three in China, one in Indonesia, and one in the United States, we have proven that emissions reduction and market expansion can advance together when sustainability is treated as engineering, not social responsibilities. Over the years, we have completed hundreds of LEAN projects that saved millions of dollars and reduce thousands of tons of carbon. End-to-end traceability for natural rubber ahead of EU Deforestation Regulation enforcement. Smart and Green New Plant in Anhui China with carbon neutral production line. Each initiative cuts carbon and strengthens our market competitiveness.

2025 was also the year the world saw what Giti engineers can do at the limit. In September, BYD's Yangwang U9 Xtreme reached 496.22 km/h at the ATP Papenburg test track, becoming the fastest production model on the planet, riding on a set of our GitiSport e.GTR2 Pro tires. Behind that performance sit 80+ engineers working across our four research centres in China, Germany, Indonesia and the U.S., and a partnership with BYD built over more than two decades. The materials science that delivers stability near 500 km/h is the same science that delivers lower rolling resistance, longer tread life, and reduced fuel and energy consumption for the trucks, buses and passenger cars our customers depend on every day. I feel proud that we are also challenging our tyres resilience to exceed 80,000Km over 75 countries with one set of Git tyres a Guinness World record attempt under real world road conditions – rain, heat, snow, ice, desert, road, mud etc.

Our people, across our plants, research centres and offices, more than 30,000 colleagues carry this work forward — engineers refining the next compound, operators surfacing the next process improvement, and nearly 10,000 volunteering hours in 2025 alone gave their time to education, elderly care, environmental protection and public health in the communities that host us. We have lifted our health-and-safety spend, embedded sustainability into every tier of our LEAN Six Sigma training. People are not a stakeholder group to us; they are the engine of everything in this report.

External recognition followed. Harvard Business Review published a study of our approach. EcoVadis awarded us Platinum, placing Giti in the top 1% globally on sustainability and CDP B rating. In October, we issued S$150 million in five-year sustainability notes to refinance the next wave of green projects, that we won Best Sustainability Award in Singapore by Triple A and Shanghai Climate week Exemplary Award.

None of this is the end of the journey. We have committed to net zero Scope 1 and 2 emissions by 2050, with a 30% reduction by 2030. This year we see a peak to our carbon emissions and in the subsequent years, we remain confident to reach our target. To my colleagues, partners and shareholders: thank you for your trust. We will keep engineering net zero — for performance, for our customers, and for the planet.

ENKI TAN

Executive Chairman, Giti Tire Group

Foreword

For a long time, sustainability in our industry carried a quiet assumption — that doing right by the climate would cost us something. For a middle-market manufacturer like Giti, priced below premium brands and holding our ground against lower-cost players across 130 countries, that is no small concern. We have little room for inefficiency, and we have always been wary of progress that depends on subsidy.

What we have learned in recent years is modest, but useful: that this assumption need not hold. The idea we shared in Harvard Business Review in December 2025 — net zero at net zero cost — was simply a description of how we have tried to work. This 2025 report is our account of putting it into practice, with all the unevenness that real execution involves.

We have continued to fold sustainability into everyday improvement, finding savings and lower emissions in the same changes. We have treated regulation, such as EUDR traceability in natural rubber, as a chance to earn the trust of demanding customers. We have looked beyond our own factories to the emissions our tires create in use, where rolling resistance matters most. And we have begun, cautiously, to rethink logistics through electric autonomy.

None of this relied on offsets. It came from treating sustainability as part of how we work — like safety, like quality.

We are still early in this journey. But we are encouraged that the path to net zero need not be a sacrifice, and we offer these pages in that spirit.

PANG CHONG HAU

Chief Sustainability Officer, Giti Tire Group

Contents

Message from Our Executive Chairman 01
Foreword 02
About This Report
- Giti Corporate Profile 05
- Introducing Giti Tire 06
- Giti Facts 07
- Our Brand Portfolio 08
- Report Scope 09
- Reporting Standards and Frameworks 10
- Restatements 12
- Internal and External Assurance 12
- Feedback and Compliance 13
- Board Sustainability Committee 14
- Sustainability Executive Council 17
- Sustainability Working Group 18

Stakeholder Engagement 19
Engineering Net Zero, Crafted in Net Zero Cash
- Giti Tire's Sustainability Philosophy and Model 23
- Giti's Sustainability Framework – Orchestrating the 3Ps 25
- Executing the Framework: Our Operating System 27
- Indicators of Success 28
- Four Programs to Achieve Our Sustainability Goals 29
- Dual Materiality Matrix – IFRS S1/S2 (ISSB) Aligned 31
- Risk Management 35
- Giti Tire – Key Performance Indicators 41

Chapter 01 – Profit 43
Capturing Value 44
- Product and Service Quality 44
  - Driving Forward with Fuel Efficiency and Green Innovation 48
- Methodology Transition 50
  - Sustainability LEAN Initiatives in Giti China 52
- Progress on Regulations 54
- Anti-Corruption and Ethical Business Practices 57
- Cybersecurity and Data Privacy 62
- Sustainable Supply Chain 64
  - Building Resilience from the Ground Up 67
  - Giti's Tire's Natural Rubber Suppliers' Traceability Due Diligence 70
  - Issuance and Utilisation of S$150M Green Bond 72
  - Core technology breakthroughs and performance leaps 75

Chapter 02 – Planet 77
Climate Action 78
- Climate-related Risk identified 86
- Strategic Actions and Transition Plan 90
  - Improving Warehouse Management System in PT Gajah Tungal (PTGT) 92
- Effects on Financial Position, Performance and Cash Flows 94

Environment
- Energy & Emissions 97
- Tires Designed to Increase Fuel and Energy Efficiency 100
  - Core technology breakthroughs and performance leaps 104
  - Redefining Extreme Performance Tires for Electric Vehicles 105
  - Empowering Longer Lifetime and Lower Cost of Operation Through Smart Tires 106

Waste Management 108
- Resilient Supply Chain 110

Water Management 111
- Water Conservation 114

Biodiversity
- Biodiversity Risk Management and Strategy 118
  - Conservation of the Sumatran Elephant in Ache Besar 125
  - Capacity Building of Rubber Framers in South Kalimantan, Indonesia 127
  - Managing Green Open Space in Indonesia 128

Chapter 03 – People 132
Empowering Human Capital 133
- Giti Tire Group expanding our purpose-driven volunteerism Into the community 141

Training, Community, Education & Workspace Safety 149
- Sustainability Training Progress – Yellow Belt Engineering and Manufacturing 152
- Education Support for School-Aged Children 153

Employee Health and Safety 158
Extending Sustainability Knowledge to SMEs Through Non-Profit Partnerships 160
Co-Branding and Co-Developing Specialist Diploma Course 164
Building Resilience from the Group Up 166

Appendix 170

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. 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 new state-of-the-art plant in Changfeng, Hefei, China.

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 30,000 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 its global footprint across its headquarters, 9 regional offices, 5 factories, 4 R&D centres and 1 proving ground.

Introducing *Giti Tire*

Passion built Giti Tire.

Giti Tire began humbly in 1951 in Jakarta, Indonesia, as a maker of bicycle tires and inner tubes.

Driven by a desire to excel, the company entered into strategic technical partnerships with Japanese companies. A massive expansion into China in the 1990s and a relentless focus on global OEM partnerships and automated manufacturing saw the company expand dynamically in size and reach.

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

In 2025*, Giti Tire's brand value was US$1.1 billion, a valuation that secures Giti Tire's standing as the ninth most valuable tire brand globally. It also makes Giti Tire one of the fastest-growing brands in the highly competitive global market.

Despite the enormous changes in the company since 1951, Giti Tire today remains driven by the same passion to excel.

Across Giti Tire's four dedicated R&D hubs around the world, Giti Tire's engineers work in relentless pursuit of innovative solutions for tomorrow. Their dedication results in better and safer tires for millions of Giti Tire customers around the world. Giti Tire's uncompromising pursuit of excellence has also made it the preferred partner of leading automakers.

Supported by five major production facilities, more than 30,000 employees across the globe, and annual production capacity exceeding 100 million tires, Giti Tire has built a cluster of intelligent factories recognised for industry-leading automation and advanced green manufacturing capabilities, positioning the company at the forefront of digital transformation and intelligent manufacturing within the global tire industry.

* As ranked by Brand Finance Tyres 2025

Giti *Facts*

Headquarters	Singapore
Global Presence	9 regional offices in Canada, China, France, Germany, Indonesia, Malaysia, United Arab Emirates, United Kingdom and the United States
Employees	Over 30,000 global employees
Distribution Network	More than 100,000 points of sale across 130 countries
Production	5 manufacturing plants across 3 countries (Indonesia, the United States and China)
Research and Development Centres	4 dedicated R&D hubs in Germany, Indonesia, the United States and China, and 1 proving ground in Indonesia
Dedicated Research Manpower	Over 800 engineers
OEM Projects	Original Equipment (OE) tires for over 675 vehicle models

Awards

- **Platinum EcoVadis** medal, placing Giti Tire in the top 1% of assessed companies on sustainability across the globe (Giti China, 2025)
- **Gold EcoVadis** medal, placing Giti Tire in the top 5% of assessed companies on sustainability across the globe (PT Gajah Tunggal 2025)
- First tire company to receive China's **International Railway Industry Standard Quality Management System Certification** for urban rail tires
- First-place winner in The **Indonesia Original Brand (IOB) Award 2025** (GT Radial)
- Rated **B** by the **Carbon Disclosure Project**
- **Most Trusted Motorcycle Tire Brand for Performance & Safety** at the **Award Magazine Trusted Product & Brand Awards 2025**
- Conferred **ISCC PLUS Traceability Certifications** at **Exemplary Shanghai Climate Week Award, 2025.**

Accolades

- 9th most valuable tire brand globally
- Hailed as the fastest-growing tire company by Brand Finance (2024)
- Top tire maker in the Chinese urban rail transit (URT) sector, with over 50% domestic market share for specialised rubber-tired rail systems
- Ranked 7th in **Brand Finance's Brand Strength Rankings** in 2025
- Ranked among **World's Most Trustworthy Companies 2024** by Newsweek (Giti Indonesia, 2024)

Our *Brand Portfolio*

A fast-growing Singapore-based global company, Giti Tire is distinguished by its global engineering capabilities, strong Original Equipment (OE) success, supplying tires to over 675 vehicle models by major automakers like Tesla, BYD, BMW and Volkswagen., and its performance in high-stakes motorsport events. Giti Tire owns a diverse portfolio of brands including the flagship Giti Tire, GT Radial, Primewell, Runway and Dextero.

Giti Tire Enjoy Driving	As the flagship brand, Giti offers both passenger car and truck & bus radial tires that are positioned as a top-drawer alternative to legacy premium tire brands. Giti tires offer premium performance on both traditional combustion engines and leading electric vehicles.
GT Radial Experience the Performance	GT Radial offers a complete line of tires passenger vehicle, focusing on delivering performance under all conditions for a carefree and fun driving experience.
Primewell Live well, Primewell	Positioned as a lifestyle, budget-friendly tire brand that offers a wide range of tires for passenger cars, light trucks and commercial vehicles. It is known for balancing affordability with safety and durability.
Runway	A high-value entry-level tire brand that offers affordable, durable and safe tires for passenger cars, SUVs and light trucks.
Dextero	A value-driven tire brand known for offering budget-friendly tires for passenger cars, SUVs and light trucks made in the United States.
Zeneos	Zeneos offers state-of-the-art motorcycle tires made for every rider who prioritizes safety and comfort as part of their activities and lifestyle
Gajah Tunggal (GT)	Gajah Tunggal holds the legacy position within Giti's brand portfolio providing dependable, durable and practical bias tires for Indonesia and the region.
IRC	IRC is a Japanese motorcycle tire brand produced by PT Gajah Tunggal Tbk since 1973. IRC provides a variety of choices according to the needs and characteristics of motorbikes and is trusted as original tires for well-known motorbike manufacturers in Indonesia.

Report *Scope*

This report covers the period from 1 January 2025 to 31 December 2025 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. This year, we have included actual rest of the world (ROW) carbon emission data are calculated based on total expenses.

INTRODUCTION • ABOUT THIS REPORT

Reporting Standards *and Frameworks*

As we continue toward ISSB adoption, Giti voluntarily opts to employ a combination of GRI and IFRS standards to provide direction and structure to our 2025 Sustainability Report to ensure transparency, comparability, and accountability in our sustainability reporting. 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 IFRS 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

Scope 1 & 2 emissions (All operational control with carbon sequestration)	Intensity emissions (kg CO_2e / kg-tyre)	From 1.21 to 1.22
Scope 1 & 2 emissions (All operational control without carbon sequestration)	Intensity emissions (kg CO_2e / kg-tyre)	From 1.2 to 1.21
(Pg 63) Scope 3 Emissions	Performance 2025 (tCO_2e) Absolute GHG 2025 (%)	From +715,626 to +776,076 From +70.1% to +76.0%
(Pg 88) Scope 3 Emissions	Absolute emissions ($MTCO_2e$)	2023: From 1,013,373 to 1,021,198 2024: From 1,155,463 to 1,101,354 2025: From 1,735,961 to 1,797,274

Internal 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 there is an uncertainty of +/- 10% due to difficulty of acquiring complete information in some locations.

Feedback and *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.

Board Sustainability *Committee*

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

The Board Sustainability Committee (BSC) is the governing body responsible for overseeing Giti Tire's environmental, social, and economic sustainability strategy — the three Ps of Planet, People, and Profit. Its primary role is to guide risk management, ensure accountability, and embed sustainability into the company's business practices and long-term strategy.

SCOPE

The BSC provides direction across all sustainability domains, including environmental stewardship, social responsibility, supply chain, human rights, and community engagement. It ensures that policies and actions are aligned across the Group and with its stakeholders.

KEY RESPONSIBILITIES

- Set and update the sustainability strategy
- Monitor performance and progress against 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 culture of sustainability across the organisation

COMPOSITION

The BSC is chaired by Executive Chairman Dr Enki Tan and co-chaired by the International Managing Director and the Sales Executive Director. Its members include the CEOs of our operations in Indonesia, China, and the USA, and the Chief Sustainability Officer, Pang Chong Hau, serves as Secretary. External experts may be invited as needed.

MEETINGS & REPORTING

The Committee meets at least once a year, reports to the main Board, and publishes relevant sustainability disclosures.

RESOURCES

The Committee is supported with adequate budget, staff, and external expertise.

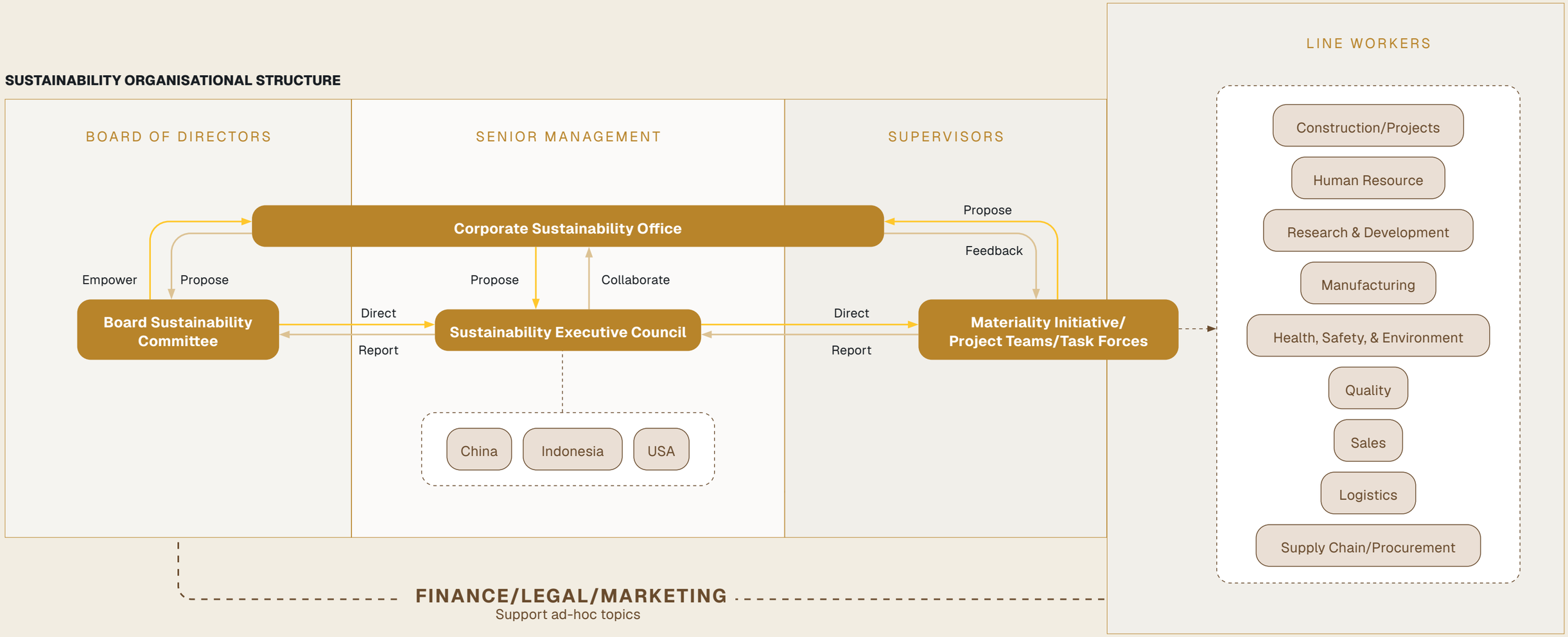
GOVERNANCE

It operates under formal Terms of Reference that are reviewed and updated regularly, reflecting Giti Tire's commitment to responsible and transparent sustainability leadership.

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



Sustainability *Executive Council* (SEC)

IFRS S1 (27(a)(iii))

The Sustainability Executive Council (SEC) is a key operational governance body within Giti Tire, responsible for advancing and embedding sustainability across all business functions at each of our global locations in China, Indonesia, and the 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.

KEY RESPONSIBILITIES

- **Strategy & Planning**: Define the sustainability strategy, materiality, and KPIs, and 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 and ensure transparent internal and external updates.
- **Stakeholder Engagement**: Engage key internal and external stakeholders for feedback and collaboration.
- **Compliance & Risk**: Ensure adherence to ESG standards and identify and manage related risks and opportunities.

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 (Sustainability) and Francois Petiot (Quality), each regional SEC reports directly to the BSC. Members are appointed based on their expertise and regional representation.

MEETINGS & REPORTING

The SEC meets one to two times a year and provides regular updates to the BSC. It may form subcommittees to focus on specific works streams.

RESOURCES & AUTHORITY

It is 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 their 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 operational voices of the company. The group was created 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 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 own teams and to contribute insights, risks, and opportunities to the global strategy.

The group also plays a crucial role in identifying areas for improvement — whether reducing waste in manufacturing, lowering the carbon footprint of logistics, substituting materials in product development, or strengthening customer engagement in sustainable mobility. Its ideas 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 members undergo targeted sustainability training under Giti's Lean Six Sigma-aligned with sustainability training framework: White for awareness, Yellow for departmental engagement, Green for specialist implementation, and Black for leading cross-departmental innovation. The training draws on both internal standards and external frameworks, such as IEMA learning outcomes, to ensure global relevance.

Ultimately, the Sustainability Working Group reflects a simple belief: transformation must happen from the inside out — driven 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 range of stakeholders who are either directly affected by its operations or have significant influence over its performance across the three Ps. These stakeholders include employees at every level of the organisation; customers such as automotive manufacturers, distributors, and end-users; and suppliers, particularly those in the natural rubber value chain. The company also engages non-governmental organisations (NGOs); regulatory bodies overseeing environmental and trade compliance; local communities near 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.





INTRODUCTION • STAKEHOLDER ENGAGEMENT

Categories of Stakeholders and How They Are Identified

GRI 2-29-a, b

Giti categorises its stakeholders as either internal or external. 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. These groups are identified through a systematic stakeholder mapping process that assesses the degree of influence and impact each one has on the company's sustainability outcomes. In addition, periodic materiality assessments help Giti understand and prioritise the issues that matter most to both the company and its stakeholders. Giti also uses ongoing formal and informal engagement tools — such as surveys, interviews, industry working groups, and public forums — to refine its understanding of its stakeholder universe.

Purpose of 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 its decision-making, and advance its sustainable development objectives. This engagement also supports the company's efforts to comply with emerging regulatory requirements, identify sustainability risks and opportunities, and co-create solutions to shared environmental and social challenges. Through consistent dialogue, Giti ensures that stakeholder voices are reflected in its planning and implementation frameworks.

How Giti Ensures Meaningful Engagement with Stakeholders

GRI 2-29-b

To ensure that 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 the Global Platform for Sustainable Natural Rubber, to address pressing ecological issues. The company promotes transparency across its operations through carbon accounting, which tracks carbon emissions throughout the supply chain. Giti also invests in education and capacity-building initiatives for both employees and suppliers to support sustainable business practices, and it runs workshops for external stakeholders while gathering their feedback. The company takes part in community activities to connect with its direct and indirect customers on local concerns, and it maintains formal mechanisms — such as stakeholder feedback surveys, grievance channels, and consultation platforms — to provide inclusive and responsive avenues for dialogue.

How Giti Works with Stakeholders on Mitigationand Adaptation Efforts

GRI 2-29-b

Giti collaborates closely with its stakeholders to co-develop and implement 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 to comply with evolving regulations such as the EU Deforestation Regulation (EUDR). The company also engages local communities through programmes that promote education, health, and economic empowerment. Together, these efforts reinforce Giti's commitment to climate resilience and responsible value chain management.

How Giti Plans to Work with Stakeholders to Address Anticipated Challenges

GRI 2-29a

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 require close cooperation with suppliers, customers, and industry peers to decarbonise its operations and products. Giti also plans to expand its investment in sustainable materials and green innovation through collaborative research and development. Initiate its green bond involvement in the capital market. In addition, the company aims to take an active role in policy advocacy, engaging regulatory bodies and industry associations to help shape future sustainability standards and practices. By maintaining an adaptive, forward-looking approach to stakeholder engagement, Giti is positioning itself as a proactive leader in the transition to a more sustainable economy. The company has also established responsible supply chain practices, underpinned by a due diligence framework that protects the integrity of ESG across its supply chain.

*Engineering Net Zero requires Giti to deliberate itself as innovative **manufacturing leader** while crafting a transition pathway with profitability and sustainable ecosystem.*

• DR PANG CHONG HAU

Giti Tire's *Sustainability* Philosophy and Model

Our 2025 theme — Engineering Net Zero, Crafted in Net Zero Cash — carries a single conviction: the path to net zero need not be a financial sacrifice. Giti Tire's philosophy rests on three foundational pillars — Profit, Planet, and People — but we do not pursue them as three separate goals. We engineer them as one system, in which the economics of sustainability fund its ambition and the discipline of sustainability sharpens our economics.

Realising this is less a matter of intent than of execution and orchestration. Each pillar must be designed, resourced, and synchronised across the business before it delivers value — and it is the disciplined running of all three together that makes net zero affordable.

Profit

Profit is not the reward we extract at the end; it is the cash we craft to fund the journey. **Real Profit** — profit earned by doing the right things well — is what makes net zero affordable. We generate it through three levers:

- **Price**: Disciplined cost-out through LEAN Six Sigma, automation, and the efficient use of energy and materials. Every measure of heat, pressure, friction, and waste we remove lowers cost and emissions in the same motion — and those savings become the cash that funds decarbonisation.
- **Product**: High-performance tires engineered to reduce rolling resistance and lower customers' total cost of ownership and Scope 3 emissions. Positioned on performance, not on "green", the product commands a premium.
- **Positive Brand**: A trusted, independently verified reputation that converts compliance and proof into market access and preference among customers, investors, and employees.

Planet

Planet is where we engineer net zero — and we engineer it to pay for itself. Every initiative is designed to **reduce emissions and improve economics in the same step**:

- **Net Zero**: A pathway to net-zero carbon across our operations and value chain, advanced first through efficiency that needs little or no capital and frees both cost and capacity.
- **Sustainable Materials**: Progressing toward 100% sustainable materials through continuous improvement and strategic partnerships.
- **Zero Waste and Defects**: LEAN principles applied to eliminate waste and defects, recycling internal waste to lower cost, conserve resources, and cut carbon.
- **Responsible Supply Chain**: Traceable, compliant sourcing that turns regulation — such as the EU Deforestation Regulation — into a passport for market access rather than a cost of doing business.

People

People are how the system runs. No framework decarbonises itself; our 32,000-strong workforce **executes and orchestrates** it.

- **Empowering Workers**: Building capability through Giti's LEAN Six Sigma–aligned training so that every team can find the efficiency that funds net zero. The most important change is mindset — treating sustainability as integral to the business, like safety and quality.
- **Social Uplifts**: Supporting education, training, and community resilience — contributing to stronger markets and a more capable, more committed enterprise.

Giti's *Sustainability Framework* — Orchestrating the 3Ps

Securing stakeholder support is the easier part. The harder task is orchestration: integrating sustainability into strategy so that digital technology and cross-departmental collaboration convert intent into measurable value. This is how our 3P targets — Profit, Planet, and People — connect into one engine rather than three agendas.

A self-funding loop

Real Profit earns the cash; that cash crafts Net Zero; and the efficiency, products, and trust that net zero demands generate Real Profit in turn. People design and drive the loop. **Crafted in net zero cash** means the cost of becoming net zero is, over time, netted by the value it creates.

Orchestrated through operational excellence

To run this loop reliably, we have embedded Business and Operational Excellence into our Sustainability Business Model — established methodologies that make sustainability repeatable, measurable, and **synonymous with performance** rather than a side programme. The pages that follow detail how the framework is executed across the business.

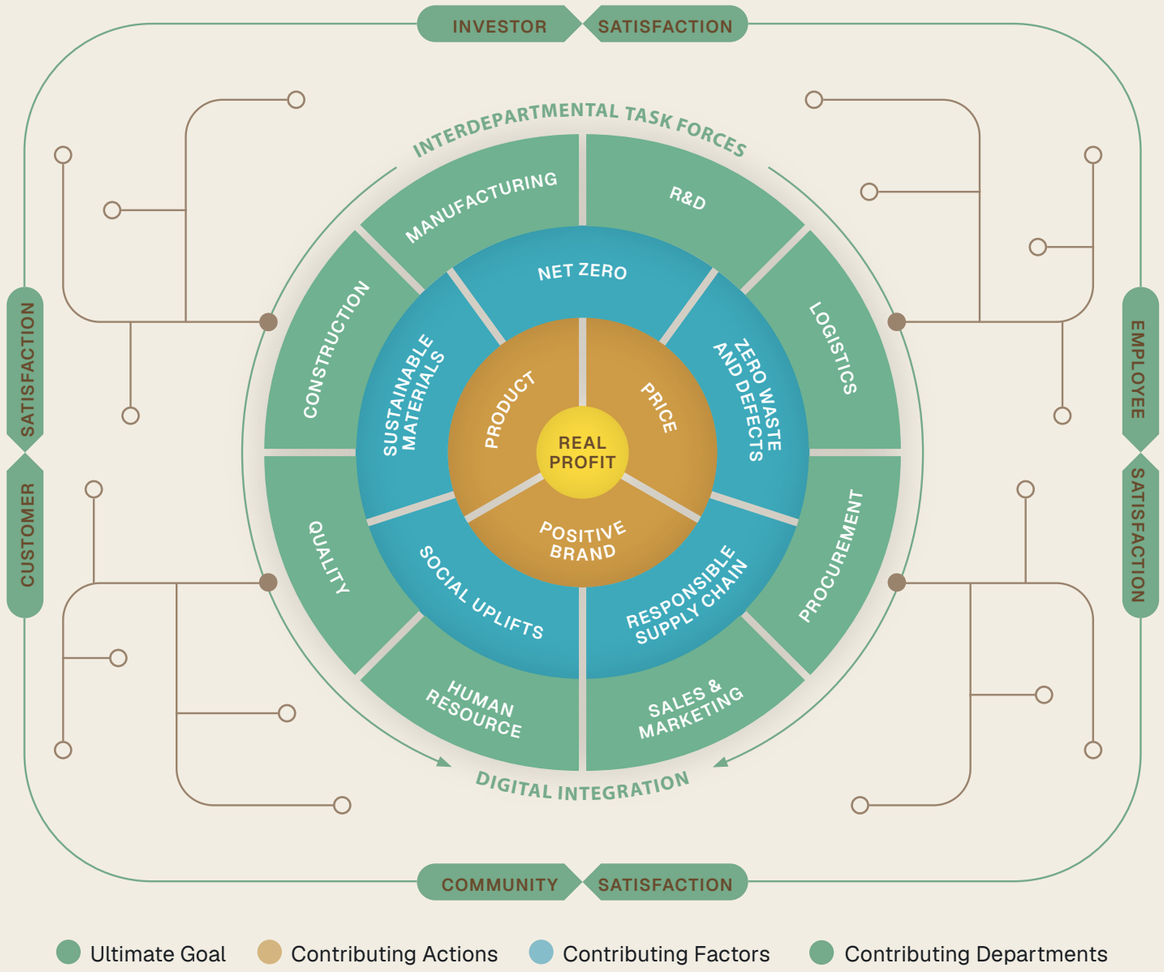
INTRODUCTION • ENGINEERING NET ZERO, CRAFTED IN NET ZERO CASH

The framework below shows how every action, factor, and department is orchestrated toward **Real Profit** — and through it, toward net zero crafted in net zero cash.

Diagram 1.1: Giti's Detailed Sustainability Framework

At the centre is our ultimate goal, **Real Profit**. It is earned through three Contributing Actions — **Product, Price, and Positive Brand** — enabled by five Contributing Factors — **Net Zero, Zero Waste and Defects, Responsible Supply Chain, Social Uplifts, and Sustainable Materials**.

These are delivered by every Contributing Department, bound together by **Interdepartmental Task Forces** and **Digital Integration**, and validated by the satisfaction of our investors, employees, customers, and communities. Orchestration is the diagram's real subject: no ring delivers value alone.



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Executing the *Framework*: Our Operating System

A framework only creates value when it is run.
Four mechanisms turn the model into verified outcomes:

01

Interdepartmental Task Forces

R&D, Manufacturing, Logistics, Procurement, Sales & Marketing, Human Resources, Quality, and Construction work as cross-functional teams, running focused 60- to 90-day improvement sprints against clear baselines — so ideas become verified savings, not slideware.

02

Digital Integration for Sustainability

Connected processes, data, and tight feedback loops that measure energy use, cycle time, total cost of ownership, and on-time delivery — supported by advanced safety, simulation, and AR/VR that make work safer and leaner.

03

Circular Economy

Products and processes designed for reuse, repurposing, and recycling — zero waste and a responsible supply chain that lower environmental impact and cost together.

04

Stakeholder Engagement and Investor Satisfaction

Continuous engagement with customers, employees, communities, and investors, keeping strategy aligned with the people it must serve.

Through disciplined execution and tight orchestration, Giti Tire keeps sustainability **integral to how we compete** — not a side programme. This is what allows us to engineer net zero while crafting the cash to fund it.

Indicators of *Success*

We measure success where it counts — financial and environmental outcomes side by side (recurring savings, new revenue, risk reduction, and emissions per unit), scaling what performs. 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 — the Real Profit that funds the next stage of net zero.

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 expectations.

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 on sustainability.

Turning philosophy into reality, Giti reinvests some of this Real Profit, turning it into assets for sustainability and sustainable growth — building an organisation for **perpetual sustainable returns to the organisation, the environment, and society**. This is how net zero is, ultimately, crafted in net zero cash.

Engineering Net Zero, Crafted in Net Zero Cash.

Four Programs to Achieve Our *Sustainability Goals*

To achieve our goals, we have developed a four-pronged program:

01

GHG Emissions

- Reduce greenhouse gas emissions across the value chain.
- Focus areas:
  - — Sustainable products
  - — Manufacturing operations
  - — Services and logistics
  - — End-of-life (EOL) tire management
- Support the transition toward a lower-carbon business model.

02

Nature-based Solution

- Protect and enhance natural ecosystems that support long-term business resilience.
- Focus areas:
  - — Biodiversity conservation
  - — Deforestation-free sourcing
  - — Land preservation and restoration
- Contribute to environmental stewardship and supply chain sustainability.

03

People & Capability

- Develop the capabilities required to drive sustainability performance.
- Focus areas:
  - — Employee training and engagement
  - — Talent acquisition and development
  - — Supplier sustainability capacity building
- Strengthen organizational knowledge, skills, and culture.

04

Risk & Resilience

- Prepare the organization for future sustainability-related risks and opportunities.
- Focus areas:
  - — Innovation and technology adoption
  - — Regulatory preparedness and compliance
  - — Industry benchmarking and best practices
- Enhance business resilience and long-term competitiveness.

Strategic Outcome

Together, these four programs provide a comprehensive framework to:

- Reduce environmental impacts.
- Build internal and external sustainability capabilities.
- Protect and restore natural capital.
- Strengthen organizational resilience.
- Create long-term value for stakeholders while supporting sustainable business growth.



Dual *Materiality* Matrix — IFRS S1 / S2 (ISSB) Aligned

Aligning with IFRS / ISSB

IFRS S1 and IFRS S2 — the ISSB Standards — apply a financial (single) materiality lens. Information is material if omitting, misstating, or obscuring it could reasonably be expected to influence the decisions of the primary users of general purpose financial reports: existing and potential investors, lenders, and other creditors.

On that basis, a topic is material when it could reasonably be expected to affect the entity's prospects — its cash flows, access to finance, or cost of capital — over the short, medium, and long term, considering the whole value chain. The ISSB sets no fixed numerical thresholds; materiality is an entity-specific judgement drawing on both qualitative and quantitative evidence.

Accordingly, on this matrix the horizontal axis — financial materiality — is the ISSB disclosure lens. Topics to the right of the indicative threshold sit within scope for IFRS S1/S2 reporting (shaded amber). The vertical axis — impact materiality — is the complementary inside-out view: Giti's effect on people and the environment. ISSB does not require disclosure on impact grounds alone, but impact is tracked because high-impact topics can migrate into financial materiality over time (dynamic materiality), and because it supports interoperability with GRI and ESRS double-materiality reporting.

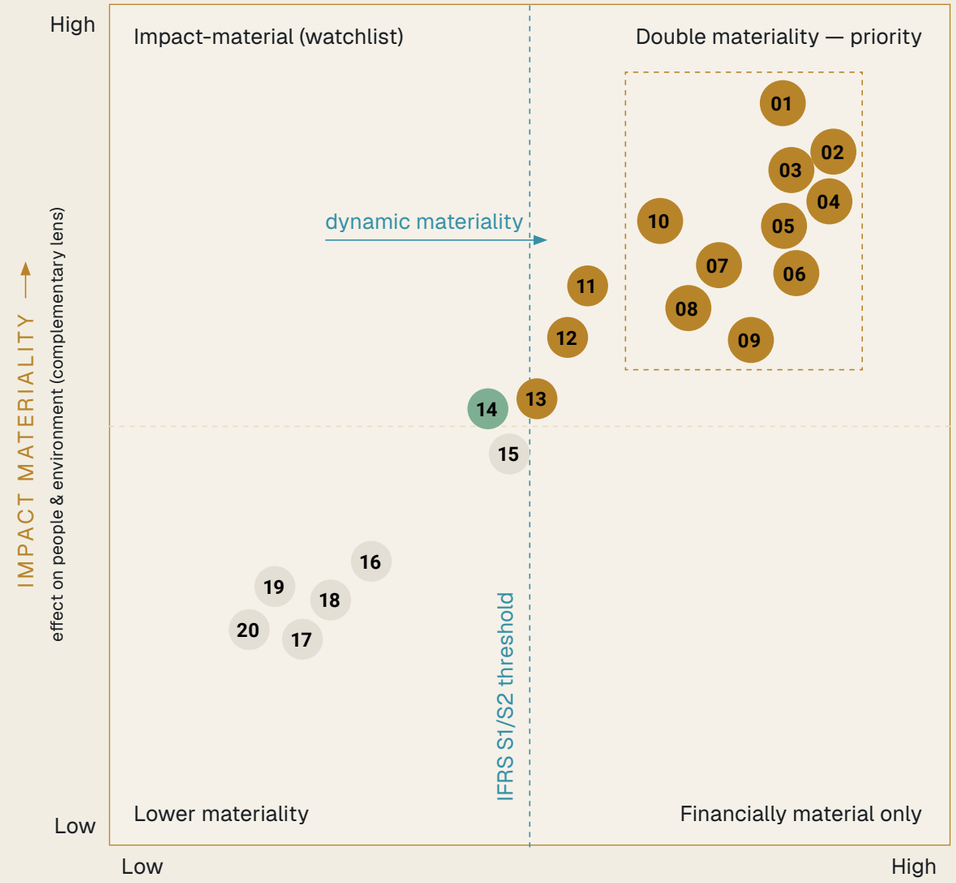
IFRS S2 adds climate-specific requirements — governance, strategy, risk management, and metrics and targets, including Scope 1, 2, and 3 GHG emissions and climate resilience. On the matrix, GHG Emission (01) and Energy Management (15) fall under this lens.

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Dual Materiality Matrix — IFRS S1 / S2 (ISSB) Aligned

Giti 2024 — topics from Diagram 1.3 re-projected onto impact and financial materiality



01. GHG Emission
02. Product Design & Life Cycle
03. Regulatory Compliance
04. Production Quality & Safety
05. Sustainability Governance
06. Sustainable Supply Chain
07. Employee Development & Talent Attraction
08. Materials Sustainable Sourcing & Efficiency
09. Logistics
10. Occupational Health & Safety
11. Pollution (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: Equality & Inclusivity
19. Selling Practices & Product Labelling
20. Waste Management

How to read it

Gold — financially material; within IFRS S1/S2 disclosure scope
Green — impact-material watchlist; not yet financially material but monitored for dynamic materiality (here, Water & Waste Water).
Grey — lower materiality on both lenses; monitored.
Dashed blue line — the indicative IFRS S1/S2 financial-materiality threshold. ISSB prescribes no fixed threshold; placement is an entity judgement.

Dashed gold box — the priority cluster material on both lenses (double materiality).
Blue arrow — the dynamic-materiality pathway, where impacts may become financially material over time.

AN ISSB-ALIGNED MATERIALITY PROCESS

Identify — sustainability-related risks and opportunities across the value chain, drawing on IFRS S2, the SASB Standards, and other guidance.

Access — how each could affect the entity's prospects over the short, medium, and long term.

Determine — which information is material to primary users, and therefore disclosed.

Review — and refresh as conditions and evidence change.

This matrix re-projects the positions from the 2024 assessment (Diagram 1.3) to illustrate the ISSB lens. A full IFRS S1/S2 assessment would score each topic directly against financial-materiality criteria — effect on cash flows, access to finance, and cost of capital — rather than inferring them from the earlier stakeholder-versus-business chart. The ISSB Standards are the global baseline for investor-focused sustainability disclosure and have been adopted or referenced across jurisdictions, including Singapore.

Strong Sustainability Commitments

Sustainability progress and achievements to date.

EXTERNALLY RECOGNISED

International Recognition

Platinum & Gold
EcoVadis ratings - China & Indonesia, 2025/26

Top 9 & 7
Global brand value & strength respectively incl. sustainability value, 2025 - Brand Finance

CDP 2025
Climate Change: B • Water Security: B

ISCC+ traceability (China)
Certifications • Shanghai Climate Week - Exemplary, 2025/26

Triple A
The Asset Awards 2026 - Best Sustainability Green Bond, Singapore

DELIVERED IN 2025

Achievements in Sustainability

-9% GHG intensity
vs 2023 baseline (-4% YoY, tCO_2e per tonne finished product)

24,000+ MWh solar
Renewable electricity generated on-site, 2025

43,000+ trees planted
+ 6,000 seedlings • 12,000+ tCO_2e sequestered, 2025

40+ projects delivered
Measurable impact to ESG and profitability, 2025

20,000+ training hours
Sustainability capability building, 2024/25

ON THE HORIZON

Continuing Plans

20-30% carbon cut
Anhui Next-Gen Smart Green Plant vs existing factory, ramping up

75% sustainable tyre
Sustainable-materials tyre — small-volume production, 2025/26

14,000+ volunteer hours
Social volunteering, accumulative 2024/25

150+ scholarships
Polytechnic scholarships annually - Indonesia, poverty alleviation

Conservation
Continued support - rubber farmers, ocean & elephants

Risk *Management*

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

Giti Tire recognises that sustainability-related risks — climate change foremost among them — can materially affect our operations, supply chain and long-term performance. We manage these risks through a structured, risk-based approach embedded across the organisation, so that sustainability risks are systematically identified, assessed, prioritised and monitored across our global operations.

Identification and Assessment of Climate-Related Risks

We take a structured, forward-looking approach to identifying and assessing risk. Giti (China) leads our Task Force on Climate-related Financial Disclosures (TCFD) assessment, which provides the foundation for identifying material climate risks across the value chain and at plants exposed to comparable conditions. We group these risks into three categories:

- **Physical risks**: extreme weather such as flooding and drought that disrupts manufacturing operations and logistics.
- **Transitional risks**: changing regulation, evolving demand for sustainable tires and the shift to low-carbon technologies.
- **Reputational risks**: stakeholder expectations, NGO scrutiny and potential media exposure tied to environmental practices.

These assessments follow a structured framework that weighs the nature, likelihood and magnitude of potential financial, operational and reputational impacts, combining qualitative and quantitative parameters. Inputs and tools include scenario analysis built on IPCC climate projections, materiality assessments, the EcoVadis platform, our ISO 14001 environmental management system, internal risk models, supplier assessments and global environmental databases such as Global Forest Watch. In 2024 we extended screening to include Moody's Financial and ESG risk assessments, evaluating suppliers and customers in advance so that we can focus on the areas of greatest concern.

Supplier Due Diligence Framework

GRI 308-1 | GRI 308-2 | GRI 414-1 | GRI 414-2

As part of our climate-risk response, we have built and launched a robust supplier due diligence framework that aligns our supply chain with ethical and environmental standards and manages risk across our upstream operations.

Giti Tire — *Key Performance Indicators*

Economic Performance (3Ps)

PROFIT	2024	Change	2025
Revenue of Giti Tire Group ('Million USD)	3,099	+3.2%	3,199
PLANET			
CO_2e without Carbon Sequestration – Direct ($MTCO_2e$/T-FP)	1.16	-4.3%	1.11
CO_2e with Carbon Sequestration – Direct ($MTCO_2e$/T-FP)	1.15	-5.2%	1.09
CO_2e without Carbon Sequestration – W Auxiliary ($MTCO_2e$/T-FP)	1.17	-5.1%	1.11
CO_2e with Carbon Sequestration – W Auxiliary ($MTCO_2e$/T-FP)	1.15	-3.5%	1.1
Renewable Generation (MWh)	20,046	+23.2%	24,695
Carbon Sequestration ($MTCO_2e$)	12,096	+5.0%	12,695
Water Withdrawal ('000 m³)			
China			1985.2*
Indonesia	3,146	-5.2%	2,956.4
USA	172.1	-14.1%	171
All	3,318.1	-*	5,112.6
Water Consumption ('000 m³)			
China	1,779.1	-36.1%	1082.6
Indonesia	3,115.8	-10.7%	2826
USA	0	0.0%	0
All	5,067	-13.9%	4,363.5

PLANET (continued)	2024	Change	2025
Water Recycling ('000 m³)			
China	331	33.9%	443.1
Indonesia	534.3	-4.0%	512.9
USA	0	0.0%	0
All	865.3	10.5%	956
Water Discharge ('000 m³)			
China	47.17	1813.5%	902.6
Indonesia	126.42	-100.0%	0
USA	172.1	-0.6%	171
All	345.69	211%	1,073.6

PEOPLE			
Total Employee	28,241	+7%	30,304
Total Accumulative Volunteering Hours (Hrs)	8,071	119%	17,654
Average Training Hrs per Employee (Hrs)			
China	27.5	2.3%	28.1
Indonesia	17.1	-47.5%	9.0
Total Accumulative Sustainability Training Hours	13,518.00	106.8%	27,954.76
WRI Freq Rate (injuries / 1 million hours of work)			
China	0.48	-45.8%	0.26
Indonesia	0.38	-50.0%	0.19
Total Recordable Incident Rate (TRIR / 200k hours of work)			
USA	5.01	-32.9%	3.36

* Water Withdrawal (China): was not tracked in 2024. Hence the total water withdrawal measured is for China and USA only.
‡ Water recycling: the full record was first collected in 2024, so the baseline year is set as 2024.
Units are shown within each metric name. T-FP = per tonne of finished product. Signs and rounding follow the published table.

01

CHAPTER ONE • PAGES 42-75

Profit

"From the factory floor to the boardroom, we treat sustainability not as a cost of doing business, but as the discipline that makes the business worth doing."

01A • CAPTURING 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

For Giti Tire, product and service quality is fundamental to sustaining the business over the long term — particularly in an automotive sector where performance, safety, and regulatory compliance leave little room for compromise. The principal risks span manufacturing defects, gaps in meeting international safety standards, recall events, and an inability to keep pace with changing consumer and OEM (Original Equipment Manufacturer) requirements. As vehicles grow more sophisticated and electrification becomes mainstream, quality standards that fail to evolve could lead to product obsolescence or erosion of market share. These exposures are heightened by the global footprint of Giti's operations, which calls for uniform 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 has a direct bearing on Giti's brand standing, customer trust, and the resilience of its value chain. A quality failure can trigger safety incidents, recalls, or regulatory action, straining relationships with OEM partners, distributors, and end-consumers. Quality shortfalls can also create operational inefficiency and added cost through warranty claims and rework. To protect value creation and customer satisfaction, Giti embeds quality control at every stage — from design and raw material sourcing through to production, testing, and aftersales support.

Performance indicators are monitored site by site and aligned to both local thresholds and group-wide targets.

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 a globally integrated Quality Management System (QMS) certified to ISO 9001 and IATF 16949, governing every stage of the product lifecycle. Quality assurance begins at the design phase, where cross-functional teams apply failure mode and effects analysis (FMEA) to pre-empt risk. During production, real-time monitoring systems, automated inspection, and Six Sigma methodologies help detect and address deviations early. Every manufacturing site undergoes regular internal and third-party audits to confirm conformance with industry standards and client specifications. Customer satisfaction surveys, product benchmarking, and aftersales feedback are gathered and analysed systematically to drive continual improvement, and root cause analysis is carried out for any quality issue or complaint, with preventive and corrective actions implemented and tracked. Giti also maintains an internal whistleblower and incident reporting system to uphold transparency and accountability across the organisation, while sustainability evaluations complement product innovation — enabling safer, longer-lasting, and more environmentally conscious tire solutions.

Metrics and Targets

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

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

Table 2.1: Giti's Product Quality Performance & Targets

Risk / Category	Measuring Unit	Performance 2025	Performance 2024	Performance 2023	Targets
Product Recall Rate	Recalls per 1M units sold	0.00	0.00	0.00	0.00
IATF 16949 Audit Compliance	% of sites that passed audit	100%	100%	100%	100% by 2025
Quality Relevant Training Plan Completion	% of relevant employees	100%	100%	100%	100% annually

CASE STUDY

Driving Forward with Fuel Efficiency and Green Innovation

As an important part of Giti Tire's sustainability innovation roadmap, we are committed to developing tire products that improve vehicle fuel and energy efficiency, supporting climate-mitigation goals and creating value for customers.

The Giti 709E series — leading a new era for new-energy logistics

As new-energy logistics vehicles spread rapidly, urban delivery demands ever more from tires in efficiency, wear and safety. Addressing the pain points of NEV light trucks — higher curb weight, high torque and rapid wear — Giti Tire drew on its T5 intelligence technology platform to launch the GAR709E and PAR709E series of dedicated tires.

The products are upgraded across compound, structure and pattern: a low-rolling-resistance compound and optimized structure cut energy use and extend range, helping fleets reduce costs; a strengthened carcass and wear-resistant materials extend tire life and raise vehicle availability; and multi-dimensional grooves with drainage design enhance wet grip and braking, reinforcing driving safety.

The Giti 709E series offers a systematic answer to the triple anxieties of NEV light trucks — range, safety and economy — helping green transport advance toward higher efficiency at lower cost.

At present, 8 of our PCR and 7 of our TBR products hold China Green Product certification, fully meeting national green-product standards across rolling resistance (all reaching Grade B), resource attributes, energy attributes, environmental attributes, wet grip and noise.

TBR. Among all-steel products already in volume production, a further 20 achieve Grade B rolling resistance and 1 achieves Grade A. To meet future demand, we have begun pre-research on 2 new low-rolling-resistance products.

In new-energy commercial vehicles, we conducted systematic research across the five mainstream domestic applications — NEV buses, tractors, light trucks, dump trucks and mixers — and developed dedicated products for each:

- **NEV buses**: battery weight and high motor torque demand greater load capacity and wear resistance. We launched the GAU867V1 series across 10 sizes, combining high load capacity with high mileage.
- **NEV tractors**: mainly used for short-haul shuttling over complex surfaces with frequent turning, prone to stone trapping and rapid wear. We have launched the GAR537PRO and are developing 5 new products — some focused on high wear life and stone-ejection performance, others on low rolling resistance — to match different operating needs.
- **NEV light trucks**: used for short-haul urban delivery, with higher curb weight and large instantaneous torque, requiring high load, high mileage, stone-trap resistance, low rolling resistance and strong wet grip together. We have volume-produced the PAR709E (7.00R16LT) and are extending other sizes to fit more vehicle models.

Measured fuel consumption for some of these green products is already more than 3% below ordinary tires — tangible gains in energy efficiency and emissions reduction. Through continued optimization of design and materials, we are committed to providing the new-energy commercial vehicle market with safe, efficient, low-carbon tire solutions.

PCR. Giti Tire continues to drive green innovation in passenger tires, making lower rolling resistance, lighter weight and higher energy efficiency the focus of R&D while ensuring no compromise in safety or performance. Building on the AdvanZtech platform, we have made substantive progress in tread design, materials and structural optimization, achieving passenger-tire rolling resistance as low as 4.8 N/kN — effective support for extending EV range. Specific results include:

- A lightweighting study on the GitiComfort F22 in size 205/55R16 cut single-tire weight by 21%, with key performance indicators essentially unchanged after technical adjustment;
- The new-generation comfort tire GitiComfort F26 uses a vortex-silencing wall, a multi-dimensional noise-reducing pattern array and flexible-belt technology, with coast-by noise as low as 68 dB(A) — EU Grade A;
- The GitiControl eP20, developed specifically for new energy vehicles, achieves a rolling-resistance coefficient as low as 5.3‰ (EU Grade A), with wet grip and coast-by noise also at Grade A — overall performance at the industry's first rank;
- The all-season GitiControl P10 AS preserves dry/wet handling, braking and quietness while adding excellent low-temperature adaptability and all-weather capability, with winter rolling resistance and drivability ahead of mainstream products.

Through sustained technical investment and product iteration, we are committed to bringing consumers more energy-efficient, more environmentally friendly and safer tire solutions, supporting the low-carbon transition of transport.



Methodology *Transition*

LEAN Manufacturing for Profit and Planet

Giti's China factories have run Lean Six Sigma training since 2011. Through classroom teaching, outdoor development, and sand-table demonstrations, participants are encouraged to apply Lean concepts directly to on-site practice and improvement — advancing enterprise management effectiveness, business process optimisation, cost reduction, customer satisfaction, and the company's sustainable development. As of December 2025, a total of 3727 employees had been trained, of whom 3218 were certified as yellow, green, or black belts, and 1294 lean projects had been completed, delivering gains of approximately USD 45 million (RMB 325 million).

In 2025, 39 LEAN improvement projects were completed across Giti's plants, with energy consumption and material usage analysed after each set of improvements. Together, these projects reduced CO_2 emissions from electricity and steam by 3,449 tons and cut embodied CO_2 from material savings by 495 tons.

Lean Six Sigma is a long-term strategy for Giti — building a culture of continuous improvement and optimisation, and pursuing breakthroughs in productivity, defect-rate reduction, and cost reduction in service of sustainable development.



CASE STUDY

Sustainability LEAN Initiatives in Giti China

Giti has fully deployed MES and industrial-internet platforms, bringing the entire production flow under digital control. With real-time quality inspection, automatic error-proofing, equipment-status monitoring and energy-data collection, key processes are now automated and visualized. Across our five global production bases we are advancing "lean intelligent manufacturing," building closed-loop management from process parameters to finished-product inspection — safeguarding product consistency and manufacturing efficiency while reducing costs and supporting green, low-carbon production goals.

Case study: Specialist training on safety design for automation, AS/RS, robots and AGVs

In March 2025, the Fujian Plant engaged a third-party training institution to deliver the specialist course *Safety Design for Automation, High-Bay Warehouses, Robots and AGVs* to engineering-system supervisors, electrical engineers, supervisors of equipment-using departments and related managers. Through theoretical instruction and on-site diagnostic guidance, the training raised participants' professional knowledge and skills in automation safety design, laying solid foundations for the plant's automation projects.

Intelligent logistics and inventory management system:

- Intelligent warehouse operations: automated guidance replaces traditional manual work in receiving, picking and loading, significantly improving accuracy and reducing human error.
- Inventory and dispatch optimization: supports first-in-first-out for tire products, strengthens inventory-turnover management, shortens the order-to-dispatch cycle and raises fill rates, while reducing obsolescence and markdown losses from overstock.
- System integration and process coordination: seamless integration with WCS, MES and ERP joins information flow to physical flow, supporting coordinated operation from raw-material intake to finished-goods dispatch and underpinning overall supply-chain efficiency.

IIoT industrial internet platform:

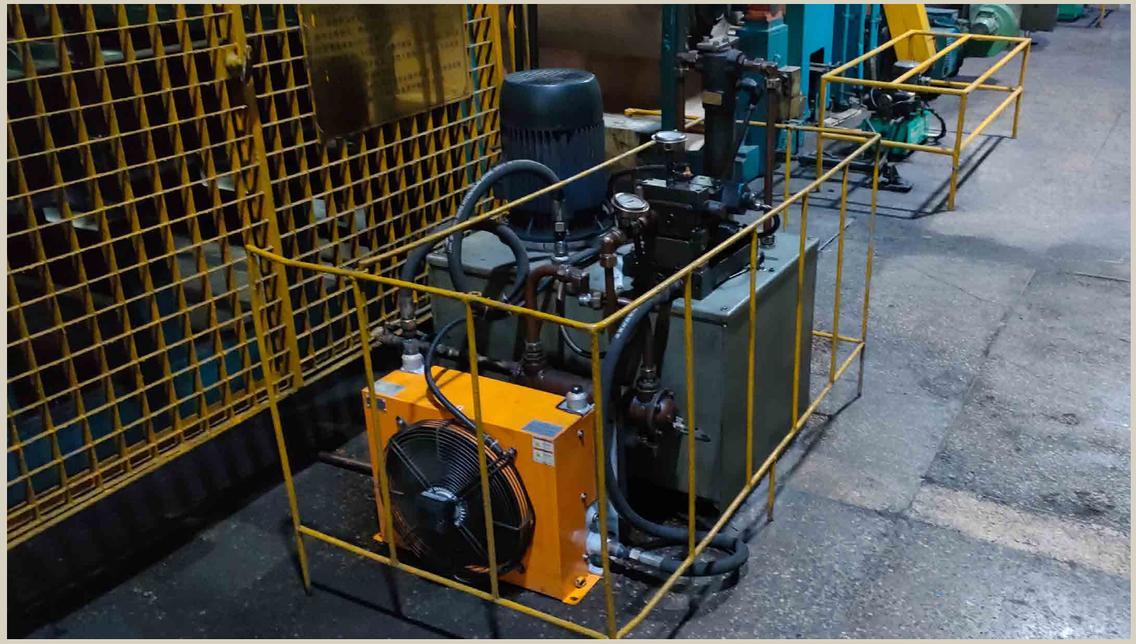
- Equipment connectivity and management: connects all classes of industrial equipment and integrates seamlessly with existing systems, breaking down data silos and improving command of overall production status.
- Data analytics and predictive maintenance: collects equipment data in real time, using analysis for anomaly detection and predictive maintenance — effectively lowering failure rates and maintenance costs.
- Transparency and efficiency: provides the data views managers at every level need, raising decision accuracy and efficiency while reducing manual patrol inspection.

Intelligent data integration and computing platform:

- Data extraction and processing: seamless ingestion from multiple sources, with a distributed compute engine for rapid processing of massive data.
- APS intelligent planning and scheduling: automatically generates the optimal production sequence from rules and priorities, safeguarding on-time delivery.
- MES electronic checkpoints: collects key process parameters in real time, with automatic anomaly alerts and full-process quality traceability.
- PCR quality data: real-time statistics and multi-dimensional analysis of repair rate, scrap rate, OE rate and other core indicators, supporting rapid response and quality improvement.
- Dynamic visualization of equipment status by process (OEE, cycle time, material-waiting, anomalies and more), raising shop-floor management efficiency.

EAM equipment asset management system:

- Full-lifecycle asset management: a fine-grained equipment asset ledger with traceable data from purchase through use to retirement, effectively extending equipment life.
- Intelligent maintenance and work-order management: disciplined work-order flows combined with preventive and predictive maintenance significantly cut failure rates and unplanned-downtime losses.
- Spare-parts inventory and cost control: strict control and synchronized updating of spares and consumables, meeting production needs while markedly reducing procurement and working-capital costs.
- Analytics and decision support: powerful analytics mine the value of equipment operating and maintenance data, providing scientific decision support for the plant's digital management.



Progress on *Regulations*

Carbon Regulations

Singapore

Singapore introduced its carbon tax 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. As a core part of Singapore's broader climate strategy and its national target of net-zero emissions around 2050, the rate is rising progressively: to S$25 per tCO_2e in 2024 and 2025, S$45 per tCO_2e in 2026 and 2027, and eventually into 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. From 2024, companies may offset up to 5% of their taxable emissions using high-quality international carbon credits, which must comply with Article 6 of the Paris Agreement and meet stringent environmental integrity criteria. Singapore has required all local registered firm to publish their sustainability report to follow ISSB reporting standard. For Private company like Giti Tire, we our deadline is 2030. Currently, we are preparing to transit to ISSB standard.

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). Tire manufacturing operations may also be subject to emissions standards under the Clean Air Act, implemented through state-level permitting requirements. In states with carbon pricing — 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

China's carbon regulations have evolved significantly in recent years, with growing relevance for industrial sectors such as tire manufacturing. The centrepiece 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, improve energy efficiency, and remain aligned with evolving regulatory and market-based climate mechanisms.

Europe

In Europe, carbon regulation is 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 allowances — determined by the market — creates a financial incentive for emissions reduction. With the upcoming EU ETS Phase 5 and the system's expansion to additional sectors, regulatory expectations are tightening. In parallel, the Carbon Border Adjustment Mechanism (CBAM) — which begins its transition phase in 2023 and reaches full implementation in 2026 — will impose carbon-related reporting and cost requirements on certain imported goods, potentially affecting 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 regulation is 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 beginning with the power sector, specifically targeting coal-fired power plants, at a rate of IDR 30 per kg of CO_2 (approximately US$2 per ton of CO_2 equivalent). While this tax is currently limited to specific industries, it signals the government's commitment to gradually expanding carbon pricing mechanisms to other sectors, including manufacturing. Indonesia is also in the process of developing a national Emissions Trading System (ETS), with pilot programmes focused on the energy sector that may expand to other industries, including rubber and tire production, in the future. The country's Nationally 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 regulation ahead. 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.

01C • PROGRESS ON REGULATIONS

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 improvement. 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 notes that preparation for EUDR is underway, though a specific geolocation or traceability framework has not yet been detailed.

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

Sustainable Supply Chain Compliance

In response to tightening regulations around supply chain sustainability, Giti has implemented a four-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 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

Giti is 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, 2-27, 205-2, 205-3

- **Fair Pricing**: We apply transparent and competitive pricing strategies that deliver value to customers while sustaining profitability, including optimising manufacturing costs through LEAN Six Sigma, automation, and efficient resource management to maintain fairness and value for all stakeholders.
- **Product Integrity**: We develop innovative, high-quality products that meet market demands and advance sustainability — 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 — a commitment to ethical practice that reinforces our long-term reputation and relationships.

We uphold ethics and integrity through a comprehensive approach:

- **Clear Policies**: We maintain formal policies to foster a culture of integrity and prevent corruption, ensuring transparency and accountability across all operations.
- **Concrete Actions**: We sustain a corruption-free environment through targeted actions such as regular training, audits, and risk assessments.
- **Continuous Monitoring and Improvement**: We actively monitor operations to identify and eliminate corruption-related risks, making corrections and strengthening anti-corruption efforts whenever required.

Our commitment to ethical conduct is embedded in 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.

01D • ANTI-CORRUPTION AND ETHICAL BUSINESS PRACTICES

Conflict of Interest Policy

GRI 2-15

We maintain a strict Conflict of Interest Policy to prevent any personal or economic relationships that may interfere with employees' responsibilities to the company. Employees must declare any potential conflicts of interest upon joining, and any subsequent changes in their relationships must be disclosed promptly. Those in sensitive roles are expected to demonstrate transparency in their professional and personal connections every two years. This policy promotes integrity and helps ensure that 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. There were no relevant litigations related to anti-competitive practices during the reporting period and, as such, no monetary losses were incurred from associated legal proceedings — including matters such as price-fixing, antitrust behaviour (e.g., exclusivity contracts), patent misuse, network effects, or bundling to limit competition. Our focus on integrity ensures that we do not engage in monopolistic practices or abuse of market dominance, fostering an ethical 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 practice and legal compliance. Likewise, in Indonesia we comply with regulations for publicly listed companies and refrain from political donations, ensuring we operate within ethical and legal frameworks across 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 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 high 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 line with international quality management systems such as IATF 16949 and VDA 6.3 to guarantee that our products meet international standards — ensuring product quality and safety while promoting ethical business practice 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 PT Gajah Tungah received training on anti-discrimination and harassment policies, reinforcing our dedication to inclusivity and respect.

Giti reported zero 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 activity that violates 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.

01D • ANTI-CORRUPTION AND ETHICAL BUSINESS PRACTICES

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) oversees the implementation of the Group's compliance, anti-fraud, and anti-corruption policies. The BSC also supervises the whistleblowing mechanism, reviewing every reported case to uphold 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 — including 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 concluded that there were no significant corruption-related risks across the Group's operations, and no major instances of legal or regulatory non-compliance. We remain committed to maintaining zero significant non-compliance cases.

01D • ANTI-CORRUPTION AND ETHICAL BUSINESS PRACTICES

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

Year 2025	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

01E • CYBERSECURITY AND DATA PRIVACY

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 conduct and responsible governance. In a digital age where trust is paramount, we recognise that protecting personal information is essential to maintaining confidence in our services and sustaining long-term stakeholder relationships. We implement robust measures to protect personal data collected from our stakeholders in accordance with Singapore's Personal Data Protection Act 2012 (PDPA), as amended.

To help minimise the risk of users' data being exposed on insecure platforms, Giti regularly undertakes vulnerability scanning using Nessus, Qualys, and BurpSuite, then remediates all issues found and rescans to confirm resolution across 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 sets out 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 conduct cybersecurity scan audits aligned with the NIST Cybersecurity Framework 2.0 to supplement internal checks. Collectively, the group deploys an iterative process for assessing risks to public platforms and private data storage using OpenRMF — retaining the minimal amount and types of data for limited, necessary periods, implementing backup regimes (including local and cloud backups on AWS S3), applying strict access controls and data encryption to prevent data loss, and testing systems to ensure they function as intended.



01E • CYBERSECURITY AND DATA PRIVACY

We also actively monitor and respond to potential threats to prevent unauthorised access, data loss, or misuse. Incident response plans have been established, and the successes and shortcomings of the systems have been reviewed over time to further strengthen the robustness and resilience of our security. 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 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 — spanning 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 2025	CHINA	INDONESIA	UNITED STATES	TARGET
% of employees who have undergone IT security training	100	27.1	62	100
Number of breaches of customer privacy and losses of customer data	0	0	0	0

01F • PROGRAM 4: ENHANCING RISKS AND RESILIENT OF GITI BRAND

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. Climate-related events — such as droughts, floods, or heat stress — also pose physical risks to suppliers and transportation routes, potentially disrupting material availability. The evolving regulatory landscape, such as the European Union Deforestation Regulation (EUDR), introduces compliance risks that could affect 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 such as 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, while aligning 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, formalising 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 moves inform procurement decisions, supplier onboarding criteria, and investment in greener materials, and sustainability metrics are now built into key performance indicators across procurement and manufacturing teams — reinforcing accountability at every level.

CASE STUDY

Building Resilience from the Ground Up

How Giti Tire Developed Its Key Supplier ESG Screening Process

Giti Tire's Proprietary Supplier Risks & Resilient Framework

As part of Giti Tire commitment to sustainable procurement, Giti Tire developed a bespoke Key Supplier ESG Screening Process using Moody's Supplier ESG Assessment platform. Aligned with the ISO 20400 sustainable procurement framework, the process follows a four-step methodology: Screening, Prioritising, Assessing, and Engaging.



In the Screening phase, every key supplier in a given region is assessed through Moody's platform across environmental, social, governance, and financial risk dimensions. Suppliers are then Prioritised by risk severity and operational criticality. High-risk suppliers will undergo a detailed Assessment to identify specific ESG gaps, followed by direct Engagement through on-site visits, corrective action plans, and capacity-building support.
Indonesia was selected as the pilot region given its significance as home to one of Giti's largest manufacturing operations and a complex supplier landscape spanning natural rubber processors, chemical producers, steel cord manufacturers, and carbon black suppliers. The exercise, completed in late 2025, revealed that approximately 30 percent of Indonesia's key suppliers were classified under potential high ESG risk — gaps ranged from weak environmental monitoring and insufficient grievance mechanisms to limited anti-corruption controls. We expect to start our physical assessment in the subsequent years on potential high risks suppliers.

Rather than exiting these relationships, Giti will initiated on-site engagement with every potential high-risk supplier. Cross-functional teams conducted detailed assessments, shared findings transparently, and co-developed improvement plans with defined milestones. This collaborative approach reflects Giti's conviction that supply chain resilience is built through partnership, not punishment.

Once Indonesia's pilot is completed in 2026, Giti is now scaling the programme across China, and its broader global supplier network — transforming supplier ESG screening from a one-off project into a permanent, continuously improving capability.

Eligible Sustainable Project Categories	Impact as usage in the declared location	Impact Reporting Metrics
Renewable Energy	• 22,220 • 22,000 • ~12,000	• Annual renewable energy generated (MWhr) • Installed generation capacity (MWhr) • Annual GHG emissions reduced or avoided (tCO_2e)
Energy Efficiency	Beneficial Plant: 0.88 to 0.8 or about 10% reduction from 2023 to 2025	• Annual energy intensity per ton of tire produced (ton CO_2e/ton tire)
Clean Transportation	Total tire production volume for EV OE vehicles at approximately 7.7million in 2025 from China plants, supporting and contributing to China's total production output for EV OE vehicles at 45% in 2025	• % of tire model that produced for NEV vehicles
Green Buildings and Green Factories	ISO14001, ISO5001, Ecovadis Platinum, ISCC+ , National Level Green Factory certified	• Type of scheme/award and certification level
Resource Efficiency and Circular Economy	>95% of internal waste are recycled/reused	• Waste being recycled/ reused (tonnes/%)
Environmentally Sustainable Management of Living Resources and Land Use	12,695 tCO_2e of about 42,000+ trees sequestration being implemented in Indonesia	• Carbon emissions sequestered (tCO_2e)
Access to Essential Services – Education	Provided 150 scholarship to low wage families to study in Giti Polytechnic in Indonesia	• Number of beneficiary in the education programme
Socioeconomic Advancement and Empowerment	• New Multi-purpose hall was built in 2025. • All Plant employees are eligible to live in the dormitory and/or use its facilities.	• New facilities build for employees (m2/number of facilities). • Number of beneficiary living in the dormitory

CASE STUDY

Giti Tire's Natural Rubber Suppliers' Traceability Due Diligence

In 2025, Giti Tire has implemented our Natural Rubber traceability system whereby we intend to ensure all our natural rubber are responsibly sourced by 2027. To do this, we have leveraged from the EUDR supplier qualification process established through EU deforestation-free regulation to be implemented across all our natural rubber supply chain. Although the scope may differ, we have committed to complete our traceability and ensured environmental and social responsibility by end 2028 through similar due diligence process.

Due Diligence Process for EUDR Supplier Qualification

01

Supplier Submission: *GeoJSON file, DDR, EUDR Procedures*

Activity

GT/GITI conducts meetings and/or discussions with potential suppliers regarding the GeoJSON file and Due Diligence Report (DDR) submitted by the supplier.

During this stage, GT/GITI requests a brief explanation of the supplier's methodology for data collection (including tools used) and reviews the supplier's internal procedures for EUDR implementation.

Deliverables

1. Ringfence Plot (GeoJSON)
2. DDR
3. Supplier's EUDR Implementation Procedure

02

Conduct Geospatial analysis

Activity

GT/GITI performs geospatial analysis using 3rd party verification tools to verify the supplier's compliance with EUDR requirements.

The analysis includes checks on:

- Land-use change (deforestation-free status)
- Land classification to ensure the plot is not located in protected forest, conservation areas, or restricted zones.

Deliverables

1. Deforestation-free plots of land
2. Spatial legality/compliance confirmation (land not located in protected forest or restricted areas)

03

Conduct Legality analysis

Activity

GT/GITI validates the completeness and accuracy of the Due Diligence Report (DDR), including:

- Land title documents
- Environmental legality
- Labor legality
- FPIC and indigenous people considerations
- Trade legality
- Quota monitoring compliance

Deliverables

1. Validated DDR (Due Diligence Report)

04

Conduct Onsite/Offsite Visit

Activity

GT/GITI performs onsite or offsite audits to verify:

- Farmer/plot survey results
- Segregation practices at dealer & factory level
- Process traceability and leakage monitoring
- Sampling and verification of supporting documents (land legality, tax documents, environmental documents)

Deliverables

1. Segregation-compliant factory and dealer
2. Traceable rubber product down to the plot level
3. Qualified NR Producer - issuance of EAP (EUDR Approval Process)

05

Monitor Performance of supplier

Activity

GT/GITI performs periodic monitoring of suppliers, including:

- Verification of GeoJSON and DDR for every EUDR shipment
- Regular (at least once per year) supplier visits for verification of EUDR implementation
- Random sampling check

Deliverables

1. Compliant GeoJSON file & DDR for every shipment
2. Regular compliance audit report

CASE STUDY

Issuance and Utilisation of S$150M Green Bond

Giti Tire's is one of the pioneers in manufacturers to have issued a Green Bond in 2025. We are pleased to report that 100% of the proceeds from the October 2025 Green Bond have been successfully allocated to Eligible Projects as per Giti Tires Sustainable Finance Framework.

- 100% of the green bond proceeds was used for refinancing Eligible Expenditures for initiatives at one of our China plant
- Moody's rating SPO is SQS2 (very good)

Project Categories	Project Description	Allocation (SGD'm)	Actual Impact
Energy efficiency	The plant is upgrading in alignment with Industry 4.0, optimizing manufacturing efficiency and clean environment whilst producing EV ready tires. • High energy efficiency production equipment • Low energy electrical tow and forklifts • High efficiency Steam Boilers and infrastructures • Autonomous transportation of tires • Air purification systems such as waste gas scrubbers for air controls	45	The plant is producing solar electricity of 22,220 MWhr or about 12,000 $MTCO_2e$ reduced annually Total tire production volume for EV OE vehicles at approximately 7.7million in 2025 from China plants, supporting and contributing to China's total production output for EV OE vehicles at 45% in 2025
Clean transportation		90	
Environmentally sustainable management and living resource and land use		12	
Socioeconomic advancement and empowerment		3	
	Total	**150**	



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, with targets set in alignment with international standards and corporate climate goals. The table below summarises performance for 2023–2024-2025 and outlines forward-looking targets.

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

Risk / Category	Measuring Unit	Performance 2025 (tCO_2e)	Absolute GHG 2025 (%)	Targets
Absolute Scope 1 & 2 Emissions Changes (Without forest carbon sink)	% Change from baseline (2023)	+23,486	+2.1%	30% Reduction by 2030: Giti Tire's GHG emissions stabilised between 2023 BL vs 2025. With the new Anhui plant, Scope 1 and 2 emissions are expected to drop by 2026/27.
Scope 1 & 2 Emissions Reduction (With forest carbon sink)	% Change from baseline (2023)	+11,286	+1%	
Scope 3 Emissions	% Change from baseline (2023)	+715,626*	+70.1%*	30% Reduction by 2030: Giti uses the spend method to calculate Scope 3. As revenue increases, raw materials consumption increases, so GHG will increase. In 2025, Giti Tire will gradually include direct suppliers' data.

*The new manufacturing facility in Anhui drove a surge in 2025 Scope 3 emissions due to heavy capital goods expenditures.

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

Risk / Category	Measuring Unit	Countries	2024	2025	Targets
Supplier Sustainability Compliance	% of Suppliers Compliant	China	99%	99%	100% by 2030
		Indonesia	64%*	58%*	
Conflict Materials Due Diligence	% of Suppliers Assessed	China	100%	100%	100% by 2025
		Indonesia	100%	100%	
Supplier Sustainability Training	% of Suppliers Trained	China	82%	84%	100% by 2030
		Indonesia	2%	2%	
% of Key suppliers screened for high risks	% of Suppliers	China & Indonesia	10%	40%	100% by 2030

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

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

Procurement	Country	2023	2024	2025	Notes for 2024 performance	Targets
% of targeted suppliers that have signed the supplier code of conduct	Indonesia	65%	64%	58%	The percentage decreased because: (1) new suppliers were added; (2) suppliers that had signed were taken out of the approved list.	100% by 2028v
	China	98%	99%	100%		
% of suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Indonesia	24%	50%	58%		100% by 2028
	China	88%	92%	95%		
% of Key Category suppliers that have gone through a CSR assessment (e.g. questionnaire)	Indonesia	32%	42%	45%		-
	China	100%	100%	100%		

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

Procurement	Country	2023	2024	2025	Targets
% of target Category A (frame) suppliers that have gone through a CSR on-site audit	Indonesia	5.8%	17%	31%	No Target
	China	100%	100%	100%	
% of buyers trained on sustainable procurement	Indonesia	100%	100%	100%	100% target by 2028
	China	50%	100%	100%	
% of audited / assessed suppliers engaged in corrective actions or capacity building	Indonesia	3%	4%	5%	<5% by 2028, tier 1 suppliers
	China	0%	0%	100%	
% of target suppliers who have been certified to ISO 14001	Indonesia		54%	56%	100% by 2030
	China		85%	88%	
% of target suppliers who have been certified to ISO 45001	Indonesia	30%	25%	26%	100% by 2030
	China	65%	65%	73%	
% of target Category A (frame) suppliers covered by EcoVadis	Indonesia	75%	78%	81%	100% by 2030
	China	89%	100%	100%	
Local Suppliers Spend	Indonesia		41%	58%	50% by 2030
	China	89%	90%	89%	

*For 2025 reporting, Giti Tire will transition to using 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.

02

CHAPTER TWO • PAGES 76-131

Planet

"From the factory floor to the boardroom, we treat sustainability not as a cost of doing business, but as the discipline that makes the business worth doing."

02A • CLIMATE ACTION

Program 1: *GHG Emissions*

Disclosure references:
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 has committed to reaching net zero Scope 1 and 2 carbon emissions by 2050 and a 30% carbon emission reduction by 2030, in step with international climate goals and the expectations of our stakeholders. This commitment anchors our Net Zero Transition Plan, which is built to decarbonise the full product lifecycle while keeping costs under control. In the plan to engineered Net Zero, at Net Zero cost, we begin at raw-material sourcing, where we favour sustainable, environmentally responsible inputs that remain cost-effective. It continues into manufacturing, where energy-efficient technologies and practices that lower both carbon emissions and operating costs, and into design and production, where we invest in methods that cut energy use and waste without sacrificing efficiency. Multi-factors thought process and project planning are required to achieve successful solutions.

The same logic carries into distribution and the use phase, where our tyres are engineered to reduce emissions and running costs for our customers over their service life, and concludes with responsible end-of-life management centred on recycling and sustainable disposal. Taken together, these measures support global climate action while strengthening the resilience and efficiency of the business — steadily reducing our carbon footprint and our costs in parallel.

Strategy - Engineering Net Zero

IFRS S2-9

As part of our four-pronged program, decarbonisation strategy rests on three enablers.

Enabler 1

Energy Efficiency

We continue to invest in advanced manufacturing technologies and smart automation. The upcoming Anhui-Changfeng Smart Green Plant will incorporate smart sensors, energy-efficient machinery, and building-management systems to raise energy efficiency across the site.

Enabler 2

Design Framework For The New Factory

To support high-quality development in modern manufacturing, the new-factory concept is built on four integrated technologies — Automation, Data Intelligence, Digitisation, and Greening — that together enable smarter, more sustainable operations. By end-2025, we have started our first production line with success and continue to ramp up our production in 2026.

New Factory in Giti: Engineering a World-Leading Green and Intelligent Plant

Our new manufacturing facility in Changfeng, Anhui, represents a significant step in translating Giti's sustainability ambitions into physical infrastructure. Designed and built to the standards of a national Green Factory (recognised by the MIIT) and a Class-A Environmental Enterprise (recognised by the MEE), the plant is conceived from the ground up as a low-carbon, intelligent operation, with the aspiration of meeting "Lighthouse Factory" benchmarks. It is being delivered in compliance with national green-development plans and the full body of applicable environmental laws, standards and provincial regulations.

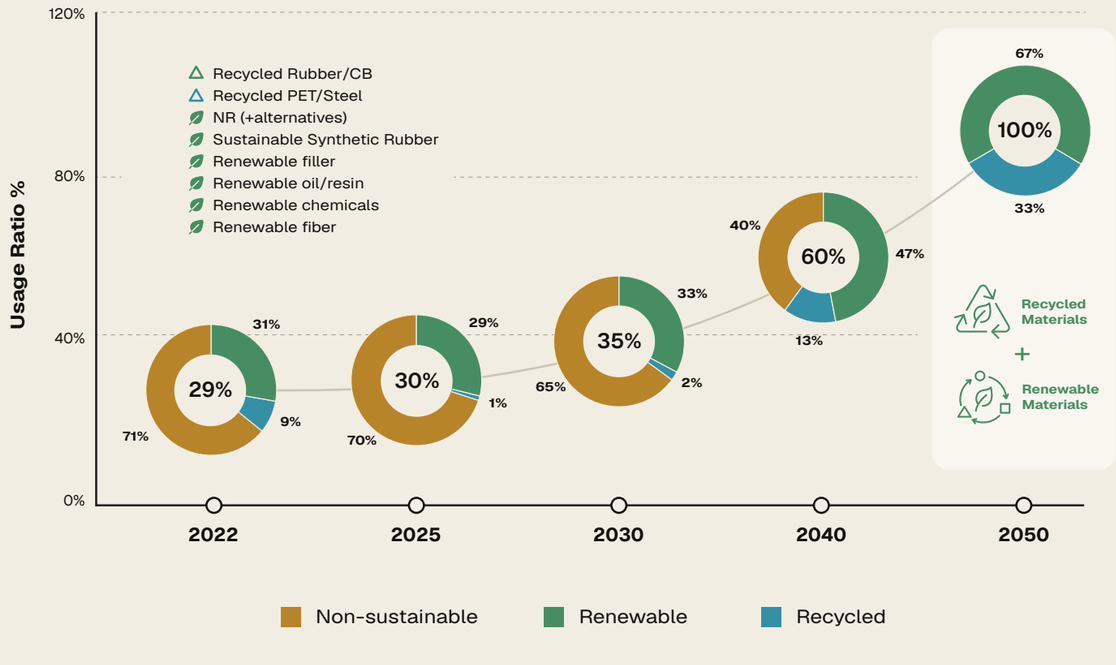
The factory's approach is organised around eight pillars: green raw materials, green products, green energy, green manufacturing, green buildings, green procurement, health and safety for employee, and a harmonious community.

Diagram 3.1: Giti's Eight Manufacturing Design Pillars



In specific to sustainable product and material , we have set a roadmap to raise the share of recycled and renewable inputs from roughly 30% today toward 100% by 2050 into our new products.

Diagram 3.2: Giti's Design for Manufacturing for 100% sustainable tires pathway by 2050



On energy, the plant combines rooftop solar (around 49.35 million kWh per year, covering 80% of roof area and avoiding approximately 35,000 tonnes of CO_2), waste-heat recovery, ground-source heat pumps, and low-carbon steam purchased from a local waste-to-energy provider in place of natural gas, cutting a further ~60,000 tonnes of CO_2 annually.

02A • CLIMATE ACTION

Metrics and Targets

IFRS S2-29, IFRS S2-33

GHG intensity dropped by 9% even though electricity consumption increased by 16.3% amid increase in renewable consumption and efficiency improvements. Increase in scope 3 is due to the accounting of New Anhui Plant equipment, construction and Indonesia's expansion.

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

Category	Indicator	2023	2024	2025	Target
Scope 1 & 2 emissions (All operational control with carbon sequestration)	Intensity emissions (kg CO_2e / kg-tyre)	1.22*	1.17	1.11	30% carbon emissions by 2030.
Scope 1 & 2 emissions (All operational control without carbon sequestration)	Intensity emissions (kg CO_2e / kg-tyre)	1.21*	1.15	1.10	30% carbon emissions by 2030.
Renewable electricity	Renewable generated (MWhr)	18,500	21,322	24,695	+33.5% Max allowable in each location.
	Renewable purchased (MWhr)	-	-	42,954	
Non-renewable electricity	Non-renewable generated (MWhr)	1,006,964	1,078,826	1,125,151	+11.7%
Total Electricity Consumption	MWhr	1,025,464	1,098,870	1,192,800	+16.3%

*Changes with some inclusion of scope 1 & 2

02B • CLIMATE-RELATED RISKS IDENTIFIED

Climate-related *Risks* Identified

IFRS S2-10

Giti Tire has carried out a comprehensive assessment of climate-related risks and opportunities, aligned with the recommendations of Climate Risk Disclosures (CRD). The evaluation applies dual-scenario analysis using the IPCC's SSP1-2.6 (low-emissions) and SSP5-8.5 (high-emissions) pathways, allowing us to examine the potential impact of both orderly and disorderly transitions to a low-carbon economy.

Physical Risks

Physical climate risks represent the most significant climate-related exposure across the Group's manufacturing footprint under the 4°C scenario. Flooding emerges as the most material physical hazard across all assessed facilities, although the underlying flood mechanisms vary significantly by location. The Group's sites are exposed to riverine flooding, pluvial flooding, coastal storm surge, compound flooding and snowmelt-related flooding.

Coastal facilities such as Fujian face increasing exposure to typhoons, storm surge and sea-level rise, while inland facilities such as Changfeng and Hualin are exposed to basin-scale flooding associated with intensifying precipitation patterns. Tangerang faces a unique combination of extreme rainfall, land subsidence and urban drainage constraints within the Greater Jakarta region.

Heat stress is a growing concern across the manufacturing network. Rising temperatures and increasing wet-bulb conditions may affect workforce productivity, worker safety, cooling demand and operational reliability. Climate-related impacts on natural rubber growing regions in Southeast Asia may also affect raw material availability, pricing and supply chain resilience across all manufacturing sites.

Consolidated Physical Risk Assessment

Hazard	2°C Rating	4°C Rating	Group-level Impact
Flooding and Extreme Precipitation	LOW	LOW	Flooding is the most material physical risk across the Group. Hualin is exposed to riverine, compound fluvial-pluvial and snowmelt-related flooding. Changfeng is exposed to Meiyu-related flooding. Fujian is exposed to typhoon-driven flooding, storm surge and coastal inundation. Tangerang is exposed to compound flooding associated with extreme rainfall, drainage constraints and land subsidence.
Coastal Hazards and Sea-Level Rise	LOW	MEDIUM	Most material for Fujian due to direct coastal exposure. Rising sea levels increase storm surge and coastal flooding risk. Tangerang may experience indirect impacts through broader Greater Jakarta flood dynamics and relative sea-level rise driven by subsidence.
Extreme Heat and Humidity	LOW	LOW	Rising temperatures and wet-bulb conditions may reduce workforce productivity, increase cooling demand and affect operational reliability. The risk is most pronounced at Changfeng, Fujian and Tangerang, with emerging impacts at Hualin.
Transportation and Logistics Disruption	LOW	MEDIUM	Severe weather and flood events may disrupt key logistics corridors, including Tanjung Priok Port, Jakarta–Tangerang–Merak toll roads, Yangtze transport corridors, regional links to Dalian and Yingkou ports, and Fujian export routes.
Natural Rubber Supply Disruption	LOW	MEDIUM	Climate impacts in Thailand, Indonesia and Malaysia may affect natural rubber availability, pricing stability and certification requirements, resulting in supply chain disruption and higher raw material costs.
Water Availability and Water Quality	LOW	MEDIUM	Water-intensive manufacturing processes may be affected by groundwater restrictions, drought conditions, deteriorating water quality and seawater intrusion into freshwater aquifers. The risk is most relevant for Tangerang and Fujian.
Land Subsidence	HIGH	CRITICAL	Unique to Tangerang. Continued subsidence may increase flood vulnerability and place stress on foundations, drainage systems, utilities and heavy manufacturing equipment.
Cold-Region Climate Impacts	LOW	MEDIUM	Specific to Hualin. Frost-depth retreat, freeze-thaw cycling and changing winter conditions may increase infrastructure maintenance requirements and affect operational reliability.
Snowmelt and Ice-Jam Flooding	LOW	MEDIUM	Specific to Hualin. Earlier snowmelt and changing freeze-thaw cycles may increase the likelihood of difficult-to-predict flood events along the Mudanjiang River system.
Typhoon and Storm Surge Exposure	LOW	MEDIUM	Specific to Fujian. Direct typhoon landfall, storm surge and compound rainfall events may cause structural damage, flooding, production shutdowns and logistics disruption.

Costs of disruption per USD 50M assets
1. Low : <USD 1M
2. Mid : < USD 5M
3. High : <USD 10M

02B • CLIMATE-RELATED RISKS IDENTIFIED

Transition Risks

Transition risks arise from the global transition towards a lower-carbon economy and are expected to be more pronounced under the 2°C scenario, where governments, regulators, investors and customers accelerate decarbonisation efforts. Across the Group's manufacturing footprint, the most significant transition risks relate to carbon pricing mechanisms, emissions trading schemes (ETS), customer decarbonisation requirements, sustainable raw material regulations and evolving market expectations for low-carbon products.

The Group operates manufacturing facilities in Indonesia and China, both of which are expected to strengthen climate-related regulations over time. Expansion of carbon pricing mechanisms and ETS coverage may increase compliance costs, particularly for energy-intensive manufacturing processes and facilities that rely on carbon-intensive electricity grids. This risk is most significant at facilities with higher Scope 2 emissions exposure, including locations dependent on coal-dominated power systems.

Market access requirements are also evolving. Regulations such as the European Union Deforestation Regulation (EUDR), potential future Carbon Border Adjustment Mechanism (CBAM) expansion, and other climate-related trade measures may increase compliance obligations for export-oriented operations. At the same time, major automotive OEM customers are increasingly incorporating climate-related criteria into procurement decisions, including Scope 3 emissions reporting, sustainable sourcing requirements and supplier decarbonisation targets.

Technological and market shifts present additional transition challenges. The rapid growth of electric vehicles is changing tyre performance requirements, creating pressure for continued product innovation and investment in EV-specific tyre technologies. Facilities operating older production assets may also face stranded asset risks as carbon constraints tighten and market preferences evolve towards lower-carbon manufacturing processes.

Overall, the assessment indicates that transition risks are generally higher under the 2°C scenario due to accelerated policy implementation and decarbonisation requirements, while under the 4°C scenario regulatory pressures are lower but remain material across key export markets and customer segments.

02B • CLIMATE-RELATED RISKS IDENTIFIED

Consolidated Transition Risk Assessment

Hazard	2°C Rating	4°C Rating	Group-level Impact
Carbon Pricing and Emissions Trading Schemes (ETS)	MEDIUM	MEDIUM	Carbon pricing and ETS expansion represent one of the most significant transition risks under the 2°C scenario. China is expected to expand ETS coverage to manufacturing sectors between 2027 and 2030, while Indonesia is expected to expand ETS and carbon tax mechanisms. Compliance costs are expected to increase, particularly for energy-intensive manufacturing processes and facilities with higher emissions profiles.
Carbon-Intensive Electricity Grids and Scope 2 Emissions Exposure	MEDIUM	MEDIUM-HIGH	The Group's manufacturing facilities remain exposed to carbon-intensive electricity grids, particularly in Heilongjiang and Indonesia. Higher Scope 2 emissions may increase carbon compliance costs, affect customer procurement decisions and create pressure for renewable energy procurement, power purchase agreements and on-site renewable energy investments.
Sustainable Raw Material Requirements and EUDR Compliance	MEDIUM	MEDIUM-HIGH	Natural rubber falls within the scope of the EU Deforestation Regulation (EUDR). Failure to demonstrate deforestation-free sourcing and supply chain traceability may restrict access to European markets. Ongoing supplier auditing, traceability systems and certification programmes are required to maintain compliance.
Customer Decarbonisation and Scope 3 Requirements	MEDIUM	MEDIUM	Automotive OEM customers are increasingly requiring suppliers to disclose Scope 3 emissions data, support decarbonisation targets and demonstrate credible emissions reduction pathways. Failure to meet customer expectations may affect supplier qualification and future contract opportunities.
Climate-related Trade Measures and Market Access Requirements	MEDIUM-HIGH	MEDIUM	Emerging trade-related climate measures, including potential CBAM expansion, carbon-related import measures and sustainability-linked market access requirements, may increase compliance costs and affect export competitiveness in key markets.
Electric Vehicle Transition and Product Specification Changes	MEDIUM-HIGH	MEDIUM	The transition toward electric vehicles is changing tire performance requirements, including lower rolling resistance, higher load-bearing capacity and reduced noise characteristics. Manufacturers may need to accelerate product innovation and portfolio adaptation to remain competitive.
Stranded Asset Risk	MEDIUM	LOW-MEDIUM	Legacy production assets, older curing equipment and declining product segments may become economically less competitive under a carbon-constrained economy. The risk is most pronounced at older facilities and lower at newer climate-by-design facilities such as Changfeng.
Investor, Lender and ESG Expectations	MEDIUM-HIGH	MEDIUM	Investors, lenders, rating agencies and other stakeholders are placing greater emphasis on climate performance, sustainability disclosures and transition planning. Failure to demonstrate progress may increase financing costs, affect ESG ratings and reduce access to sustainability-linked financing opportunities.

02B • STRATEGIC ACTIONS AND TRANSITION PLAN

Strategic Actions and Transition Plan

In response to the risks identified above, Giti has implemented the following strategic actions:

Initiated four-pronged programmes to address the acute and chronic physical risks and transitional risks:

GHG EMISSION

- Established dedicated carbon-accounting and compliance teams.
- Partnered with third parties to verify carbon-data disclosures such as strengthening engagement with regulators and participation in global climate-reporting platforms (e.g., CDP, EcoVadis).
- Converting inefficient to efficient equipment/ process with LEAN to save both GHG and manufacturing costs.
- Investment in new SMART Green Plant with increased market share.
- Participate in Green Bond Issuance to refinance and finance new initiatives.
- Tracing Scope 3 key suppliers and managing their GHG reduction.

NATURE-BASED SOLUTION

- Partnership with Civil Society to ensure deforestation-free and biodiversity management within our interested locations.
- Reforest degraded or empty lands within Giti Tire group to >100,000 tons of CO_2 sequestration/year

CAPACITY BUILDING

- Suppliers' Sustainability education to protect and increase resource supplies to improve market resilient especially in natural rubber supplies.
- Employee Education to conserve and reduce waste of resources and sustainability management.
- Enable scholarship and jobs for lower income students in locations with insufficient talent concerns.

BRAND AND SUPPLY-CHAIN RESILIENT

- Building Brand image to positively enhance sales and market shares.
- Validate key suppliers ESG capability risks and promote scope 3 GHG reduction through procurements.
- Design and increase Sustainable Materials Tyres to reduce the dependence of fossil based raw materials.
- Increasing traceable raw materials purchase and certification.

Transition Plan

IFRS S2-14

Giti Tire's Net Zero Transition Plan follows a phased approach with clear milestones aligned to our 2050 net zero target. It focuses on eliminating coal use, increasing renewable-energy sourcing, and upgrading manufacturing capability. Key efforts in 2025 include:

1. Implementing carbon-management systems across all facilities
2. Investing in R&D for sustainable materials tyres and low-carbon technologies
3. Expanding solar-energy installations, notably at the Indonesia and China plants
4. Engaging upstream suppliers to shift towards sustainable raw materials
5. Participating in carbon markets and tracking emission credits
6. Increase traceability of raw materials purchased.

Fuel Source Transition

RENEWABLE ENERGY

By 2030, Giti aims to source over 50% of its electricity from renewables or waste-to-energy sources. Momentum is already building: solar generation exceeded 22,000 MWhr in 2025, up 23% year-on-year. Our new Anhui plant alone is set to cut around 50,000 MWhr starting end 2025 — more than 30% of Giti China's electricity-related emissions — while solar initiatives launched across Giti Indonesia in 2025 added over 2,200 MWhr from rooftop arrays at the main office and key production zones, offsetting around 2,000 tonnes of CO_2e. Together, these efforts are projected to deliver more than 74,000+ MWhr annually — equivalent to powering over 740,000 passenger cars across a 500 km drive.

Note: Equivalent passenger-car figure assumes an average energy consumption of 20 kWh per 100 km, consistent with real-world average consumption for battery electric vehicles. Calculation: 74,000 MWhr ÷ (20 kWh/100 km × 500 km) ≈ 740,000 vehicles.

COAL PHASE-OUT

Giti is working to eliminate coal across its operations and, with key customers, is piloting a Net Zero Production Line to accelerate progress in sustainable manufacturing. Coal is currently used only at the Fujian and Hualin facilities; with coal-related emissions accounting for over 30% of China's Scope 1 and 2 emissions, Giti is preparing to switch to cleaner fuels as they become available. We are searching the availability of lower emission energy for Fujian and Hualin plants as the main enabler.

WAREHOUSING CONSOLIDATION

Giti Indonesia has begun consolidating their tyres from several locations to one locations within our Tangerang site. With this change, we are able to save time and energy in logistics, warehousing costs by simplifying the flow of storage and delivery.

Climate Opportunities Identified

Source: 2024 SR, pp.118–119 — Table 3.1

Climate change also presents opportunities for the Group to strengthen competitiveness, improve operational efficiency and support long-term business growth. Opportunities are generally more pronounced under the 2°C scenario, where stronger policy support, customer demand and investment flows accelerate the transition to a lower-carbon economy.

Across the Group's manufacturing footprint, the most significant opportunities relate to electric vehicle (EV) market growth, sustainable product development, renewable energy deployment and sustainable finance. Growing demand for EV-specific tyres creates opportunities to expand product portfolios and strengthen relationships with automotive OEMs, particularly in rapidly growing EV markets in China and Southeast Asia.

The Group is also well positioned to benefit from increasing demand for sustainable and traceable products through initiatives such as ISCC+ certification, bio-circular materials and responsible sourcing programmes. These capabilities support regulatory compliance while enhancing access to premium markets and sustainability-focused customers.

Additional opportunities arise from investments in rooftop solar, renewable energy procurement and energy efficiency improvements, which can reduce operating costs, lower emissions and strengthen resilience against future carbon pricing mechanisms. Sustainability-linked or bond financing, carbon credit markets and strategic partnerships with OEM customers may further support value creation and improve access to capital.

Overall, the assessment indicates that climate-related opportunities have the potential to partially offset transition and physical climate risks while supporting the Group's long-term growth, competitiveness and decarbonisation objectives.

02C • EFFECTS ON FINANCIAL POSITION, PERFORMANCE AND CASH FLOWS

Opportunity	2°C Rating	4°C Rating	Group-level Impact
Electric Vehicle Market Growth and Product Innovation	HIGH	HIGH	The transition to electric vehicles creates opportunities for EV-specific tyre products, including low rolling resistance, higher load-bearing capacity and reduced noise designs. Changfeng benefits from proximity to BYD and China's EV ecosystem, while Fujian and Tangerang are positioned to capture growth in passenger vehicle and two-wheel EV segments.
Sustainable Materials and ISCC+ Certified Product Portfolios	HIGH	MEDIUM-HIGH	ISCC+ certification, bio-circular materials and sustainable sourcing programmes support EUDR compliance, strengthen OEM relationships and provide access to premium market segments.
Renewable Energy Deployment and Power Procurement	HIGH	MEDIUM	Opportunities exist to deploy rooftop solar, renewable power purchase agreements and other renewable energy solutions across the manufacturing network to reduce emissions and long-term energy costs.
Sustainability-linked Financing and Green Capital Access	HIGH	MEDIUM	The Group may benefit from sustainability-linked loans, sustainability-linked bonds and other green financing instruments. Existing sustainability-linked financing initiatives provide a foundation for future funding opportunities.
Carbon Credits and Environmental Attribute Markets	MEDIUM-HIGH	LOW-MEDIUM	Energy efficiency improvements, renewable energy projects and emissions reduction initiatives may generate carbon credits and other environmental attributes that can be traded or used to offset future compliance obligations.
Strategic OEM and Supply Chain Partnerships	HIGH	MEDIUM-HIGH	Opportunities exist to strengthen relationships with leading automotive manufacturers through low-carbon products, sustainable sourcing and supply chain decarbonisation initiatives.
Energy Efficiency and Climate-related Cost Savings	MEDIUM	MEDIUM-HIGH	Operational efficiency improvements and changing climatic conditions may reduce energy consumption in selected locations. Hualin may benefit from lower heating demand over time.
Regional Manufacturing and Industrial Cluster Advantages	HIGH	MEDIUM-HIGH	Facilities located within major EV, renewable energy and advanced manufacturing clusters may benefit from stronger customer demand, supply chain integration, access to talent and technology transfer opportunities.
100% Traceability of Deforestation-free Natural Rubber by 2028	MEDIUM	HIGH	Achieving 100% traceability of deforestation-free natural rubber strengthens supply chain resilience, supports compliance with the EU Deforestation Regulation (EUDR) and other emerging sustainable sourcing requirements, reduces regulatory and market access risks, enhances customer confidence, and reinforces the Group's sustainability commitments. The initiative also supports expansion of ISCC+ certified materials and strengthens long-term relationships with OEM customers seeking verified sustainable supply chains.

Energy & *Emissions*

Source: 2024 SR, pp. 121–122

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

Category	Indicator	2023	2024	2025	Target
Scope 3 Emissions	Absolute emissions ($MTCO_2e$)	1,021,198	1,101,354	1,797,274	30% CO_2 reduction by 2030. Giti is using hybrid of consumption and spend methods to calculate Scope 3. Some category have greater differences due to the methodology improvement and more accurate emission factor references. Due to the expansion of New Plants expansion in both Indonesia and China.
Energy Mix	Coal as % of total fuel (Scope 1&2)	15%	17%	18%	0% by 2030-2040 (as alternatives renewable option are available). Coal Usage increase by 1% due to increase in production steam increase.

Table 3.3: SASB Disclosure Metrics — Energy Management

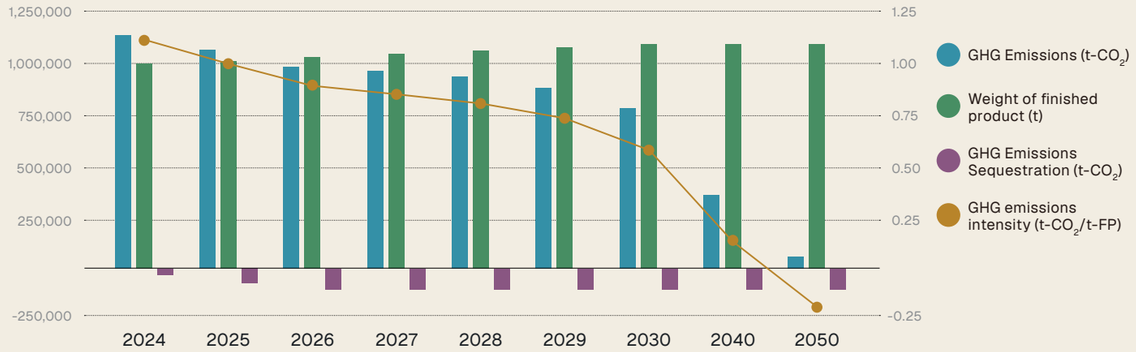
Data	2023	2024	2025
Total energy consumed in gigajoules (GJ – Scope 1 and 2)	11,302,017	11,623,934	11,539,494
% grid electricity	98.2%	98.2%	97.9%
% renewable electricity (exclude purchase)	1.8%	1.8%	2.1%

Net Zero Pathway

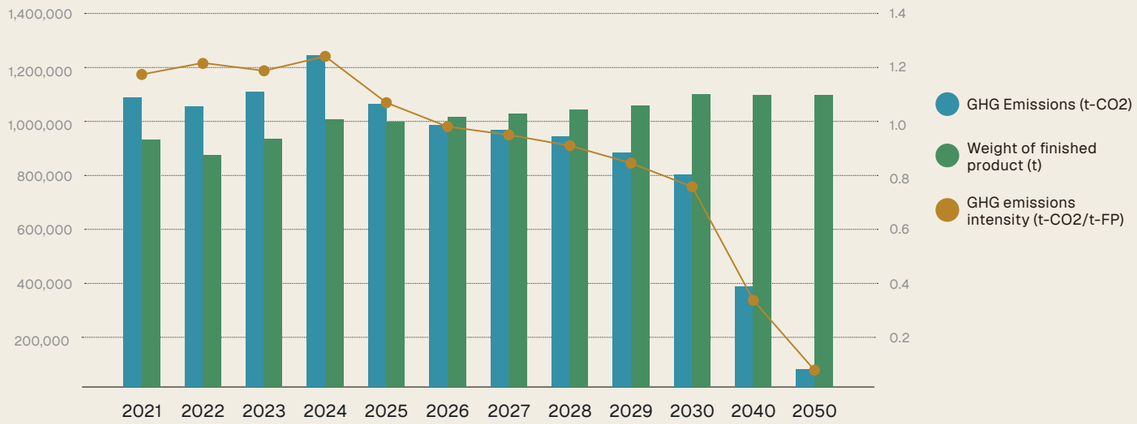
Giti continues to chart its Net Zero carbon pathway to 2050. In 2025, the Group met its GHG-intensity target but not its absolute GHG target, mainly because of higher production. However, we see a flattening of absolute GHG increase even with a double digit percent growth in production volume. Emissions are nonetheless expected to peak by 2030, with the new Anhui-changfeng plant fully ramped up before 2028. The forecast is set out in Diagram 5.1.

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

DIRECT



W AUXILIARY



Net Zero Pathway (Cont')

In 2025, GHG intensity continue to reduce in the right direction, improving by 5% ahead of the new Anhui plant which has gone live at the end of 2025. Scope 1 and 2 absolute emissions are projected to peak before 2030 as the new Anhui plant reaches full capacity and additional renewable systems come online at other locations as seen in the total energy (GJ) in table 3.3.

Beyond 2030, a structural limit applies: some countries have introduced regulations capping the share of renewable energy a company may install. The remaining route is to reduce further by developing a smart-grid system paired with battery energy storage (BESS) to raise renewable-energy use above that ceiling — an approach estimated to reach 70–80% of total energy usage, which Giti is now investigating in earnest.

The increase 1% coal usage is used for steam boilers for the curing (vulcanisation) process with increase production volume in China. We continue to anticipate the inclusion of natural gas in both Fujian and Hualin to reduce our coal usage. Internally, we also tested on Electrical-curing technology to be implemented once technology is ready. Once it is ready, converting curing machines to electrical operation would allow the Group to reach 100% renewable energy and achieve Net Zero by 2050. As a transitioning step, we are also exploring more waste to steam alternative in other parts of China Plants while Indonesia will explore natural thermal energy. All Plants are progressively installing new Solar electricity to the maximum of regulatory limits.

02C • ENVIRONMENT

Tires *Designed to Increase* Fuel and Energy Efficiency

SASB TR-AP-410a.1

Source: 2024 SR, pp. 123–125

Third-party Assessment

Giti also engaged EcoVadis as a third-party assessor of its policy, execution and review. In 2025 the Group reached a Platinum medal with an overall score of 87 in China and extended its know-how to achieved Gold medal of 82 overall score in Indonesia, including >85 on Environment. Achieving a similar level of ESG controls and strategy. Giti holds a B grade for CDP, against a global and industry average of C. Recognising room for improvement, Giti has completed a full analysis of its weaknesses and will continue to strengthen its commitments and execution. To support long-term progress, Giti is progressively rolling out performance-monitoring systems, strengthening LEAN methodologies to reduce waste, and expanding scenario-analysis models to test resilience under different climate pathways.





Manufactured for Fuel Efficiency

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

Strategy

IFRS S2-9

Giti's fuel-efficiency strategy aligns with its broader decarbonisation goals and with market-transformation trends. It encompasses:

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

These innovations support OEM partnerships for electric vehicles (EVs), help meet evolving transport-emissions regulations, and deliver cost and environmental savings to end users.

Business Model and Value Chain

IFRS S2-13

The shift to low rolling resistance tire production has introduced new dynamics into Giti's business model and value chain. To stay competitive as vehicle platforms evolve, Giti has expanded co-development with automakers so that tire designs are synchronised with the energy systems and performance expectations of electric and hybrid vehicles. Integrating green-certified and sustainable material suppliers has become a cornerstone of the Group's procurement strategy, supporting both quality and environmental integrity and aligning upstream sourcing with downstream decarbonisation targets. R&D 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, responsive delivery, Giti has localised production near high-demand markets; this enhances logistical performance, reduces transportation emissions, ensures just-in-time delivery and reinforces supply-chain resilience for OEM clients.

Effects on Financial Position, Performance and Cash Flows

IFRS S2-15

Giti's continued investment in fuel-efficient tire development is expected to materially influence its financial profile. On capital expenditure, substantial investment is being directed to R&D and to retooling manufacturing facilities for next-generation LRR models compatible with EV platforms. On operating costs, adopting specialised materials and advanced testing may raise short-term expenses, but these are expected to be offset over time through process efficiencies, reduced warranty claims and improved energy productivity. Revenue opportunities are also expected to expand, driven by demand for differentiated tire solutions — particularly in the EV segment — and by partnerships with automakers and stronger positioning in sustainable-procurement frameworks. A proactive approach to climate-aligned design and compliance readiness further helps mitigate regulatory and reputational risk, supporting long-term financial stability.

Table 3.4: SASB Disclosure Metrics — Manufactured for Fuel Efficiency and New Energy Vehicles

Data	2023	2024	2025	Target
Estimated Quantity of Tires directly consumed in New Energy Vehicles	NIL	NIL	>8%	To be Determined
Estimated % Tires from products designed to increase fuel efficiency, or reduce emissions, or increase lifetime	10-15%	15-25%	15-25%	To be Determined

Product Testing & Performance









CASE STUDY

Core technology breakthroughs and performance leaps

In 2025, Giti Tire achieved a major breakthrough in extreme-performance R&D, delivering track-grade performance through four core technologies:

- Ultra-high-strength aramid reinforcement: effectively suppresses centrifugal expansion at speed and greatly improves standing-wave resistance, breaking through the traditional speed barrier.
- Dedicated track compound: purpose-built reinforcing carbon black accelerates warm-up and widens the hot-melt temperature window.
- Asymmetric pattern and bionic sidewall design: the asymmetric pattern balances cornering grip with wet drainage; a strengthened bead-to-sidewall transition supports steady-state cornering at ultra-high g; and innovative rim-contact knurling with high-tack lubricant eliminates tire slip in aggressive driving.
- Race-grade profile optimization: distributes contact pressure evenly, avoiding local overheating and significantly improving durability under extreme conditions.

CASE STUDY • 02

Empowering Longer Lifetime and Lower Cost of Operation Through Smart Tires

In smart tires, Giti Tire has independently developed two digital systems to meet different customer needs: the Tire Lifecycle Management System (TLMS) and the smart Tire Pressure Monitoring System (TPMS). The purpose of smart tires is to help fleet customers to save costs by optimizing the tire driving conditions thus extending the usage lifetime of every tire purchased by our customers.

Tire Lifecycle Management System (TLMS)

Giti embeds RFID chips in tires during production to identify and record tire information; paired with handheld terminals, chip data is entered into our self-developed lifecycle management system. The system covers warehousing, dispatch, mounting, demounting, maintenance, retreading and scrapping, providing comprehensive statistics and management of registered vehicles, mounted tires, stocked tires, tires in circulation and scrapped vehicles, and automatically generating analysis reports for managers to consult at any time — enabling inventory management, anti-theft, mileage tracking, scrap analysis and cost control. By the end of 2025, Giti had fitted a cumulative 171,643 chip-equipped tires for customers.

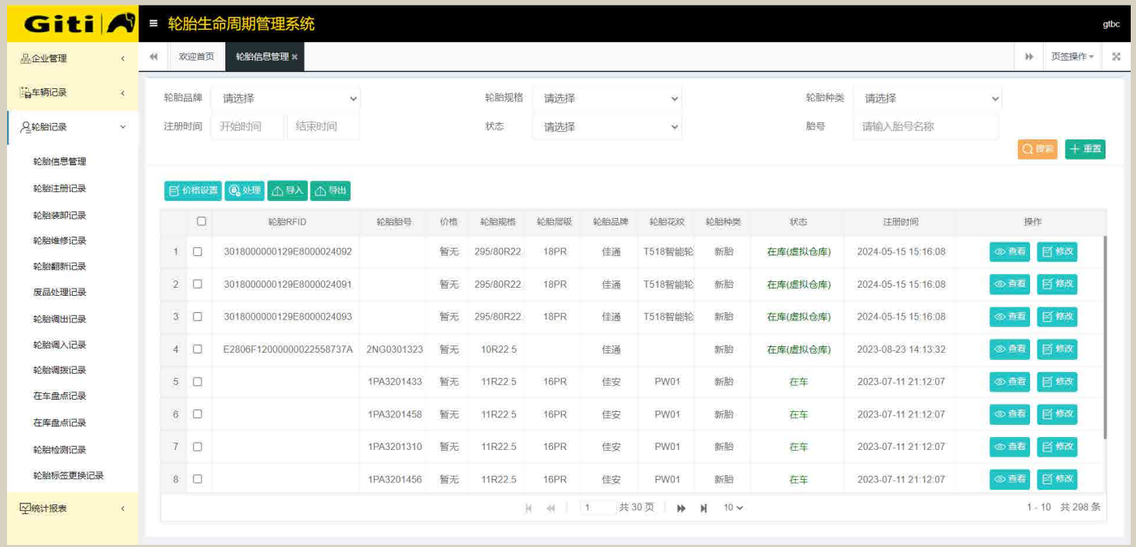
Smart Tire Pressure Monitoring System (TPMS)

Where TLMS chiefly records static tire information, TPMS dynamically monitors parameters during use. We fit sensors for tire customers to monitor pressure and temperature in real time, with data uploaded to in-cab displays and the smart tire management system for timely status reporting and alerts — effectively safeguarding driving safety and reducing tire wear. By the end of 2025, Giti had installed sensors on **a cumulative 11,816-wheel positioning for fleet customers**.

Used together, the smart systems help fleet customers go paperless, reduce tire wear and risk, and manage fleet tires scientifically. Our smart tires now protect the safe operation of 3,084 vehicles across 81 fleets.

To accelerate product adoption, we are expanding localized R&D capability in key markets including China and Southeast Asia, shortening the development and launch cycle for low-rolling-resistance products. In production, we strategically locate manufacturing in high-demand regions, raising delivery efficiency, cutting transport emissions and strengthening supply assurance for OEM customers.





02D • WASTE MANAGEMENT

Waste *Management*

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

Source: 2024 SR, pp. 126–129

Giti Tire integrates responsible waste-management practices across its operations. Recognising the environmental impact of tire production and scrap materials, the Group continually pursues solutions to minimise waste generation, recycle production waste and reduce carbon emissions. Beyond internal waste recycling, its 2024 efforts marked a significant milestone in recycling, repurposing and upcycling waste materials into new products, reflecting a commitment to circular-economy principles. One such project was the End-of-Life tires collection logistics piloted in Singapore.

Strategy

IFRS S2-9

Giti's waste-management strategy is driven by three strategic pillars:

- **Waste Reduction at Source:** Giti prioritises minimising waste generation through design optimisation, process improvements and raw-material efficiency, aiming to reduce waste before it is even created.
- **Enhancement of Recycling and Material Recovery Rates:** Giti promotes closed-loop recycling by recovering valuable materials from production-waste streams. Initiatives include on-site recycling of machine lubricants — where contaminants are removed, allowing up to 45% of lubricants to be reused or resold — and the conversion of fabric-cord scraps into nylon powder by third-party recyclers. In 2024, China operations achieved a recycling rate of 53%*, while Indonesia achieved 80%, reflecting progress toward the Group's 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. The Group is expanding collaborations with waste-recovery plants to repurpose process-generated heat and embed circular-economy principles across its facilities. Its target is to reintegrate 50% of waste into open- or closed-loop consumption systems by 2030 — a level already met for the China and Indonesia plants, with the Anhui Green Plant positioned as a flagship model for zero-waste manufacturing.

* Calculation error of 92% in 2023. (See Editorial Review — the China 2024 rate of 53% here differs from 48% shown on p.129 and in Tables 3.5/3.7.)

Metrics and Targets

IFRS S2-29, IFRS S2-33

Table 3.5: SASB Disclosure Metrics — Waste Management

Category	Country	2023	2024	2025	Change	Target
Office/Household Waste (ton)	China	2,514	2,463	3,980	+58.3%	Met target of ≥ 50% recycling by 2030 from Total Industrial Hazardous and Non-Hazardous waste
	Indonesia	2,161	2,276	1,578	-27.0%	
Hazardous Waste (ton)	China	1,110	1,331	1,355	+0.9%	
	Indonesia	573	660	615	+7.3%	
Non-Hazardous Waste (ton)	China	52,181	51,867	30,856	-40.8%	
	Indonesia	16,036	14,307	13,890	-13.4%	
Total Waste Generated (ton)	China	55,677	53,198	32,210	-42.1%	
	Indonesia	18,770	17,243	14,505	-14.3%	
Total Waste Recycling (ton)	China	28,895	25,650	31,057	+7.5%	
	Indonesia	13,121	11,973	12,039	-0.8%	
Total Waste Recovery (%)	China	54	48	96	+77.7%	
	Indonesia	79	80	83	+5.1%	
	Average	56	53	92	+36%	

Giti Tire has met our target of ≥ 50% recycling by 2030 from Total Industrial Hazardous and Non-Hazardous waste in 2025. We have thus move towards reducing our total waste generated. In 2025, we have reduce our Industrial wastes (Hazardous and Non-hazardous waste) by 23,726 tons or more than 30% from 2024 as we promised in our Sustainability Business Model. Unfortunately, we have increased our office waste due to the moving of Anhui Plant to the new site.

*2025 China is moving to the new locations and therefore repacking of diposal of waste. The waste are properly disposed.

CASE STUDY • 03

Resilient Supply Chain

Recycled & Renewable Material Products

Giti Tire holds to the philosophy of “green production, lean manufacturing,” carrying it through the full production lifecycle. From the product design and development stage, we pursue green design at source, substantially raising the share of renewable materials — natural rubber and its alternatives, renewable synthetic rubber and renewable compounds — together with recyclable materials such as recovered rubber and recovered steel cord. Under our sustainability goals, we are committed to raising the share of renewable/recycled materials in our tire products to 100% by 2050.

Green principles run throughout raw-material R&D and procurement. Giti China formulated a *Sustainable Materials Application Plan* with a clear phased pathway: in the short term, focusing on recovered rubber, recovered carbon black, bio-based oils and renewable silica, with a target of 30% sustainable materials in volume-production usage by 2025; in the medium-to-long term, centering on a 30% reduction in Scope 3 carbon intensity by 2030; and achieving 100% renewable or circular materials by 2050 — continuously scaling up renewable and recyclable materials.

The average sustainable-material content of our volume-production tires has now reached 30% in China. In 2025 we unveiled a PCR prototype tire with 93% sustainable raw materials and a TBR prototype with 90%.

Giti E-Synergy: defining a new high-performance benchmark with 75% sustainable materials

Answering the dual-carbon policy, Giti Tire has set clear key sustainability targets and long-range plans. As an innovative outcome of that strategy, we launched the Giti E-Synergy — a UHP high-performance product with an all-new pattern design. Its sustainable-material content exceeds 75%, and it achieves the top AAA grade on the EU tire label. Test data show wet braking improved by 8% over comparable non-sustainable products currently on the market, with across-the-board gains on all other performance indicators — uniting environmental responsibility with outstanding driving performance.

First ISCC Plus achieved in Giti Tire: Traceability of Sustainable materials

On 3 December 2025, Giti Tire’s Anhui and Fujian plants passed authoritative international audits and formally received ISCC PLUS sustainability and carbon certification. The certification covers the full flow of raw-material procurement, production and processing, and supply-chain traceability — marking internationally advanced standing in sustainable production, the circular economy and carbon-footprint management, strengthening the company’s green competitiveness and international market access, and laying solid foundations for meeting global customers’ exacting requirements for sustainable supply chains.



Water *Management*

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

Source: 2024 SR, pp. 130–134

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

Strategy

IFRS S2-9

Giti's water-management strategy focuses on:

- **Water Efficiency and Reduction**: Giti uses 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 improved performance while reducing CO_2 emissions by 452 tons per year.
- **Wastewater Treatment and Reuse**: Giti has enhanced 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 invested in a new sewage-treatment plant, described in the 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 the 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 — and greater stakeholder scrutiny of water usage, particularly in water-stressed regions. Reputational risk may arise if Giti is perceived as inadequately managing shared water resources.

Strategic Initiatives

IFRS S2-10

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.

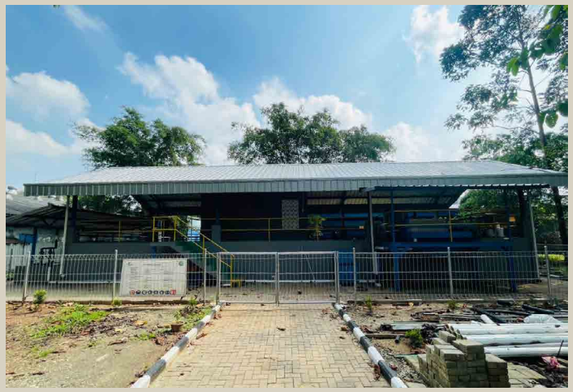
- **Driving Operational Efficiency and Reducing Costs:** Through smart water-management initiatives — closed-loop cooling, advanced flow control and reuse of treated water — Giti reduces its dependence on external freshwater while lowering utility expenses. Equipment upgrades across the Anhui, Hualin and Fujian plants have collectively reduced CO_2 emissions by approximately 700 tons per year, supporting 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 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 support broader biodiversity and water-equity goals while contributing to lower Scope 3 emissions and compliance with future environmental regulations.
- **Opportunities in Sustainable Manufacturing**: Giti's investment in water-smart solutions — rainwater harvesting, greywater separation and membrane filtration — drives innovation and paves the way for scalable, low-impact manufacturing. These advancements align with evolving regulatory expectations and 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

As part of its sustainability commitment, PT Gajah Tunggal Tbk continues to pursue 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. Through this method, the company has reduced its reliance on fresh surface water while minimising the environmental impact of its operations.



In 2025, the utilization of treated water from the STP showed an increase of 70% compared to 2023 baseline. This improvement was driven by the expansion in the number of STP facilities within the Company's operational areas. The additional installations increased the volume of treated water available.



Table 3.6: Water Treatment Performance at PTGT
Sewage Treatment Plant (STP) Water Reuse

	2023	2024	2025
Treated STP water returned to utility processes (m^3)	0	1,593	4,751
Utilization of treated STP water for plant irrigation (m^3)	9,126	8,158	10,784
Total (m^3)	**9,126**	**9,751**	**15,535**

All figures in cubic metres (m^3).

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, the Group is collaborating with local authorities to leverage advanced waste-recovery technologies, repurposing process heat, and designing processes to support material circularity. The new Anhui Smart Green Plant has served 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 Group is implementing a range of strategic measures, including 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. Greywater separation and reuse systems are also being introduced at large-scale production facilities. Collectively, these initiatives guide 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.

CASE STUDY

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 — including lower utility costs, improved compliance with increasingly stringent regulations, greater operational resilience in the face of water scarcity, and improved 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	Location	2023	2024	2025	Target/Results
Water Withdrawal ('000 m³)	China	-	-	2,050	
	Indonesia	3,120.0	3,146	2,956.4	**-5.2%**
	USA	199.0	172.1	171.0	**-14%**
Total Water Withdrawal ('000 m³)		**-**	**-**	**5,177.4**	**-**
Water Consumption ('000 m³)	China	1,693.2	1,779.1	1,082.6	**-36.1%**
	Indonesia	3,166.2	3,087.2	2,826.0	**-10.7%**
	USA	0	0	0	**-13.5%**
Total Water Consumption ('000 m³)		**5,058.5**	**5,066.9**	**4079.6**	**-19.4%**
Water Recycling ('000 m³)	China	566.8	331.1	443.1*	**18%** of 50% recycling of water by 2030
	Indonesia	542.8	534.3	512.9	
	USA	199	172.1	171.0	
Total Water Recycling ('000 m³)		**1308.6**	**1037.5**	**1127.0**	
Water Discharge ('000 m³)	China	-	-	967.6	
	Indonesia	160.24	126.4	130.4	
	USA	0	0	0	
Total Water Discharge ('000 m³)		**-**	**-**	**1,098.0**	
Weight of pollutants emitted to water (Metric Ton)	China	41.75	47.17	21.6	
	Indonesia	0.54	0.76	0.53	
	USA	0	0	0	
Total Pollutants (Metric Ton)		**42.29**	**47.93**	**22.1**	

* Data does not include water already in the recycling loop

Program 2: *Nature-Based Solution*

Biodiversity Risk Management and Strategy

IFRS S1 (§§30–42, 45–53); IFRS S2 (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 targets aim to establish the company among the most trusted and only elephant-branded tyre maker, grounded in ecological stewardship, ethical sourcing and inclusive community development. Nature-based solutions through biodiversity protection and enhancement is a core pillar of this strategy, reflected in a long-term commitment to Sumatran elephant conservation through habitat preservation, farmer education and conflict reduction. These initiatives express Giti's values of resilience and environmental responsibility while reinforcing brand identity.

To meet rising regulatory expectations — including the EU Deforestation Regulation (EUDR) — Giti has embedded due-diligence and traceability systems across its supply chain, treating forest conservation and nature-based risk management as strategic priorities. At the community level, the company supports capacity building through financial-literacy and sustainable-agriculture programmes that empower farmers and promote regenerative practices. This integration of biodiversity conservation, supply-chain integrity and local empowerment aligns operational priorities with the company's climate and nature goals. We have developed an ecosystem-based rubber farmers capacity building program with our partners which include non-profit civil societies, villages, rubber producers to enhance our farmers' living wages through training famers to learn best agricultural practices in organic fertilizers production, agroforestry and natural elimination of diseased trees to maintain a clear balance to the environment while increasing their skills and wages.

Description of Biodiversity Risk

FRS 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 EUDR. These risks threaten the ecosystems on which the supply chain depends and could lead to restricted resource access, reputational damage and regulatory fines. Given Giti's reliance on biodiversity-sensitive commodities such as rubber, the company is exposed to financial and operational risk if biodiversity is not adequately protected.

02F • BIODIVERSITY

Effects on Business Model and Value Chain

IFRS S1 §32; GRI 304-2

Biodiversity-related impacts primarily affect the upstream value chain. Natural-rubber cultivation occurs in high-biodiversity-risk zones across Southeast Asia, where unsustainable land practices by third-party suppliers may reduce long-term resource viability and expose the company to scrutiny. Sourcing regions vulnerable to deforestation and soil degradation carry a higher risk of yield decline, regulatory intervention or supply restriction — which could affect production continuity and cost predictability, particularly as biodiversity and traceability requirements tighten.





02F • BIODIVERSITY

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, legality sensitive procurement assessment to align with the EUDR and multi-stakeholders expectations. Strategic partnerships — including membership of Conservation International (CI), GPSNR, YAPEKA and Forum konservasi Gajah Indonesia (FKGI) — support biodiversity growth, the protection of carbon sinks and blue-economy development through donations and volunteer activities. Site selection for future production capacity now incorporates biodiversity impact assessments, particularly for overseas expansion, and 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 higher compliance costs from biodiversity-related legislation, such as third-party certifications and supplier audits. Budgetary allocations toward manpower costs, traceability systems and biodiversity-monitoring tools reached about US$1 million in FY2024-2025 but expected to maintain as we design self-sustaining ecosystem for different initiatives. Delays or interruptions in rubber supply arising from environmental issues could create margin pressure or inventory shortfalls, and there is a medium-term risk of asset impairment should key suppliers be disqualified for biodiversity infractions.

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

IFRS S1 §§41–42; GRI 304-2

Giti conducted a biodiversity-resilience assessment in 2025 covering key sourcing regions. Results indicated moderate exposure under a high-regulation scenario, with potential for price volatility and supplier turnover. The strategy to increase the use of certified rubber, diversify sources, and enforce stricter supplier controls is projected to reduce this exposure by 70% by 2027. The shift toward sustainable and local sourcing, combined with long-term supplier-engagement programmes, underpins resilience as biodiversity expectations evolve.

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

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

Giti maintains a structured biodiversity risk-management process. The Sustainability Risk Register includes biodiversity as a key environmental risk category. Internal controls 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 across 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 widely with non-profit organisation, institutions, suppliers and customers to enhance supply chain traceability and implement nature-based strategies.

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

GRI 304-1

Giti Tire operates manufacturing facilities across Asia and the United States, some of which 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 within the Greater Sunda Islands biogeographic zone, an area known for its rich biodiversity.

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

02F • BIODIVERSITY

Significant Impacts of Activities, Products, and Services on Biodiversity

GRI 304-2

Giti Tire's operations and supply-chain activities affect biodiversity both directly and indirectly:

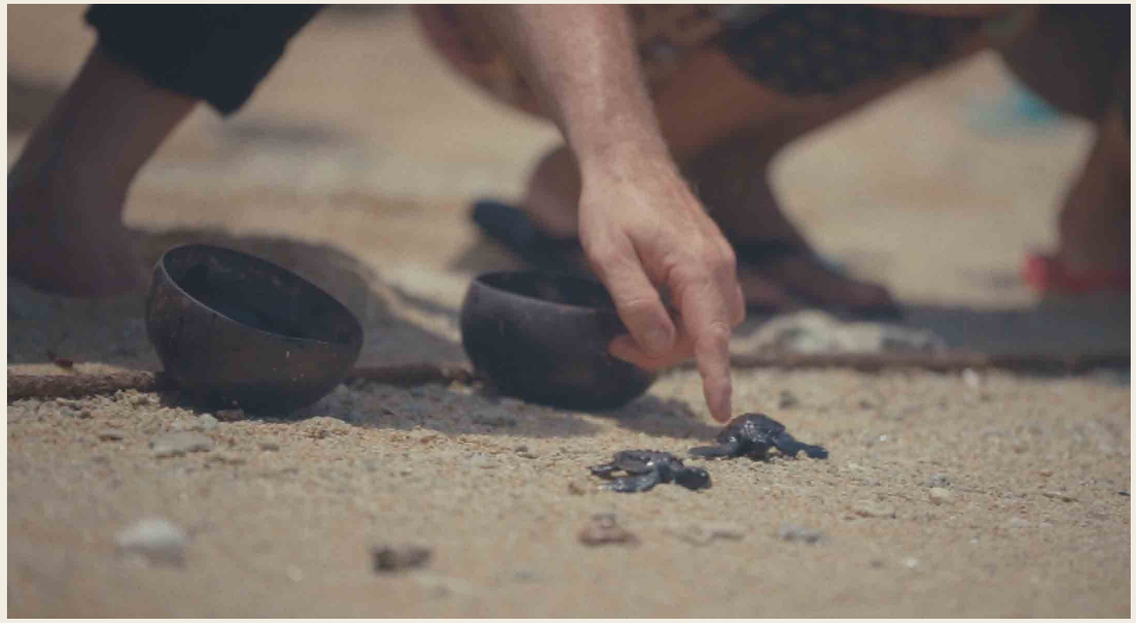
- **Natural Rubber Sourcing**: procurement of natural rubber, primarily from Southeast Asia, can contribute to deforestation and habitat fragmentation, affecting soil stability and native-species habitats.
- **Manufacturing Facilities**: operations such as those at the Anhui plant involve increased water use and waste generation that can affect nearby ecosystems; the company applies measures such as buffer zones and controlled wastewater discharge to mitigate these effects.
- **Logistics and Transportation**: expanding transportation networks for raw-material delivery and product distribution can lead to habitat disruption and increased carbon emissions. Increasing, we are also using EV bus transportation in our premises to transport our employees.

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 reforesting degraded land in Sumatra, aiming to restore habitats for species such as 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 the protection of its unique ecosystem.
- **Marine Conservation Initiatives**: in 2024 Giti announced a US$1 million grant to support Indonesia's blue-economy strategy – Blue Halo. The 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 innovative blended-finance mechanisms and marine protected areas, providing long-lasting benefits for the nation's economy, food security and biodiversity.
- **Marine Protection Programs**: Giti Tire has joint Blue Halo S marine conservation and sustainable fisheries initiative led by the Government of Indonesia, Konservasi Indonesia, and Conservation International, backed by the Green Climate Fund. Covering WPP 572 (six west-Sumatra provinces), it uses a Protection-Production model to protect marine ecosystems while supporting coastal livelihoods. Since 2023, activities include the Sawo Lahewa MPA pilot, fisheries management reinforcement, an OceanX biodiversity expedition, and a GCF-funded blue economy facility (BEAM), with multiple private-sector partners and philanthropic funding secured.





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 southwestern China that the company states have offset carbon emissions on the order of a century of its output. Investments in marine protected areas and wildlife-tracking programmes, such as shark conservation in Indonesia, reflect the company's approach to managing environmental impacts. Giti reports it is on track against biodiversity performance indicators aligned with industry standards, including:

- Increasing its Biodiversity Index across Giti-supported conservation locations by 2040.
- Offsetting 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	Performance 2025	Targets
EUDR-compliant	% of total rubber sourced	—	25%	25%	80% by 2026; 100% by 2030
Deforestation-free sourcing traceability	% of sourcing regions	—	25%	40%	100% traceability for our Natural Rubber
Reforestation Efforts	>2 cm tree trunk	31,922	47,241	43,826	To achieve 100,000-ton carbon sequestration by 2040
	Carbon Sequestration (tCO_2e)	~11,000	12,096	12,638	
	New seedlings (Includes given externally)	20,536	20,835	18,400	
Marine Protected Areas Supported	Number of Areas	1	2	2	—
Active Species Conservations	Number of Species	1	2	>195	Trees, Floral, Coral Reefs and Elephants
Community Engagement Programs	Number of Programs	—	11	11	20 by 2040

CASE STUDY

Conservation of the Sumatran Elephant in Aceh Besar

In 2025 Giti Tire continue reaffirmed its biodiversity commitment after joining the Global Platform for Sustainable Natural Rubber in nature investments, with a focus on conserving the critically endangered Sumatran elephant. This subspecies has declined by over 80% across the past three generations due to habitat loss and poaching; today 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.

At Giti, these elephants are regarded as a symbol of natural heritage; protecting their habitat helps ensure that future generations can continue to learn from these remarkable animals. During 2025, there is a flooding disaster occurrence in the area. Giti Tire donated some funds to support the local community for food and shelter.

With FKGI × Giti partnership on Sumatran elephant conservation in sustainable rubber landscapes has completed its first full year across the Aceh and Jambi landscapes that span across 60,000 Ha, working alongside CRU Aceh and Bioma Tropika Indonesia. The project pursues two objectives: strengthening elephant protection through High Conservation Value (HCV) area management, and building human–elephant coexistence through community-based approaches.

Objective 1 (On Track)

FPIC and stakeholder consultations were completed in both landscapes, alongside HCV assessments, elephant habitat and land-use analysis, and baseline ecological and social data collection. In Aceh, this involved camera trapping, forage plant inventories, and drone surveys; in Jambi, work spanned the Meranti–Harapan landscape (REKI, AAS, ALN, BPP, SBB, BSU concessions) and over 30 villages, incorporating GPS collar data and community interviews.

Objective 2 (In Progress)

A collaborative HCV management framework is taking shape, alongside a conservation response team established in Aceh and strengthened multi-stakeholder coordination. Second-semester activities included conflict mitigation planning, planting of elephant-unpreferred commodities near HCV buffer zones, and community capacity-building in sustainable agriculture, engaging over 124 respondents across target villages.

Emerging impacts span ecological (identification of elephant corridors and habitat connectivity), institutional (deeper cross-sector coordination), social (rising community participation), and strategic (a foundation for biodiversity-inclusive rubber landscape management).

Key challenges remains in coordination across large, complex landscapes, habitat encroachment, limited market incentives for agroforestry, and uneven stakeholder capacity.

The project will continue in 2026 to implement SMART patrol rollout, habitat monitoring system implementation, community safeguard training, and continued strengthening of landscape governance platforms.





CASE STUDY

Capacity Building of Rubber Farmers in South Kalimantan, Indonesia

From Farm to Tire: Empowering Natural Rubber Smallholders (Phase I)

From Farm to Tire is a collaborative sustainability initiative implemented by Giti Tire and Gajah Tunggal, together with Yapeka and BAS, supporting smallholder rubber farmers in Wayau Village, Tabalong Regency, South Kalimantan. The program addresses long-standing structural challenges facing the natural rubber sector — ageing plantations, declining yields, disease pressure, and rubber price volatility — through an integrated, farmer-centered approach that strengthens the upstream end of the tire supply chain.



2025 served as the program's foundation year, focused on building institutional, technical, and social groundwork ahead of deeper interventions in 2026. Key activities included feasibility studies and stakeholder mapping, multi-stakeholder consultations culminating in a Tabalong Regency-level coordination forum, and institutional strengthening across eight farmer groups, resulting in draft Articles of Association and annual work plans. Technical training and field mentoring introduced Good Agricultural Practices (GAP), including biological inputs (MOL, Trichoderma, PGPR) and improved tapping techniques. Five pioneer farmers began gradual replanting, supported by newly established budwood gardens to build local seed self-reliance. Complementary agroforestry, horticulture, and women-led micro-enterprise activities emerged to strengthen household resilience.



Across the year, >90 farmers received mentoring through 19 sessions, with 19 farmers attending 10 or more — signaling the formation of a committed core group. Early outcomes point to improved farmer understanding of plantations as ecosystems, initial productivity gains from GAP adoption, and strengthened group governance.

Looking to 2026, the program shifts from foundation-building to deepening impact — prioritizing agroforestry/intercropping skills and household financial literacy — reinforcing farmers' long-term commitment to sustainable rubber cultivation without land-use conversion, directly supporting Giti's sustainable natural rubber sourcing objectives.

CASE STUDY

Managing Green Open Space in Indonesia

Biodiversity and Carbon Sequestration — PT Gajah Tunggal Tbk

PT Gajah Tunggal Tbk continues to develop greening initiatives across available vacant land and designated green open spaces (Ruang Terbuka Hijau, RTH), with plans to maintain these areas and extend them to other suitable sites. As of 2025, CO_2 sequestration had risen by approximately 14% relative to 2023 — a result the company attributes to its ongoing tree-planting and maintenance programmes — bringing cumulative CO_2 absorbed through 2025 to 12,638 tons of CO_2 eq.

Among these green open spaces is the Bunder Arboretum, located approximately 5 km from the factory in Pasir Jaya Village and covering more than 5 hectares. The site holds over 14,300 trees of various species, including increasingly rare species such as meranti (*Shorea leprosula*), alongside fruit-bearing and bird-attracting species such as sawo (*Manilkara zapota*), kedongdong (*Spondias dulcis*), huni (*Antidesma bunius*) and salam (*Vachellia flava*).

As part of its internal waste management efforts, the Company processes operational waste into useful products. Dry leaves collected from tree maintenance in Green Open Space areas are converted into compost, while eggshell waste from employee canteens is utilized as raw material for natural pesticides. The resulting compost and pesticides are reused to support greening initiatives and the maintenance of green areas within the Company's operational sites.

Description	2024	2025
Dry Leaf Compost Production (kg)	15,240	6,500
Eggshell-Based Pesticide Production (kg)	120	40

Volumes shown in kilograms (kg). 2024 figures are full-year; 2025 figures cover the current reporting period.

Within the tree planting area, routine pruning and maintenance are carried out to sustain a green environment, support operational safety, and promote healthy plant growth. Each tree is assigned an identification tag recording key information, including species, family, and the total number of trees managed. On this basis, the company manages 195 tree species from 59 families, with a total population exceeding 43,000 trees (~3500 trees are cleared due to on-site development and fallen dead trees in 2025) — approximately 18,000 trees of which are now located within the Gajah Tunggal Industrial Complex in Tangerang of species include frangipani, eucalyptus, breadfruit and tropical almond.

The tagging system is supported by periodic measurement of tree trunk diameter. The resulting data provides a key input for estimating total carbon sequestration across the tree population, while also informing biodiversity conservation efforts and long-term maintenance planning.

Table 3.9: Data on Greening Initiatives for 2024 to 2025 (number of trees)

Data	2024	2025
Seedling Production (Number includes donation to external partners)	20,835	18,400
New Tree Planting	15,319	8,523
Total Tree Planted	47,241	43,825







New Factory in Giti: Engineering a World-Leading Green and Intelligent Plant

Our new manufacturing facility in Hefei, Anhui, represents a significant step in translating Giti's sustainability ambitions into physical infrastructure. Designed and built to the standards of a national Green Factory (recognised by the MIIT) and a Class-A Environmental Enterprise (recognised by the MEE), the plant is conceived from the ground up as a low-carbon, intelligent operation, with the aspiration of meeting "Lighthouse Factory" benchmarks. It is being delivered in compliance with national green-development plans and the full body of applicable environmental laws, standards and provincial regulations.

The factory's approach is organised around eight pillars: green raw materials, green products, green energy, green manufacturing, green buildings, green procurement, health and safety, and a harmonious community. In materials, we have set a roadmap to raise the share of recycled and renewable inputs from roughly 29% today toward 100% by 2050. On energy, the plant combines rooftop solar (around 49.35 million kWh per year, covering 80% of roof area and avoiding approximately 35,000 tonnes of CO_2), waste-heat recovery, ground-source heat pumps, and low-carbon steam purchased from a local waste-to-energy provider in place of natural gas, cutting a further 53,000 tonnes of CO_2 annually.

These measures translate into meaningful intensity improvements. Compared with our existing facility, the new plant is designed to lower CO_2 emissions per tonne of tires by 43% and electricity consumption per tonne by 31%, while cleaner-production processes reduce VOCs, particulates, NOx, COD and ammonia nitrogen across the board. The PCR1 workshop is being developed as a "zero-carbon workshop" with the intention of securing PAS 2060 carbon-neutrality certification. A zero-waste philosophy targets general-waste recycling above 94% and hazardous-waste recycling above 62%.

The benefits extend through the product life cycle and beyond our own gates. Lower rolling resistance is expected to reduce use-phase emissions by around 20%, and our sustainable procurement commitments are reinforced by membership of GPSNR since 2021. Locally, the project is anticipated to create over 1,000 jobs and contribute substantial annual tax revenue to support the economy, supporting talent development and regional growth.

As our existing and new facilities run in parallel ahead of the older plant's eventual retirement, the Anhui project demonstrates how disciplined design and operational efficiency can advance our journey toward net zero — without compromising performance or cost. Between end 2025 to end 2026, while we are transferring our old to new plant, the full carbon emission benefits may not be seen as higher energy consumption occurred during the transfer. Once transfer complete, we will see drastic decrease in our carbon emission.

02F • BIODIVERSITY

Holding the Line While the Output Grew

Giti Tire — GHG Scope 1 and 2 Performance. 2023-2025

Between 2023 and 2025, Giti Tire produced 12.7% more tyres. Over the past two years, our absolute greenhouse gas emissions reduced modestly by 13,000 tons CO_2e, from 1.169 to 1.155 million tonnes of CO_2e. Output grew by more than a tenth; absolute carbon decoupled against the baseline production output in 2023.

This decoupling sits at the heart of our commitment to Engineering Net Zero at Net Zero Cost. Growth and emissions, long assumed to rise together, have been pulled apart — delivering a 9.2% reduction in GHG intensity, from 1.22 to 1.11 tonnes of CO_2e per unit ton of tire produced.

The reduction is structural, not incidental. Scope 1 emissions fell 4.2%, driven by efficiency gains in Indonesia and the decoupling from fossil energy across China operations. Scope 2 rose modestly by 0.9%, reflecting heavier demand on grids that are themselves still decarbonising due to increase in production. Netted together, the curve holds almost flat.

We have identified 2024 as our emissions peak, with 2025 already turning downward. Absolute GHG emissions and GHG intensity both are essentially decreased across three years of rising production, and the structural changes now underway are designed to bend the curve further down as we approach 2026. During the current transition, the old and new Anhui plants run in parallel; as the older facility retires and volume shifts to the new Anhui plant — engineered from the ground up for lower energy intensity — absolute emissions are set to fall even as we continue to grow.

For a manufacturer, holding emissions flat through real volume growth is no footnote. It is evidence that operational discipline and climate ambition can advance together — without trading one against the other.

Scope 1 & 2 GHG Inventory by Country

Carbon Emissions (tCO_2e)	2023 Baseline	2024	2025	Remark (2024→2025)
Scope 1	460,560	474,126	454,112	-4.2% direct emissions
China	239,507	260,115	260,631	
Indonesia	206,412	199,775	177,163	
United States	14,641	14,236	16,318	
Scope 2	671,563	695,158	701,496	+0.9% indirect emissions
China	303,635	322,160	343,427	
Indonesia	352,427	360,849	339,109	
United States	15,501	12,148	18,961	
Grand Total	1,132,123	1,169,284	1,155,609	-11.1% Scope 1 & 2 emissions
GHG Intensity Index (tCO_2e/t-FP)	1.22*	1.17	1.11	−9% GHG intensity

Source: Giti Tire GHG inventory (Scope 1 & 2), 2023–2025, in tonnes of CO_2e. Percentages in the Remark column show the change from the 2023 baseline to 2025.

03

CHAPTER THREE • PAGES 132-170

People

"People are not a line item in Giti's sustainability strategy — they are its foundation. Every hour volunteered, every skill trained, every farmer mentored is proof that growth and care for one another are not competing goals."

Program 3: *Capacity Building*

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 a continuing effort to cultivate a purpose-driven culture and embed sustainability operations into the mindset of every employee. This is pursued through structured training and mandatory volunteering hours that give staff diverse opportunities to contribute to society and local communities, and through employee training that increasingly aligns with the company's sustainability commitments as a core component of workforce development. Everyday touchpoints — such as the "One Day Vegetarian" or "Blood Donation Drive" initiatives help raise awareness and link daily actions to broader daily carbon reduction and social contribution goals. The company also continues to support education for the less privileged and to develop know-how for the industry.

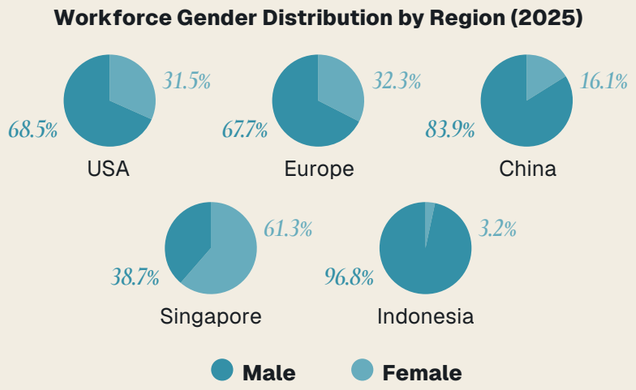


Employee Statistics

IFRS S1 §32; GRI 304-2

Giti Tire employs a workforce of more than 20 nationalities across its operations in Asia, Europe and the United States. The charts below summarise the 2025 gender distribution by region.

Captured from the gender infographics on pp.148–149 (legend: Male / Female). See Editorial Review, flag 6.



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 give rise to social, legal and reputational risks. These include discrimination claims, difficulty recruiting and retaining talent, and disengagement from stakeholders. Such risks may arise from unconscious bias in recruitment, underrepresentation of women and minorities in leadership, or a lack of inclusive training. In response, Giti has embedded diversity principles into its operations and workplace culture.

To mitigate these risks, the Group implements sustainable human-resource (HR) strategies aimed at fostering an inclusive, safe and enabling work environment — including competitive and equitable compensation practices, transparent career-development pathways, and targeted training and education initiatives, clear appraisal system.

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 progress in advancing equality and accessibility in the workplace. A three-hearts company of Good in 2025 in Singapore headquarter.

Investing in its people supports the Group's long-term value-creation strategy by mitigating human-capital 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. We intend to start our human resource strategies through our structured yellow-belt sustainability training in 2026.



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

Diagram 4.1: Giti's Employee Distribution — Total Number of Employees by Category

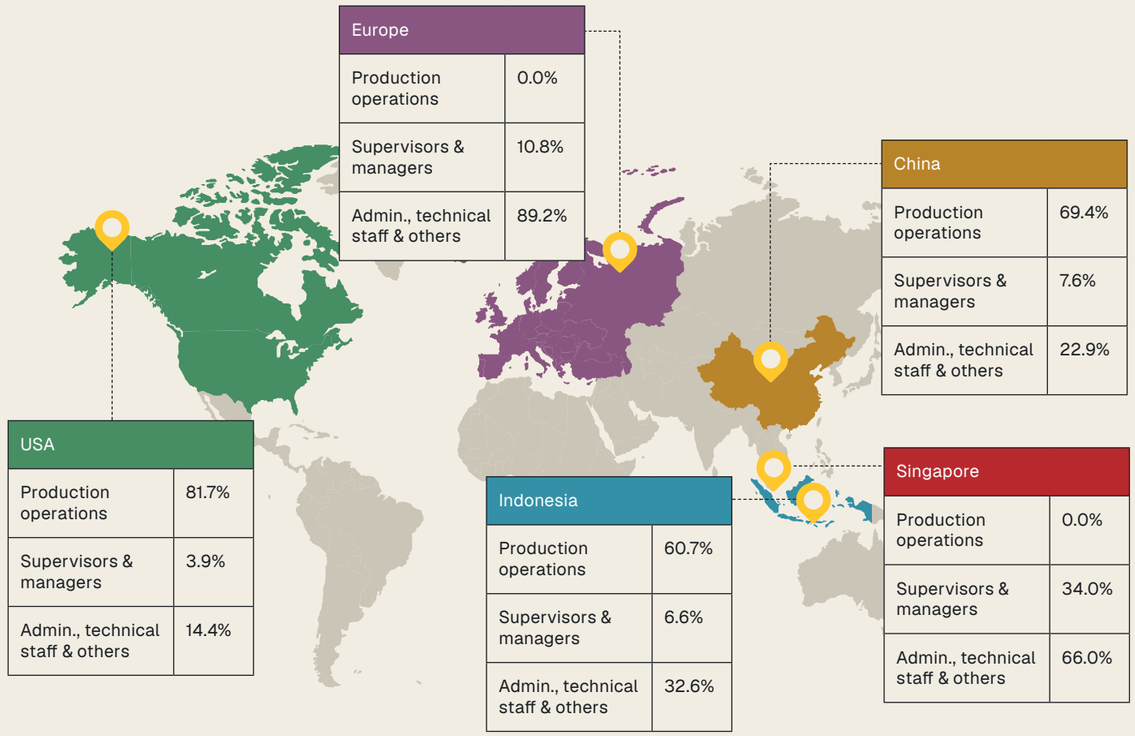


Diagram 4.1 (continued): Giti Diversity — Workforce Age Distribution

Region (2025)	18–25	26-35	35-45	46-55	≥56
Singapore	2%	29%	34%	25%	10%
China	7%	17%	38%	33%	5%
Indonesia	15%	44%	21%	17%	3%
USA	17%	27%	22%	19%	15%
Europe	0%	31%	25%	23%	21%

Effects on Business Model and Value Chain

IFRS S1 §32(a); IFRS S2; GRI 405

Giti Tire has identified that inadequate management of DEI, as well as insufficient investment in sustainable HR practices, may give rise to material risks affecting the Group's business model and value chain. These risks may adversely affect 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 could result in lost customer relationships, reduced investor confidence and reputational harm, impairing the Group's ability to operate 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, skilled talent pool. These factors may lead to higher turnover, increased retraining costs and reduced workforce continuity — especially in operational areas requiring specialised expertise — affecting the Group's capacity to execute projects, innovate and grow.
- **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 engagement, reduced productivity and higher absenteeism. These factors directly affect value-chain efficiency, from manufacturing and logistics to customer service and after-sales support.

To address these risks, Giti Tire has embedded DEI principles and sustainable HR strategies across its operations, fostering a conducive, inclusive work environment through equitable compensation structures, transparent career-advancement pathways and the prioritisation of employee health, safety and well-being. These efforts strengthen the Group's ability to attract and retain talent, enhance productivity and improve stakeholder relationships, supporting 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 DEI considerations into its strategic planning, leadership development and international expansion. The Group recognises that diverse representation in decision-making roles enhances risk identification, supports innovation and contributes to more effective governance outcomes; diversity is therefore considered during board-level nominations and managerial succession planning.

To strengthen its sustainability-related capabilities, Giti has set a strategic objective of achieving full employee participation in a company-wide online sustainability training programme, designed to ensure equitable access to high-quality, standardised education across all levels of the organisation regardless of role, function or location. By leveraging digital learning platforms, the Group delivers training at scale, fostering a consistent understanding of its sustainability priorities and supporting the integration of sustainability considerations into core business functions and decision-making.

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. Targeted inclusion strategies contributed to an 8% reduction in annual voluntary attrition and an increase in the proportion of female applicants during the recruitment process. These outcomes have supported improvements in workforce stability and talent acquisition, reducing turnover-related costs and strengthening 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 programmes through structured feedback mechanisms, including satisfaction surveys and individual assessments for management and leadership-development participants. In collaboration with professional organisations, it also assesses employee skill levels and professional growth to ensure training outcomes align with business needs. To support development and monitor progression, 100% of employees receive annual performance reviews, which guide career and development planning in consultation with supervisors and leadership teams.



03A • EMPOWERING HUMAN CAPITAL

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 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 programmes, which enhance organisational adaptability and drive continuous improvement.

Should the Group not meet its stated diversity goals or targets, it 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 revised performance-related targets for senior executives within relevant business units — to accelerate progress.

Performance is monitored through clearly defined indicators, with results used to inform decision-making and strategy execution, including the integration of DEI metrics into performance evaluations and the alignment of employee development with long-term sustainability objectives. Giti's commitment to embedding inclusive practices drives inclusive governance and operational practices across geographies and business lines, reinforcing 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.
- A Global DEI Council with region-specific oversight.

MATERNITY & PATERNITY LEAVE

Female employees are eligible for paid maternity leave ranging from 90 to 180 days, depending on applicable laws, and male employees may take paternity leave typically ranging from 2 to 30 days. Giti provides parental leave to support both parents in caring for their children, promoting shared caregiving and family well-being, and ensures that employees returning from maternity leave are supported in their transition back to work — reinforcing the company's commitment to inclusion, retention and long-term workforce sustainability.

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

EMPLOYEE BENEFITS

As part of its commitment to responsible and sustainable business practices, Giti provides a comprehensive employee-benefits programme supporting the health, financial security and work-life balance of its workforce. Benefits offered include:

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

Additionally, the company provides housing and a working meal* to help meet employees' basic needs. Employees also have access to ample time off, including annual leave, maternity / paternity / parental* leave, bereavement leave, marriage leave* and sick leave.

03A • EMPOWERING HUMAN CAPITAL

FAIR COMPENSATION APPROACH

Giti is committed to fair, transparent and merit-based compensation as part of its broader approach to sustainable workforce management. The 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, the company offers performance-linked bonuses and sales incentives that recognise individual and team contributions, and enrols employees in statutory social-security programmes to support financial well-being and long-term security.

Process for determining remuneration:

- Formulate guidelines, policies and parameters for the compensation structures.
- Review employee compensation information periodically 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 organisation's long-term resilience and value creation. 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 operational culture, so that sustainability becomes an integral element of corporate strategy and identity.

The programme is structured around 13 core competencies aligned with the LEAN Six Sigma training levels — Introduction, Yellow Belt, Green Belt and Black Belt. This tiered approach ensures employees acquire both foundational and advanced knowledge in sustainability practices and are equipped to apply 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.

CASE STUDY

Giti Tire Group expanding our purpose-driven volunteerism into the community

Giti tire group committed to social and purpose-driven volunteerism to reach >10,000 hrs. As of 2025, we are proud to announce that we have met the targets. In total from 2023, Indonesia has volunteered more than 8,000hrs in blood donation drive and China 9,000+ hrs in community works. With this success, we are also moving our volunteerism to Singapore Headquarter in 2026 to strengthen our corporate culture in employees' purpose-driven social engagement.

Indonesia Blood Drive to save thousands of people

Working with the Indonesian Red Cross (PMI), Giti routinely organises blood-donation programmes to help meet community blood needs and to raise employee awareness of caring for the community and for their own and their loved ones' health. Through this activity, employees contribute directly to humanitarian efforts. In 2025, the number of participating employees rose by 26.9% (794 people) compared with 2023. The expected volunteering time contributed by employees over the last 3 years will be estimated 8,287 hrs. Most importantly, the blood donated will potentially save thousands of life in Indonesia over the three years.





Blood-donation participants (employees)

2023	2024	2025
2,952	3,746	3,661

Committed to Community and Charitable Giving

In 2025, Giti China made solid progress toward the UN Sustainable Development Goals through a wide range of community-focused volunteer initiatives. Close to 600 employees contributed a combined 6,837 hours of volunteer service across environmental protection, elder and vulnerable-group care, education, and public health — embedding social responsibility firmly into our corporate culture. In total from 2023 to 2025, Giti China has volunteered close to 10,000 hrs in community and charitable giving.

Supporting the Elderly and Vulnerable

We take our social responsibility to care for the elderly and support vulnerable groups seriously, expressing Giti's warmth through a wide range of initiatives.



The Anhui plant's labor union visits and supports underprivileged residents in the local community



The Hualin plant sponsors a performance by the Beijing Heng'ai Yanzhao United Arts Troupe for people with disabilities



The Fujian plant visits elderly residents at Shangtang Happiness Nursing Home



Headquarters employees visit a children's cancer support organization to donate supplies and volunteer their time

CASE STUDY

Protecting Nature, Safeguarding Our Rivers

In 2025, Giti's operations across China ran a broad range of public welfare activities centered on ecological and environmental protection, taking volunteers into forests, beaches, parks, and nature reserves for mountain and beach clean-ups and waste-collection drives. These efforts were paired with public education and outreach to raise environmental awareness, translating our commitment to green development into concrete action.



The Anhui plant's eco-hike and clean-up on Fucha Mountain, paired with an environmental sharing session



The Anhui plant's 'Painting Our Roots in Mountains and Waters, Building a Green Foundation' mountain clean-up



The Fujian plant's 'Low-Carbon Empowerment, Giti Moving Forward Together' community waste clean-up



The Fujian plant's 'Green Land and Sea, Action Together' wetland clean-up and environmental knowledge quiz



The Fujian plant's 'Everyone for the Environment, Building a Green Earth Together' mountain clean-up



'Guarding Our Blue Home, Building an Ecological Future Together' — a marine microplastic pollution outreach event



The Fujian plant promotes public awareness of waste-sorting practices



The Fujian plant's waste collection and sorting initiative



The Fujian plant raises awareness of household waste sorting through interactive Q&A sessions and flyer distribution

CASE STUDY

Nurturing Talent, Supporting Dreams

We are consistently committed to the wellbeing of our communities, employees, and their families, placing strong emphasis on employees' personal growth, their children's education, and contributions to schools and society at large.

Concurrently, we actively support education in the wider community through campus clean-up drives, donations of supplies, and career-planning lectures — helping to improve teaching environments, empower student growth, and fulfill our corporate responsibility toward education.



For more than a decade, the Fujian plant has supported local education with cash and in-kind donations on Teachers' Day, Children's Day, and the Mid-Autumn Festival, earning recognition from Xiuyu District's education authorities



The Hualin plant hosts a study visit for students from Huaxin Primary School



The 'Green Earth, Little Guardians' sustainability event at Xizhu Primary School: through tug-of-war, waste-sorting games, relay races, and environmental quizzes, the Fujian plant helped students build environmental knowledge and awareness through friendly competition



The Fujian plant organized an employee wellness walking challenge, converting the accumulated steps into a donation to the China Foundation for Poverty Alleviation to fund a rubber running track at Fumin Complete Primary School in Ganchengxiang, Gulang County, Gansu Province



The Fujian plant organized an employee wellness walking challenge, converting the accumulated steps into a donation to the China Foundation for Poverty Alleviation to fund a rubber running track at the Mongolian Ethnic Center in Siziwang Banner



The Fujian plant's 'Volunteering for Science, Technology Lighting Up Putian' volunteer program at the local science museum



Shanghai headquarters donates children's books to the Heart-to-Heart Special Fund of the Shanghai Rende Foundation



Shanghai headquarters, in partnership with the '1kg Box' public welfare design initiative, provided classroom learning materials for 35 children in rural areas

CASE STUDY

Health and Wellness Together

We actively champion healthy living and community welfare, weaving green principles into a wide range of initiatives: sponsoring marathons, basketball tournaments, and other sporting events to promote fitness for all; organizing voluntary blood donation drives to support life-saving causes; and running environmental campaigns such as ‘Low-Carbon Walking’ to encourage greener travel. These efforts reflect our firm commitment to health, safety, and sustainable development, translating corporate social responsibility into action and bringing positive energy to the wider community.



Sponsoring and supporting the Putian City Football League



The Hualin plant launches the ‘Giti’s Warm Blood, Love Without End’ voluntary blood donation drive



Changchun Marathon volunteers: 18 Hualin Giti employees supported the event’s overall execution



Anhui plant volunteers lend support to the Hefei Marathon

Training, *Community*, *Education* & *Workplace* Safety

Leadership Training Initiatives

In 2023, Giti launched an on-site sustainability training initiative starting with over 150 leaders across its operations, focused on building foundational knowledge in sustainability principles and 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) or Plan, Do, Check and Action (PDCA) methodology as a unified framework for assessing sustainability impacts alongside productivity and cost efficiency. By integrating sustainability considerations into the Lean Six Sigma framework, Giti reinforced the alignment of operational excellence with environmental and social responsibility, just 2025 LEAN project outcomes to demonstrate the approach. An example in Chian, total investment was estimated 360K USD but the return is about 500K USD over 1-2 years with a reduction in 4215t of carbon emissions or equivalent to the carbon emissions of about 1400 tires produced.

Participant feedback indicates that over 90% found the training directly applicable to their roles. The programme has strengthened leaders' ability to balance economic outcomes with environmental and social considerations — Profit, Planet and People — 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, including gender ratios, minority representation, pay equity, promotion rates and employee feedback from DEI climate surveys.

Diagram 4.1: Diversity and Equal Opportunity

Diversity-Related Risk	Methodology to Calculate Metric	Measuring Unit	Country	Actual Metric — 2025
Gender representation	% of employees by gender in total workforce	% of total employees	U.S	Female: 31.5% Male: 68.5%
			Europe	Female: 32.3% Male: 67.7%
			China	Female: 16.1% Male: 83.9%
			Singapore & Rest of World	Female: 61.3% Male: 38.7%
			Indonesia	Female: 3.2% Male: 96.8%
Turnover risk	Voluntary leavers / Total headcount	% turnover rate	Singapore & Rest of World	17.9%
			China	9.0%
			Indonesia	5.9%
			USA	39.3%
			Europe	4.6%
Hiring rate	New hires / Total headcount	% hiring rate	Singapore & Rest of World	22.6%
			China	14.1%
			Indonesia	6.6%
			USA	35.1%
			Europe	12.3%

CASE STUDY

Sustainability Training Progress — Yellow Belt Engineering and Manufacturing

By the end of 2025, all Giti Tire employees had completed the entry-level online sustainability course. A total of 232 employees took part in offline sustainability-focused training sessions, and 95 obtained Sustainability Yellow Belt certification that covers Sales & Marketing, Supply Chain and Engineering.

In 2025, we developed a Yellow Belt training course on production and manufacturing as part of our sustainability training series, focusing on carbon emissions management in actual production processes. The course was piloted at the Fujian plant, covering 36 trainees from 17 departments — including Intelligent Industry, Power, and Engineering — with targeted training delivered to each.



Key Objectives met during the survey



Sustainability Yellow Belt training at the Fujian plant

CASE STUDY

Educational Support for School-Aged Children

Giti Tire Group expanding our support on Quality Education for better opportunities for employees and communities



PT Gajah Tunggal Tbk maintains a steady commitment to education in the communities surrounding its operations, providing support to 176 students across the primary, junior high, and senior high levels.

This assistance is delivered every month throughout the academic year. It is intended to help cover the educational needs of the students the Company supports and to keep education within reach for younger members of these neighbouring communities over the long term.

Academic Year	Primary	Junior High	Senior High	Total
2023/2024	70	48	58	176
2024/2025	74	51	51	176
2025/2026	69	58	49	176

Fueling Futures: Enabling Education Today

Beyond Politeknik GT in Indonesia, Giti continues to extend quality education across several locations, including the USA, Singapore and Malaysia. The company draws on its own success stories and experience to help strengthen both professional development and primary education.

CASE STUDY

From Farm to Tire : 2025 Program Summary

The From Farm to Tire: Empowering Natural Rubber Farmers for Sustainable Business program, implemented in Wayau Village, Tabalong Regency, South Kalimantan (2025–2026), completed its foundation year in 2025. Led by Yapeka and BAS and funded by Giti Tire, the program targets roughly 800 smallholder rubber farmers whose ageing plantations (mostly 30+ years old) face declining productivity, disease pressure (White Root Disease, leaf fall), and price volatility.

Key 2025 outcomes:

- **Reach and engagement**: 93 farmers received mentoring with complete attendance records across 19 training/mentoring sessions; a committed core group emerged, with 22 farmers attending ≥9 sessions and 19 attending ≥10.
- **Institutional strengthening**: All eight targeted farmer groups drafted Articles of Association, By-Laws, and annual work plans — a first for most groups — laying groundwork for future partnerships.
- **Technical adoption**: Farmers began applying Good Agricultural Practices (GAP), including improved tapping techniques, plantation sanitation, and biological inputs (MOL, organic fertilizers, Trichoderma, PGPR). Several pilot farmers reported early latex yield increases.
- **Replanting and seed systems**: Five pioneer farmers committed to gradual replanting on their own plots; budwood gardens were established at multiple sites to build a local, sustainable seedling supply.
- **Diversification**: Agroforestry (coffee, rhizome crops) was introduced to reduce economic risk, alongside emergent household horticulture and micro-enterprise activities led largely by women's groups.
- **Multi-stakeholder alignment**: A district-level multi-stakeholder forum was initiated following an August 2025 stakeholder meeting, securing local government support for continued mentoring and replanting.

Challenges — ageing plantations, uneven farmer capacity, price fluctuations, and coordination across stakeholders — were managed through adaptive, phased mentoring rather than one-off interventions.

Overall, 2025 established knowledge, institutional, and technical foundations rather than large-scale production gains, positioning the program to deepen agroforestry skills and household financial literacy in 2026 without encouraging land-use conversion away from rubber.



Participatory field learning with smallholder rubber farmers during the 2025 implementation phase





Establishment of budwood gardens as part of efforts to ensure the sustainable availability of high-quality planting materials for smallholder rubber farming.

CASE STUDY

Giti Tire completed with Singapore Polytechnic to Co-Brand and Co-Develop a Sustainability Course

In collaboration with Singapore Polytechnic (SP), Giti Tire supports continuous workforce development. Through this partnership, the company co-develops practical, execution-focused sustainability courses in 2025 by sharing its training programmes and on-the-ground expertise, with the goal of equipping employees — especially those from SMEs — with the skills needed to implement ESG practices effectively. Recognising the current skills gap, Giti is committed to contributing its know-how.

The company also provides opportunities for SP staff to take part in various Giti sustainability projects, creating a mutual learning environment that allows SP staff to bring the latest industry developments to their students. The course will start in April 2026.









Giti Tire China Encourages Employees' Next-Gen to Continue Education Through Educational Grants

- In 2025, the Anhui plant gave support close to RMB 20,000 to 40 employees who earned academic or professional qualifications, and a further RMB 145,000 to support 145 employees' children admitted to university. The plant also hosted a 'Tribute to Youth' event for college entrance exam candidates, extending its best wishes to Giti's students through invitations, gifts, and congratulatory letters personally signed by the General Manager.
- The Fujian plant has introduced a study-reward points scheme that credits employees pursuing continuing education and further qualifications. Accumulated points can be redeemed for benefits of equivalent value, including travel allowances, vehicle expenses, health check-ups, meal subsidies, further education and training, book vouchers, and paid leave. In 2025, 23 employees received continuing-education reward points, effectively encouraging self-development.
- To boost employee morale, the Hualin plant presents a 'Golden Autumn' education grant to the children of employees entering university as freshmen. In 2025, 14 employees' children were admitted to university, with a total of RMB 7,200 awarded.
- In 2025, the R&D Center awarded RMB 1,900 in continuing-education scholarships to four employees, along with RMB 6,000 in college entrance exam rewards for employees' children.







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 given 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 manage these risks adequately 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 affect 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, and poor H&S practices among upstream suppliers may compromise ethical-sourcing commitments. Conversely, investing in a safe work environment improves 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 ESG framework. The Board of Directors oversees safety performance as part of its risk-governance responsibilities, while regional leaders are held accountable through H&S KPIs. Decision-making now incorporates employee well-being data — including leading indicators such as near-miss reporting and lagging indicators such as lost-time injury frequency rates (LTIFR) — and 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 investment in safety technology (for example, real-time monitoring and IoT sensors), training programmes and mental-wellness initiatives. With strong emphasis on H&S, US Plant showed almost a 50% reduction in employees' lost time of work and accidents.

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

IFRS S2 §23; GRI 403-1

Giti's resilience in employee health and safety rests on a systematised and proactive approach. The company operates under a global H&S management framework aligned with ISO 45001 standards, reinforced by a decentralised 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 the company's sustainability ambitions, Giti aims to keep employee well-being a constant through 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. The 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 applies a risk-based hierarchy-of-controls model — eliminating hazards where possible and implementing engineering controls before administrative procedures and PPE. Training programmes are conducted annually, with specific modules tailored to roles such as forklift operation and chemical handling.

Giti has also rolled out digital dashboards to track leading indicators such as safety observations and audit scores, fostering a data-driven culture of continuous improvement. Employee engagement is central to this approach: through joint safety committees, anonymous reporting channels and wellness surveys, Giti incorporates frontline input into policy updates. Opportunities for innovation — such as AI-driven fatigue monitoring and robotics for repetitive tasks — are being explored to future-proof the H&S ecosystem.

Extending *Sustainability Knowledge* to SMEs Through Non-Profit Partnerships

Grow with Purpose (Wholesale and Retail Trade), with the National Volunteer & Philanthropy Centre

Singapore · August – November 2025

36 SMEs
COMPLETED THE PROGRAMME

4 sessions
ACROSS FIVE MONTHS

5
CORPORATE LEAD AND PARTNER FIRMS

The Opportunity

Singapore has committed to net zero emissions by 2050, and a substantial share of the practical work of getting there sits with the small and medium enterprises that supply, distribute and retail for larger companies. The requirement is already cascading through value chains: regulations such as the European Union's Corporate Sustainability Reporting Directive oblige large firms to disclose across their supply base, which in turn asks their suppliers to measure, evidence and improve.

The capability gap is measurable. Data published by the National Volunteer & Philanthropy Centre (NVPC) from its 2024 Company of Good Recognition System cohort found that 66% of participating wholesale and retail companies showed limited activity in the environmental and economic impact areas, and that 64% had no sustainable procurement practices in place.

Multinational corporations hold much of the applicable knowledge. What has been missing is a credible channel through which to share it at scale. Non-profit intermediaries provide that channel — they convene the cohort, hold the trust of smaller firms, and remove the commercial ambiguity that can attach to a large company approaching its own suppliers directly.

Our Contribution

Giti Tire as 3-Hearts Company of Good joined NVPC Grow with Purpose (Wholesale and Retail Trade) as a Programme Partner. The programme was organised by NVPC under its Company of Good platform, led by Sheng Siong, and delivered alongside fellow partners Agrocorp, Amgen and Uniqlo. It ran from a soft launch in June 2025 through four sessions to a graduation ceremony on 13 November 2025, held in conjunction with the Company of Good 1-Heart Conferment Ceremony.

Giti Tire co-led Session 1, Sustainable Supply Chain and Operations, on 13 August 2025. Our Chief Sustainability Officer delivered a 2 hr module on sustainable procurement due diligence — traceability and risk management — drawn directly from the curriculum we use with our own employees and suppliers, rather than written as a general introduction. Content covered:

- the three components of a responsible supply chain — green, transparent and circular — and the business case for each in risk management, cost and reputation;
- the five-stage procurement process (Define, List, Evaluate, Award, Monitor), with sustainability criteria and the “5Rs” applied at each stage;
- materiality assessment as the method for deciding where limited procurement effort will matter most;
- supplier pre-screening and weighted risk scoring, illustrated with a worked example from our own raw-material supply base;
- traceability and risk treatment, closing with a facilitated exercise in which participants applied the five-stage process to their own operations.



Session 1, 13 August 2025: Giti Tire’s Chief Sustainability Officer walks participants through the five-stage sustainable procurement process.

Outcome

Thirty-six SMEs completed the programme and were recognised at the graduation ceremony in November 2025. Participants were predominantly micro-enterprises and smaller firms for whom sustainability had largely been framed as a compliance cost. The procurement lens reframed it as a set of decisions they were already making — what to buy, from whom, on what terms, and how to verify — and therefore as something that could be improved without new headcount or capital outlay.

The session also confirmed a working assumption behind our approach: material developed for internal capability building transfers well to smaller companies, provided it is delivered through a trusted convenor and grounded in worked examples rather than principles. This is consistent with the argument we set out publicly during the year — that decarbonisation and responsible sourcing are most durable when they are self-funding, and that the first step for a smaller firm is usually a better decision rather than a larger budget.



Participants and mentors at Session 1 of Grow with Purpose (Wholesale and Retail Trade), hosted by NVPC.

A Model We Intend to Extend

This partnership sits alongside our collaboration with Singapore Polytechnic, through which we co-develop practical, execution-focused sustainability courses for SME learners and open Giti Tire sustainability projects to faculty involvement. Together the two form a deliberate model:

- Giti Tire contributes practitioner content, instructors and worked examples from live operations;
- non-profit and education partners contribute reach, cohort structure and the credibility that makes smaller firms willing to participate;
- neither party carries the full cost, and neither could deliver the outcome alone.

We intend to extend this model to further non-profit partners across the markets in which we operate, prioritising sectors and geographies where our own supply base is concentrated and where the capability gap is widest.

AT A GLANCE

Programme	Grow with Purpose (Wholesale and Retail Trade)
Organised by	National Volunteer & Philanthropy Centre (NVPC), under Company of Good
Programme Lead	Sheng Siong Group
Programme Partners	Agrocorp, Amgen, Giti Tire, Uniqlo
Duration	August 2025 to November 2025 (soft launch June 2025)
Giti Tire's session	Session 1 — Sustainable Supply Chain and Operations, 13 August 2025
Participants	36 SMEs completed the programme
Recognition	Graduation held with the Company of Good 1-Heart Conferment Ceremony, 13 November 2025

Source: NVPC Company of Good; Grow with Purpose (Wholesale and Retail Trade) programme materials, 2025.

Co-Branding and Co-Developing *Specialist Diploma Course*

Giti Tire × Singapore Polytechnic × Company of Good (NVPC)



MOU Signing Ceremony — Celebrating Industry Collaboration and Lifelong Learning with Singapore Polytechnic, 2024

In 2024, Giti Tire signed a Memorandum of Understanding with Singapore Polytechnic (SP) to co-brand and co-develop the Specialist Diploma in Business Sustainability and Reporting, offered through SP's Professional and Adult Continuing Education (PACE) Academy. Developed in partnership with Company of Good by the National Volunteer and Philanthropy Centre (NVPC), the programme launched its first intake in April 2026, marking a milestone in industry-academia collaboration for sustainability education.

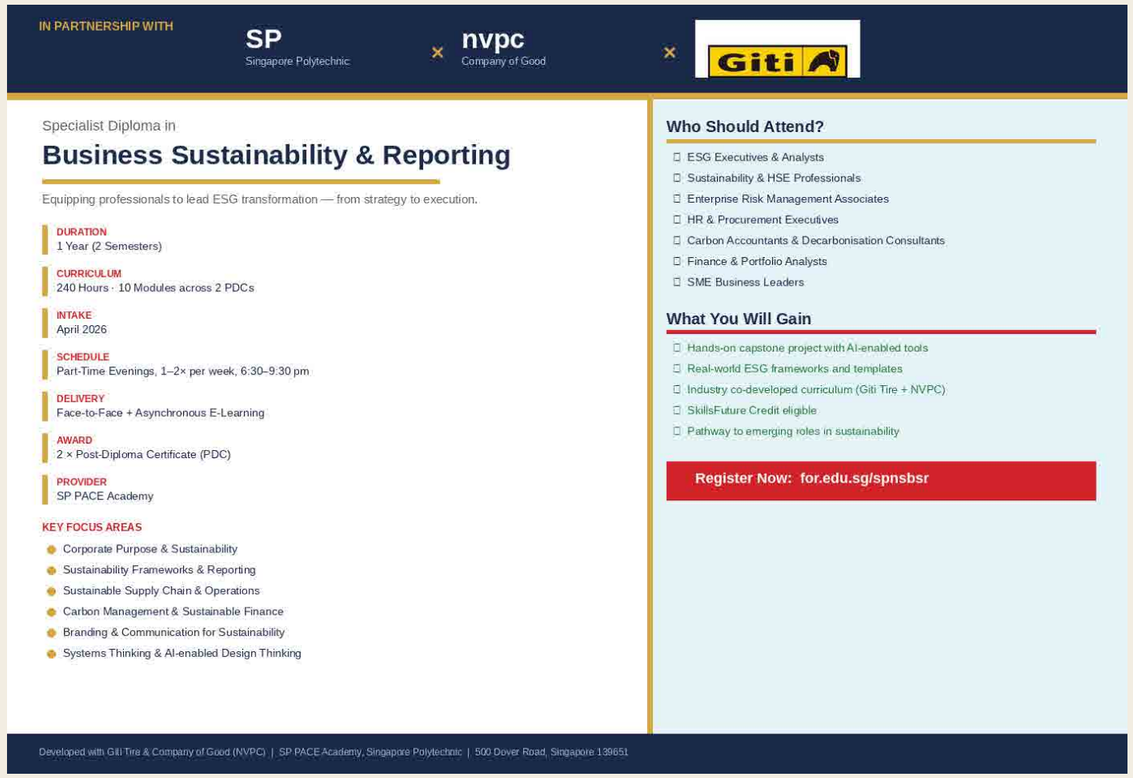
The one-year specialist diploma comprises two Post-Diploma Certificates totalling 240 curriculum hours across two semesters. It focuses on equipping working professionals with practical, execution-focused skills to plan, implement, and scale ESG initiatives within their organisations. Key focus areas include corporate purpose and sustainability, branding and communication for sustainability, sustainability frameworks and reporting, sustainable supply chain and operations, and systems thinking and design thinking. Participants apply their learning through a capstone project, leveraging AI-enabled tools, practical templates, and real-world scenarios to deliver workplace-ready solutions.

Through this partnership, Giti Tire contributes its training programmes and on-the-ground sustainability expertise, while SP staff gain opportunities to participate in Giti's sustainability projects, creating a mutual learning environment that keeps academic content aligned with the latest industrial developments. The programme targets employees from small and medium enterprises in particular, addressing a recognised skills gap in translating ESG frameworks into measurable business outcomes such as operational efficiency, risk management, regulatory readiness, and enhanced brand trust.

This initiative reflects Giti's conviction that building sustainability capability across the broader business ecosystem — not just within its own operations — is essential to driving systemic change in how companies integrate ESG into core business strategy.

COURSE ADVERTISEMENT

Specialist Diploma in Business Sustainability & Reporting — SP PACE Academy (April 2026)



Register online at: for.edu.sg/spnsbsr | SP PACE Academy, 500 Dover Road, Singapore 139651

PROGRAM 4: BUILDING RESILIENCE FROM THE GROUND UP

Program 4: *Building Resilience from the Ground Up*

How Giti Tire Developed Its Key Supplier ESG Screening Process

Giti Tire's Proprietary Supplier Risks & Resilient Framework

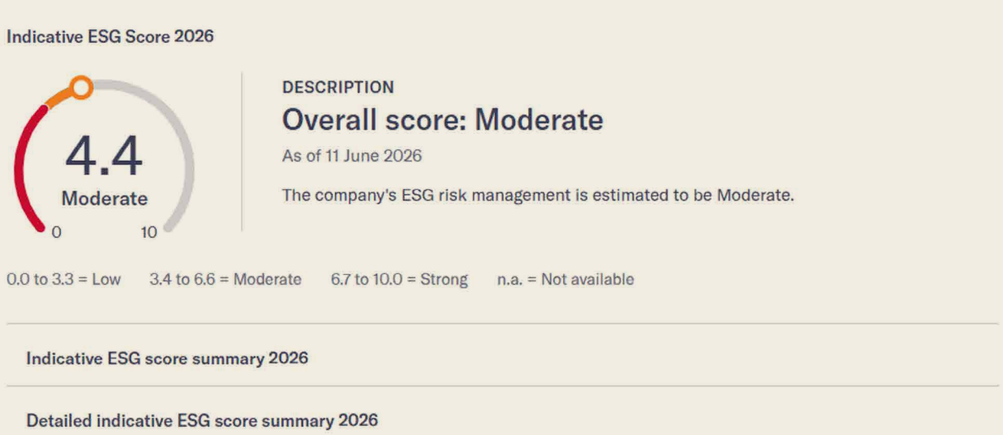
As part of Giti Tire commitment to sustainable procurement, Giti Tire developed a bespoke Key Supplier ESG Screening Process using Moody's Supplier ESG Assessment platform. Aligned with the ISO 20400 sustainable procurement framework, the process follows a four-step methodology: Screening, Prioritising, Assessing, and Engaging (refer to page 35 for more details).

In the Screening phase, every key supplier in a given region is assessed through Moody's platform across environmental, social, governance, and financial risk dimensions. Suppliers are then Prioritised by risk severity and operational criticality. High-risk suppliers will undergo a detailed Assessment to identify specific ESG gaps, followed by direct Engagement through on-site visits, corrective action plans, and capacity-building support.

Indonesia was selected as the pilot region given its significance as home to one of Giti's largest manufacturing operations and a complex supplier landscape spanning natural rubber processors, chemical producers, steel cord manufacturers, and carbon black suppliers. The exercise, completed in late 2025, revealed that approximately 30 percent of Indonesia's key suppliers were classified under potential high ESG risk — gaps ranged from weak environmental monitoring and insufficient grievance mechanisms to limited anti-corruption controls. We expect to start our physical assessment in the subsequent years on potential high risks suppliers.

Rather than exiting these relationships, Giti will initiated on-site engagement with every potential high-risk supplier. Cross-functional teams conducted detailed assessments, shared findings transparently, and co-developed improvement plans with defined milestones. This collaborative approach reflects Giti's conviction that supply chain resilience is built through partnership, not punishment.

Once Indonesia's pilot is completed in 2026, Giti is now scaling the programme across China, and its broader global supplier network — transforming supplier ESG screening from a one-off project into a permanent, continuously improving capability.



Example of Moody's Indicative ESG Score for Supplier Evaluation

PROGRAM 4: BUILDING RESILIENCE FROM THE GROUND UP

Giti Tire's Natural Rubber Supplier Traceability Framework

In 2025, Giti Tire has implemented our Natural Rubber traceability system whereby we intend to ensure all our natural rubber are responsibly sourced by 2027. To do this, we have leveraged from the EUDR supplier qualification process established through EU deforestation-free regulation to be implemented across all our natural rubber supply chain. Although the scope may differ, we have committed to complete our traceability and ensured environmental and social responsibility by end 2028 through similar due diligence process.



Appendix

Carbon Emissions (tCO_2e)

	Scope 1	Scope 2	Scope 3	Grand Total
2025	**463,896**	**783,397**	**1,774,025**	**3,021,318**
China	260,631	343,427	1,056,603	1,660,661
Indonesia	186,947	421,010	658,084	1,266,041
United States	16,318	18,961	41,070	76,348
Singapore			14,998	14,998
Germany			1,687	1,687
United Kingdom			778	778
Canada			777	777
France			28	28
2024	**486,168**	**777,856**	**1,101,354**	**2,365,379**
China	260,115	322,160	699,751	1,282,026
Indonesia	211,817	443,548	319,462	974,828
United States	14,236	12,148	78,238	104,622
Germany			2,039	2,039
United Kingdom			1,131	1,131
Canada			699	699
France			34	34
2023	**476,434**	**766,744**	**1,021,198**	**2,264,375**
China	239,507	303,635	601,929	1,145,071
Indonesia	222,286	447,607	321,413	991,307
United States	14,641	15,501	94,852	124,994
Germany			1,606	1,606
United Kingdom			986	986
Canada			405	405
France			6	6
Grand Total	**1,426,498**	**2,327,997**	**3,896,577**	**7,651,072**

Carbon Emissions (tCO_2e)

	Scope 1			Scope 1 Total	Scope 2			Scope 2 Total	Grand Total
	China	Indonesia	United States		China	Indonesia	United States		
2025	**260,631**	**186,947**	**16,318**	**463,896**	**343,427**	**421,010**	**18,961**	**783,397**	**1,247,293**
Fugitive Emissions	12,941			12,941					12,941
Heat and Steam					29,838			29,838	29,838
Mobile Combustion	4,563	2,777	64	7,404					7,404
Purchased Electricity					313,588	421,010	18,961	753,559	753,559
Stationary Combustion	243,127	184,170	16,254	443,551					443,551
2024	**260,115**	**211,817**	**14,236**	**486,168**	**322,160**	**443,548**	**12,148**	**777,856**	**1,264,024**
Fugitive Emissions	11,393			11,393					11,393
Heat and Steam					27,760			27,760	27,760
Mobile Combustion	5,061	4,411	64	9,535					9,535
Purchased Electricity					294,400	443,548	12,148	750,096	750,096
Stationary Combustion	243,661	207,406	14,172	465,240					465,240
2023	**239,507**	**222,286**	**14,641**	**476,434**	**303,635**	**447,607**	**15,501**	**766,744**	**1,243,177**
Fugitive Emissions	10,192			10,192					10,192
Heat and Steam					18,985			18,985	18,985
Mobile Combustion	5,231	4,219		9,450					9,450
Purchased Electricity					284,650	447,607	15,501	747,758	747,758
Stationary Combustion	224,084	218,067	14,641	456,792					456,792
Grand Total	**760,253**	**621,050**	**45,195**	**1,426,498**	**969,222**	**1,312,166**	**46,610**	**2,327,997**	**3,754,495**

Carbon Emissions (tCO_2e)

	Scope 3								Scope 3 Total
	China	Indonesia	United States	Singapore	Germany	United Kingdom	Canada	France	
2025	**1,056,603**	**658,084**	**41,070**	**14,998**	**1,687**	**778**	**777**	**28**	**1,774,025**
Purchased goods and services	395,585	609,508	30,510	264	31	17	6	6	1,035,926
Waste generated in operations	208,284	258	359	34		2			208,937
Upstream transportation and distribution	195,832	16,671	2,772	13,932	837	279	760		231,083
Fuel and energy related activities (not included in scope 1 or scope 2)	93,248		186	288	46	186			93,954
Capital goods	86,690	31,298	6,783	85	4	18		0	124,879
Downstream transportation and distribution	74,138		286	90	387	139			75,039
Business travel	1,647	326	171	305	383	138	12	22	3,004
Employee commuting	1,076								1,076
Upstream leased assets	102	23	3						128
2024	**699,751**	**319,462**	**78,238**		**2,039**	**1,131**	**699**	**34**	**1,101,354**
Purchased goods and services	582,796	266,635	56,008		65	144	9	3	905,661
Waste generated in operations	92	8,687	171			1			8,950
Upstream transportation and distribution	1,163	32,028	16,196		1,047	595	615		51,644
Capital goods	78,151	11,298	978		8	4		0	90,440
Downstream transportation and distribution	34,595	291	4,066		527	211			39,690
Business travel	2,203	506	793		392	175	76	31	4,177
Employee commuting	663								663
Upstream leased assets	86	19	25						129
2023	**601,929**	**321,413**	**94,852**		**1,606**	**986**	**405**	**6**	**1,021,198**
Purchased goods and services	543,199	269,811	50,085		59	166	12	6	863,339
Waste generated in operations	168	9,550	400			1			10,119
Upstream transportation and distribution	35,482	31,157	36,987		1,149	595	354		105,724
Capital goods	13,243	10,056	577		10	2		0	23,888
Downstream transportation and distribution	6,731	280	5,916		388	222			13,537
Business travel	2,310	506	876				38		3,729
Employee commuting	723	37							761
Upstream leased assets	74	16	11						101
Grand Total	**2,358,283**	**1,298,960**	**214,160**	**14,998**	**5,332**	**2,895**	**1,881**	**68**	**3,896,577**

APPENDIX

	Unit	2025	2024	2023
Total Carbon Emissions				
Scope 1	tCO_2e	463,896	486,168	476,434
Scope 2	tCO_2e	783,397	777,856	766,744
Scope 3	tCO_2e	1,774,025	1,101,354	1,021,198
Electrical Consumption				
Electricity	MWh	1,168,103	1,149,247	1,102,670
Human Resource				
Total Employee		30,304	28,241	27,414
Age Group				
18-25	%	11.80%	9.50%	7.80%
26-35	%	32.60%	35.70%	37.20%
36-45	%	27.80%	28.30%	28.50%
46-55	%	23.40%	23.80%	22.80%
>=56	%	4.30%	2.70%	3.60%
Gender				
Male	%	90.20%	90.60%	90.60%
Female	%	9.80%	9.40%	9.40%
Job Class				
Administrative, technical staff and others	%	28.20%	24.00%	23.30%
Supervisors and managers	%	7.00%	6.50%	6.60%
Production operators	%	64.80%	69.50%	69.70%
Undisclosed	%	0.10%	0.00%	0.40%
Hire & Turnover				
Turnover Rate	%	8.70%		
Male Hire Rate	%	87.70%		
Female Hire Rate	%	12.30%		

APPENDIX

	Unit	2025	2024	2023
Human Resource		**China**	**China**	**China**
Age Group				
18-25	%	7.10%	6.80%	5.20%
26-35	%	18.40%	19.70%	20.90%
36-45	%	38.00%	39.20%	40.90%
46-55	%	32.20%	30.50%	29.80%
>=56	%	4.40%	3.80%	3.20%
Gender				
Male	%	83.90%	83.60%	83.00%
Female	%	16.10%	16.40%	17.00%
Job Class				
Administrative, technical staff and others	%	27.40%	27.40%	26.20%
Supervisors and managers	%	7.50%	7.90%	8.00%
Production operators	%	65.10%	64.80%	65.80%
Undisclosed	%	0.00%	0.00%	0.00%
Hire & Turnover				
Turnover Rate	%	12.10%	13.30%	13.80%
Male Hire Rate	%	89.90%	91.40%	88.60%
Female Hire Rate	%	10.10%	8.60%	11.40%

Scope: Giti China entity.

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
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
GRI 204: Procurement Practices 2016	
204-1	Proportion of spending on local suppliers

Disclosures	Description
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

APPENDIX • GRI INDEX

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

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

APPENDIX • GRI INDEX

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		Description
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		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 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		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.
Energy Consumption	Total energy consumption	MWhs or GJ	GRI 302-1, TCFD, SASB 130		Total energy consumption, in megawatt hours or gigajoules (MWhs or GJ), within the organisation.
	Energy consumption intensity	MWhs or GJ/ organisation-specific metrics	GRI 302-3, TCFD		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.
Water Consumption	Total water consumption	ML or m^3	GRI 303-5, SASB 140, TCFD, WEF core metrics		Total water consumption, in megalitres or cubic metres (ML or m^3), across all operations.
	Water consumption intensity	ML or m^3/ organisation-specific metrics	TCFD, SASB IF-RE-140a.1		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.
Waste Generation	Total waste generated	t	GRI 306-3, SASB 150, TCFD, WEF expanded metrics		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).

2. Social

Topic	Metric	Unit	Framework Alignment		Description
Gender Diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics		Percentage of existing employees by gender.
	New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics		Percentage of new employees hires and employee turnover during the reporting period by gender.
Age-Based Diversity	Current employees by age groups	Percentage (%)	GRI 405-1, WEF core metrics		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.
	New hires and turnover by age groups	Percentage (%)	GRI 401-1, WEF core metrics		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.
Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics		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	Number	GRI 2-7		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.
Development & Training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics		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 by gender	Hours/No. of employees	GRI 404-1, WEF core metrics		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).
Occupational Health & Safety	Fatalities	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320		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.
	High-consequence injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore)		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.
	Recordable injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320		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.
	Recordable work-related ill health cases	Number of cases	GRI 403-10, WEF expanded metrics, MOM (Singapore)		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.

3. Governance

Topic	Metric	Unit	Framework Alignment		Description
Board Composition	Board independence	Percentage (%)	GRI 2-9, WEF core metrics		The number of independent board directors as a percentage of all directors.
	Women on the board	Percentage (%)	GRI 2-9, WEF core metrics		The number of female board directors as a percentage of all directors.
Management Diversity	Women in the management team	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics, SASB 330		The number of female senior management as a percentage of senior management. Each organisation defines which employees are part of its senior management team.
Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	GRI 205-1, GRI 205-2 and GRI 205-3		Disclosures based on GRI's anti-corruption standards of 205-1, 205-2 and 205-3.
	Anti-corruption training for employees	Number and Percentage (%)	GRI 205-2, WEF core metrics		Number and percentage of employees that received anti-corruption training during reporting period.
Certifications	List of relevant certifications	List	Commonly reported metric by SGX issuers		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.
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		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.
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		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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