



# NEW TOYO

International Holdings Ltd

## SHAPING A SUSTAINABLE FUTURE TOGETHER

Sustainability Report 2025



# CONTENTS

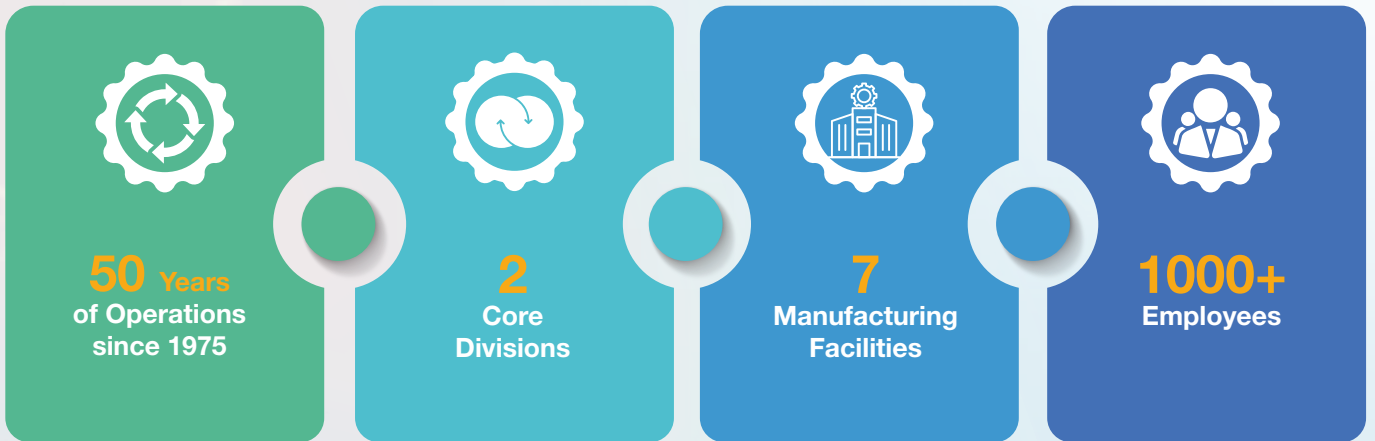
<b>01</b>	<b>Introduction</b>	<b>13</b>	<b>Advancing our Climate Disclosures</b>
<b>02</b>	<b>About New Toyo</b>	<b>14</b>	<b>Environmental Care</b>
<b>03</b>	<b>About This Report</b>	15	Energy Efficiency and Decarbonisation
03	Reporting Scope and Boundary	19	Water and Security
03	Restatement of Information	20	Materials and Biodiversity
03	Reporting Standards and Frameworks	21	Waste and Circularity
03	Assurance	<b>23</b>	<b>Supplier of Choice</b>
03	Feedback	24	Product and Service Quality
<b>04</b>	<b>Our Commitment to Sustainability</b>	24	Responsible Procurement
04	Guiding Principles	25	Labour and Human Rights
05	Group Sustainability Policy	25	Anti-Corruption
06	Targets	26	Data Privacy and Security
06	External ESG Rating	<b>27</b>	<b>Responsible Employer</b>
06	Science-Based Target Initiative	28	Human Capital and Diversity
<b>07</b>	<b>2025 Sustainability Highlights</b>	31	Occupational Health, Safety and Wellbeing
<b>08</b>	<b>Message from the Board</b>	33	Workforce Engagement
<b>09</b>	<b>Our Sustainability Approach</b>	35	Community Engagement
09	Our Sustainability Journey	<b>36</b>	<b>Independent Verification Statement</b>
10	Sustainability Governance	<b>38</b>	<b>GRI Content Index</b>
11	Stakeholder Engagement	<b>43</b>	<b>SASB Content Index</b>
12	Materiality Assessment	<b>44</b>	<b>TCFD Content Index</b>

## INTRODUCTION:

In FY2025, New Toyo's sustainability efforts were guided by the theme "**SHAPING A SUSTAINABLE FUTURE TOGETHER**", reflecting our continuous journey towards strengthening environmental stewardship, operational resilience, and long-term value creation through collaboration, innovation, and responsible growth. Together, through the collective contributions of our people and stakeholders, we are building a more resilient future where sustainable practices drive innovation and create lasting value for generations to come. Building on the progress made in previous years, we continued to strengthen our climate commitments and enhance the robustness of our emissions reporting and sustainability governance.

# ABOUT NEW TOYO

[GRI 2-1, 2-6]



New Toyo International Holdings Ltd (hereafter collectively referred to as “New Toyo”), established in 1975 and listed on the Singapore Exchange’s Mainboard since 4 April 1997, specialises in specialty packaging materials. We operate through two divisions: Specialty Papers, producing laminated and barrier coated paper and board, and Printed Carton and Labels, focusing on gravure and lithographic printing for the consumer staples sector.

Headquartered in Singapore, our manufacturing facilities span across Singapore, Malaysia, Vietnam, Dubai, and Indonesia, serving customers across Asia-Pacific and the Middle East. We also manage a trading arm and produce corrugated cartons.



To grow shareholder value through quality packaging solutions and services



To be the preferred supplier of consistently high-quality packaging materials



Teamwork  
Excellence  
Innovation  
Creativity  
Honesty + Integrity

# ABOUT THIS REPORT

## Reporting Scope and Boundary

[GRI 2-2, 2-3, 2-4]

New Toyo's ninth sustainability report covers the sustainability performance, initiatives, and management approach of our Specialty Papers division, trading arm, and investment holding for the financial year from 1 January 2025 to 31 December 2025 ("FY2025").

For this reporting cycle, we have expanded our reporting boundary to include an additional subsidiary, Fast Win Enterprise Limited ("FW"), which engages in trading of raw materials. This inclusion ensures greater completeness and transparent disclosure, as the subsidiary now plays a more material role in our value chain and contributes to key sustainability topics relevant to New Toyo.

The report scope<sup>1</sup> for FY2025 sustainability report includes:



In our FY2024 Sustainability Report, we stated our intention to expand the reporting boundary to include Tien Wah Press Holdings Berhad. In light of the recent extension of the SGX/ACRA climate reporting timelines, which provides companies with additional time to enhance their preparedness, Management has decided to adopt a more phased approach to this inclusion. In the interim, we will continue to strengthen data collection processes, internal processes, and control frameworks at the subsidiary level to ensure that, when Tien Wah Press Holdings Berhad is incorporated into future reporting cycles, the disclosures will be robust, complete, and decision-useful.

<sup>1</sup> Unless otherwise specified, the disclosures in this report relate to the seven entities listed.

<sup>2</sup> Although the TCFD recommendations has been integrated into the IFRS Sustainability Disclosure Standards, we will continue to anchor our climate-related disclosures to the four TCFD pillars, thereby ensuring continuity, clarity, and comparability for stakeholders. We will transition to aligning our climate disclosures with IFRS S1 and IFRS S2 in subsequent reporting cycle.

Sustainability initiatives and performance for the Printed Carton and Labels division will continue to be reported separately in Tien Wah Press Holdings Berhad's Annual Report, in accordance with Bursa Malaysia's listing requirements.

## Restatement of Information

Following an internal review of the GHG reporting boundary, FY2024 Scope 1 and Scope 3 emissions reporting was refined to include FW and NTIT, with the changes reflected in the relevant sections of this report.

## Reporting Standards and Frameworks

To ensure New Toyo addresses the key ESG topics to the stakeholders, this Report references the following reporting standards and frameworks:

- Global Reporting Initiative ("GRI") Standards 2021
- The Sustainability Accounting Standards Board ("SASB") Standards in the Containers & Packaging sector (RT-CP)
- Task Force on Climate-related Financial Disclosures ("TCFD") recommendations<sup>2</sup>
- UN Sustainable Development Goals ("UN SDGs")
- SGX Listing Rules 711A, 711B, and Practice Note 7.6 Sustainability Reporting Guide

In line with SGX's updated implementation timeline, we will adopt IFRS S1 and IFRS S2 in subsequent reporting cycles. This phased approach will allow us sufficient time to strengthen governance structures, data management processes, and internal controls to ensure effective and robust alignment with the new standards.

## Assurance

[GRI 2-5]

New Toyo has carried out an internal review of our sustainability reporting processes to strengthen the accuracy and effectiveness of our disclosures. This review was supported by our internal auditor, who followed the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors. The review helps ensure that our reporting processes are applied consistently and that the data we present is reliable.

As part of our broader governance approach, the internal audit process is incorporated into our sustainability framework to reinforce controls and risk management. To further enhance the credibility of our disclosures, we also engaged Intertek Deutschland GmbH to conduct an independent limited assurance verification of our Scope 1, Scope 2, Scope 3 Category 6 – Business Travel and Scope 3 Category 7 – Employee Commuting greenhouse gas ("GHG") emissions. This external review provides additional confidence in the accuracy of our emissions data. The verification statement is included in pages 36 to 37 of this report.

## Feedback

[GRI 2-3]

We welcome feedback from stakeholders on our sustainability reporting and practices as part of our ongoing efforts to improve the clarity and usefulness of future reports. Please contact our Sustainability Reporting Officer at [enquiry@newtoyo.com](mailto:enquiry@newtoyo.com).

# OUR COMMITMENT TO SUSTAINABILITY

At New Toyo, we are dedicated to generating meaningful impact for our stakeholders and the planet. Sustainability is not just a guiding principle or commitment; it is embedded at the heart of everything we do. By integrating sustainable practices across every facet of our operations, we aim to deliver value that goes beyond immediate business outcomes - strengthening stakeholder trust, fostering innovation, and creating a lasting positive influence on the world around us.



**We are committed to the Science-Based Targets initiative and are currently in the process of validating our targets.**



**We are committed to achieving “no net deforestation” and to fully align with our Biodiversity Policy.**

## Guiding Principles

Our six guiding principles support our decision-making and guide our transition toward greater sustainability. These principles enable us integrate sustainable practices across our value chain, strengthen our environmental efforts, encourage innovation, and continue creating value for our stakeholders.



### PRODUCT DEVELOPMENT

To optimise the circularity of packaging in the form of higher recyclability and increased recycling and replace packaging that is difficult to recycle with paper-based alternatives



### REGULATORY COMPLIANCES

To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice



### COMPETENCY DEVELOPMENT

To offer diverse training to boost productivity, teamwork and commitment in order to invest in sustainability leadership



### RISK MANAGEMENT

To ensure that decision-making bodies are informed of appropriate sustainability risk due diligence, enabling management to conduct business in alignment with the directives from the Board of Directors



### SUSTAINABILITY DATA MANAGEMENT

To meet external reporting obligations and seize sustainability-related business prospects through efficient storage and accessibility of sustainability data



### IMPACT

To purposefully direct our influence by providing services and products that align with our sustainability commitments, supported by measurable targets



# OUR COMMITMENT TO SUSTAINABILITY

## Group Sustainability Policy

[GRI 2-23, 2-24]

New Toyo's Group Sustainability Policy provides a framework to guide how we incorporate sustainability into our operations, including areas such as resource management and emissions reduction.















Our Group Sustainability Policy is supported by several group-level policies, including our Code of Conduct, Supplier Code of Conduct, Supplier Procurement Policy, Whistleblowing Policy, Promotion and Transfer Policy, and Recruitment Policy. Further information about these policies can be found under the relevant material topics in this report.

# OUR COMMITMENT TO SUSTAINABILITY

## Targets

New Toyo has set Group-level targets to support our sustainability efforts, particularly in reducing environmental impact and improving resource efficiency. These targets help us track our progress, maintain accountability, and encourage ongoing improvement across our operations.

 <b>Net zero</b> emissions by 2050	 <b>Carbon neutral</b> by 2040	 Maintain <b>100%</b> renewable sources of electricity across operations from 2026 onwards
 <b>50%</b> reduction in Scope 1 & 2 emissions intensity by 2030 (with a baseline year of 2023)	 <b>35%</b> reduction in total water withdrawal by 2030	 <b>25%</b> reduction in total waste generated by 2030
 <b>Net zero</b> deforestation of managed forests in our supply chain and net positive impact on forests in our supply chain by 2030	 <b>Zero</b> child labour in our operations	 Maintain at least <b>30%</b> of women in management role
 <b>Zero</b> accidents group-wide annually	 <b>Zero</b> incidents of corruption	 <b>Full compliance</b> with Company Code of Conduct
<p><b>For Governance, data, and disclosure:</b></p> <ul style="list-style-type: none"> <li>Report on our sustainability progress on an annual basis</li> <li>Obtain external third-party verification of our GHG emissions</li> <li>Work toward reporting in line with IFRS Sustainability Disclosure Standards</li> <li>Continue providing disclosures through external rating and reporting platforms</li> </ul>		

## External ESG Rating

This year, New Toyo participated in assessments by external rating platforms. These assessments support our commitment to transparency and responsible business practices across our operations and supply chain. They also provide useful benchmarking insights that help us review our performance and identify areas for further improvement.

### Carbon Disclosure Project (“CDP”)

CDP is a globally recognised disclosure platform that enables organisations to systematically measure, manage, and transparently report their environmental impacts across key areas, including Climate Change, Water Security, Forests. In line with our commitment to environmental sustainability and responsible corporate governance, New Toyo participates in CDP’s assessment process on an annual basis. This participation allows us to benchmark our performance, identify areas for improvement, and demonstrate accountability to stakeholders.

<b>Climate Change</b> “B” Rating	<b>Water Security</b> “B” Rating	<b>Forests</b> “C” Rating
-------------------------------------	-------------------------------------	------------------------------

New Toyo’s 2025 CDP Climate Change and Water Security assessments maintained strong overall ratings, consistent with previous years. Notably, several sub-categories within each assessment exhibited significant improvements, reflecting the Group’s enhanced Scope 1, 2, and 3 emissions reporting, rigorous external verification processes, and proactive engagement across the value chain.

## EcoVadis

EcoVadis is a corporate social responsibility (“CSR”) assessment platform that evaluates companies on their integration of sustainability principles into business and management systems.

In 2025, NTA in Singapore achieved a Gold rating, reflecting a significant advancement in the integration of sustainable practices across its operations. This recognition underscores the Company’s commitment to environmental stewardship, social responsibility, and robust governance processes. Meanwhile, PBC in Malaysia received a Bronze rating, providing a clear benchmark for performance and highlighting specific areas for continued improvement. These ratings serve as valuable insights, guiding both entities in their ongoing efforts to strengthen sustainability initiatives and enhance overall ESG performance across New Toyo.

## Science-Based Target Initiative

New Toyo is dedicated to tackling climate change through concrete, science-based measures. In the current year, we are proud that we have submitted our Scope 1 and 2 Combined Near Team Target as well as Scope 3 Near Team Target under the Science Based Targets initiative (“SBTi”)<sup>3</sup>, and in the process of validating our targets. By enhancing our targets and adopting a structured, pragmatic approach to implementation, we aim to achieve credible decarbonisation while sustaining business agility and growth.

<sup>3</sup> The scope of New Toyo’s science-based targets encompasses all subsidiaries and joint ventures over which the Group has operational control, including Tien Wah Press Holdings Berhad and its subsidiaries. This scope is broader than that of the Group’s sustainability reporting, which focuses on selected entities and activities for disclosure purposes.

# 2025 SUSTAINABILITY HIGHLIGHTS

**Green Business Award**  
for sustainable business practices  
(NTVN Vietnam)



CDP – Maintained **B Rating**  
for “**Climate Change**” and  
“**Water Security**” questionnaire  
and improved performance across  
multiple sub-criteria



EcoVadis – **Gold rating**  
(NTA Singapore);  
Bronze rating (PBC Malaysia)



**100%** Renewable  
energy consumed for  
operations in FY2025



85% of waste  
was recycled  
and reused, up **5%**  
from FY2023 baseline  
and 2% year-on-year



**3.9%** reduction  
in electricity consumption  
compared to FY2024



Scope 3 emissions  
decreased by **8.6%**



**52%** female in  
management roles



Delivered significant Scope 1  
and 2 emissions reductions,  
achieving **68%** from  
the FY2023 baseline and  
**34.7%** year-on-year

from the FY2023 baseline and  
**5.9%** year-on-year



Selected scope 3 emissions  
categories have **undergone**  
external **verification**



Strong water efficiency  
in FY2025: **down**  
**3.32%** from baseline  
FY2023 and 12.8% from FY2024



**1<sup>st</sup>** Double  
Materiality Assessment



**ISO14001:2025** Environmental  
Management Systems accreditation  
(PBC Malaysia)

# MESSAGE FROM THE BOARD

[GRI 2-11, 2-12, 2-22]

Dear Stakeholders,

The global sustainability landscape continues to accelerate, shaped by rising regulatory expectations, mounting climate risks, and stronger stakeholder demand for responsible business practices. In our industry, companies are navigating tightening environmental standards, shifting consumer preferences toward low-carbon and recyclable materials, and growing scrutiny of supply chain transparency.

In FY2025, we made meaningful progress in advancing our sustainability ambitions. We developed our science-based target and is currently in the process of seeking validation by the Science Based Targets initiative (“SBTi”). This affirms that our emissions-reduction pathway aligns with global climate science, represents an important milestone for our decarbonisation strategy and strengthens the credibility of our climate commitments of achieving carbon neutrality by 2040 and net-zero emissions by 2050.

We also refreshed our materiality assessment, supported by stakeholder engagement with employees, suppliers, and customers. This process enabled us to better understand emerging priorities, validate ongoing concerns, and enhance alignment with industry trends. As a result, we have added two new standalone material topics to reflect the evolving expectations of our stakeholders and the broader market.

To further enhance transparency and comparability, we adopted the SASB Standards for the Containers & Packaging sector this year. Integrating SASB disclosures strengthens the decision-usefulness of our reporting and ensures clearer alignment with the metrics valued by global investors and customers.

During the year, the Group’s training initiatives were aligned with key strategic priorities, including safety, operational excellence, digital capability and leadership development. Programmes across subsidiaries strengthened occupational health and safety readiness, environmental management and ISO compliance, with selected entities engaging external experts to enhance emergency response and management system integration. Investments were also made in digital transformation, particularly in AI-related upskilling to improve productivity and business innovation. In parallel, management and leadership training focused on people management, operational efficiency, governance and ethical conduct, supporting the Group’s long-term sustainability and performance objectives.

Strong governance anchors our sustainability journey. During the year, we enhanced our internal oversight mechanisms, strengthened cross-functional accountability for ESG performance, and continued to embed sustainability considerations into strategic and operational decision-making. The Board continues to provide clear direction and maintains oversight of climate-related risks, ethical conduct, data integrity, and long-term organisational resilience.

As the operating environment evolves, we will continue to strengthen our capabilities, deepen stakeholder partnerships, and invest in solutions that support sustainable growth. On behalf of New Toyo, we extend our appreciation to our employees, partners, and stakeholders for their continued trust and collaboration. We remain steadfast in building a business that delivers value responsibly, transparently, and sustainably.

# OUR SUSTAINABILITY APPROACH

## Our Sustainability Journey

New Toyo embarked on our sustainability journey in FY2017 and has remained steadfast in our commitment to advancing packaging innovation while driving sustainability initiatives. We continuously strive to integrate sustainable practices into our operations, ensuring that we meet our environmental targets while delivering excellence in packaging solutions.

### FY2024

- Committed to SBTi
- Purchase of Renewable Energy Certificates (“RECs”)
- Conducted a quantitative scenario analysis
- Expanded Scope 3 carbon inventory by incorporating seven additional Scope 3 categories
- Adopted digital platforms to enhance our ESG data collection and reporting capabilities
- Completed 2nd consecutive year of external verification for Scope 1 and 2 emissions
- Assessed our gaps against the IFRS S1 and S2 Standards
- Received award from a key customer in recognition of our commitment to decarbonisation and significant progress in 2024 on our sustainability journey

### FY2022

- Renamed the “Sustainability Reporting Committee” to “Group Sustainability Committee” to reflect its broader role in managing sustainability- and climate-related risks and opportunities
- Adopted the TCFD Recommendations and published our first disclosures on Scope 1 and 2 emissions, as well as climate-related risks and opportunities
- Updated disclosures with reference to GRI Standards 2021

### FY2020

- Updated disclosures in line with the GRI Standards 2018 to ensure compliance with the revised GRI 303 and GRI 403

### FY2017

- Establishment of the Sustainability Reporting Committee
- Published 1<sup>st</sup> sustainability report in accordance with GRI Standards: Core option

### FY2025

- Conducted first double Materiality Assessment
- Completed 3<sup>rd</sup> consecutive year of external verification for Scope 1 and 2 emissions
- Conducted first external verification for Scope 3: Scope 3 Category 6 – Business Travel and Scope 3 Category 7 – Employee Commuting
- ISO 14001:2015 accreditation for PBC Malaysia
- SBTi target in the process of being validated by SBTi
- Integrated the SASB Standards as part of the transition towards alignment with ISSB reporting requirements
- Expanded the utilisation of Renewable Energy Certificates (“RECs”)
- Completed installation of solar panels at the Dubai operation

### FY2023

- Enhanced GHG emissions disclosures by incorporating major Scope 3 emission categories deemed most material to our operations
- Completed first external verification of Scope 1 and 2 emissions
- Conducted a qualitative scenario analysis
- Set climate related targets

### FY2021

- Reviewed existing reporting processes to align with upcoming mandatory climate-related disclosure requirements

### FY2018/2019

- Set key performance indicators for material topics and conducted performance reviews

# OUR SUSTAINABILITY APPROACH

## Sustainability Governance

[GRI 2-9, 2-11, 2-12, 2-13, 2-14]

Sustainability governance is integral to our strategic decision-making across all functions and departments within the Group, enabling us to achieve long-term objectives, drive value creation, and meet our ESG commitments.



### Board of Directors

- Led by the Executive Chairman
- Oversees New Toyo's overall sustainability strategy, direction and practices (including climate-related and ESG risks)
- Considers ESG and climate-related issues when overseeing the formulation of business strategy and approves overall long-term strategic objectives and directions
- Approves and constantly updates the key sustainability policies
- Ensures a sound system of risk management and internal controls, and monitors performance against them
- Sets and instils the right culture throughout the Group and ensures sustainability is embedded throughout all levels of the Organisation



### Audit Committee ("AC")

- Assists the Board in the oversight of ESG and climate-related issues
- Review New Toyo's sustainability report



### Group CFO (Sustainability Reporting Officer, "SRO")

- Assist in overseeing the sustainability activities and report to the GSC, and responsible for the publication of regular ESG reports, including sustainability reports and annual ESG disclosures



### Group Sustainability Committee ("GSC")

- Chaired by Group CEO, members consist of Group CFO, CEO and Sustainability Manager of both Specialty Paper and Printed Carton and Labels Division, and Group HR Admin Manager
- Provides quarterly reports on ESG-related issues to the AC, including updates on initiative execution and feedback on mitigating negative impacts
- Develops sustainability policies, strategies, and frameworks
- Establishes sustainability goals and targets



### Sustainability Working Group ("SWG")

- Led by General Manager of business unit to implement sustainability-related procedures and initiatives
- Ensures policy implementation, progress monitoring, and reporting
- Accountable for understanding and addressing sustainability impacts within their areas






# OUR SUSTAINABILITY APPROACH

## Stakeholder Engagement

[GRI 2-29]

New Toyo highly values the perspectives, priorities, and expectations of our stakeholders, recognising them as key individuals or groups who influence or are influenced by our business operations and strategic directions.

We are dedicated to cultivating lasting relationships with our stakeholders through diverse communication channels and regular engagement. This approach enables us to effectively understand, address, and balance their interests.

Stakeholders	Basis for Engagement	Engagement Approaches	Interests and Concerns	Our Responses
Customers 	<ul style="list-style-type: none"> <li>Develop a clear understanding of stakeholder needs</li> <li>Gather relevant feedback to inform sustainability decision-making</li> <li>Align sustainability efforts with stakeholder requirements and expectations</li> </ul>	<ul style="list-style-type: none"> <li>Account Management</li> <li>Collaboration on Product Design</li> <li>Sustainability Performance</li> <li>Participate in external ESG assessment frameworks</li> </ul>	<ul style="list-style-type: none"> <li>Consistent product and service quality</li> <li>Sustainability, including climate-related, policies and performance</li> <li>Compliance with applicable laws and regulation</li> <li>Sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>Maintain ISO9001 and EcoVadis certification</li> <li>Achieved ISO14001 accreditation</li> <li>Participate in CDP disclosure</li> <li>Setting decarbonisation targets</li> <li>Regular communication with customers for targeted response to their needs</li> <li>Uphold our Group Sustainability Policy and the complementary environmental policies</li> <li>Uphold our Code of Conduct and Supplier Code of Conduct</li> <li>Review and improve our sustainability data management and sustainability reporting</li> </ul>
Shareholders and Investors 	<ul style="list-style-type: none"> <li>Ensure transparency through clear and timely communication</li> <li>Gather meaningful feedback to inform decision-making</li> <li>Align sustainability initiatives with stakeholder expectations and priorities</li> </ul>	<ul style="list-style-type: none"> <li>AGM</li> <li>Sustainability Reports</li> <li>Annual &amp; Bi-Annual reports</li> <li>Online Stock Exchange Releases</li> </ul>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Stable growth</li> <li>Sustainable returns</li> <li>Risk management practices</li> <li>Sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>Timely reporting and disclosure</li> <li>Include latest announcements on our website</li> </ul>
Suppliers 	<ul style="list-style-type: none"> <li>Promote responsible business practices among suppliers</li> <li>Ensure alignment with the Group's sustainability standards and expectations</li> </ul>	<ul style="list-style-type: none"> <li>Supplier reviews</li> <li>Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> <li>Workplace safety</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Ongoing risk assessment for all production sites</li> </ul>
Employees 	<ul style="list-style-type: none"> <li>Ensure alignment with New Toyo's values, strategic priorities, and business objectives to support and advance long-term business sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Training and Development</li> <li>Speak up Channels</li> <li>Internal communications</li> <li>Performance Reviews</li> </ul>	<ul style="list-style-type: none"> <li>Fair remuneration</li> <li>Professional development</li> <li>Occupational health and safety</li> <li>Career advancement</li> </ul>	<ul style="list-style-type: none"> <li>Maintain competitive remuneration</li> <li>Conduct regular performance review</li> <li>Ongoing risk assessment for all production sites</li> </ul>
Local Community 	<ul style="list-style-type: none"> <li>Understand and respond to stakeholder needs</li> <li>Build and maintain trust through transparent and constructive engagement</li> <li>Create positive social and environmental impact through responsible business practices</li> </ul>	<ul style="list-style-type: none"> <li>Consultation and dialogue</li> <li>Employee volunteering</li> <li>Communication</li> </ul>	<ul style="list-style-type: none"> <li>Positive ESG impact</li> <li>Career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Maintain community engagement and outreach</li> <li>Monitor and improve sustainability performance</li> </ul>

# OUR SUSTAINABILITY APPROACH

## Materiality Assessment

[GRI 3-1, 3-2]

We maintain regular and structured engagement with our stakeholders through a range of channels, including meetings, email correspondence, participation in customers' sustainability initiatives, and the use of survey questionnaires. Internally, ESG-related matters are governed and discussed through quarterly Board papers, Board and Group Sustainability Committee meetings, as well as ongoing dialogue and regular internal communications, ensuring timely oversight and alignment across the organisation.



In FY2025, we conducted an ESG materiality refresh assessment, incorporating a double materiality approach, to reassess and validate the relevance and prioritisation of our material ESG topics in response to evolving regulatory requirements, stakeholder expectations, and business developments. The assessment evaluated sustainability topics from two complementary perspectives: **impact materiality**, which considers how New Toyo's operations and value chain activities affect the environment and society, and **financial materiality**, which examines how ESG-related risks and opportunities may influence the Group's financial

performance and position. By integrating both perspectives, the assessment enhanced our understanding of the most significant ESG impacts, risks, and opportunities across our operations and value chain, and guided the ongoing alignment of our sustainability strategy and disclosures with regulatory requirements and stakeholder expectations.

The materiality assessment process included a review of commonly disclosed topics among industry peers, a structured stakeholder engagement assessment, and validation by Senior Management. As a result, **two additional material topics were identified – Responsible Procurement and Labour & Human Rights**.

While these areas were previously addressed across various sections of our prior report, their increasing significance to our value chain, risk profile and stakeholder interests warranted greater emphasis and dedicated disclosures. Elevating these topics enables more comprehensive reporting, clearer performance monitoring, and stronger alignment with internationally recognised sustainability standards.

Following this refresh, there are a total of 15 material topics of relevance and significance to New Toyo.

Sustainability Pillar	Environmental Care	Supplier of Choice	Responsible Employer	Economic Performance
Material Topics	<ul style="list-style-type: none"> <li>Energy Efficiency and Decarbonisation</li> <li>Water and Security</li> <li>Materials</li> <li>Biodiversity</li> <li>Waste and Circularity</li> </ul>	<ul style="list-style-type: none"> <li>Product and Service Quality</li> <li>Anti-Corruption</li> <li>Data Privacy and Security</li> <li>Responsible Procurement</li> <li>Labour &amp; Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>Human Capital and Diversity</li> <li>Occupational Health, Safety and Wellbeing</li> <li>Workforce Engagement</li> <li>Community Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Economic Value<sup>4</sup></li> </ul>
GRI Standard Referenced	<ul style="list-style-type: none"> <li>Energy (GRI 302)</li> <li>Emissions (GRI 305)</li> <li>Water and Effluent (GRI 303)</li> <li>Biodiversity (GRI 304)</li> <li>Waste (GRI 306)</li> </ul>	<ul style="list-style-type: none"> <li>Anti-Corruption (GRI 205)</li> <li>Supplier Environmental Assessment (GRI 308)</li> <li>Non-discrimination (GRI 406)</li> <li>Freedom of Association and Collective Bargaining (GRI 407)</li> <li>Child Labor (GRI 408)</li> <li>Forced or Compulsory Labour (GRI 409)</li> <li>Customer Health and Safety (GRI 416)</li> <li>Customer Privacy (GRI 418)</li> </ul>	<ul style="list-style-type: none"> <li>Employment (GRI 401)</li> <li>Occupational Health and Safety (GRI 403)</li> <li>Training and Education (GRI 404)</li> <li>Diversity and Equal Opportunity (GRI 405)</li> <li>Local Communities (GRI 413)</li> </ul>	<ul style="list-style-type: none"> <li>Economic Performance (GRI 201)</li> </ul>
UN SDGs				

<sup>4</sup> Economic Value is a material ESG topic that is important and relevant to our stakeholders. However, related disclosures are more appropriately addressed in our Annual Report through the financial statements, business performance updates and management commentary. Please refer to New Toyo's FY2025 Annual Report for further details.

# ADVANCING OUR CLIMATE DISCLOSURES






[GRI 201-2]

We operate in a resource-intensive sector, climate action and climate transparency remain central to our long-term strategy. Recognising the growing expectations from customers, investors, and regulators, we continue to strengthen our approach to climate governance, climate risk management, and decarbonisation planning.

In FY2025, we established our science-based emissions reduction targets, which are currently undergoing validation by

SBTi. Our alignment with SBTi underscores our commitment to global climate science and, our contribution to a net-zero future, and our dedication to driving emissions reductions not only within our operations but across our entire value chain.

We also continue to actively explore and identify climate-related opportunities across our operations, seeking innovative ways to enhance energy efficiency, reduce emissions, and implement sustainable practices.

Climate-Related Opportunity	Description	Implementation Plans
	Implement energy efficiency measures to optimise energy use	<u>PBC</u> <ul style="list-style-type: none"> <li>Obtained ISO14001 certification</li> <li>Installed an energy monitoring system to monitor electricity consumption</li> </ul>
	Implement water efficiency and conservation measures to optimise water use	<u>NTG</u> <ul style="list-style-type: none"> <li>Implemented automated water sprinklers for irrigation, replacing manually operated water pipes</li> </ul>
	Engage employees in energy conservation efforts through awareness campaigns and training programmes	<u>NTA</u> <ul style="list-style-type: none"> <li>Planning to adopt new laminating machinery in 2026 that will utilise electric boilers instead of diesel boilers</li> </ul>
	Identify opportunities to replace high-carbon equipment with lower-carbon alternatives	<u>NTVN</u> <ul style="list-style-type: none"> <li>Replaced 19 air conditioning units with new models utilising R32 refrigerant, a more environmentally friendly alternative</li> </ul>
		<u>PBC</u> <ul style="list-style-type: none"> <li>Transition from diesel to electrical forklift</li> <li>Installed a reading meter to monitor electricity consumption</li> </ul>
	Increase sales of eco-friendly packaging materials	<u>NTA, PBC &amp; NTVN</u> <ul style="list-style-type: none"> <li>Developing barrier packaging materials</li> </ul>
	Explore lower-carbon alternatives for various components in our production process	<u>NTA, PBC &amp; NTVN</u> <ul style="list-style-type: none"> <li>Shifting from solvent-based to water-based chemicals</li> </ul>
	Commitment to sustainability enhances stakeholder engagement by attracting investors and talent while fostering strong community and stakeholder relationships	<u>NTA</u> <ul style="list-style-type: none"> <li>Update and submit sustainability questionnaire to customer</li> <li>Conduct year end assessment to evaluate suppliers' sustainability performance</li> </ul>
		<u>PBC</u> <ul style="list-style-type: none"> <li>Obtained ISO14001 certification</li> </ul>
	Enhance the resilience of our energy supply chain and reduce operational costs by transitioning to renewable sources	<u>All operations</u> <ul style="list-style-type: none"> <li>Purchase of I-REC certificates</li> </ul>
		<u>NTG</u> <ul style="list-style-type: none"> <li>Completed the installation of solar panels</li> </ul>

To prepare for future climate-related disclosures, we completed an IFRS S1 and IFRS S2 gap analysis in the previous reporting cycle. While SGX has since extended the timeline for mandatory IFRS-aligned climate reporting, the exercise provided valuable insights into the enhancements required across our systems, processes and data management practices to achieve full compliance. The analysis has strengthened our internal preparedness and enabled us to progressively build the capabilities necessary to meet forthcoming disclosure requirements with confidence, rigour and reliability.

Looking ahead, we remain committed to deepening the quality of our climate disclosures as we continue advancing our decarbonisation initiatives and strengthening climate resilience. As regulatory expectations evolve and industry standards mature, we will continue investing in robust climate governance and transparent reporting to ensure that we contribute meaningfully to a more sustainable and climate-secure future.

Please refer to Page 13 to 16 of our FY2024 Sustainability Report for our most recent climate-related disclosures.

# ENVIRONMENTAL CARE



# ENVIRONMENTAL CARE

Given the close link between our industry, operations, and natural resources, environmental stewardship is a core priority for us. This involves minimising waste, using resources responsibly, and reducing pollution wherever feasible. Proactively managing our environmental impact also supports regulatory compliance and helps mitigate potential costs or operational disruptions. Ultimately, environmental stewardship extends beyond sustainability—it underpins responsible operations and ensures the long-term resilience and stability of the business.

## Energy Efficiency and Decarbonisation

[GRI 3-3, 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5]

Enhancing energy efficiency across New Toyo’s operations not only enables us to manage operating costs more effectively and mitigate the impact of rising energy prices, but also strengthens our operational resilience in the face of evolving energy and environmental challenges. At the same time, implementing measures to reduce carbon emissions ensures that we remain aligned with the growing expectations of customers, investors, and regulators, reflecting our commitment to responsible business practices. By integrating these sustainability initiatives into our core operations, we aim to create long-term value, safeguard the environment, and support the transition to a low-carbon economy.





In alignment with national and global commitments, we have established a long-term ambition to achieve carbon neutrality by 2040 and attain net-zero emissions by 2050. To realise this goal, we are prioritising energy efficiency, minimising operational pollutants, and embedding sustainability into our procurement processes by sourcing environmentally responsible goods and services. Through these initiatives, we aim to contribute meaningfully to global climate action and advance a sustainable future.

As part of this commitment, we submitted our targets to the Science Based Targets initiative (“SBTi”) last year and are currently undergoing the validation process. We aim to take meaningful, science-aligned action on climate change while steadily strengthening our environmental performance over time.

## Decarbonisation Roadmap

Last year, we developed our Decarbonisation Roadmap to guide our transition toward lower emissions. This roadmap outlines the key areas where we can reduce our carbon footprint, the actions required in the near and longer term, and the technologies or process improvements that will support our goals.



Decarbonisation Lever	Current Progress
 <p><b>Renewable Energy –</b> Transitioning to renewable electricity will be a key pillar of our strategy and the primary driver for achieving our Scope 1 and 2 reduction targets.</p>	<ul style="list-style-type: none"> <li>Completed installation of solar panels at the Dubai operation.</li> <li>i-REC purchased for all operating factories.</li> </ul>
 <p><b>Supply Chain –</b> We are enhancing our Scope 3 supplier engagement to minimise the carbon footprint associated with our raw material procurement.</p>	<ul style="list-style-type: none"> <li>Actively engaging suppliers to obtain supplier-specific emission factors, enabling more accurate measurement of upstream emissions and clearer insight into our supply chain’s environmental impact.</li> </ul>
 <p><b>Product Redesign –</b> In collaboration with our customers, product redesign initiatives — such as replacing aluminium foil with paper-based alternatives — have contributed to measurable emissions reductions.</p>	<ul style="list-style-type: none"> <li>Continuous efforts are being made to develop eco-friendly packaging alternatives that meet our customers’ stringent requirements while minimising environmental impact. These include replacing aluminium foil with paper-based solutions and introducing barrier coating products that provide superior protection against moisture, grease, and air, while also enhancing recyclability.</li> </ul>
 <p><b>Operational Efficiency –</b> We continue to improve operational efficiencies by implementing energy-saving measures and waste reduction initiatives, supporting our ongoing efforts to reduce greenhouse gas emissions.</p>	<ul style="list-style-type: none"> <li>We engaged an external energy consultant and implemented an advanced real-time energy monitoring system at PBC Malaysia as a pilot to closely track electricity consumption and uncover opportunities for improved efficiency. With the intention to expand the roll out across the other units.</li> <li>We have strengthened our waste management practices by introducing a comprehensive waste segregation initiative, enabling more effective treatment and increased recycling rates.</li> </ul>

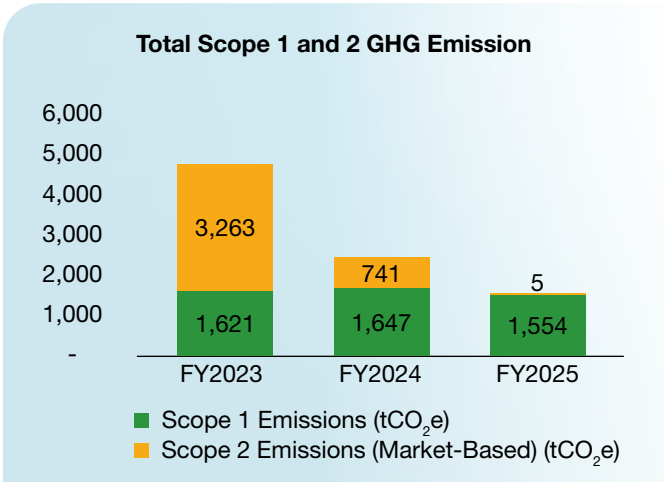
# ENVIRONMENTAL CARE



## Our Targets and Performance

### GHG Emissions

In FY2025, New Toyo’s total GHG emissions across Scope 1<sup>5</sup>, 2<sup>6</sup>, and 3<sup>7</sup> were 147,063 tCO<sub>2</sub>e. Our Scope 1 emissions (direct emissions from our operations) amounted to 1,554 tCO<sub>2</sub>e, representing 1% of our total footprint. The decrease in emissions as compared to FY2024 was mainly driven by the implementation of energy-saving initiatives, including the transition from diesel-powered forklifts to electric alternatives. Our Scope 2 emissions (indirect emissions from purchased electricity) totalled 5 tCO<sub>2</sub>e, or 0.0032% of the total. The decline was due to increased procurement of i-RECs and the installation of an energy monitoring system to optimise electricity use. Scope 3 emissions were calculated at 145,504 tCO<sub>2</sub>e, accounting for 99% of overall emissions.



<sup>5</sup> We reference the following emission factors in the calculation of Scope 1 emissions: IPCC Guidelines for National Greenhouse Gas Inventories; California Air Resources Board’s High-GWP Refrigerants (AR5).  
<sup>6</sup> We reference the following emission factors in the calculation of Scope 2 emissions: Malaysia Energy Information Hub; Department of Climate Change, Ministry of Natural Resources and Environment, Vietnam; IFI Default Grid Factors; and Energy Market Authority.  
<sup>7</sup> We reference emission factors from a variety of databases and sources in our Scope 3 emissions calculations, including: Ecoinvent v3.12; Exiobase 3; DEFRA; VTT’s Carbon Footprint for Building Products; Unravel Carbon’s Employee Commute Emission Factors; and the Singapore Emission Factors Registry.

# ENVIRONMENTAL CARE

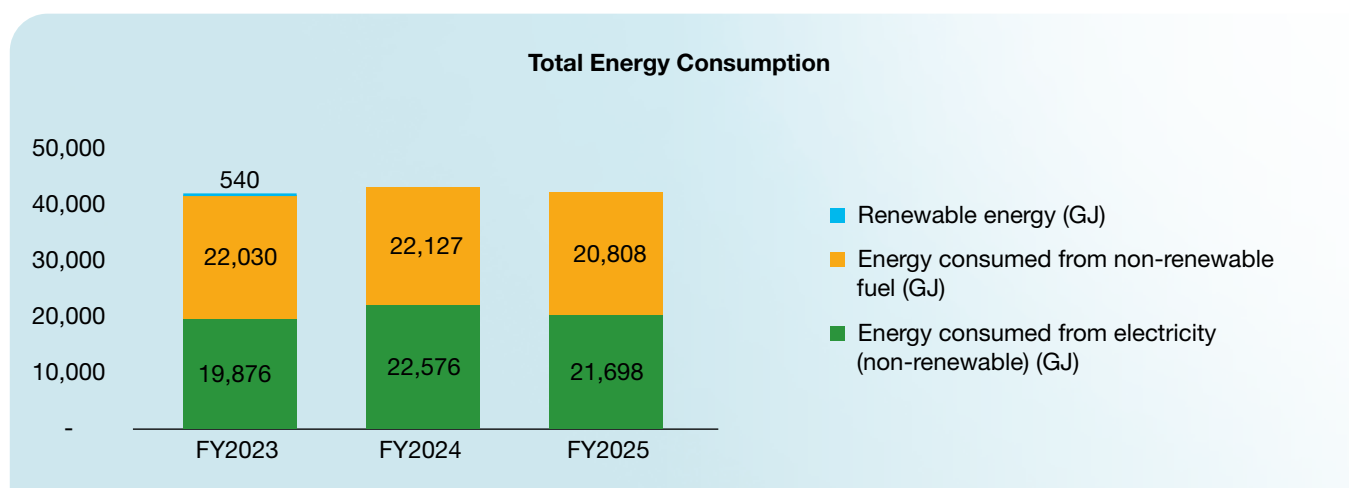
Our Scope 3 emissions make up a significant portion of our overall carbon footprint and cover 10 categories across our value chain. By measuring these categories, we gain a more complete understanding of our indirect emissions and can better identify where targeted reduction initiatives will have the greatest impact.

Scope 3 Categories	Total Scope 3 Emissions (tCO <sub>2</sub> e)	
	FY2024	FY2025
Purchased Goods and Services	54%	55%
End-of-life Treatment of Sold Products	37%	35%
Upstream Transportation and Distribution	4%	5%
Downstream Transportation and Distribution	2%	2%
Downstream Leased Assets	0.12%	0.13%
Capital Goods	0.69%	0.13%
Waste Generated in Operations	0.28%	0.23%
Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	0.43%	0.43%
Business Travel	0.11%	0.10%
Employee Commuting	0.15%	0.17%

We remain committed to refining our methodologies and enhancing the accuracy of our emissions data over time, so that our reporting continues to reflect a clear and reliable picture of our environmental impact.

## Energy

In FY2025, our total energy consumption amounted to 42,505 GJ, reflecting a 5% decrease compared to FY2024. Diesel continued to make up the largest share of our energy portfolio at 48%, followed by electricity from renewable sources. During the year, we undertook various energy-saving initiatives, such as transition from diesel-powered forklifts to electric alternatives and installation of an energy monitoring system to optimise electricity use, which contributed to 5% energy savings. Detailed analysis of our energy intensity shows that we achieved 0.43 TJ per S\$ million revenue, representing a 2% deterioration from FY2024.



# ENVIRONMENTAL CARE

The following table shows a breakdown of our total energy consumption as well as Scope 1, 2 and 3 emissions for FY2025.

Energy Consumption						
< Scope 1 >		< Scope 2 >				
Diesel	Petrol	Green Energy (Renewable)	Net Electricity (accounting for offsets)			
563,965 litres	12,688 litres	6,016 MWh	11 MWh			
20,303 GJ	505 GJ	21,658 GJ	40 GJ	=	42,505 GJ	<b>Total Energy Consumption in FY2025 (accounting for offsets)</b>

**Energy Intensity** (accounting for offsets)      **0.43** TJ/\$ million revenue      **1.31** GJ/ton of production

GHG Emissions			
Scope 1 Emissions	Scope 2 Emissions	Scope 2 Emissions	Scope 3 Emissions
1,554 tCO <sub>2</sub> e	5 tCO <sub>2</sub> e (Market-Based)	3,728 tCO <sub>2</sub> e (Location-Based)	145,504 tCO <sub>2</sub> e
<b>Total Scope 1, 2 (Market-Based) and 3 emissions in FY2025</b>			<b>147,063 tCO<sub>2</sub>e</b>

**Emission Intensity** (Scope 1 & Scope 2 – Market-Based)      **15.76** tCO<sub>2</sub>e/\$ million revenue      **0.05** tCO<sub>2</sub>e /ton of production

**Emission Intensity** (Scope 1 & Scope 2 – Market-Based & Scope 3)      **1,487.75** tCO<sub>2</sub>e/\$ million revenue      **4.55** tCO<sub>2</sub>e /ton of production

## Target and Performance

Annual Target	Performance		
To align effort towards Singapore's decarbonisation pledge of net zero emissions by year 2050	<b>Non-Renewable Energy Consumption (GJ)</b>		
	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
	41,906	44,702	42,505
	<b>Scope 1 and 2 Emissions (tCO<sub>2</sub>e)</b>		
	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
	4,884	2,388	1,558
To develop Scope 3 inventory	Identified Top 3 categories for prioritisation of data collection in 2023	Expanded data collection to include another seven categories	Expanded scope of external verification to include Scope 3 Category 6 – Business Travel and Scope 3 Category 7 – Employee Commuting.

## Water and Security

[GRI 3-3, 303-1, 303-2, 303-3]

Water plays a key role in our production process. Any disruption, whether from supply issues, rising costs, or stricter regulations, can directly affect operations. By improving water efficiency and monitoring usage more closely, we can manage this resource more responsibly while strengthening resilience against potential shortages or regulatory tightening.

### Responsible Water Management

At New Toyo, we use an Enterprise Risk Management framework to help us identify and address water-related risks across our operations. We systematically identify, assess, and monitor water-related risks, helping us to make informed decisions and prepare for potential challenges. We ensure that water risks are integrated into broader business planning, rather than managed in isolation.

We also work with our suppliers to promote responsible water use through our Supplier Code of Conduct and our ongoing supplier ESG engagement survey, aligning our commitment to conservation and sustainable practices.

Our approach to managing water resources is as follows:

Water Consumption Reduction	<ul style="list-style-type: none"> <li>• Implementation of responsible water management practices</li> <li>• Investment in water-saving technologies</li> <li>• Promotion of water conservation culture</li> </ul>
Sustainable Water Usage Transition	<ul style="list-style-type: none"> <li>• Targeted approach for operations in water-stressed areas</li> <li>• Ongoing effort to improve water efficiency without compromising our operations</li> </ul>
Monitoring and Assessment	<ul style="list-style-type: none"> <li>• Regular assessments and monitoring of water-related risks to identify potential challenges, assess the effectiveness of mitigation measures, and adapt our strategies to changing conditions</li> </ul>
Stakeholder Education	<ul style="list-style-type: none"> <li>• Educating our employees and stakeholders about water conservation practices and their vital roles in achieving our water sustainability objectives</li> </ul>
Setting Measurable Targets	<ul style="list-style-type: none"> <li>• Setting specific, measurable targets related to water consumption reduction and wastewater recycling</li> </ul>

### Managing our Water Impact

We actively manage our water impact by monitoring our usage, identifying areas for improvement, and implementing measures to use water more efficiently across our operations. This includes shifting from solvent-based to water-based chemicals, which reduce water consumption during production and minimised the volume of water required for cleaning processes.

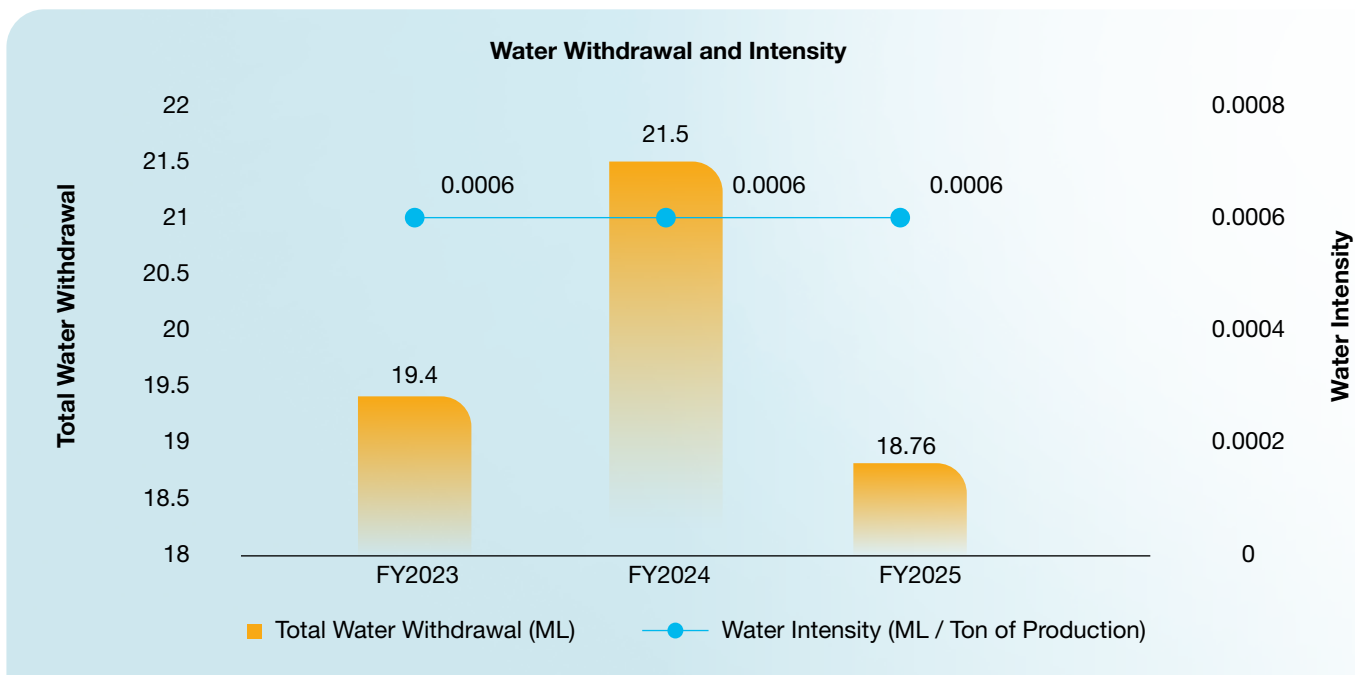
We acknowledge the environmental risks associated with wastewater pollutants and their potential impact on surrounding aquatic ecosystems. At our PBC and NTVN facilities, effluents undergo on-site treatment prior to discharge into local sewer systems, and any treatment-generated sludge is managed under our “Waste and Circularity” material topic. To ensure we meet regulatory requirements, we carry out regular effluent sampling and testing through VILAS-accredited third-party laboratories in Vietnam. For NTA, effluent treatment is handled by licensed external service providers.

### Our Targets and Performance

New Toyo tracks our monthly water withdrawal through utility bills; however, we do not monitor water discharge and overall water consumption due to resource limitations.

In FY2025, our water withdrawal was 18.76 megalitres (ML). The 13% decrease in water withdrawal was due to process optimisation and the implementation of effective water management practices.

# ENVIRONMENTAL CARE



We have set a group-level target to reduce total water withdrawal by 35% by FY2030, complementing our annual reduction goals.

Annual Target	Performance		
Achieve optimal water intensity	Water Intensity (ML per S\$ million revenue)		
	FY2023	FY2024	FY2025
	0.189	0.204	0.190

To achieve our targets, we will continue to monitor water consumption closely, identify opportunities for process optimisation, and explore technologies or practices that support reduction and reuse.

## Materials and Biodiversity

[GRI 3-3, 301-1, 301-2, 304-1, 304-2, 308-1, 308-2]

As our sector relies heavily on natural resources, particularly timber-based raw materials, the way we source, use, and manage these materials can directly influence forests, ecosystems, and the communities connected to them. Being mindful of biodiversity and responsible sourcing helps ensure that the resources we depend on remain available in the long run.

We are committed to achieving “no net deforestation” and fully align with our Biodiversity Policy, which is built around three core principles: recognising potential impacts, identifying and understanding exposure to biodiversity risks, and setting clear, measurable targets for improvement.

In FY2025, we do not have any operations that are situated within or near protected areas or regions of high biodiversity value.

### Managing our Biodiversity Impact

Managing our biodiversity impact remains important to us because the materials we use are closely connected to natural ecosystems. While our direct operations have a limited footprint, most of our biodiversity risks sit within our supply chain, particularly in how raw materials are sourced and processed.

Building on the foundation we established last year, we continue to work with suppliers who demonstrate responsible resource use and environmental stewardship. This includes understanding how they manage forest resources, reduce pressure on natural habitats, and support sustainable land-use practices. Through ongoing engagement, assessments, and dialogue, we aim to strengthen visibility across our value chain and encourage practices that help safeguard biodiversity. By taking this upstream-focused approach, we can better ensure that the materials we rely on are produced in ways that respect ecosystems and contribute to long-term resource sustainability.

# ENVIRONMENTAL CARE

## Our Targets and Performance

In FY2025, we consumed a total of 37,648 tonnes of materials across our operations. This includes both renewable materials (such as paper, paperboard, and paper core) amounting to 30,273 tonnes (80%), and non-renewable materials (aluminium foil, glue, and ink) totalling 7,375 tonnes (20%). The decrease of 562 tonnes in non-renewable materials was mainly driven by change in product mix due to shift towards non-aluminium products.

We continue to actively assess the sustainability impact across our product value chain, recognising the importance of understanding environmental performance from sourcing to end use. While our ESG priorities have been refined to focus on other critical areas, we remain committed to monitoring material consumption and the use of recycled inputs, ensuring that resource efficiency and circularity remain integral to our broader sustainability strategy. Through these efforts, we seek to minimise environmental impact, drive continuous improvement, and reinforce the long-term sustainability of our operations and products.

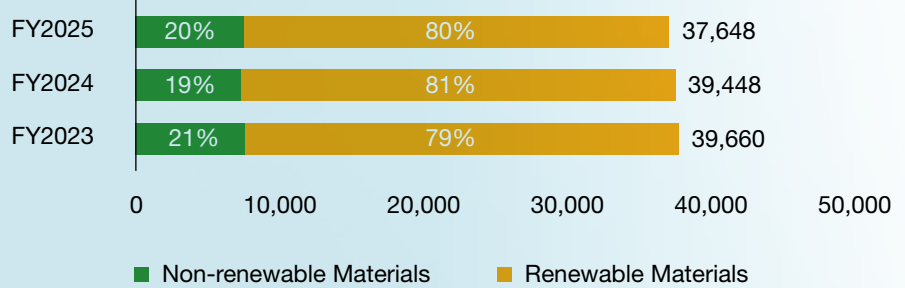
Looking ahead, we will continue exploring opportunities to enhance material efficiency, reduce reliance on non-renewable materials, and adopt more sustainable alternatives where feasible, in line with our broader environmental commitments.

### Waste and Circularity

[GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5]

New Toyo's waste streams predominantly comprises of paper, paper cores, boards, and paper foils. We acknowledge that without proper management, operational waste can contribute to resource depletion and environmental pollution. Hence, we are committed to implementing strong waste management practices that advance our sustainability goals, conserve resources, and minimise environmental harm.

Total Materials for Primary Production (tonnes)



### Annual Targets

### Performance

#### To assess the sustainability impact at each stage of product value chain

In FY2025, we further strengthened our commitment to sustainability by continuing to engage suppliers based on environmental criteria, alongside the rollout and reinforcement of our updated Supplier Code of Conduct to key suppliers. We achieved a sustained reduction in our Scope 1 and 2 emissions, while maintaining strong waste management performance with an improved recycling rate. In addition, we enhanced our data collection processes to improve the monitoring and coverage of Scope 3 emissions across key categories, supporting more comprehensive emissions management.

#### To increase recycled material content used

#### Percentage of Recycled Input Materials

	FY2023	FY2024	FY2025
Percentage of Recycled Input Materials	2.3%	2.5%	1.9%

### Reduce

- Implement lean manufacturing practices, optimise raw material usage, and enhance process efficiency to minimise waste across all stages of production
- Continuously refine product design and manufacturing workflows to improve material utilisation and reduce excess consumption
- Prioritise the use of FDA-approved inks and adhesives to limit the generation of hazardous waste

### Reuse

- Actively identify opportunities to reuse materials and by-products within the production cycle
- Reduce reliance on virgin materials and promote circularity in the supply chain
- Leverage innovation and collaboration to extend material lifecycles
- Minimise overall waste generation through efficient resource use

### Recycle

- Incorporate sustainable packaging materials to reduce reliance on non-recyclable resources
- Promote responsible waste management practices across operations
- Increase the adoption of renewable and recyclable alternatives

# ENVIRONMENTAL CARE

## Waste Management Strategy

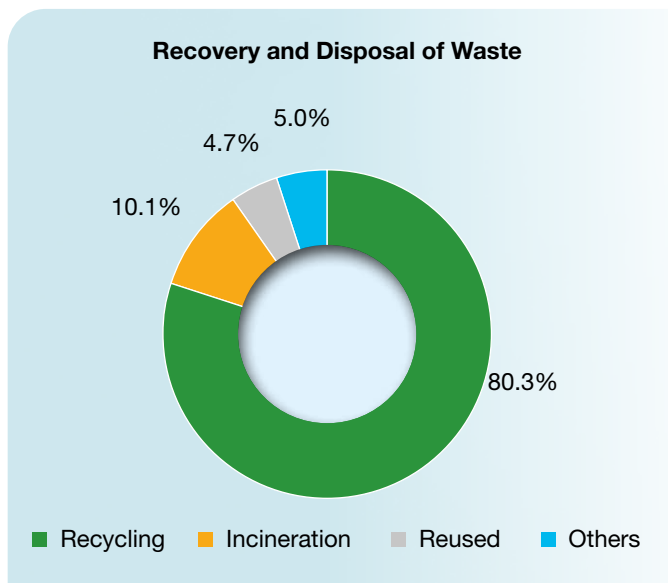
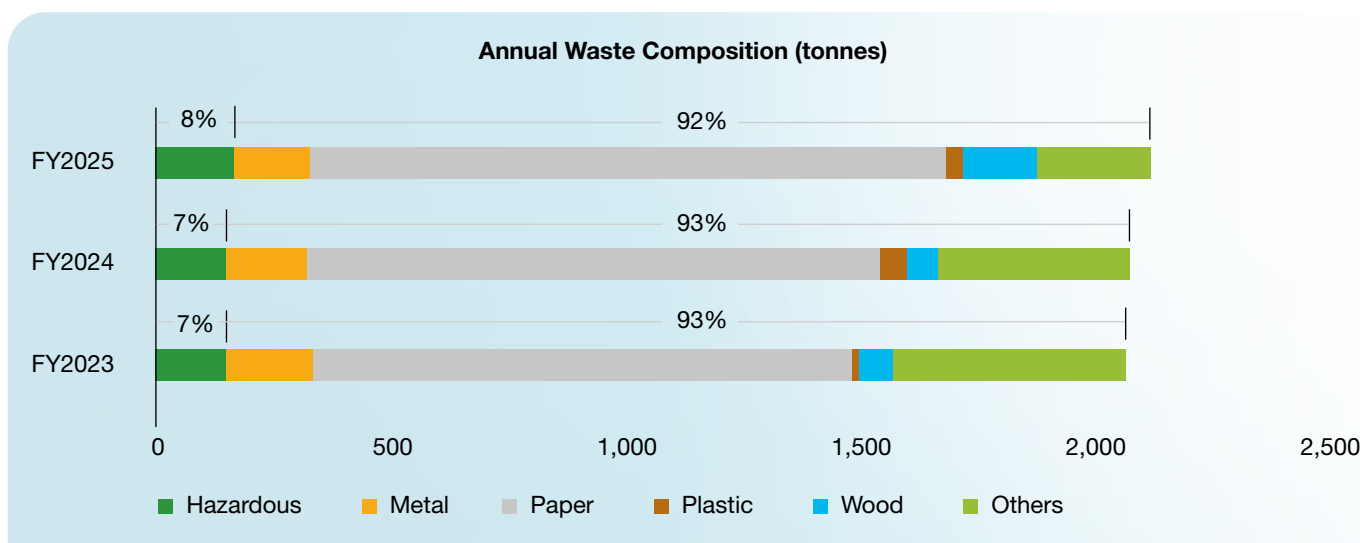
In line with our Sustainability and Climate Change policies, we strive to minimise waste by integrating sustainable practices across every stage of our operations, including sourcing of raw materials, manufacturing processes, and product design. We also work hand-in-hand with our suppliers and champion the “3Rs” approach — Reduce, Reuse, and Recycle — to drive resource efficiency throughout our value chain.

## Our Targets and Performance

In FY2025, we generated a total of 2,131 tonnes of waste, reflecting a 2% increase compared with FY2024. Of this total, 92% was classified as non-hazardous waste, while the

remaining 8% was hazardous waste, with both proportions remaining largely consistent with the previous year.

To ensure the safe and responsible management of hazardous waste, New Toyo engages reputable third-party service providers and rigorously adheres to all relevant legal and regulatory requirements in the countries where we operate. This approach not only ensures compliance but also reinforces our commitment to environmental stewardship and operational safety. For example, in PBC, we work closely with hazardous waste disposal contractors licensed by the Malaysian Department of Environment (“DOE”), ensuring that all waste handling, transportation, and disposal activities are conducted in full compliance with national environmental regulations.



New Toyo actively collaborates with stakeholders to minimise waste across its operations and has set a group-level target to reduce waste by 25% by FY2030 in addition to our annual targets.

Annual Targets	Performance		
Continue to track and monitor our waste generation	<b>Total Waste Generated (tonnes)</b>		
	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
	2,074	2,083	2,131
Identify opportunities for improvement to enable circular economy in our processes	In FY2025, the total waste generated increased by 2.27%. However, this was accompanied by an improvement in our waste management efforts, as evidenced by the increase in the recycling rate of hazardous and non-hazardous waste.		
	<b>Recycling Rate of Non-Hazardous Waste</b>		
	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
Divert waste away from landfill or incineration	77%	79%	80%
	<b>Recycling Rate of Hazardous Waste</b>		
	<b>FY2023</b>	<b>FY2024</b>	<b>FY2025</b>
74%	75%	81%	

# SUPPLIER OF CHOICE



# SUPPLIER OF CHOICE

As a manufacturer in the packaging industry, New Toyo is committed to being a supplier of choice by delivering consistent product and service quality grounded in responsible and ethical practices. We uphold rigorous procurement standards, safeguard labour and human rights across our operations and supply chain, and maintain strong governance measures to reinforce trust and support sustainable partnerships with our customers and stakeholders.

## Product and Service Quality

[GRI 3-3, 416-2, 418-1]

### Ensuring Quality Assurance

New Toyo recognises that the print and paper industry relies heavily on the use of packaging materials and is committed to maintaining high standards of product quality and reliability. All manufacturing facilities within our Specialty Paper Division are certified to ISO 9001, underscoring our commitment to delivering products and services that consistently meet customer requirements, regulatory expectations and our internal quality standards.

### Sustainable Packaging

We adhere to all applicable packaging material and safety regulations to safeguard end users. Our packaging solutions include features such as tamper-evident seals, and we maintain transparency regarding material composition. To reinforce confidence in our practices, we also welcome customers to visit our manufacturing sites to observe our processes and verify compliance with product specifications and relevant regulations.

### Our Target and Performance

In FY2025, New Toyo recorded no incidents of non-compliance relating to product and service quality or customer health and safety, reflecting our continued commitment to maintaining high standards and meeting regulatory requirements.

We also conduct an annual customer satisfaction survey to obtain feedback and identify areas for improvement. In the latest cycle, we met our performance target by sustaining a “Good” rating in overall customer satisfaction.

Target	Performance		
	FY2023	FY2024	FY2025
To maintain at minimum a “Good” performance rating in FY2025.	4 out of 5 average rating (Good)	4 out of 5 average rating (Good)	4 out of 5 average rating (Good)

## Responsible Procurement

[GRI 3-3, 308-1, 414-1]

Responsible procurement is a core focus for New Toyo, reflecting our commitment to ethical business practices, sustainability, and long-term stakeholder value. By prioritising suppliers and materials that meet stringent social, environmental, and ethical standards, we ensure the integrity of our supply chain while minimising risks related to labour, human rights, and environmental impact.

### Supplier Procurement Policy

In 2025, New Toyo introduced our “Supplier Procurement Policy” to establish a comprehensive framework for sustainable procurement and responsible supply chain management. The policy aims to strengthen supplier engagement, ensuring that all suppliers adhere to sustainable procurement practices and comply with the Supplier Code of Conduct, reflecting New Toyo’s commitment to ethical, responsible, and environmentally conscious business operations.

The policy clearly defines the roles and responsibilities of the Procurement team, cross-functional teams, and key internal stakeholders, ensuring accountability and coordinated action across New Toyo. It outlines specific measures for conducting due diligence, including supplier screening, monitoring compliance, and integrating sustainability considerations into sourcing decisions. By formalising these processes, New Toyo seeks to mitigate supply chain risks, drive continuous improvement among suppliers, and foster long-term partnerships that support the Group’s broader sustainability objectives and commitment to responsible business practices.

# SUPPLIER OF CHOICE

## Supplier Code of Conduct

New Toyo's Supplier Code of Conduct underpins our commitment to a responsible and sustainable supply chain. It defines our expectations for suppliers to conduct their operations ethically, uphold human rights, comply with labour standards, and promote environmental sustainability.

As part of our supplier management process, all prospective suppliers undergo thorough screening prior to onboarding and are required to formally commit to reducing natural resource use, lowering greenhouse gas emissions, and improving waste management practices throughout their engagement with us. Post-onboarding, we continue to monitor and evaluate supplier performance in areas such as emissions reduction, biodiversity conservation, and climate-related initiatives through regular questionnaires, meetings, and site inspections.

## Supplier Engagement

New Toyo reinforces our commitment to sustainability by engaging suppliers with consideration of environmental criteria, updating our Supplier Code of Conduct, and securing acknowledgment of the code from key suppliers. Building on our 2024 supplier ESG engagement survey, we continue to advance responsible sourcing and ESG performance.

## Sourcing Responsible Materials

New Toyo prioritises the sourcing of responsible materials, ensuring that our supply chain supports ethical practices, environmental sustainability, and the delivery of high-quality products.

Since FY2023, NTA has shifted from traditional wooden pallets to sustainably sourced pinewood pallets, reinforcing our commitment to responsible material sourcing. Pinewood, valued for its renewability and lower environmental impact, helps reduce deforestation while providing durable and efficient solutions for our logistics and supply chain operations. The FSC certification underpins our approach to responsible sourcing and forest conservation.

## Product Carbon Footprint

We have undertaken a comprehensive Product Carbon Footprint ("PCF") assessment for our key product lines, aimed at quantifying the greenhouse gas emissions associated with our products throughout their lifecycle. To enhance the precision of our assessment, we are actively engaging with suppliers to obtain supplier-specific emission factors, enabling more accurate measurement of upstream emissions and a clearer understanding of the environmental impact of our supply chain. The PCF methodology has been independently reviewed by a third-party expert, ensuring that our approach meets rigorous standards of credibility, transparency, and reliability. New Toyo remains committed to continuous improvement, regularly refining our data collection, calculation methods, and reporting processes to drive more informed decision-making, support targeted emissions reduction initiatives, and strengthen the overall sustainability of our products.

## Labour and Human Rights

[GRI 3-3, 406-1, 407-1, 408-1, 409-1]

New Toyo recognises that respecting human rights is fundamental to ethical and responsible business practices. We are committed to ensuring that all employees, suppliers, and stakeholders are treated fairly, with dignity, and in accordance with internationally recognised human rights standards.

## Commitment to Human Rights

New Toyo maintains a comprehensive "Fair Employment and Diversity Policy" that articulates our commitment to fostering a fair, inclusive, and diverse workplace. The policy provides a clear framework for our approach to Diversity and Equal Opportunity, ensuring that all employees are treated with fairness and respect, and have access to equal opportunities regardless of gender, ethnicity, age, or background. It also outlines our commitment to Health and Safety, emphasising the importance of maintaining a safe and supportive working environment for all employees.

In addition, the policy sets out New Toyo's position on Human Rights and Labour Standards, reflecting our adherence to ethical employment practices and relevant local regulations. This includes strict compliance with minimum age laws, a prohibition on child labour, and the prevention of any form of discrimination. The policy also recognises the rights of workers to freely associate and organise within labour unions, in accordance with local laws and established practices.

## Our Targets and Performance

	Performance
Target	FY2025
Zero child labour in our operations	In FY2025, New Toyo recorded zero cases of child labour or forced and compulsory labour, reflecting our strict adherence to international labour standards and our commitment to ethical employment practices.

## Anti-Corruption

[GRI 2-16, 2-25, 2-26, 2-27, 3-3, 205-1, 205-2, 205-3]

Corruption risks undermine transparency and ethical conduct, posing challenges to sustainable business. New Toyo recognises that long-term success depends on stakeholder trust, and we remain committed to integrity, strong ethical standards, and full compliance with all applicable laws and regulations.

## Code of Conduct & Anti-Corruption

New Toyo maintains a zero-tolerance approach to corruption and sets high standards for ethical conduct for all employees.

These expectations are clearly defined in our "Code of Conduct" and related policies, which all employees are required to follow. The Code of Conduct is provided to employees during onboarding to ensure understanding of compliant practices and ethical behaviour, and employees reaffirm their commitment by signing an annual acknowledgment declaration.

# SUPPLIER OF CHOICE



## Honest and Ethical Conduct

- Prevention and declaration of conflict of interest arising from outside employment or activities, relationships with external groups and acceptance of gifts and favours
- Prohibition of insider trading, zero tolerance towards fraud and vigilance against counterfeiting customers' products in compliance with laws and regulations



## Zero Tolerance towards Fraud

- Covers falsification of financial results, expenses and invoices, alteration of records, failure to account for money collected and intentional provision of false information
- All fraud-related concerns and information concerning New Toyo must be reported
- AC will investigate and refer its findings to the Board
- Law enforcement will be engaged when necessary



## Anti-Illicit

- Strict compliance with applicable laws and regulations against all illicit trading
- Due diligence to be performed to ascertain customers' legal ownership and go through legal supply chain
- Suspension of trials and deliveries upon discovery that the order is suspicious of illicit trade



## Anti-Counterfeiting Policy

- Policy communicated to our Agents and Distributors
- Strict prohibition against the production of counterfeits of our customers' products
- Severance of business relationship with confirmed offenders of counterfeit productions



## Anti-Bribery and Anti-Corruption Policy

- Strict compliance with applicable laws and regulations
- Strict prohibition of offerings to government officials
- Recordkeeping of value and frequency of gifts and hospitality accepted



## Anti-Money Laundering

- Strict compliance with applicable laws and regulations
- Due diligence to be performed to ascertain customers' legitimacy



## Anti-Competition

- Support open and free marketplace to ensure equal opportunities
- Strict compliance with applicable laws and regulations
- Condemnation against exchange of sensitive information with competitors, hamper of potential competitor's entrance to market, market pricing control and setting resale prices with customers or suppliers

## Whistle-Blowing

New Toyo provides a secure and confidential channel for employees and external parties to report any misconduct or concerns without fear of retaliation. The policy and reporting process are communicated internally by department heads to ensure clarity and transparency. The Chairman of the Audit Committee acts as the Receiving Officer, reviewing submissions and liaising with management or the Committee as appropriate. All reports and their status are documented and presented at quarterly Audit Committee meetings. Whistleblower confidentiality is strictly upheld, and authorities may be notified if necessary. In FY2025, no whistleblowing reports were received.

## Our Targets and Performance

In FY2025, New Toyo continued to uphold high ethical standards, with no reported cases of corruption, confirmed incidents of corrupt activities, or non-compliance of applicable laws and regulations.

Target	Performance		
	FY2023	FY2024	FY2025
To maintain zero occurrence of corruption incident	Zero cases	Zero cases	Zero cases

## Data Privacy and Security

[GRI 3-3, 418-1]

New Toyo manages a wide network of suppliers and customers and handles substantial volumes of sensitive customer information. To protect this data, we have implemented comprehensive Information Technology ("IT") policies and procedures designed to secure our IT infrastructure and ensure the confidentiality of customer information.

These policies apply to all employees and cover critical areas such as firewalls, password protocols, and server backups. They are regularly reviewed and updated to respond to evolving security challenges and maintain the integrity of our IT systems, services, and equipment.

In FY2025, there were no confirmed incidents of customer data loss or breaches of customer privacy.

# RESPONSIBLE EMPLOYER



# RESPONSIBLE EMPLOYER

As a responsible employer, New Toyo recognises that our people and the communities we serve are central to our sustained success. This commitment is reflected in how we invest in human capital, uphold rigorous health and safety standards, foster meaningful workforce engagement, and contribute positively to the local communities around us. Together, these efforts reinforce a supportive, inclusive, and resilient workplace where our employees can thrive.

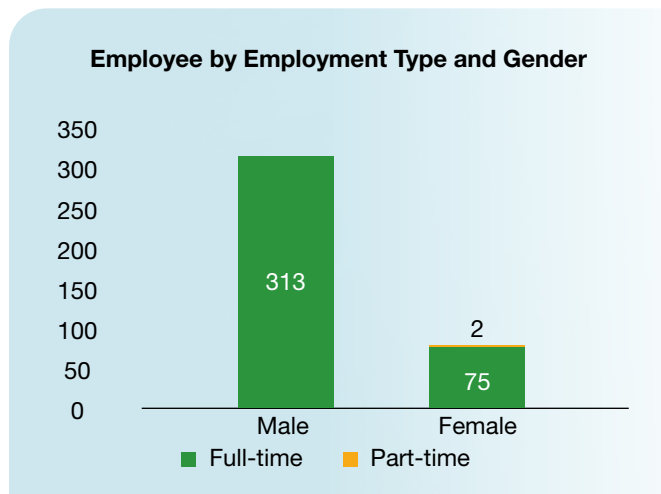
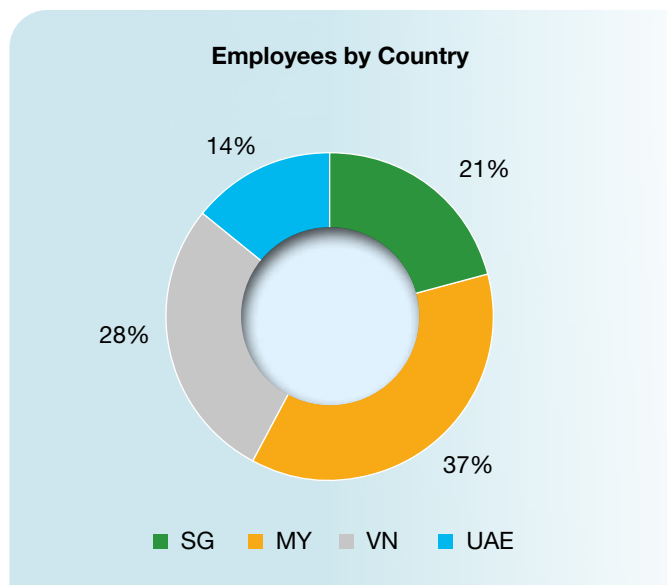
## Human Capital and Diversity

[GRI 2-6, 2-7, 2-8, 2-30, 3-3, 201-3, 401-1, 401-2, 401-3, 405-1]

New Toyo acknowledges that our greatest strength lies in our people. The knowledge, welfare, and safety of our employees are essential to everything we do. Their capabilities and commitment not only underpin our operational performance but also fuel the innovation and resilience required to navigate a continually changing business environment.

### Our Employees

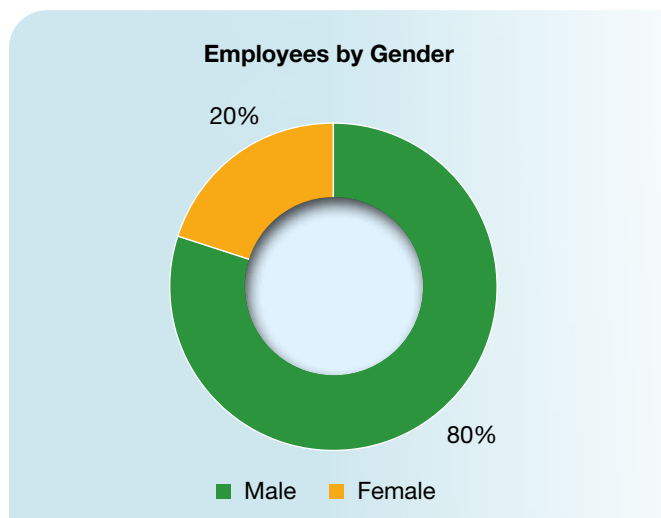
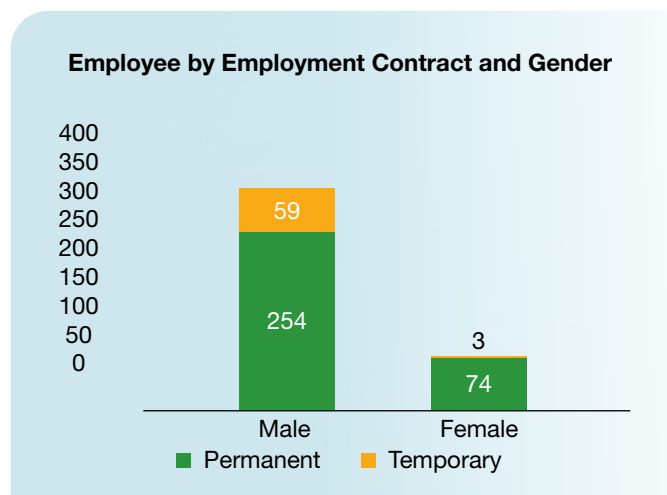
As at 31 December 2025, New Toyo’s workforce comprises 390 employees<sup>8</sup> across our four countries of operations.



### Employees by Gender

In FY2025, our workforce consisted of 80% male and 20% female employees. At the Senior Management and Management levels, women accounted for 52% of the team, reflecting our ongoing efforts to support diversity and inclusion in leadership.

Beyond our direct employees, we also engage 47 service contract workers who support our operations through essential services such as security, facilities maintenance, and transportation.



<sup>8</sup> Number of employees reflected here does not include New Toyo’s nine-member Board of Directors.

# RESPONSIBLE EMPLOYER

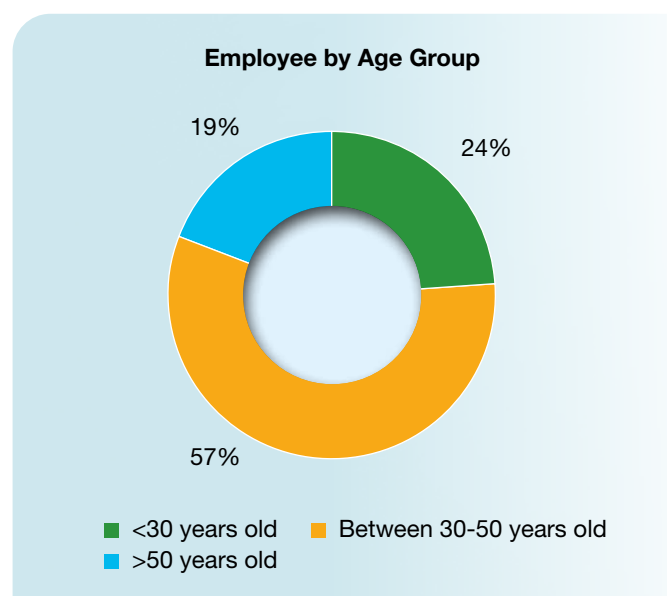
Although the broader workforce remains predominantly male – an outcome influenced by long-standing perceptions of the manufacturing sector as physically demanding and high-risk – New Toyo remains committed to strengthening gender diversity across all employee groups. We continue to promote equitable opportunities and foster an inclusive workplace where individuals of all genders have the support and resources needed to succeed.

Employee Headcount by Gender and Employee Category	Male	Female
Board	8	1
Senior Management	5	4
Management	15	18
Senior	41	22
Junior	81	29
Non-Clerical	171	4
Total (excluding Board)	313	77

## Employees by Age Group

A significant proportion of our workforce (57%) falls within the 30–50 age range, representing a core group of employees who contribute substantial industry experience, professional maturity, and operational stability to the organisation. This demographic often holds key technical and leadership roles, providing both continuity and expertise that are critical to sustaining our business performance.

At the same time, we continue to welcome and hire employees above 50 years old, recognising the valuable knowledge, work ethic, and mentorship they bring.



Employee Headcount by Age Group and Employee Category	<30 years old	Between 30-50 years old	>50 years old
Board	0	0	9
Senior Management	0	2	7
Management	1	17	15
Senior	9	29	25
Junior	16	79	15
Non-Clerical	67	95	13
Total (excluding Board)	93	222	75

## Fostering Inclusivity Within the Workplace

New Toyo is committed to maintaining a respectful, diverse, and inclusive workplace guided by strong ethical principles. We do not tolerate any form of discrimination or harassment, including those related to age, ancestry, colour, marital status, health conditions, nationality, race, religion, gender, sexual orientation, or veteran status. We treat any inappropriate or disrespectful behaviour with seriousness, and employees are encouraged to raise concerns through our whistle-blowing or grievance channels. Where necessary, appropriate disciplinary measures will be taken to uphold a safe and supportive working environment.

## Upholding Fair Hiring Practices

Our recruitment approach focuses on identifying candidates whose competencies, qualifications, and experience best support New Toyo's objectives and values. We are committed to a fair and inclusive hiring process, where selection decisions are made objectively and grounded solely in merit and relevant professional capabilities.

In FY2025, we welcomed 29 new hires, while 64 employees left the organisation, resulting in a new hire rate<sup>9</sup> of 7% and a turnover rate<sup>10</sup> of 16%. These figures indicate steady workforce movement and reflect our continued commitment to attracting qualified talent while supporting a stable and engaged employee base.

<sup>9</sup> New hires rate = Number of new hires in FY2025 / Number of employees in FY2025

<sup>10</sup> Turnover rate = Number of employees that left New Toyo in FY2025 / Number of employees in FY2025

# RESPONSIBLE EMPLOYER

	Singapore	Malaysia	Vietnam	UAE
<b>Total number of new employee hires</b>				
Number of new employee hires	10	7	2	10
<b>Total number of new employee hires (By Gender)</b>				
Male	8	6	2	10
Female	2	1	0	0
<b>Total number of new employee hires (By Age Group)</b>				
<30 years old	1	3	0	8
Between 30-50 years old	7	2	2	2
>50 years old	2	2	0	0
<b>New employee hires rate</b>				
Rate	2.6%	1.8%	0.5%	2.6%
<b>New employee hires rate (By Gender)</b>				
Male	80%	85.7%	100%	100%
Female	20%	14.3%	0%	0%
<b>New employee hires rate (By Age Group)</b>				
<30 years old	10%	42.9%	0%	80%
Between 30-50 years old	70%	28.6%	100%	20%
>50 years old	20%	28.6%	0%	0%
<b>Total number of employee turnover</b>				
Number of employee turnover	12	29	11	12
<b>Total number of employee turnover (By Gender)</b>				
Male	8	27	6	11
Female	4	2	5	1
<b>Total number of employee turnover (By Age Group)</b>				
<30 years old	0	17	0	5
Between 30-50 years old	8	11	11	7
>50 years old	4	1	0	0
<b>Employee turnover rate</b>				
Rate	3.1%	7.4%	2.8%	3.1%
<b>Employee turnover rate (By Gender)</b>				
Male	66.7%	93.1%	54.5%	91.7%
Female	33.3%	6.9%	45.5%	8.3%
<b>Employee turnover rate (By Age Group)</b>				
<30 years old	0%	58.6%	0%	41.7%
Between 30-50 years old	66.7%	37.9%	100%	58.3%
>50 years old	33.3%	3.4%	0%	0%

# RESPONSIBLE EMPLOYER

## Employee Benefits and Welfare

New Toyo supports our employees' well-being, health, and work-life balance through a comprehensive suite of benefits. These include leave provisions — such as parental leave — to accommodate family needs, as well as medical and health benefits that ensure access to quality care. We also provide work-injury insurance for added financial assurance in the event of workplace incidents, along with retirement benefits that help employees plan for long-term security. Additionally, our operation in Malaysia has collective bargaining and collective agreement under the trade union.

In FY2025, a total of 390 employees were entitled to parental leave.

Parental Leave	Male	Female
Employees Entitled to Parental Leave	236	77
Employees That Took Parental Leave in FY2024	3	3
Employees That Return to Work after Parental Leave Ended in FY2024	3	1
Employees That Return to Work after Parental Leave Ended and Still Employed 12 Months after Return	7	2

## Our Targets and Performance

Target	Performance
	FY2025
Maintain 30% of women in management roles	In FY2025, we successfully met our target, with female accounting for 52% of management roles, reinforcing our commitment to gender diversity in leadership.

## Occupational Health, Safety and Wellbeing

[GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10]

As manufacturing facilities and operations are central to our business, health and safety are essential to ensuring employees feel secure at work and to supporting their long-term well-being. New Toyo is committed to upholding robust health and safety standards across all our sites, reflecting our dedication to providing a safe and supportive working environment for our workforce.

## Occupational Health and Safety Management System

All our operations are supported by either an Occupational Health and Safety (“OHS”) management system or a Risk Assessment and Management System, providing comprehensive coverage for employees and operational activities. Each production facility appoints at least one qualified safety officer to monitor and manage OHS-related risks and incidents.

Safety officers are responsible for identifying potential risks through experience and surveys, and addressing them with appropriate corrective and preventive measures. They actively engage employees, encouraging the reporting of hazards and incidents. To ensure protection against reprisal, all reports are treated with strict confidentiality, safeguarding the privacy of the reporting individual.

## Identifying and Managing OHS Risks

New Toyo's paper packaging operations involve inherent exposure to hazardous chemicals, high noise levels, heat, and machinery. To safeguard our employees, we prioritise preventive measures, including clear communication of operating procedures, proper handling protocols, and the provision of standard personal protective equipment (“PPE”). In addition, NTA carries out annual industrial hygiene monitoring to assess workplace conditions and identify potential hazards. These measures, combined with ongoing employee training and awareness initiatives, help ensure a safe and healthy working environment for all employees. Overall, work-related risks are identified through a combination of structured and operational approaches, including formal risk assessment methodologies (e.g., HIRARC), workplace inspections, environmental monitoring (such as noise, dust, and temperature), review of incidents and complaints, and input from safety advisors or external authorities. Routine reviews, safety meetings, and regulatory inspections further support continuous hazard identification.

# RESPONSIBLE EMPLOYER

## Promoting a Safety Culture Among Employees

### Employee Participation and Consultation

We maintain clear communication channels to ensure timely and effective dissemination of OHS information across our workforce.

Employee participation and consultation in OHS are facilitated through structured mechanisms involving management, safety personnel, and worker representatives. These include formal safety committees or designated OHS teams responsible for reviewing workplace risks, monitoring safety performance, and implementing improvement measures.

Regular safety meetings, briefings, and training programmes provide employees with ongoing opportunities to be informed, consulted, and actively involved in maintaining a safe working environment. Employees are also encouraged to raise concerns, report hazards, and provide feedback through formal communication channels, with appropriate measures in place to ensure confidentiality and protection against reprisals.

In addition, workers are empowered to stop work or remove themselves from unsafe situations in accordance with established procedures. Overall, these practices support continuous dialogue between employees and management and promote a proactive safety culture across operations.

### OHS Training

New Toyo conducts regular training programmes to equip employees with the knowledge and skills required to manage occupational hazards effectively. Our annual occupational safety training covers critical areas, including electrical safety, proper machinery operation, and the safe handling of household electrical tools, ensuring employees are well-prepared to minimise workplace risks. In addition, employees receive role-specific OHS training tailored to their individual job functions.

For instance, during the year, NTA, PBC, NTVN and NTG carried out fire drill exercises for all employees to strengthen emergency preparedness and response capabilities.



## Employee Well-being

Employee well-being is a key focus, and we offer a variety of programmes to support both physical and mental health. At PBC, health screenings are provided annually for employees aged 40 and above, while those under 40 receive screenings every two years. At NTA, mental wellness briefings are conducted for all staff to promote psychological well-being. Additionally, visual reminders encouraging healthy eating and maintaining a healthy weight are displayed in pantry areas and on production floor notice boards, reinforcing positive lifestyle choices.

## Our Targets and Performance

In FY2025, we recorded 19 work-related injuries<sup>11</sup>, representing an increase of five cases compared to FY2024. The reportable safety incidents primarily involved hand and finger injuries, along with minor strains and sprains. Root causes were identified, and corrective actions are in place to prevent recurrence.

<sup>11</sup> Work-related injury is defined as any injury sustained during working hours while an employee is performing their job responsibilities

# RESPONSIBLE EMPLOYER

	Number of Work-Related Injury	Rate of Work-Related Injury (based on 200,000 working hours)
Fatalities as a result of work-related injury	0	0%
High-consequence work-related injuries (excluding fatalities)	0	0%
Recordable work-related injuries	19	4.18%
Number of hours worked	909,618	

Target	Performance
	FY2025
Maintain zero fatalities	New Toyo is pleased to report zero workplace fatalities in FY2025, successfully maintaining our zero-fatality record since FY2017.

## Workforce Engagement

[GRI 3-3, 404-1, 404-2, 404-3]

New Toyo is committed to fostering professional growth by promoting a culture of continuous learning. We invest in targeted in-house and external training programmes and provide financial support for courses and certifications, enabling employees to develop their skills, advance their careers, and contribute to the company's long-term success.

## Professional Development

New Toyo's Promotion and Transfer Policy facilitates career growth by encouraging employees to plan their career paths and pursue internal opportunities that align with their skills and qualifications. A structured process ensures that candidates are able to make well-informed decisions before offers are extended.

Employees participate in a formal performance appraisal at least once annually, conducted by their immediate managers, to recognise strengths, address development areas, and set objectives for the year ahead. This is complemented by regular manager-employee meetings, fostering a culture of open communication, continuous feedback, and alignment with organisational goals.

## Investing in Upskilling and Training Programmes

In FY2025, New Toyo continued to prioritise workforce development to support long-term business sustainability and operational resilience. Compared to FY2024, average training hours per employee moderated slightly across both genders, with male employees recording an average of 8.2 hours (FY2024: 9.4 hours) and female employees averaging 19.4 hours (FY2024: 20.2 hours). Despite this year-on-year decrease, training levels remained robust, reflecting a shift towards more targeted and role specific learning initiatives. Female employees continued to receive higher average training hours, underscoring New Toyo's ongoing commitment to inclusive and equitable access to development opportunities.

During the year, training efforts across the Group focused on several strategic areas. In **occupational health and safety**, subsidiaries conducted programmes on occupational safety, first aid, fire-fighting coordination with external professionals, emergency chemical response, PPE compliance, chemical handling, and spillage response. PBC also engaged KESKU (BOMBA) for external emergency response team training.

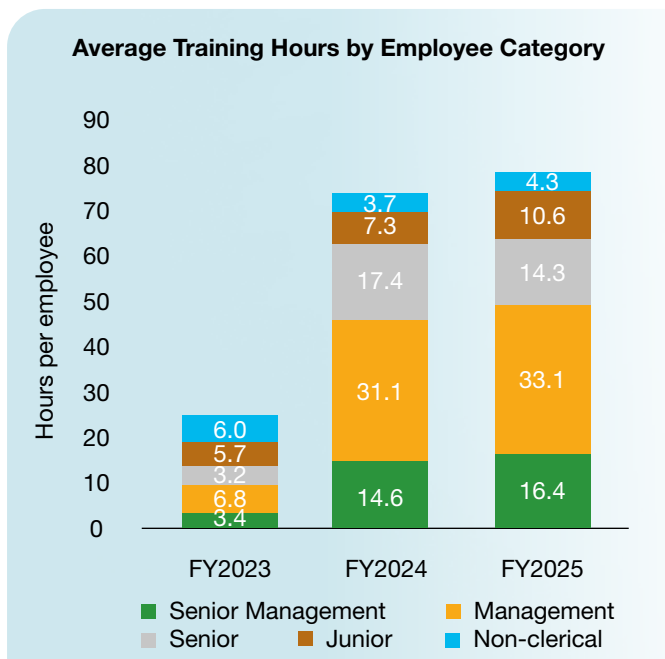
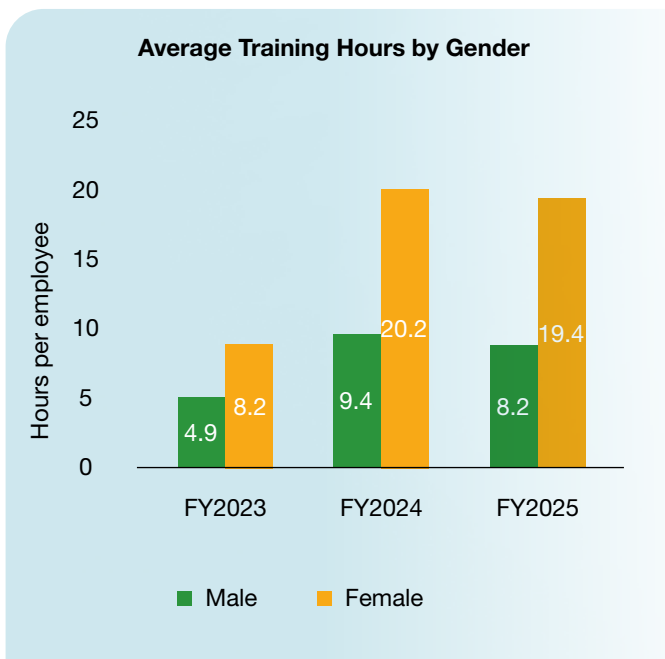
In **environmental management and ISO compliance**, PBC delivered external training on ISO 14001:2015 covering environmental aspect impact analysis and internal audit. NTVN conducted training on the integration of ISO 9001, ISO 14001, and ISO 45001 management systems to equip the team with the knowledge of what is required to achieve certification which is planned for 2026.

In **digital transformation and innovation**, NTA participated in an external programme on digital transformation and innovation, while NTVN invested in AI-related upskilling through courses on AI-powered enterprise operations management, AI-driven productivity enhancement, and AI marketing strategy.

# RESPONSIBLE EMPLOYER

In **management and leadership development**, programmes covered management by culture, supportive team leadership, problem-solving and critical thinking, customer development and retention, people management. PBC also delivered training on employment relations and HR Act updates, Lean System for Production, QC 7 Tools, and Anti-Bribery, Anti-Corruption and Anti-Money Laundering.

These initiatives are aligned with New Toyo's strategic priorities to strengthen workforce readiness, support business transformation, and maintain a safe and resilient working environment.



Looking ahead, New Toyo will continue investing in employee training to build sustainability capabilities, drive sustainable practices, foster innovation, and strengthen organisational resilience.

# RESPONSIBLE EMPLOYER

## Community Engagement

Our community includes a diverse group of stakeholders, such as employees, customers, and suppliers. With operations spanning multiple regions, it is a priority for New Toyo to deliver meaningful and lasting benefits to the individuals and communities we serve. Through active employee volunteerism and stakeholder engagement, we strive to create a positive, enduring impact on people's lives.

During the year, employees from New Toyo actively supported a broad range of corporate social responsibility initiatives across region, demonstrating a strong commitment to social welfare, healthcare, education and humanitarian relief. In Singapore, we contributed to healthcare focused initiatives through donations to the NCCS Cancer Fund, supporting cancer research and charitable fundraising events that advance medical care and patient support. In Malaysia, we advance our environmental agenda through tree planting initiatives, reinforcing its commitment to environmental conservation, biodiversity enhancement, and long-term climate resilience. In Vietnam, we focus on delivering meaningful social impact through support for community welfare, healthcare access, education, disaster relief, and assistance for employees in need, implemented through financial and in-kind contributions in collaboration with local institutions and social organisations. Collectively, these activities reflect New Toyo commitment to responsible growth and sustainable value creation across the region.



# INDEPENDENT VERIFICATION STATEMENT



Science Based Assurance in  
Quality, Safety & Sustainability.

## Independent Limited Assurance Opinion to New Toyo International Holdings Ltd on Scope 1, 2 and 3 Greenhouse Gas Emissions for Calendar Year 2025

### To the Management of New Toyo International Holdings Ltd,

#### Introduction

Intertek Deutschland GmbH (hereinafter referred to as “Intertek”), represented in this project by the sustainability team, was commissioned by New Toyo International Holdings Ltd (hereafter referred to as “New Toyo”) for independent third-party verification of their Scope 1, 2 and 3 Greenhouse Gas (GHG) Emissions (the “GHG Statement”) to be included in New Toyo’s Sustainability Report 2025 for calendar year 2025 (i.e., from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025). The verification was performed in accordance with ISO 14064-3 ‘Specification with guidance for the verification and validation of greenhouse gas statements’.

#### Objective

The objective of this limited assurance was to confirm whether any objective evidence existed to suggest that New Toyo’s GHG Statement for 2025 was not accurate, complete, consistent, transparent, or suggested material errors or omissions.

#### Intended Users

The intended users of this assurance statement are New Toyo’s management and stakeholders. Intertek’s responsibility in performing this task was limited to the verification of the GHG Statement, in accordance with the agreed scope of work. This assurance engagement was based on the assumption that the data and information provided to us is authentic and complete.

#### Responsibilities

New Toyo’s Management was solely responsible for defining the goal and scope, the organization’s GHG information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation and determination of GHG emissions for the organization.

As agreed with New Toyo’s Management, Intertek’s responsibility was to provide assurance and express an independent limited assurance opinion on New Toyo’s GHG Statement based on verification following the assurance scope and criteria stated below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek’s independent and balanced opinion on the content and accuracy of the information and data held within.

#### Assurance Scope

The organizational boundary followed the operational control approach. The verification covered GHG emissions activities from four manufacturing facilities, two trading offices and one head office located in Singapore, Malaysia, Dubai and Vietnam under New Toyo’s operational control, which are included in New Toyo’s Sustainability Report 2025 for the period of 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025.

The verification covered 98% of total Scope 1, 2 and 3<sup>1</sup> GHG emissions in 2025, which included the following activities:

- Scope 1: Direct GHG Emissions
- Scope 2: Purchased Electricity (including renewable energy) – Location- and Market-based
- Scope 3: Category 6 – Business Travel
- Scope 3: Category 7 – Employee Commuting

The GHG Statement follows the criteria of the World Resources Institute’s (WRI) *Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard* (hereafter referred to as the ‘GHG Protocol Standard’) and ISO 14064-1 ‘Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals’.

#### Assurance Criteria

Intertek conducted the verification work in accordance with requirements of ‘Limited Assurance’ procedures as per the following standard:

- ISO 14064-3 ‘Specification with guidance for the verification and validation of greenhouse gas statements’

The criteria against which the GHG Statement was reviewed were:

- WRI *GHG Protocol - A Corporate Accounting and Reporting Standard*; and
- ISO 14064-1 ‘Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals’
- Singapore Standard SS 673:2021+C1:2021 - *Code of practice for renewable energy certificates*

A limited assurance engagement involved performing procedures to obtain evidence about the quantification of emissions and related information in the GHG Statement. Source data verification was undertaken during the assurance process, where available.

A materiality level of 5% was applied.

#### Methodology

Intertek performed verification work using risk-based approach to obtain the information, explanations and evidence that were considered necessary to provide a limited level of assurance. The verification was conducted by desktop review regarding New Toyo’s GHG Statement and supporting records for 2025. Data and information supporting New Toyo’s GHG Statement were historical in nature and proven by evidence. Our assurance task was planned and carried out from January to March 2025. The verification included the following:

<sup>1</sup> Including only Category 6 – Business Travel and Category 7 – Employee Commuting

# INDEPENDENT VERIFICATION STATEMENT

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted a virtual interview with data managers.
- Assessment of the appropriateness of various emission factors and conversion factors used by New Toyo.
- Review of input data on sample basis for the duration of 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 through New Toyo's GHG calculation spreadsheet and raw data files.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the GHG Statement.

## Findings

Intertek found that sufficient and appropriate evidence was provided to support material emissions. The criteria were applied appropriately for material emissions. New Toyo was informed of Intertek's findings and have subsequently taken corrective actions, which were verified to be appropriate by Intertek.

## Conclusion and Assurance Opinion

Intertek reviewed selected GHG activities of New Toyo International Holdings Ltd ("New Toyo") for the reporting period of 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 to a limited level of assurance. The verification activities applied in a limited level of assurance are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Based on the procedures performed and evidence obtained, Intertek concludes that nothing has come to its attention that causes it to believe that the GHG Statement has not been properly prepared, in all material respects, in accordance with the WRI *GHG Protocol – A Corporate Accounting and Reporting Standard* and ISO 14064-1 *Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals*.

The following table provides the reported GHG emissions for 2025:

Scope	GHG Emissions (tonne CO <sub>2</sub> e)
Scope 1	1,553.56
Scope 2 Location-based	3,728.89
Scope 2 Market-based	4.74
Scope 3: Business Travel	148.72
Scope 3: Employee Commuting	255.53
<b>Total (Location-based)</b>	<b>5,686.70</b>
<b>Total (Market-based)</b>	<b>1,962.55</b>

This opinion shall be interpreted with the GHG Statement of New Toyo as a whole.

## Intertek's Competence and Independence

Intertek ensures the selection of appropriately qualified and impartial individuals as the verifiers. The selected verifiers have over 10 years of experience working on GHG accounting and verification projects. They were not involved in the preparation of New Toyo's GHG Statement.

Intertek adheres to the requirements of ISO 14064-3 in its verification works. The verification was internally reviewed to ensure that the approach applied was rigorous and transparent. The verification team was not involved in any other Intertek projects with New Toyo.

No member of the verification team has a business relationship with New Toyo, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

## On behalf of Intertek



**Ridzwan Nazimuddin**  
Senior Sustainability Consultant  
Intertek Assuris



**Kin Seng Wong**  
Sustainability Consultant  
Intertek Assuris



**Yi Hang Yu**  
Senior Manager – Climate Change & Sustainability  
Intertek Assuris

27<sup>th</sup> March 2026

# GRI CONTENT INDEX

Statement of Use	New Toyo has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standards	No GRI Sector Standards adopted.

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	2-1	Organisational details	About New Toyo (Pg. 2)
	2-2	Entities included in the organisation's sustainability reporting	Reporting Scope and Boundary (Pg. 3)
	2-3	Reporting period, frequency and contact point	Reporting Scope and Boundary (Pg. 3) Feedback (Pg. 3)
	2-4	Restatements of information	Restatement of Information (Pg. 3)
	2-5	External assurance	Assurance (Pg. 3) Independent Verification Statement (Pg. 36-37)
	2-6	Activities, value chain and other business relationships	About New Toyo (Pg. 2)
	2-7	Employees	Human Capital and Diversity (Pg. 28-30)
	2-8	Workers who are not employees	Human Capital and Diversity (Pg. 28-30)
	2-9	Governance structure and composition	Sustainability Governance (Pg. 10) Annual Report > Board of Directors (Pg. 8-10) Annual Report > Corporate Governance (Pg. 20-40)
	2-10	Nomination and selection of the highest governance body	Annual Report > Corporate Governance (Pg. 23-28)
	2-11	Chair of the highest governance body	Message From The Board (Pg. 8) Sustainability Governance (Pg. 10) Annual Report > Board of Directors (Pg. 8-10)
	2-12	Role of the highest governance body in overseeing the management of impacts	Message From The Board (Pg. 8) Sustainability Governance (Pg. 10)
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance (Pg. 10)
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance (Pg. 10)
	2-15	Conflicts of interest	Annual Report > Corporate Governance (Pg. 20) Annual Report > Other Information Required Under The SGX-ST Listing Manual (Pg. 141-144)
	2-16	Communication of critical concerns	Whistle-Blowing (Pg. 26) Annual Report > Whistle-Blowing Policy (Pg. 35-36)
	2-17	Collective knowledge of the highest governance body	Annual Report > Corporate Governance (Pg. 23-24)

# GRI CONTENT INDEX

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
	2-18	Evaluation of the performance of the highest governance body	Annual Report > Corporate Governance (Pg. 29)
	2-19	Remuneration policies	Annual Report > Corporate Governance (Pg. 29-33)
	2-20	Process to determine remuneration	Annual Report > Corporate Governance (Pg. 29-33)
	2-21	Annual total compensation ratio	The Company will not be providing this information due to confidentiality constraints.
	2-22	Statement on sustainable development strategy	Message From The Board (Pg. 8)
	2-23	Policy commitments	Group Sustainability Policy (Pg. 5)
	2-24	Embedding policy commitments	Group Sustainability Policy (Pg. 5) Sustainability Governance (Pg. 10)
	2-25	Processes to remediate negative impacts	Group Sustainability Policy (Pg. 5) Sustainability Governance (Pg. 10) Whistle-Blowing (Pg. 26)
	2-26	Mechanisms for seeking advice and raising concerns	Whistle-Blowing (Pg. 26) Annual Report > Whistle-Blowing Policy (Pg. 35-36)
	2-27	Compliance with laws and regulations	Anti-Corruption (Pg. 25-26)
	2-28	Membership associations	2025 Sustainability Highlights (Pg. 7)
	2-29	Approach to stakeholder engagement	Stakeholder Engagement (Pg. 11)
	2-30	Collective bargaining agreements	Employee Benefits and Welfare (Pg. 31)
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment (Pg. 12)
	3-2	List of material topics	Materiality Assessment (Pg. 12)
<b>Energy Efficiency and Decarbonisation</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy Efficiency and Decarbonisation (Pg. 15-18)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Efficiency and Decarbonisation (Pg. 15-18)
	305-2	Energy indirect (Scope 2) GHG emissions	Energy Efficiency and Decarbonisation (Pg. 15-18)
	305-3	Other indirect (Scope 3) GHG emissions	Energy Efficiency and Decarbonisation (Pg. 15-18)
	305-4	GHG emissions intensity	Energy Efficiency and Decarbonisation (Pg. 18)
	305-5	Reduction of GHG emissions	Energy Efficiency and Decarbonisation (Pg. 15-18)
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Efficiency and Decarbonisation (Pg. 17-18)
	302-3	Energy intensity	Energy Efficiency and Decarbonisation (Pg. 18)
	302-4	Reduction of energy consumption	Energy Efficiency and Decarbonisation (Pg. 15-18)

# GRI CONTENT INDEX

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Water and Security</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Water and Security (Pg. 19-20)
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water and Security (Pg. 19-20)
	303-2	Management of water discharge-related impacts	Water and Security (Pg. 19)
	303-3	Water withdrawal	Water and Security (Pg. 19-20)
<b>Materials and Biodiversity</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Materials and Biodiversity (Pg. 20-21)
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials and Biodiversity (Pg. 20-21)
	301-2	Recycled input materials used	Materials and Biodiversity (Pg. 20-21)
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Materials and Biodiversity (Pg. 20-21)
	304-2	Significant impacts of activities, products and services on biodiversity	Materials and Biodiversity (Pg. 20-21)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Materials and Biodiversity (Pg. 20-21)
	308-2	Negative environmental impacts in the supply chain and actions taken	Materials and Biodiversity (Pg. 20-21)
<b>Waste and Circularity</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Waste and Circularity (Pg. 21-22)
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste and Circularity (Pg. 21-22)
	306-2	Management of significant waste-related impacts	Waste and Circularity (Pg. 21-22)
	306-3	Waste generated	Waste and Circularity (Pg. 21-22)
	306-4	Waste diverted from disposal	Waste and Circularity (Pg. 21-22)
	306-5	Waste directed to disposal	Waste and Circularity (Pg. 21-22)
<b>Product and Service Quality</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product and Service Quality (Pg. 24)
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product and Service Quality (Pg. 24)
<b>Responsible Procurement</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Procurement (Pg. 24-25)

# GRI CONTENT INDEX

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Labour and Human Rights</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Labour and Human Rights (Pg. 25)
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Labour and Human Rights (Pg. 25) Human Capital and Diversity (Pg. 28-30)
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	Human Capital and Diversity (Pg. 31)
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Labour and Human Rights (Pg. 25)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labour and Human Rights (Pg. 25)
<b>Anti-Corruption</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Anti-Corruption (Pg. 25-26)
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption (Pg. 25-26)
	205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption (Pg. 25-26)
<b>Data Privacy &amp; Security</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Data Privacy and Security (Pg. 26)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security (Pg. 26)
<b>Human Capital and Diversity</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Human Capital and Diversity (Pg. 28-31)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Human Capital and Diversity (Pg. 28-31)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital and Diversity (Pg. 31)
	401-3	Parental leave	Human Capital and Diversity (Pg. 31)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Capital and Diversity (Pg. 29)

# GRI CONTENT INDEX

GRI Standards	Disclosure Number	Disclosure Title	Page Reference and/or Remark
<b>Occupational Health, Safety and Wellbeing</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health and Safety (Pg. 31-33)
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety (Pg. 31)
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (Pg. 31)
	403-3	Occupational health services	Occupational Health and Safety (Pg. 31-33)
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (Pg. 31-33)
	403-5	Worker training on occupational health and safety	Occupational Health and Safety (Pg. 32)
	403-6	Promotion of worker health	Occupational Health and Safety (Pg. 31-33)
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety (Pg. 31-33)
	403-9	Work-related injuries	Occupational Health and Safety (Pg. 33)
	403-10	Work-related ill health	Occupational Health and Safety (Pg. 33)
<b>Workforce Engagement</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce Engagement (Pg. 33-34)
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Workforce Engagement (Pg. 34)
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Workforce Engagement (Pg. 33-34)
	404-3	Percentage of employees receiving regular performance and career development reviews	Workforce Engagement (Pg. 33-34)
<b>Community Engagement</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement (Pg. 35)
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement (Pg. 35)

# SASB CONTENT INDEX

The tables below reference the “Containers and Packaging” Sustainability Accounting Standard as defined by SASB’s Sustainability Industry Classification System.

Where certain metrics are not applicable to the Group’s operations or where data is not currently available, this has been indicated accordingly. We continue to enhance our data collection processes and disclosures over time.

## Sustainability Disclosure Topics and Metrics

Topic	Code	Metric	Page Reference and/or Remark
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (e.g. cap and trade, EU ETS)	Energy Efficiency and Decarbonisation (Pg. 15-18)
	RT-CP-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Energy Efficiency and Decarbonisation (Pg. 15-18)
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Not applicable
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Energy Efficiency and Decarbonisation (Pg. 17-18)
Water Management	RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Water and Security (Pg. 19-20)
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water and Security (Pg. 19-20)
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Water and Security (Pg. 19-20)
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Waste and Circularity (Pg. 21-22)
Product Safety	RT-CP-250a.1	(1) Number of recalls issued, (2) total units recalled	Not applicable
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Not applicable
Product Lifecycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Materials and Biodiversity (Pg. 21)
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, or compostable	Data currently not available
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Waste and Circularity (Pg. 21-22)
Supply Chain Management	RT-CP-430a.1	Total wood fibre procured; percentage from certified sources	Data currently not available
	RT-CP-430a.2	Total aluminium purchased; percentage from certified sources	Data currently not available

## Activity Metrics

Metric	Code	Page Reference and/or Remark
Amount of production, by substrate	RT-CP-000.A	Data currently not available
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Data currently not available
Number of employees	RT-CP-000.C	Human Capital and Diversity (Pg. 28-29)

# TCFD CONTENT INDEX

TCFD Pillar	Recommended Disclosures	Page Reference and/or Remark
<b>GOVERNANCE</b>		
Disclose the organisation's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 13)
	b) Describe management's role in assessing and managing climate-related risks and opportunities	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 13)
<b>STRATEGY</b>		
Disclose the organisation's governance around climate-related risks and opportunities.	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 13)
	b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 14-15)
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 14-15)
<b>RISK MANAGEMENT</b>		
Disclose how the organisation identifies, assesses, and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 14-16)
	b) Describe the organisation's processes for managing climate-related risks	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 14-16)
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 16)
<b>METRICS AND TARGETS</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 16)
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas ("GHG") emissions and the related risks	FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 16) Energy Efficiency and Decarbonisation (Pg. 15-18)
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Targets (Pg. 6) FY2024 Sustainability Report - Advancing Our Climate Disclosures (Pg. 14-16)

# NEW TOYO

International Holdings Ltd

10 Anson Road  
#18-25 International Plaza  
Singapore 079903

[www.newtoyo.com](http://www.newtoyo.com)