CHEMICAL INDUSTRIES (FAR EAST) LIMITED

化学工业(远东)有限公司

Sustainability Report FY2026

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1. OUR BOARD STATEMENT

Dear Stakeholders,

We are pleased to present the ninth Sustainability Report of Chemical Industries (Far East) Limited ("**CIL**"), reflecting our continued progress in advancing responsible and sustainable growth. Guided by CIL's vision to be a premier sustainable chemical solutions company, sustainability remains integral to our long-term strategy and is embedded within our governance framework, shaping how we create value and manage risks in an evolving operating landscape.

SUSTAINABILITY INITIATIVES

Energy efficiency remains a key priority for CIL as we continue to strengthen the sustainability of our operations. During the year, we upgraded our plant motors, enhancing our overall energy performance. We also continue to explore innovative technologies to further reduce energy consumption per unit of output as part of our ongoing improvement efforts.

We have made meaningful progress in water stewardship by implementing multiple water efficiency initiatives in our production processes, reducing both water consumption and operating costs. Building on this progress, we will continue to explore opportunities to improve water efficiency across our facilities and enhance resource utilisation.

In advancing our climate-related commitments, we enhanced our operational and maintenance practices, thereby reducing Scope 1 greenhouse gas emissions. We will continue to strengthen our greenhouse gas emissions reporting process to support greater transparency and facilitate more informed decision-making as we progress on our decarbonisation journey.

We remain committed to maintaining a strong safety culture across the organisation. During the year, safety performance improved, with a reduction in total recordable injuries alongside the implementation of enhanced operational controls. These initiatives reinforce our focus on effective risk management and operational discipline.

Our people remain a key pillar of our success. We remain focused on fostering a supportive and inclusive workplace, underpinned by fair employment practices and constructive labour relations. The expansion of our recognition as a Tripartite Standards adopter reflects our continued commitment to progressive human capital practices.

We are encouraged by the recognition received for our efforts. CIL was honoured with the "Outstanding SME" award at the Energy Efficiency National Partnership Awards 2025. We also achieved strong recognition at the Singapore Chemical Industry Council Responsible Care Awards 2025, receiving awards in six out of seven categories, including the Gold Award for Process Safety, as well as Achievement Awards for Product Stewardship, Pollution Prevention, Employee Health and Safety, Security, and Community Awareness and Emergency Response. We will continue to build on this momentum and further strengthen our sustainability performance across our operations.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

We recognise the increasing importance of climate-related risks and opportunities and their potential impact on CIL's operations and long-term performance. We continue to strengthen our approach to identifying, assessing, and managing climate-related risks, including both transition and physical risks, within our overall Enterprise Risk Management framework.

At the same time, we are exploring opportunities arising from the transition to a low-carbon economy, including improvements in energy efficiency, process optimisation, and the adoption of more sustainable practices.

In line with evolving regulatory expectations, we have applied disclosures from IFRS Sustainability Disclosure Standards S1 and S2 issued by the International Sustainability Standards Board that are applicable to our current reporting, in alignment with the Singapore Exchange sustainability reporting requirements. We remain committed to enhancing the quality of our climate-related disclosures and strengthening our governance and reporting practices to support transparency and long-term value creation.

Looking ahead, the Board of Directors will continue to provide oversight of CIL's sustainability strategy, ensuring that environmental, social, and governance considerations remain aligned with our business objectives and long-term value creation. We remain committed to enhancing transparency, strengthening resilience, and delivering sustainable outcomes for our stakeholders.

On behalf of the Board of Directors, I would like to express our appreciation to our management team, employees, and stakeholders for their continued support and contributions.

Yeo Hock Chye

Independent Chairman

On behalf of the Board of Directors

2. ABOUT THE REPORT

Chemical Industries (Far East) Limited ("**CIL**") is pleased to present its ninth Sustainability Report ("**Report**"), reaffirming the Company's continued commitment to operating as a responsible and sustainable business. This Report covers CIL's operations as a manufacturer of basic chemicals, including the Sakra chlor-alkali facility on Jurong Island, operations in Samulun and Myanmar, as well as our real estate arm, Juta Properties, for the financial year from 1 April 2025 to 31 March 2026 ("**FY2026**"). The reporting period is aligned with CIL's Annual Report 2026 ("**AR2026**").

This Report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Sustainability Reporting Standards 2021. It incorporates selected disclosures from the Sustainability Accounting Standards Board ("**SASB**") Standards for the Chemicals Sector. In line with the requirements of the Singapore Exchange ("**SGX**"), the Report also applies the International Financial Reporting Standards ("**IFRS**") Sustainability Disclosure Standards S1 and S2 issued by the International Sustainability Standards Board ("**ISSB**"), taking into consideration CIL's current reporting maturity and data readiness, particularly in relation to Scope 1 and Scope 2 greenhouse gas ("**GHG**") emissions disclosures.

As CIL continues to progress towards greater alignment with IFRS S1/S2 requirements, the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**") continue to guide our climate-related reporting approach. Detailed reference and index tables are included in this Report to help readers understand how these internationally recognised environmental, social, and governance ("**ESG**") frameworks have been applied.

With reference to GRI Standards, the disclosures within this Report are guided by the following reporting principles:

- **Accuracy:** To ensure that information reported is sufficiently accurate and detailed to enable stakeholders to assess the organisation's impacts.
- **Balance:** To provide an impartial and comprehensive view of both the positive and negative impacts arising from CIL's operations.
- **Clarity:** To present information in a manner that is accessible, understandable, and useful to stakeholders.
- **Comparability:** To maintain consistent methodologies in the selection, compilation, and reporting of information, enabling stakeholders to analyse changes over time and benchmark against industry peers.
- **Completeness:** To include sufficient information for stakeholders to assess the organisation's impacts during the reporting period.
- **Sustainability Context:** To present the organisation's impacts within the broader context of sustainable development.
- **Timeliness:** To report information regularly and make it available in a timely manner to support informed stakeholder decision-making.
- **Verifiability:** To ensure that information is systematically collected, recorded, compiled, and analysed to enable examination of its quality and reliability.

This Report has been subject to internal review and approved by the Board of Directors ("**Board**"). Although the Report has not undergone external assurance, CIL has exercised due care and diligence in ensuring the accuracy, reliability, and integrity of the information disclosed.

Contact Us

CIL values the views and feedback of our stakeholders, as they are essential in helping us continuously improve our sustainability practices and reporting quality. We welcome your comments and feedback as we continue advancing our sustainability journey. For further engagement or enquiries, please contact us at chemical.ind@cil.com.sg

3. AT A GLANCE

3.1 COMPANY OVERVIEW

Established in 1963, CIL is a leading producer of chlor-alkali products in Singapore, with its corporate headquarters located at Jalan Samulun.

CIL's chlor-alkali manufacturing plant is located on Jurong Island, Singapore, and has been in operation since 1998. The plant has consistently demonstrated operational excellence while adopting technologies and innovative solutions to support safe, reliable, and efficient production. Together with the blending and storage facilities at Jalan Samulun, CIL supplies key products, including sodium hydroxide, hydrochloric acid, chlorine, sodium hypochlorite, and other chemicals. These essential chemicals serve a wide range of industries, including utilities, petrochemicals, pharmaceuticals, electronics, and water treatment. As a chemical manufacturer, CIL plays an important role in supporting Singapore's water security and water independence ambitions.

PRODUCT	KEY APPLICATIONS	SUSTAINABILITY CONTRIBUTION
Sodium Hypochlorite ("Bleach")	Water treatment Healthcare and disinfection Cleaning and sanitation	**Protecting health and communities** Widely used as a disinfectant and bleaching agent in water treatment, healthcare, and cleaning applications, supporting safe and hygienic environments.
Hydrochloric Acid	Industrial processes Food industry Paper industry	**Enabling efficient industry** A multipurpose raw material used in industrial processes, including the food and paper industries, contributing to efficient resource use and value creation.
Chlorine	Water purification / drinking water treatment	**Ensuring access to clean water** Used mainly for water purification to support clean and safe drinking water supply in Singapore.
Sodium Hydroxide	Manufacturing processes Chemical production Pulp & paper / water treatment	**Powering sustainable growth** A highly versatile core chemical used in many manufacturing processes, supporting industrial productivity and economic development.

Chem Transport Pte Ltd ("**CTPT**"), a wholly owned subsidiary of CIL, manages the logistics and distribution of our chemicals, ensuring a reliable supply chain that consistently meets customers' needs.

In 2019, CIL expanded overseas and established a presence in Myanmar through its subsidiary, Chemical Industries (Myanmar) Limited ("**CIML**"). CIML operates a high-quality sodium hypochlorite manufacturing facility in Myanmar.

Juta Properties Private Limited ("**Juta**"), another wholly owned subsidiary, serves as CIL's real estate arm, contributing to the diversification and strengthening of the overall business portfolio.

3.2 OUR BUSINESS

CIL aims to unlock future growth and capture new opportunities through three core pillars: growth, sustainability, and culture. With a strong emphasis on environmental responsibility, CIL is committed to strengthening its core operations while pursuing expansion into complementary and synergistic sectors.

Guided by these strategic pillars, CIL will continue to drive long-term value creation and strive to become the premier sustainable chemical solutions company in the region.

4. SUSTAINABILITY AT CIL

4.1 SUSTAINABILITY GOVERNANCE

At CIL, sustainability is embedded in our governance framework and integrated into how we conduct our business and create long-term value. As the highest governing body, the Board is collectively responsible for the Company's long-term success and provides strategic direction and oversight of sustainability matters. The Board oversees sustainability-related policies and endorses key ESG initiatives to ensure ESG considerations are incorporated into CIL's operations and risk management processes. It also reviews and approves the annual sustainability report, including the material topics and related disclosures presented. This governance structure enables the proactive identification and management of ESG risks and opportunities while ensuring alignment with CIL's strategic priorities and corporate governance practices.

Management is responsible for executing and implementing sustainability initiatives across the organisation. To support this process, the Sustainability Committee ("**SC**"), which includes a Board representative, provides strategic guidance to ensure sustainability efforts remain aligned with CIL's long-term business strategy, ESG objectives, regulatory requirements, and sustainability roadmap. The SC also facilitates integrating sustainability-related risks into the Enterprise Risk Management ("**ERM**") framework under the oversight of the Chief Executive Officer ("**CEO**"), who serves as the Risk Champion. In addition, the SC monitors the progress of sustainability initiatives and targets and oversees the preparation of the annual sustainability report before its submission to the Board for review and approval.

4.2 MATERIALITY ASSESSMENT

4.2.1 Materiality Matrix

CIL undertakes an annual review of its key ESG topics to ensure their continued relevance within its evolving business environment. Consistent with previous years, the assessment was conducted with reference to established reporting standards and industry benchmarks, including sustainability issues commonly reported by peers, SGX requirements, and voluntary reporting frameworks such as GRI, SASB, and TCFD.

Based on the review, the SC concluded that no new material topics were identified during the reporting year, and the ten existing material ESG topics remain relevant to CIL's business operations and stakeholder expectations. To better reflect the scope and intent of the corresponding GRI disclosure, two material topics have been renamed from "Product Quality" to "Customer Health and Safety" and "Waste Consumption" to "Waste Management" respectively.

Topics Areas	Material ESG Topics	GRI Index
Environmental	Energy Efficiency	GRI 302
Environmental	Water Management	GRI 303
Environmental	Climate Change and Carbon Emissions	GRI 305
Environmental	Waste Management	GRI 306
Social	Occupational Health and Safety	GRI 403
Social	Talent development, satisfaction, and retention	GRI 404
Social	Diversity and Equal Opportunities	GRI 405
Social	Community Relations	GRI 413
Governance	Governance and Business Ethics	GRI 205
Governance	Customer Health and Safety	GRI 416

4.2.2 Stakeholder Engagement

Understanding and addressing our stakeholders' interests is essential to CIL's long-term success and its ability to create sustainable value. We are committed to maintaining transparent, consistent communication with our key stakeholder groups while fostering ongoing engagement to build strong, collaborative relationships.

To support meaningful stakeholder participation, CIL engages stakeholders through tailored communication and engagement channels for each stakeholder group. Through these engagements, we seek to better understand stakeholder priorities, address their concerns, and strengthen our relationships.

The table below outlines the key stakeholder groups, engagement channels, and frequency of interactions.

Key stakeholders	Key Topics of Concern	Forms of Engagement	Engagement Frequency
Government and Regulators	• Compliance with laws and regulations • Corporate governance compliance	• Compliance reviews and audits • SGX announcements • Statutory Reporting • Online communications • Regulatory filings • Meetings and engagement sessions • Joint activities with relevant authorities • Seminars/Webinars	• As and when needed • Periodically • Annually
Suppliers	• Contract opportunity for supply of materials and services	• Supplier performance feedback	• Annually
Employees	• Compensation and benefits • Career development • Employee well-being • Occupational health and safety	• Performance appraisals • Staff meetings • Training and development • Town hall meetings • ACOP CORE guidelines • Team bonding • Feedback channels e.g. toolbox meetings	• Annually • Regularly
Shareholders and Investors	• Business and operations performance • Business strategy and outlook • Corporate governance compliance	• Annual general meeting • Corporate website, annual & sustainability reports, SGX announcements	• Annually
Labour Unions	• Human rights protection, wages, welfare, safety, working conditions, employee relations	• Collective agreement	• Every 3 years
Customers	• Reliability and quality of products • Timeliness of customer service response	• Face-to-face and online meetings • Verbal and email communications	• Regularly
Industry Bodies	• Business and operations performance • Research and innovation	• Membership • Industry dialogues and forums	• Periodically
Local Communities	• Contribution to and engagement with the local community	• Community initiatives	• Periodically

4.3 SUSTAINABILITY ACHIEVEMENTS IN FY2026

Topic	FY2026 Achievement: Target and Progress	Target for FY2027
Sustainability Performance	CIL successfully maintained its EcoVadis Silver rating during the reporting period, ranking within the top 15% of companies assessed. In addition, CIL improved its overall EcoVadis score from 59 points (74th percentile) to 69 points (86th percentile), reflecting continued progress in our sustainability performance.	CIL aims to maintain a Silver Rating in FY2027.
Governance and business ethics	No incidents of corruption were identified based on internal records and available information during FY2026. In November 2025, CIL conducted online refresher training on anti-bribery and conflict of interest and communicated its anti-corruption policies to all employees across its operations.	CIL remains unwavering in our commitment to maintaining zero corruption and fraud incidents across CIL's operations.
Customer Health and Safety	No incidents of non-compliance concerning the health and safety impacts of products and services were identified during the reporting period.	CIL remains committed to maintaining compliance with ISO 9001:2015 standards and applicable regulatory requirements and regularly monitors performance through testing and audits with zero major non-conformities.
Climate change and carbon emissions	CIL has achieved its total GHG emissions (Scope 1 & 2) intensity target of a minimum of 3% reduction in FY2026. In FY2026, CIL's total GHG emissions intensity was 0.127 tCO_2e per metric tonne of products produced, representing an 8.6% reduction compared to FY2025.	CIL's goal is to reduce the total GHG emissions intensity per metric tonne of products produced by a minimum of 3% as compared to FY2026.
Energy efficiency	CIL did not achieve its FY2026 target of a minimum 3% reduction in energy intensity per metric tonne of product produced. In FY2026, energy intensity was 0.351 MWh per metric tonne of products produced, representing a 5.6% increase compared with FY2025. The increase was mainly attributable to changes in operational conditions and production profile during the reporting period.	CIL aims to achieve a minimum 3% reduction in energy intensity per metric tonne of product produced in FY2027 compared to FY2026, and to ensure strict adherence to our energy management protocols under ISO 50001:2018 Energy Management System.
Water consumption	CIL has achieved its FY2026 target of reducing the water efficiency index by at least 3% per metric tonne of product. In FY2026, CIL achieved a water efficiency index of 1.27 m^3 per metric tonne, representing a 12.9% improvement over the previous year.	CIL aims to reduce the water efficiency index per metric tonne of product produced in FY2027 by at least 3% as compared to FY2026.
Waste management	Waste requiring disposal is handled by licensed contractors in accordance with local regulations. Recyclable materials are diverted where feasible.	CIL remains committed to no incidents of material breaches in FY2027 by regularly testing wastewater samples and disposing of all other waste through licensed third-party disposal services.
Diversity and equal opportunities	CIL has conducted the employment process based solely on merit, considering skills, experience, and the individual's ability to perform the job effectively.	CIL ensures that employee selection is based solely on merit, including skills, experience, and the ability to perform the job. We also continue to promote a

	As of FY2026, CIL remains recognised as a Tripartite Standards ("**TS**") Adopter by the Tripartite Alliance for Fair and Progressive Employment Practices ("**TAFEP**") for its age-friendly workplace practices, flexible work arrangements, grievance handling, recruitment practices, unpaid leave for unexpected care needs, and work-life balance.	progressive, inclusive, and equitable workplace for all employees.
Employee training, development, and retention	We ensured that all eligible employees underwent annual performance appraisals, and we achieved an average of 20.46 training hours per employee in FY2026, surpassing the target of 10 hours per employee.	CIL aims to provide each employee with at least 10 hours of training annually.
Occupational Health & Safety ("**OHS**")	In FY2026, CIL recorded a Total Recordable Injury ("**TRI**") of 3 recordable injuries, including 1 work-related injury for a worker who is not an employee, but whose work and/or workplace is controlled by CIL. There were zero fatalities, zero high-consequence work-related injuries, and zero recordable work-related ill-health cases.	CIL will continuously strive to achieve zero high-consequence injuries or fatalities, protect our employees' health and safety, and improve our TRI performance in FY2027.
Community relations	In FY2026, we engaged in various initiatives, including neighbourhood patrol, a blood donation drive, and grocery delivery to underprivileged families.	CIL remains committed to establishing itself as a valuable corporate citizen, making meaningful contributions to our local communities.

5. OUR SUSTAINABILITY PILLARS

5.1 CORPORATE GOVERNANCE

At CIL, business performance is closely aligned with our commitment to environmental and social responsibility. We strive to promote sustainable growth while embedding ethical and responsible business practices into our decision-making processes.

5.1.1 Governance

The Board comprises four male members, of whom three are Independent Directors. Recognising the importance of accountability and safeguarding shareholder interests, the Board has established a Code of Conduct and Ethics to foster an ethical organisational culture and uphold high standards of corporate governance. This commitment reinforces our broader sustainability objectives. Further information on the Board Diversity policy and Board core competencies can be found in AR2026.

5.1.2 Business Ethics and Anti-Corruption

Upholding integrity as one of our core values, we prioritise maintaining the trust and confidence of our stakeholders in all business interactions and relationships. We remain firmly committed to complying with all applicable anti-corruption and anti-bribery laws and regulations, safeguarding the Company from legal risks while preserving our reputation for ethical conduct.

CIL has established policies that prohibit employees from accepting bribes, gifts, or any undue advantages from external parties, as well as engaging in criminal acts, fraud, or any form of dishonest behaviour. In line with our zero-tolerance approach towards corruption, bribery, and extortion, we have also implemented whistleblowing mechanisms that enable employees and external parties to report suspected misconduct through confidential channels.

We are pleased to report that no incidents of corruption were identified based on internal records and available information during FY2026, reflecting the strong ethical standards upheld by our employees and business partners. To further reinforce our commitment to integrity, our anti-corruption policies are communicated to all employees, and we provide annual online training on anti-bribery and conflict of interest. These initiatives strengthen awareness of ethical conduct and promote a culture of transparency across our operations.

5.2 CLIMATE CHANGE AND ENVIRONMENTAL MANAGEMENT

CIL recognises the importance of managing our environmental impacts and contributing to global efforts to address climate change. We are committed to responsible environmental stewardship through improving energy efficiency, reducing GHG emissions, and managing resources and waste responsibly across our operations. Through continuous monitoring, operational improvements, and compliance with applicable environmental regulations, we aim to minimise our environmental footprint while supporting sustainable business growth.

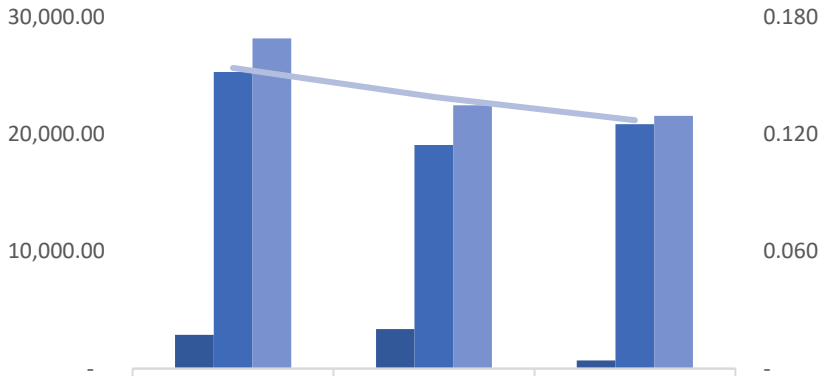
5.2.1 TCFD Disclosure

CIL acknowledges the potential impacts of climate change on our operations and the broader environment, and we are committed to integrating climate-related considerations into our business strategy and risk management processes. With reference to the TCFD recommendations, we assess climate-related risks and opportunities across four key pillars: governance, strategy, risk management, and metrics and targets. Through this approach, we aim to strengthen our resilience to climate-related risks, enhance transparency in climate-related reporting, and support the transition towards a low-carbon economy. The plans, targets, and feasibility assessments are subject to technological feasibility, regulatory developments, commercial viability, and Board approval.

Four Pillars	CIL's Approach
Governance	Climate-related risks and opportunities are managed through CIL's established governance and risk management framework (refer to Section 4.1: Sustainability Governance). The Board oversees significant climate-related matters through periodic updates on key developments, risks, and initiatives, while the SC supports the assessment and integration of climate-related considerations into the ERM framework to strengthen organisational resilience and support informed decision-making.
Strategy	CIL understands that climate change may present both risks and opportunities to our operations. We monitor regulatory developments, market expectations, and operational factors that may affect energy use, GHG emissions, and resource management. Where appropriate, we incorporate climate-related considerations into operational planning and environmental improvement initiatives. **Climate Risks Scenario Analysis** Progress is underway to strengthen CIL's understanding of climate-related risks and opportunities, including further development of relevant data and assessment capabilities. As part of our mid-term goals, we aim to incorporate climate scenario analysis into our climate-related reporting to better evaluate potential impacts under different climate pathways subject to data availability and business priorities. Scenario analysis remains under development and will be progressively incorporated as data maturity, and assessment capabilities strengthen. This will enhance decision-useful disclosures, support more informed strategic planning, and strengthen the integration of climate considerations into our ERM framework and long-term value creation. **Investment in New Technologies** The adoption of greener technologies is critical in supporting the transition towards a low-carbon economy. CIL has implemented a range of technological solutions to enhance energy efficiency and reduce overall energy consumption across its operations. We continue to actively evaluate and explore additional technological solutions to further decarbonise our processes and improve operational efficiency. These ongoing initiatives underscore CIL's commitment to environmental stewardship and sustainable growth, while supporting its broader climate-related objectives and long-term sustainability strategy. **Adopting Renewable Energy** CIL supports Singapore's Green Plan by installing solar panels across its facilities, aligning with the Energy Reset pillar to promote sustainable growth and strengthen energy resilience. We will continue to monitor technological and market developments for future reassessment. CIL is evaluating the feasibility of other renewable energy solutions available in the market, ensuring that any potential adoption is technically viable, economically sustainable, and suitable for long-term implementation. We remain committed to advancing our renewable energy transition and will continue to actively explore additional opportunities in this area. These efforts reflect CIL's ongoing commitment to sustainability and its aspiration to contribute to a more sustainable future. **Establishing a Carbon Inventory** CIL has conducted a comprehensive assessment of its Scope 1 and Scope 2 GHG emissions across the organisation to establish a clear understanding of its direct and indirect emissions profile. In FY2026, we expanded the boundary of our carbon inventory to include our real estate arm, Juta, thereby enhancing the completeness of our emissions disclosures.

Four Pillars	CIL's Approach
Strategy (Continued)	In line with our commitment to value chain decarbonisation, CIL has also implemented a Sustainable Procurement Policy and a Supplier Code of Conduct, embedding ESG considerations into supplier evaluation and selection processes. These measures are intended to ensure that suppliers align with CIL's sustainability principles and responsible business practices. Collectively, these initiatives reflect CIL's commitment to environmental stewardship and our proactive approach to identifying and mitigating climate-related risks across the value chain. **Carbon Target Setting** CIL has identified energy as a key focus area for target setting within our strategic climate response. Recognising that addressing climate change requires a holistic and organisation-wide approach, we are actively exploring opportunities to reduce emissions through enhanced energy efficiency and operational improvements. In alignment with the Singapore Green Plan 2030, we are developing medium-term and long-term emissions targets, supported by clear implementation pathways and milestones. **Capacity Building** In response to evolving market practices and increasing regulatory expectations, CIL is committed to strengthening internal knowledge and expertise to support effective sustainability governance and implementation. As part of this commitment, CIL continues to invest in capacity building and professional development. Our Sustainability Engineer has completed the GRI Sustainability Professional training programme, strengthening our capabilities in sustainability reporting in accordance with internationally recognised standards. In addition, the Sustainability Engineer is a certified ISO 14064 Lead Verifier, further enhancing CIL's technical expertise in GHG accounting and verification.
Risk Management	CIL has referenced the TCFD framework to guide our preliminary assessment of climate-related risks. Potential risks, including regulatory changes, operational disruptions, and environmental impacts, are identified and evaluated to determine appropriate mitigation measures. These risks are broadly categorised into: (1) transition risks associated with the shift towards a low-carbon economy, and (2) physical risks arising from the direct impacts of climate change. The Board continues to monitor these risks to ensure that appropriate controls and management practices remain in place. **Physical Risks** CIL recognises that physical climate-related risks, such as extreme weather events, flooding, rising temperatures, and potential water resource constraints, may impact our operations and supply chain in Singapore and Myanmar. These risks could result in operational disruptions, delays in the transportation of raw materials and finished products, increased cooling and energy demand, infrastructure damage, and workplace health and safety concerns. Prolonged heat exposure and severe weather conditions may adversely affect operational efficiency and employee well-being within our manufacturing facilities. To enhance operational resilience, CIL implements preventive maintenance programmes, emergency preparedness and response procedures, and workplace safety controls to minimise potential disruptions and safeguard our employees, assets, and operations. In addition, we are developing business continuity measures with reference to the ISO 22301:2019 framework to further strengthen our organisational resilience and preparedness against potential climate-related disruptions.

Four Pillars	CIL's Approach
Risk Management (Continued)	**Transition Risks** CIL recognises that climate change may give rise to transition risks across our operations. These risks include evolving regulatory requirements, evolving compliance obligations and associated regulatory risks, carbon pricing policies, costs associated with transitioning to a low carbon economy and increasing stakeholder expectations for sustainable chemical manufacturing and transparent ESG reporting. As governments and industries strengthen climate-related requirements, CIL may face increased compliance obligations, operational adjustments, and additional investments in environmental management, energy efficiency, and low-carbon initiatives. To manage these risks, CIL continues to monitor regulatory developments, strengthen internal controls and governance processes to ensure compliance with applicable regulatory requirements, improve resource and energy efficiency, and integrate climate-related considerations into operational planning and risk management processes. **Opportunities** While climate change presents risks, it also creates opportunities to strengthen operational efficiency and enhance long-term business resilience. CIL continues to explore opportunities to reduce energy consumption, optimise production processes, and improve resource efficiency, thereby lowering operational costs and GHG emissions. As stakeholder expectations for sustainable business practices continue to increase, enhanced environmental performance and transparent climate-related disclosures may also strengthen customer confidence, stakeholder trust, and market competitiveness. CIL remains committed to enhancing climate-related governance, improving environmental performance monitoring, and strengthening sustainability reporting practices to support responsible and sustainable business growth.
Metrics and Targets	In line with IFRS S1 and S2 requirements, CIL monitors and reports its GHG emissions with reference to the GHG Protocol Corporate Accounting and Reporting Standard. CIL's GHG emission inventory adopts the operational control approach in accordance with the principles set out under the GHG Protocol. Emissions are categorised into Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased energy) and are disclosed on a gross basis, without the use of offsets, in metric tonnes of carbon dioxide equivalent ("**tCO_2e**"). Scope 1 emissions comprise direct GHG emissions from facilities and vehicles under CIL's operational control. These emissions were calculated using activity data, including refrigerant top-up quantities, diesel consumption, and vehicle distance travelled, multiplied by the applicable emission factors. Consistent with FY2025, CIL applied emission factors from the Singapore Emission Factors Registry ("**SEFR**"), where available, for Scope 1 emissions calculations across its operating sites. Scope 2 emissions were calculated using the location-based method and include indirect emissions from purchased electricity and steam. Electricity emission factors applicable to CIL's operations in Singapore and Myanmar were applied for purchased electricity. Electricity generated from on-site solar installations has been included within the reported electricity consumption, as the associated renewable energy attributes are not owned or claimed by CIL. For purchased steam, associated GHG emissions were estimated using a supplier-specific steam emission factor, as no established location-based emission factor for purchased steam is currently available in Singapore.

Four Pillars	CIL's Approach
Metrics and Targets (Continued)	During the reporting period, our total GHG emissions intensity (Scope 1 and Scope 2) was 0.127 tCO_2e per metric tonne of total products produced, representing an 8.6% reduction compared to FY2025. Scope 1 emissions also recorded a significant reduction during the year, primarily attributable to improvements in operational and maintenance practices. **Refinement of GHG Emissions Intensity Metric (FY2024)** In FY2024, we refined our GHG emissions intensity metric from tCO_2e per metric tonne of sodium hydroxide produced to tCO_2e per metric tonne of total products produced, providing a more comprehensive measure of emissions performance across all operating sites. **Exclusion of Repackaging Volumes (FY2025)** In FY2025, repackaging volumes were excluded from the calculation as they do not represent actual production output. **Refinement of Production Volume Methodology (FY2026)** In FY2026, we further refined our production volume methodology to include both semi-finished and finished goods. Following these methodological refinements, FY2024 and FY2025 GHG emissions intensity figures have been restated to 0.154 tCO_2e and 0.139 tCO_2e per metric tonne of total products produced, respectively, to ensure consistency and comparability with the revised methodology. **GHG EMISSIONS (tCO_2e)**  FY24 / FY25 / FY26 Scope 1: 2,881.96 / 3,365.82 / 705.86 Scope 2: 25,280.13 / 19,075.16 / 20,841.48 Scope 1 & 2: 28,162.09 / 22,440.98 / 21,547.34 GHG Intensity (per MT prod): 0.154 / 0.139 / 0.127 *Note: Figures for GHG emissions intensity for FY2024 and FY2025 are restated. All figures presented have been rounded off.*

5.2.2 Environmental Management System

CIL manages its environmental responsibilities through a structured Environmental Management System ("**EMS**"), which supports regulatory compliance, environmental risk management, and continuous improvement in environmental performance. Our EMS is implemented in accordance with applicable local regulatory requirements and aligned with the internationally recognised ISO 14001:2015 standard, enabling a systematic approach to identifying, managing, and mitigating environmental impacts across our operations.

REGISTRATION CERTIFICATE

this is to certify that the management system of

CHEMICAL INDUSTRIES (FAR EAST) LTD

have been assessed by A CUBE TIC LIMITED and registered against the requirements of

ISO 14001:2015

Certificate Number	Date of Original Registration
20/16251	8th October 2002
Expiry Date	**Date of Re-Registration**
18th July 2026	19th July 2023

Alfonso Pagliuca, President & Founder, A Cube TIC Limited

At CIL, our commitment to minimising environmental impacts is reflected in the diligent monitoring and management of emissions from our manufacturing operations. We regularly monitor key pollutants, including hydrogen chloride, ammonia and ammonium compounds, chlorine, oxides of nitrogen, and carbon monoxide, to ensure compliance with regulatory requirements. Based on monitoring conducted during the reporting period and available records, testing results during FY2026 indicated that the concentrations of these substances remain within the permissible emission limits prescribed under the Standards of Concentration of Air Impurities under the Environmental Protection and Management Act (Air Impurities) Regulations 2008 and its 2015 amendment.

To strengthen our environmental and safety controls, the chlorine enclosure building and chlorine storage areas are designed to contain potential chlorine leaks. In addition, emergency chlorine scrubbers serve as a critical mitigation measure in the event of a chlorine release. Our facility utilises continuous automated chlorine monitoring systems to safeguard our workforce and the surrounding community. This infrastructure maintains indoor air quality within Ministry of Manpower ("**MOM**") regulatory limits, while supporting compliance with applicable regulatory requirements for process and perimeter emissions. We are pleased to report that chlorine concentrations within our plant boundaries remained well below the applicable regulatory limits during the reporting period.

5.2.3 Energy Consumption

Energy management is a key pillar of CIL's commitment to sustainable operations and responsible resource management. As an energy-intensive manufacturer of chlor-alkali products, we adopt a disciplined approach to enhancing energy efficiency across all aspects of our operations. We have established an Energy Management System ("**EnMS**") aligned with ISO 50001:2018, enabling us to systematically monitor, manage, and optimise energy consumption.

REGISTRATION CERTIFICATE

this is to certify that the management system of

CHEMICAL INDUSTRIES (FAR EAST) LIMITED

have been assessed by A CUBE TIC LIMITED and registered against the requirements of

ISO 50001:2018

Certificate Number	Date of Original Registration
22/17674	12th December 2022
Expiry Date	**Date of Re-Registration**
11th December 2025	N/A

Alfonso Pagliuca, President & Founder, A Cube TIC Limited

Our approach is supported by continuous initiatives to improve operational efficiency and reduce GHG emissions, including process optimisation, equipment upgrades, and real-time monitoring systems. We conduct annual internal and external audits, complemented by regular management reviews, to assess performance against established energy objectives, goals, and targets and to identify opportunities for continual improvement.

As a registered facility under Singapore's Energy Conservation Act 2012, our Sakra manufacturing plant also conducts periodic energy audits to identify and implement additional energy-efficiency opportunities, reinforcing our commitment to responsible energy use and long-term sustainability.

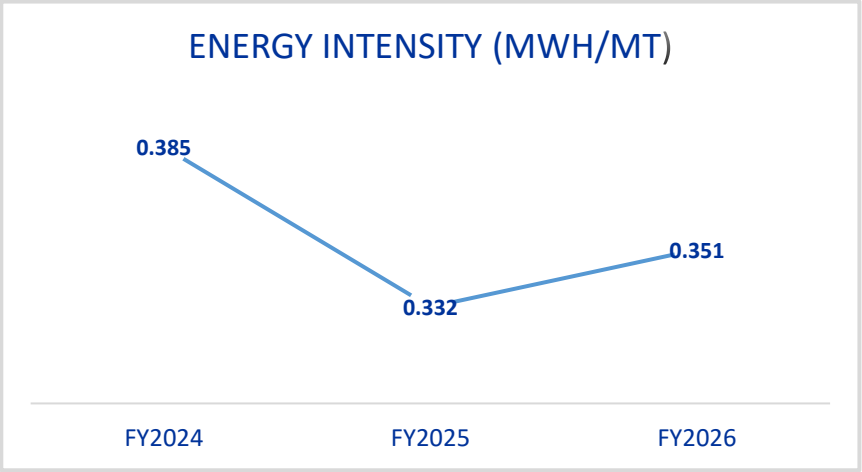
We drive energy performance through a combination of technological innovation, operational optimisation, and renewable energy adoption. The implementation of advanced technology has significantly reduced energy consumption compared to legacy systems, lowering power usage while supporting our decarbonisation objectives. In parallel, we continuously improve operational efficiency by upgrading equipment to more energy-efficient alternatives across our core processes.

In April 2025, we successfully upgraded our plant motors, further enhancing the energy efficiency of our manufacturing operations. We have also installed solar panels across our facilities in Singapore and continue to explore opportunities to expand renewable energy adoption in support of the Singapore Green Plan 2030.

In recognition of these efforts, CIL was honoured to receive the Outstanding SME Award under the Energy Efficiency National Partnership ("**EENP**") Awards 2025, presented by Singapore's National Environment Agency ("**NEA**"). This achievement reflects the effectiveness of our EnMS and reinforces our commitment to improving energy efficiency while strengthening operational resilience.

Our sustainability strategy extends beyond energy efficiency to encompass resource conservation, emissions management, and continuous innovation. By embedding sustainability considerations into our business decision-making processes, we strengthen operational resilience while contributing to Singapore's broader climate and sustainability goals. This recognition further motivates us to enhance our environmental stewardship efforts, pursue innovation in low-carbon solutions, and continue delivering sustainable value to our stakeholders.

In FY2026, our energy intensity increased by 5.6%, primarily due to changes in operational conditions and production profile during the reporting period. Despite this increase, we remain committed to continuously identifying and evaluating energy-efficiency initiatives and alternative energy sources to further improve our energy performance. The historical trend of our energy intensity is presented below.



**The energy intensity figures for FY2024 and FY2025 have been restated in line with our revised production volume calculation methodology. All figures presented have been rounded off.*

5.2.4 Water Efficiency

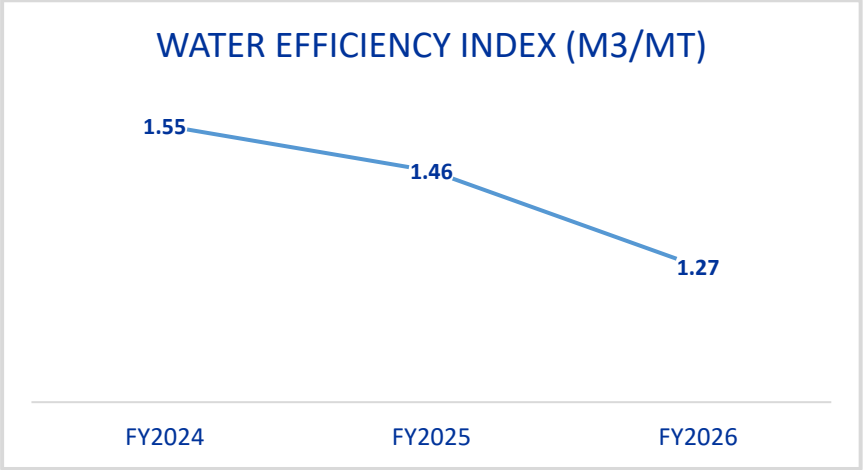
Water is a critical resource for our operations, and we are committed to its efficient use and responsible wastewater management. Across our facilities, we use demineralised water, NEWater, and potable water, and continuously monitor consumption to identify opportunities for efficiency improvements. Measures such as process water reuse and recycling are implemented where feasible to minimise wastage and support the sustainable management of shared water resources, while maintaining operational reliability.

We adopt a rigorous approach to effluent management, ensuring that all wastewater discharges comply with applicable regulatory requirements through stringent monitoring systems and appropriate treatment technologies. Our water management practices are further supported by regular internal and external audits and annual management reviews, ensuring ongoing effectiveness and compliance. These measures contribute to the conservation of water resources, the protection of local ecosystems, and compliance with regulatory standards. We are pleased to report that, based on internal monitoring and available records, CIL recorded no instances of non-compliance with water quality permits, standards, or regulations in FY2026.

CIL also reports its Water Efficiency Management Plan ("**WEMP**") to the Public Utilities Board ("**PUB**"), Singapore's national water agency, to support the monitoring and assessment of water efficiency performance. To further enhance water efficiency across our manufacturing operations, we have implemented multiple water initiatives.

Through continuous investment in water-efficient technologies and effluent management practices, we aim to safeguard water resources and support our long-term sustainability objectives.

In FY2026, we improved our water efficiency index to 1.27 m^3 per metric tonne of products produced, representing a 12.9% improvement compared to the previous reporting period. The historical trend of our water efficiency performance is illustrated below.



**Water Efficiency Index figures for FY2024 and FY2025 have been restated in line with our revised production volume calculation methodology. All figures presented have been rounded off.*

The Company continuously evaluates opportunities to improve water efficiency and optimise water resource utilisation. Potential initiatives are assessed for their technical feasibility, commercial viability and environmental benefits. Subject to Board approval, selected initiatives may be implemented to support the Company's long-term sustainability objectives.

5.2.5 Waste Management

CIL adopts a systematic approach to waste management to minimise environmental impacts and ensure compliance with applicable regulatory requirements. Given the nature of our chlor-alkali operations, our waste streams include process-related by-products such as brine sludge, spent chemicals, filter residues, and packaging materials. These waste streams are managed in accordance with our EMS, with a focus on reducing waste generation at source, promoting reuse and recycling, and ensuring safe handling and disposal practices.

Waste streams are segregated, monitored, and managed according to their characteristics. Hazardous waste, including chemical residues and contaminated materials, is handled in compliance with regulatory requirements and disposed of through licensed waste contractors to ensure safe and responsible treatment. Non-hazardous waste is managed through recycling and recovery initiatives, where feasible, to support resource efficiency and reduce the volume of waste sent for disposal.

To strengthen our waste management practices, we conduct regular internal reviews and audits to assess performance and identify opportunities for continuous improvement. Employees also receive training on proper waste handling procedures to promote compliance and minimise environmental risks. Through these measures, we seek to continuously reduce waste generation while improving operational efficiency.

During the reporting period, our operations collectively generated approximately 312.92 metric tonnes of waste, of which 96.93 metric tonnes were classified as hazardous waste. We plan to further enhance our waste reporting disclosures by expanding the reporting scope to include general waste data from all operating sites in future reports. A detailed breakdown of waste generated during the reporting period is presented in the table below.

FY2026 Effluents and Waste (GRI 306-3, 306-4, 306-5)		
Total waste generated	metric tonne	312.92
Hazardous	metric tonne	96.93
Non-hazardous	metric tonne	215.99
Total waste diverted from disposal	metric tonne	147.15
Hazardous	metric tonne	0.38
Non-hazardous	metric tonne	146.77
Total waste directed to disposal	metric tonne	165.77
Hazardous	metric tonne	96.55
Non-hazardous	metric tonne	69.22

5.2.6 Transforming the Industry

CIL maintains active memberships with the Singapore Chemical Industry Council ("**SCIC**") and the Singapore Water Association ("**SWA**"), underscoring our commitment to environmental stewardship, safety, and health. Through these industry platforms, we actively participate in technical initiatives and collaborative efforts to enhance performance in areas such as energy efficiency, water conservation, waste reduction, and broader environmental management practices.

As a signatory to the SCIC Responsible Care initiative, we conduct and submit annual self-assessments of our management practices, reaffirming our commitment to continuous improvement in sustainability, safety, and operational excellence.

We are proud to report that CIL achieved recognition in six of the seven award categories at the SCIC Responsible Care Awards 2025, receiving the Gold Award for Process Safety and Achievement Awards in Community Awareness and Emergency Response, Employee Health and Safety, Security, Pollution Prevention, and Product Stewardship. These achievements reflect our operational performance, management practices, and ongoing commitment to continuous improvement across our sustainability and operational initiatives.

5.3 OUR HUMAN CAPITAL

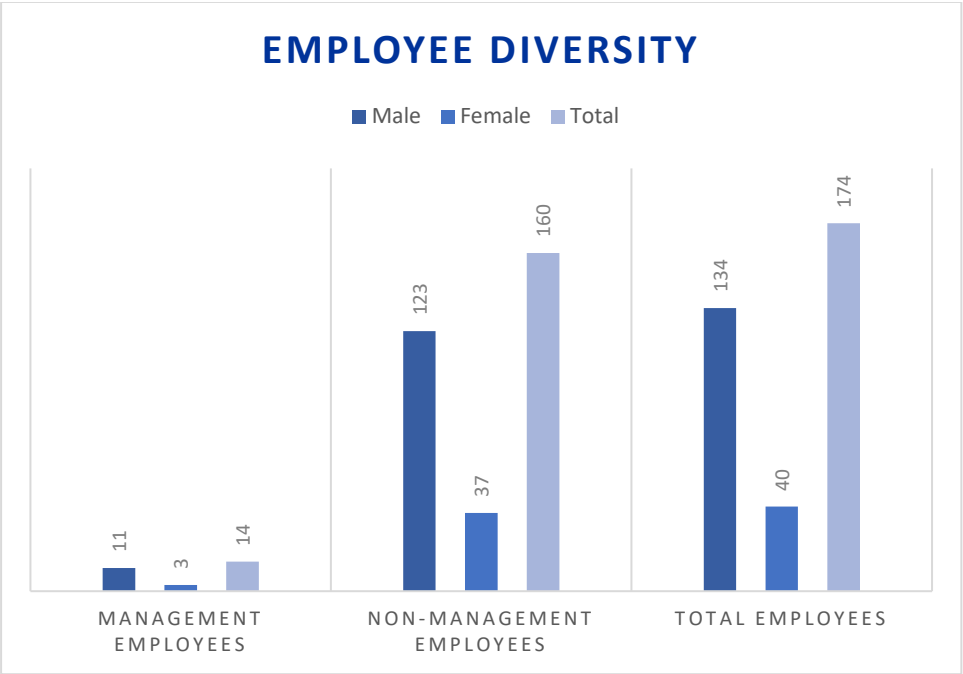
At CIL, we recognise that our employees are a key driver of sustainable growth and operational excellence. Guided by our core values of Care, Integrity, Excellence, and Leadership, we are committed to fostering a safe, inclusive, and supportive workplace that attracts, develops, and retains talent, while providing fair and equal opportunities for all employees. Our human capital strategy focuses on employee retention, fair employment practices, diversity and equal opportunity, and continuous training and development to support the well-being, growth, and engagement of our workforce.

Reflecting our commitment to an inclusive and empowering work environment, CIL has been recognised by Tripartite Alliance for Fair and Progressive Employment Practices as a Tripartite Standards ("**TS**") Adopter across six standards, including age-friendly workplace practices, flexible work arrangements, grievance-handling processes, fair recruitment practices, unpaid leave for unexpected caregiving needs, and work-life balance. These recognitions reinforce our ongoing efforts to cultivate a workplace culture that supports employee well-being, promotes inclusivity, and strengthens workforce resilience.

5.3.1 Employment

CIL upholds fair employment principles and is committed to providing equal opportunities across all aspects of employment. Our hiring, promotion, and career development practices are guided by a merit-based approach that ensures employees are assessed and rewarded based on their capabilities, performance, and contributions, regardless of background. CIL's employee handbook serves as a comprehensive guide to our human resource policies and management practices, incorporating fair and progressive employment principles across key areas such as recruitment, employee benefits, compensation, and training and development. Through these practices, we strive to foster a fair, respectful, and inclusive workplace where employees are supported in their professional growth and well-being.

As of 31 March 2026, CIL maintained a diverse and inclusive workforce across different age groups and organisational levels. This balanced workforce supports operational excellence, succession planning, knowledge transfer and the Company's long-term sustainable growth. A summary of our workforce composition across management and non-management categories is presented in the figure below.



5.3.2 Diversity and Equal Opportunities

CIL is committed to promoting diversity and equal opportunity across our workforce. We uphold fair employment practices and non-discrimination, ensuring that employees are treated with respect and provided equal opportunities regardless of gender, age, nationality, disability, or background. By fostering an inclusive workplace that values diverse perspectives, experiences, and contributions, we aim to cultivate a collaborative work environment that drives innovation, enhances employee engagement, and supports sustainable business performance.

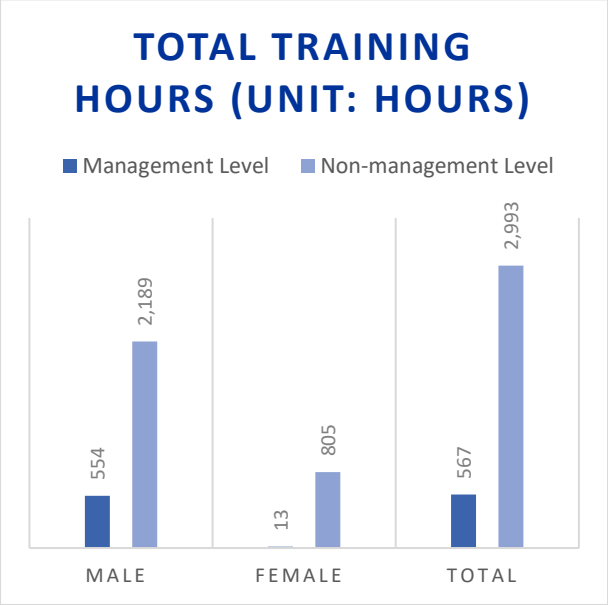
5.3.3 Employee Training and Development

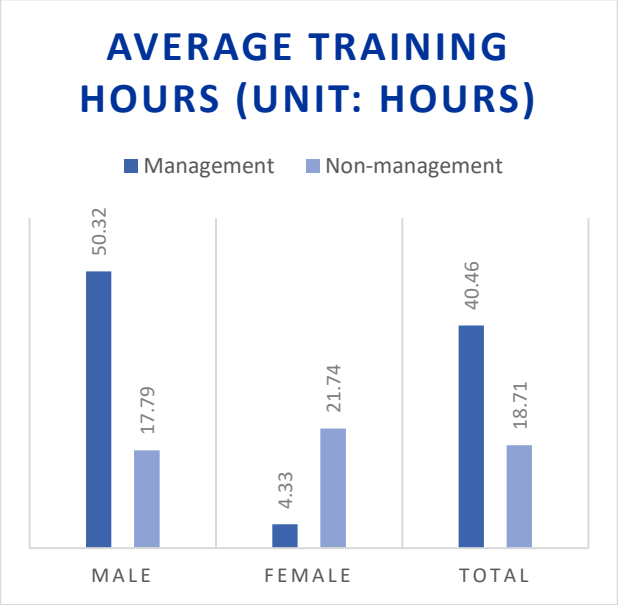
CIL values our employees and is committed to supporting their continuous development to enhance individual capabilities and drive long-term business success.

Our commitment to professional development is demonstrated through ongoing investments in our people and structured learning initiatives. Through training programmes, on-the-job learning, and professional development opportunities, we equip employees with the skills and knowledge needed to perform effectively and adapt to evolving industry requirements. Our training initiatives cover technical competencies, workplace safety, and professional skills, supporting both operational excellence and career progression. In addition, new hires undergo a comprehensive orientation programme to facilitate a smooth onboarding process and effective integration into the organisation.

CIL also conducts regular performance and career development reviews to evaluate employee performance, recognise contributions, and support professional growth. These appraisals provide a structured platform for employees and supervisors to discuss performance outcomes, establish development objectives, and identify training needs. The appraisal process promotes transparent communication, continuous improvement, and talent development, enabling employees to strengthen their capabilities while contributing to the Company's long-term success.

Through our investment in employee training and development, we aim to cultivate a skilled, competent, and resilient workforce that supports sustainable business growth. To reinforce this commitment, CIL aims to provide each employee with at least 10 training hours annually. In FY2026, our operations collectively recorded 3,560 training hours, averaging 20.46 per employee and exceeding our annual target. A detailed breakdown of training hours by employee category and gender is presented below.





5.3.4 Employee Retention

CIL complies with applicable labour laws and upholds the principles outlined in the Tripartite Guidelines on Fair Employment Practices. We adhere to the requirements of the Employment Act and the Child Development Co-Savings Act, ensuring employees receive fair remuneration, statutory benefits, and employment protection. Eligible female employees are entitled to up to 16 weeks of maternity leave, while eligible male employees are entitled to up to 4 weeks of paternity leave. During FY2026, two employees utilised parental leave; one resumed duty during the reporting period, while the other has left the company during the reporting period.

CIL maintains a collective bargaining agreement covering eligible employees, which outlines terms and conditions of employment, including wages, benefits, working conditions, grievance handling, and dispute

resolution processes. The agreement supports constructive labour-management relations and promotes a fair, respectful, and collaborative workplace.

We support employee well-being and work-life balance through initiatives that foster a healthy, supportive work environment. These include medical benefits, flexible work arrangements, and professional development opportunities. In line with the Tripartite Guidelines on Flexible Work Arrangement Requests, eligible employees may work from home for one day per week under our enhanced flexible work arrangement policy, subject to business and operational requirements. We also organise wellness programmes, team-building activities, community initiatives, festive celebrations, and employee recognition events to strengthen employee engagement and cultivate a positive workplace culture.

CIL conducts annual salary reviews to ensure remuneration remains competitive and aligned with market benchmarks. Recognising that employees may face additional financial commitments during festive periods, eligible employees may also apply for salary advances of up to two weeks of basic pay.

Through these initiatives and employment practices, we aim to support employee well-being, strengthen workforce engagement, and promote long-term employee retention. In FY2026, CIL continued to strengthen its workforce through targeted recruitment to support its operational and business requirements. Employee movements during the year reflected the Company's ongoing workforce renewal and organisational needs.

5.4 QUALITY, HEALTH AND SAFETY

5.4.1 Customer Health and Safety

CIL is committed to safeguarding the health and safety of our customers through strong product stewardship and responsible chemical management practices. In alignment with ISO 9001:2015 standards, CIL has established a Quality Management System ("**QMS**") to ensure the consistent quality, integrity, and reliability of our products. All products are manufactured, handled, stored, and delivered in compliance with applicable regulatory requirements and chemical safety standards.

REGISTRATION CERTIFICATE

this is to certify that the management system of

CHEMICAL INDUSTRIES (FAR EAST) LTD

have been assessed by A CUBE TIC LIMITED and registered against the requirements of

ISO 9001:2015

Certificate Number	Date of Original Registration
20/16249	28th August 2002
Expiry Date	**Date of Re-Registration**
14th July 2026	19th July 2023

Alfonso Pagliuca, President & Founder, A Cube TIC Limited

Our product stewardship approach encompasses the assessment and management of potential health and safety impacts throughout the product life cycle. This includes chemical classification, formulation controls, appropriate packaging, Globally Harmonised System ("**GHS**")-compliant labelling, and the provision of up-to-date Safety Data Sheets ("**SDS**") to support the safe handling, use, transportation, and disposal of our products.

Beyond quality assurance, CIL maintains comprehensive environmental and operational procedures to support effective product management and safeguard the health and safety of customers. These procedures govern product authorisation processes and help minimise operational risks, including delivery disruptions and the dispatch of incorrect, damaged, or deteriorated products. We also adhere to stringent transportation and logistics protocols to ensure the safe handling and movement of chemical products throughout the supply chain.

Customer feedback and complaints are closely monitored, reviewed, and investigated to identify potential issues and areas for improvement. Where necessary, corrective and preventive actions are implemented to address root causes and strengthen operational processes, reducing the likelihood of recurrence. Based on internal monitoring and available records, no material incidents of non-compliance with regulations or voluntary codes regarding the health and safety impacts of CIL's products and services were identified during the reporting period.

5.4.2 Occupational Health & Safety Management System

CIL is committed to providing a safe and healthy workplace for our employees, contractors, and visitors. Guided by our core value of "First in Safety", we implement comprehensive occupational health and safety ("**OHS**") practices to identify, assess, and mitigate workplace risks across our operations. Our safety management system aligns with SS 651:2019, providing a structured, systematic approach to managing OHS risks while supporting continuous improvement in workplace safety performance.

CERTIFICATE

Certificate Registration No. SH-SS651-0016

The Certification Body
of TÜV SÜD PSB Pte Ltd
certifies that the organization

CHEMICAL INDUSTRIES (FAR EAST) LIMITED
3 Jalan Samulun
Singapore 629127

has established and applies a Safety and Health Management System for the Chemical Industry for the scope of

Manufacture, Trading, Filling, Receiving, Storage and Delivery of Chlor-Alkali Products including HCl, NaOH, NaOCl, Cl2 & H2
(including the sites we enclosure)

Proof has been furnished that the requirements according to

SS 651 : 2019

are fulfilled.
The certificate is valid from 2024-12-27 to 2027-12-26
Date of Print : 2024-12-27

Meyrick Hulme
Head of Certification Body
Management Systems
Business Assurance Division

CERTIFICATE

The Workplace Safety and Health Council
is pleased to certify that

CHEMICAL INDUSTRIES (FAR EAST) LIMITED

has fulfilled the requirements to attain bizSAFE Level Star

This certificate is valid till 28/12/2027

Christopher Koh
General Manager
Workplace Safety and Health Council

In recognition of our commitment to maintaining high standards of workplace safety and health management, CIL has attained the bizSAFE Star certification, reflecting our proactive efforts to strengthen safety culture and uphold safety practices throughout the organisation.

CIL promotes active employee participation in maintaining a safe and healthy workplace through regular safety briefings, training programmes, and open communication channels on OHS matters. Employees receive ongoing safety training to enhance awareness of workplace hazards, reinforce safe work practices, and strengthen emergency preparedness and response capabilities. Safety Committees and Environment, Health and Safety ("**EHS**") officers facilitate regular consultation and communication between management and employees, enabling the identification and resolution of potential risks while fostering a strong safety culture across the organisation.

Incidents and near-miss events are systematically reported and investigated to identify root causes and implement corrective and preventive actions, supporting the continuous enhancement of our safety management practices. To encourage proactive reporting and early intervention, CIL has implemented a near-miss reporting system that allows employees to report unsafe conditions, unsafe acts, or faulty equipment through QR code-enabled reporting channels for timely follow-up and corrective action.

Our OHS management system is further supported by CIL's Safety and Health Procedures ("**SHP**"), which establishes clear roles and responsibilities, outlines company rules and safety requirements, and defines processes for training, risk assessments, and safety communication. In accordance with SS 651:2019 and the Approved Code of Practice ("**ACOP**") Clarity-Organisation-Review-Empower ("**CORE**") guidelines issued by the Workplace Safety and Health Council, our safety framework aligns with the Code of Practice on Safety Management Systems for the chemical industry. This structured approach strengthens employees' risk awareness in their day-to-day operations and supports the prevention of workplace incidents through consistent, systematic safety management practices.

ACOP CORE Guidelines

C	O	R	E
Clarity in identifying the Officers and BOD members who have WSH responsibilities.	Organisation Culture where leaders set the tone for WSH.	Review WSH management systems to ensure they are highly effective.	Empower workers to actively engage in WSH.

CIL's risk management approach prioritises applying the Hierarchy of Controls to prevent, eliminate, or minimise workplace hazards. Regular risk assessments are conducted across plant operations, chemical

handling activities, and the use of equipment and hazardous substances to identify and mitigate process safety risks. Safety performance is regularly monitored and communicated to relevant stakeholders, while employees receive risk management and specialised safety training to strengthen their ability to identify, assess, and manage workplace hazards.

To reinforce safety awareness and emergency preparedness across the workforce, CIL conducts regular safety drills, health monitoring initiatives, and monthly safety training programmes. During the reporting period, CIL participated in a mass fire drill organised by the National Fire and Emergency Preparedness Council ("**NFEC**") in September 2025, further strengthening our emergency response capabilities and readiness for potential incidents.

The EHS team works closely with employees and external stakeholders to identify opportunities for continuous safety improvement through Toolbox meetings, Workplace Safety and Health ("**WSH**") Committee meetings, Responsible Care initiatives, and community engagement platforms such as the Sakra Island Community Awareness Meeting. The WSH Committee, comprising both management and non-management representatives from various functions, meets monthly to review safety findings, assess recommendations, and discuss opportunities for enhancing workplace safety performance. These meetings are attended by key management personnel, including the CEO, reinforcing leadership commitment and accountability towards workplace safety and health.

During the reporting period, CIL further strengthened its EHS practices, streamlined the current work activities, and strengthened safety controls for high-risk tasks.

As a Major Hazard Installation ("**MHI**"), CIL's Sakra manufacturing plant, based on current internal assessments and available records during FY2026, maintains systems and processes intended to support compliance with applicable MHI requirements and periodically reviews controls for effectiveness. We have established a Safety Case for our operations, which is reviewed and updated every five years to ensure the continued safe operation of our manufacturing site. In addition, risk management implementation audits are conducted every three years to assess the effectiveness of risk control measures and ensure ongoing compliance.

Recognising the inherent risks associated with the transportation and distribution of chemical products, CIL has implemented measures to ensure safe handling and delivery across our supply chain. Our drivers hold valid hazardous materials transport driver permits, receive comprehensive safety training, and participate in regular emergency drills to maintain readiness in responding to incidents in accordance with established transport emergency response procedures.

In addition, our vehicles are equipped with GPS tracking systems that enable real-time monitoring of routes, speed limits, and driving practices, strengthening our ability to effectively manage transportation risks and uphold high safety standards throughout our logistics operations. During the reporting period, there were 2 reportable transport incidents according to incident records and available information during FY2026.

All employees and operational activities within CIL are covered under our OHS management system, which is subject to both internal and external audits. During the reporting period, CIL recorded a Total Recordable Injury Rate ("**TRIR**") of 0.97 for employees and 3.59 for non-employees, comprising two recordable employee injuries and one recordable injury involving a non-employee arising from chemical contact during the year. There were no work-related fatalities or high-consequence work-related injuries involving employees or non-employees.

0 Fatalities as a result of work-related injury	0 Number of high consequence work-related injury (excluding fatalities)
0 Recordable work related ill-health case	3 Recordable work-related injuries

In addition to workplace safety measures, CIL supports employee health and well-being through initiatives that extend beyond occupational safety. Our employee health insurance policy provides access to a range of non-occupational medical and healthcare services, supporting the overall well-being of our workforce. We have also engaged the Executive Counselling and Training Academy ("**ECTA**") to provide professional counselling services for employees and contractors, reinforcing our commitment to supporting mental health and emotional well-being.

Following the CultureSAFE Perception Survey conducted in the previous year, CIL further strengthened WSH practices across the organisation. Results from the current reporting period demonstrated an overall improvement of 9% across all assessment attributes, with leadership and commitment recording a notable 12% increase. Consequently, our overall CultureSAFE rating improved to 90%, reflecting stronger employee confidence that management prioritises WSH as a fundamental organisational value.

Moving forward, CIL remains committed to addressing these areas for improvement while continuing to enhance workplace safety performance and fostering a strong and sustainable safety culture across the organisation.

5.5 COMMUNITY

At CIL, we believe that strong and resilient communities are fundamental to sustainable growth and long-term value creation. We are committed to being a responsible and valued corporate citizen by contributing positively to the communities in which we operate. Our approach extends beyond business operations to support social well-being, help during times of need, and encourage active employee participation in community initiatives. Through targeted contributions, strategic partnerships, and volunteer efforts, we seek to create meaningful, lasting positive impacts in our communities while strengthening relationships with stakeholders.

Corporate Social Responsibility

CIL continued to demonstrate its commitment to corporate social responsibility ("**CSR**") through initiatives that support vulnerable communities and promote public well-being. During the reporting period, we actively participated in programmes to strengthen community support and encourage employee involvement in meaningful social initiatives.

In September 2025, in collaboration with Loving Heart MSC, CIL participated in the Neighbour Care Patrol programme to support vulnerable and socially isolated seniors. Through community visits, volunteers helped identify signs of distress, potential safety concerns, and opportunities to promote a safer and more supportive living environment within the community.

In November 2025, CIL also organised a company-wide blood donation drive, reinforcing our commitment to supporting public health initiatives and enhancing community well-being. Through these efforts, we continue to encourage a culture of care and social responsibility among our employees while creating positive impacts beyond our business operations.

In May 2026, CIL provided earthquake relief support in Myanmar, with total contributions amounting to MMK 19,189,288, comprising MMK 18,960,000 from CIL and MMK 229,288 contributed by CIML employees. The relief efforts included financial assistance and the provision of essential supplies such as medical kits, sanitary items, food, gas stoves, solar lights and bedding to affected communities.

In addition, CIL donated 5 metric tonnes of sodium hypochlorite to support emergency water treatment and the provision of safe water for affected communities. This initiative reflects the Company's commitment to humanitarian assistance and demonstrates how our products and expertise can contribute to protecting public health and supporting community resilience during times of crisis.

Employee Engagement

CIL recognises the importance of employee engagement in fostering a positive, inclusive, and connected workplace culture. Throughout the year, we organise festive celebrations and monthly birthday gatherings to strengthen team cohesion and boost employee morale. Regular town hall meetings also provide a platform for open communication, enabling employees to stay informed about the Company's performance, key initiatives, and strategic direction. Together, these engagement activities support employee well-being and foster a collaborative, inclusive workplace environment.

Guided by CIL's core value of "First in Safety", we remain committed to cultivating a strong WSH culture across the organisation. Our annual Safety Day serves as an important platform to reinforce safety awareness and encourage proactive participation in maintaining a safe working environment. The event features a range of activities, including fire drills, safety briefings and training sessions, interactive programmes, and mental health talks aimed at promoting both physical and psychological well-being.

As part of the event, CIL presents the Safety Excellence Award to recognise individuals who demonstrate exemplary commitment to workplace safety and health. This recognition programme encourages continuous improvement, promotes the sharing of safety best practices, and acknowledges efforts to minimise risks and prevent workplace incidents.

6. CIL'S JOURNEY OF SUSTAINABILITY

CIL is committed to creating a sustainable future by proactively minimising our environmental footprint and fostering positive social impact. We pursue this through clearly defined short-term, medium-term, and long-term sustainability objectives.

Short-Term Sustainability Vision (1-2 years)

CIL's short-term sustainability vision focuses on taking decisive, measurable actions to reduce our environmental footprint, strengthen ethical governance, and make positive contributions to society. Over the next one to two years, we are committed to achieving the following goals:

- **Ethics and Governance:** CIL aims to maintain a zero-tolerance approach to ethical breaches, with the clear objective of recording zero incidents of bribery, corruption, or fraud across all operations. To support this, CIL conducts regular employee training programmes on business conduct, including awareness of anti-bribery and anti-corruption policies, to strengthen our ethical culture.

- **Health, Safety, and Well-being:** Safety remains a cornerstone of our operations. CIL is committed to achieving zero high-consequence injuries or workplace fatalities and to improving our TRIR year on year, reflecting our unwavering focus on employee well-being and a strong safety-first culture.

- **People and Community:** CIL strives to be recognised as an employer of choice and a responsible corporate citizen. To this end, CIL will continue to invest in employee engagement and training, workplace safety enhancements, and community development and social responsibility initiatives.

- **Operational and Environmental Efficiency:** Improving resource efficiency is a top priority. CIL aims to achieve the following outcomes:
  - Minimum 3% reduction in energy intensity and GHG emissions intensity.
  - Minimum 3% improvement in water efficiency through process optimisation and improved water recovery.
  - Implementation of comprehensive recycling and waste reduction programmes to minimise material loss and increase resource recovery.

Medium-Term Sustainability Vision (3-5 years)

In the next three to five years, our sustainability strategy will evolve to create deeper environmental and social value while strengthening business resilience. CIL is committed to delivering the following outcomes:

- **Renewable Energy & Low-Carbon**: CIL aims to actively explore and invest in renewable energy solutions to reduce carbon intensity and operating costs. CIL also aims to transition to more sustainable practices to further reduce emissions across its value chain.

- **Water Circularity through Recycling**: To minimise freshwater withdrawals and reduce wastewater discharge, CIL is assessing various resource-efficiency initiatives. This supports our goal of circular resource use and reinforces our commitment to water circularity through recycling.

- **Sustainable Procurement & Supply Chain Engagement**: CIL aims to embed sustainable procurement practices across all purchasing activities, from production equipment to office supplies. CIL's procurement policy will prioritise vendors who adhere to ESG standards and demonstrate responsible sourcing practices.

- **Inclusive Culture & Social Responsibility**: CIL aims to embed diversity, equity, and inclusion ("**DEI**") into all facets of the organisation, encompassing ethnicity, race, citizenship, gender, age, and physical impairment, and to promote equal opportunity and inclusive workplace practices—not only within CIL but also in supplier engagement and community outreach. CIL remains committed to investing in community development programmes that foster inclusion, shared prosperity, and long-term social impact.

Long-Term Sustainability Vision (6-10+ years)

CIL envisions a future where it catalyses sustainable transformation—advocating systemic change, fostering circular practices, and championing inclusive growth. Over the next decade, CIL's commitment will evolve from operational excellence to industry leadership in sustainability, guided by the following strategic goals, subject to feasibility, business conditions, and Board approval:

- **Policy Advocacy and Stakeholder Collaboration:** CIL aims to actively engage with policymakers, regulators, industry partners, and other stakeholders to support sustainability discussions and industry development. The intention is to create a regulatory environment that promotes long-term, responsible, and sustainable business practices across all sectors.

- **Circular Economy Integration:** CIL aims to redesign our manufacturing, logistics, and supply chain systems by embedding circular economy principles—minimising waste, maximising resource recovery, and enhancing recyclability in product design and packaging.

- **High-Standard ESG Implementation:** CIL aims to implement best-in-class initiatives across:
  - **Environmental**: Continued improvements in energy efficiency, water stewardship, waste minimisation, and emissions reduction.
  - **Social**: Strengthened DEI practices, employee well-being programmes, and proactive community engagement.
  - **Governance**: Upholding ethical conduct, enhancing transparency, managing risks responsibly, and ensuring full regulatory compliance.

- **Scope 3 Emissions Initiatives:** CIL aims to implement strategies to address Scope 3 emissions, transitioning from carbon footprint measurement to the development of actionable reduction plans across CIL's operations and supply chain. The initiative will also prepare CIL for evolving Scope 3 emissions reporting requirements from SGX**.**

- **Strategic Review and Accountability:** CIL will review its long-term strategy periodically to adapt to evolving challenges and opportunities. CIL remains committed to transparent reporting and continuous improvement.

Looking forward, CIL recognises that long-lasting impact requires partnership. CIL will continue to collaborate with stakeholders, share our progress, and confront challenges with integrity, paving the way toward a more inclusive and sustainable future for all. Certain statements in this Report are forward-looking and subject to feasibility, regulatory developments, commercial viability, and Board approval.

7. GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of use	CIL's sustainability report has been prepared with reference to the GRI Standards for the period 1 April 2025 to 31 March 2026.
GRI 1 used	GRI 1: Foundation 2021

GRI Index	GRI Standard	Disclosure	Page number(s) and/ or Remark(s)
GRI 2: General Disclosures 2021	2-1	Organisational details	Pg. 6
	2-2	Entities included in the organisation's sustainability reporting	Pg. 5
	2-3	Reporting period, frequency and contact point	Pg. 5
	2-4	Restatements of information	Pg. 15, 17, 18
	2-5	External assurance	Pg. 5
	2-6	Activities, value chain and other business relationships	Pg. 6
	2-7	Employees	Pg. 19 -22
	2-8	Workers who are not employees	Pg. 24 - 25
	2-9	Governance structure and composition	Pg. 7,11, AR2026 pg. 8 - 11
	2-10	Nomination and selection of the highest governance body	AR2026 pg. 12 - 13
	2-11	Chair of the highest governance body	Pg. 7, 11
	2-12	Role of the highest governance body in overseeing the management of impacts	Pg. 7, 11
	2-13	Delegation of responsibility for managing impacts	Pg. 7
	2-14	Role of the highest governance body in sustainability reporting	Pg. 7
	2-15	Conflicts of interest	AR2026 pg. 6 - 7
	2-16	Communication of critical concerns	AR2026 pg. 19
	2-17	Collective knowledge of the highest governance body	AR2026 pg. 10
	2-18	Evaluation of the performance of the highest governance body	AR2026 pg. 13
	2-19	Remuneration policies	AR2026 pg. 14 -16
	2-20	Process to determine remuneration	AR2026 pg. 14 -15
	2-22	Statement on sustainable development strategy	Pg. 3 - 4
	2-23	Policy commitments	Pg. 9 – 13, 15, 16, 20, 23
	2-24	Embedding policy commitments	Pg. 9 - 12, Pg. 15 – 20, Pg. 23 - 25
	2-26	Mechanisms for seeking advice and raising concerns	Pg. 8, 11, AR2026 pg. 19
	2-27	Compliance with laws and regulations	Pg 9 - 10, 11, Pg. 15 - 26
	2-28	Membership associations	Pg. 19
	2-29	Approach to stakeholder engagement	Pg. 8
	2-30	Collective bargaining agreements	Pg. 22
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Pg. 7
	3-2	List of material topics	Pg. 7
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Pg. 11
	205-3	Confirmed incidents of corruption and actions taken	Pg. 11
	3-3	Management of material topics	Pg. 11
GRI 302: Energy 2016	302-3	Energy intensity	Pg. 9, 16 - 17
	3-3	Management of material topics	Pg. 9, Pg. 16 – 17

GRI Index	GRI Standard	Disclosure	Page number(s) and/ or Remark(s)
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Pg. 17 - 18
	303-2	Management of water discharge-related impacts	Pg. 17 - 18
	3-3	Management of material topics	Pg. 9, 17 - 18
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Pg. 14 - 15
	305-2	Energy indirect (Scope 2) GHG emissions	Pg. 14 - 15
	305-4	GHG emissions intensity	Pg. 15
	3-3	Management of material topics	Pg. 9, 11 - 15
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pg. 18 - 19
	306-2	Management of significant waste-related impacts	Pg. 18 - 19
	306-3	Waste generated	Pg. 19
	306-4	Waste diverted from disposal	Pg. 19
	306-5	Waste directed to disposal	Pg. 19
	3-3	Management of material topics	Pg. 9, Pg 18 - 19
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 21 - 22
	401-3	Parental leave	Pg. 21
	3-3	Management of material topics	Pg. 9 – 10, Pg. 21 - 22
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Pg. 23 – 25
	403-2	Hazard identification, risk assessment, and incident investigation	Pg. 23 - 25
	403-3	Occupational health services	Pg. 25
	403-4	Worker participation, consultation, and communication on occupational health and safety	Pg. 24 - 25
	403-5	Worker training on occupational health and safety	Pg. 24 - 25
	403-6	Promotion of worker health	Pg. 25
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 24 - 25
	403-8	Workers covered by an occupational health and safety management system	Pg. 24
	403-9	Work-related injuries	Pg. 24 - 25
	403-10	Work-related ill health	Pg. 24 - 25
	3-3	Management of material topics	Pg. 10, Pg. 23 - 25
GRI 404: Training and Education 2018	404-1	Average hours of training per year per employee	Pg. 21
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Pg. 21
	404-3	Percentage of employees receiving regular performance and career development reviews	Pg. 21
	3-3	Management of material topics	Pg. 10, 21
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pg. 9 - 11, Pg. 20
	3-3	Management of material topics	Pg. 9 - 11, Pg. 20
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Pg. 8, Pg. 25 - 26
	413-2	Operations with significant actual and potential negative impacts on local communities	Pg. 16, Pg. 23 -26
	3-3	Management of material topics	Pg. 25 - 26
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Pg. 9, 22
	3-3	Management of material topics	Pg. 22

8. SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	SASB Code	Accounting Metric	Response	GRI Standard	Location of Disclosure
Greenhouse Gas Emissions	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	This section aligns with the disclosures in Our Sustainability Pillars – Climate Change and Environmental Management.	GRI3-3 GRI 305 – 1	Pg. 11 - 15
Water Management	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	CIL reports zero water-related incidents of non-compliance in FY2026.	GRI 303 – 2	Pg. 18
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks.	This section aligns with the disclosures in Our Sustainability Pillars – Climate Change and Environmental Management.	GRI 303 – 2	Pg. 17 - 18
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated; percentage recycled.	CIL generated approximately 96.93 metric tonnes of hazardous waste in FY2026, of which less than 1% of hazardous waste was recycled.	GRI 306 – 3	Pg. 19
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests.	This section aligns with the disclosures in Our Sustainability Pillars– Community.	GRI 413 – 1	Pg. 25 - 26
Workforce Health & Safety	RT-CH-320a.1	Total recordable incident rate (TRIR). Fatality rate for (a) direct employees and (b) contract employees.	TRIR (employees): 0.97 TRIR (non-employees): 3.59 Fatality rate: 0	GRI 403 -9	Pg. 24
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks.	This section aligns with the disclosures in Our Sustainability Pillars – Occupational Health and Safety.	GRI 403 – 1 GRI 403 – 2 GRI 403 – 3	Pg. 23 - 25

Topic	SASB Code	Accounting Metric	Response	GRI Standard	Location of Disclosure
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (**GHS**) Category 1 and 2 Health and Environmental Hazardous Substances. Percentage of such products that have undergone a hazard assessment.	100% 100%	N/A	Pg. 22
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact.	This section aligns with the disclosures in Our Sustainability Pillars – Customer Health and Safety.	GRI 3-3 GRI 2 -27	Pg. 22
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry.	This section aligns with the disclosures in Our Sustainability Pillars.	GRI 3-3	Pg. 11 - 26
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incidents Count (**PSIC**), Process Safety Total Incident Rate (**PSTIR**), and Process Safety Incident Severity Rate (**PSISR**).	1 process safety incident reported in FY2026 and did not result in any recordable injuries/fatalities.	GRI 403	N/A
	RT-CH-540a.2	Number of transport incidents.	CIL reported 2 transport reportable incidents in FY2026 of which one resulted in recordable injury.	GRI 403	Pg. 24 - 25