EDMI

Sustainability Report 2024
Empowering a Sustainable Tomorrow, Today.

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About this Report

EDMI is proud to present our second Sustainability Report, covering the period from 1 January to 31 December 2024, in accordance with the GRI 2021 Universal Standards.

This report includes:

- Our Sustainable Development Framework, outlining our approach to Stakeholder Engagement, Sustainability Governance and our Materiality Goals.
- EDMI's sustainability material topics categorised under three core pillars of our Sustainability Strategy: Environmental Responsibility, Social Inclusion and Strong Governance

Scope of this Report

EDMI adopts an operational control approach per the Greenhouse Gas (GHG) Protocol to consolidate all entities under its reporting boundary.

Based on this reporting boundary, six entities are covered in this report[1]:

- EDMI Limited (Singapore)
- EDMI Electronics Sdn. Bhd. (Malaysia)
- EDMI (Shenzhen) Co., Limited (China)
- EDMI Europe Limited (UK)
- EDMI Pty Ltd (Australia)
- EDMI NZ Limited (New Zealand) (newly added in Sustainability Report 2024)

For the purposes of this report, we will refer to the entities respectively as Singapore, Malaysia, China, UK, Australia and New Zealand.

This Sustainability Report is issued on 18 June 2025 with the approval of the Group CEO. It has not been externally assured. There is one restatement of our 2023 Scope 1 greenhouse gas emissions due to the inclusion of New Zealand in the reporting scope in Sustainability Report 2024.

We strive to keep our stakeholders - including investors, suppliers, customers and employees, informed of our progress in achieving sustainability objectives. As part of our commitment to continuous improvement, we welcome feedback and questions about our sustainability practices. Feedback may be sent to us at sustainability@edmi-meters.com

[1] Not covered in this report are EDMI Philippines Inc (Philippines), EDMI International Trading (China-Shanghai) Co., Ltd, EDMI Gas Pty Ltd (Australia - Melbourne), EDMI (Thailand) Limited (Thailand), EDMI Japan Co., Ltd. (Japan), EDMI India Pvt Ltd (India), EDMI Spain S.L. (Spain), EDMI Continental DMCC (UAE) due to a lack of complete data and as they are judged to be immaterial to EDMI's overall footprint. From 2025, EDMI Continental DMCC (UAE) is no longer part of EDMI.

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CEO's Message

To All of Our Valued Stakeholders,

It brings me great pride to present EDMI's Sustainability Report 2024, showcasing our efforts in environmental stewardship, social responsibility and strong governance. In this our second Sustainability Report, EDMI has made significant strides toward advancing our sustainability ambitions. As the world faces increasing risks from geopolitical tensions, technological disruptions and economic volatility, our commitment to sustainability remains a key principle to drive continued success.

At EDMI, sustainability is at the core of our business model. Through our suite of Smart Metering Solutions, we empower customers to track their energy usage, providing a foundation for enhanced energy efficiencies, enabling informed energy choices, supporting the sourcing of clean energy, and ultimately helping to reduce their carbon footprint. Since the beginning of our sustainability journey in 2022, we have striven to deliver value to both internal and external stakeholders across key environmental, social and governance topics, while aligning our policies and practices with sustainability principles across our operations.

As a member of the Osaki Group, EDMI is proud to support the Group's sustainability goals and is committed to taking the necessary steps to achieve these ambitious

I am pleased to report that in FY2024, EDMI successfully reduced its energy intensity by 3%, resulting in an overall reduction in energy and fuel consumption compared to 2023.

objectives. As part of this effort, EDMI has developed a sustainability roadmap, outlining our plans to enhance sustainability reporting in the coming years. Additionally, EDMI is in the process of formulating a decarbonisation strategy to guide the reduction of our Scope 1, 2 and 3 emissions, in line with the science-based targets set by Osaki Group.

Our Sustainability Report serves as a platform to document our performance on material ESG topics in FY2024. I am pleased to report that in FY2024, EDMI successfully reduced its energy intensity (measured as energy used per square meter) by 3%, resulting in an overall reduction in energy and fuel consumption compared to 2023. These reductions were largely driven by the implementation of energy efficiency practices, particularly at our Malaysian manufacturing facility, which is our largest energy consumer. In FY2024, EDMI disclosed its initial iteration of Scope 3 emissions to give a comprehensive account of our environmental footprint across our value chain. These efforts represent initial steps toward aligning with the Osaki Group's science-based targets.

With the publication of our second Sustainability Report, I extend my deepest appreciation to our employees, partners, customers and all our stakeholders for their continued support on our sustainability journey. I look forward to many more years of collaboration as we work together to build a more sustainable world.

Sincerely,

Roy Kirsopp
Group CEO at EDMI

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About EDMI

Our Purpose

Established in 1978, EDMI is a global leader in smart metering solutions. We design, develop and manufacture advanced energy meters, along with intelligent metering systems for utilities worldwide. As the demand for smarter resource management grows, EDMI's solutions help customers enhance efficiency, optimise energy use, support clean energy integration and drive operational sustainability.
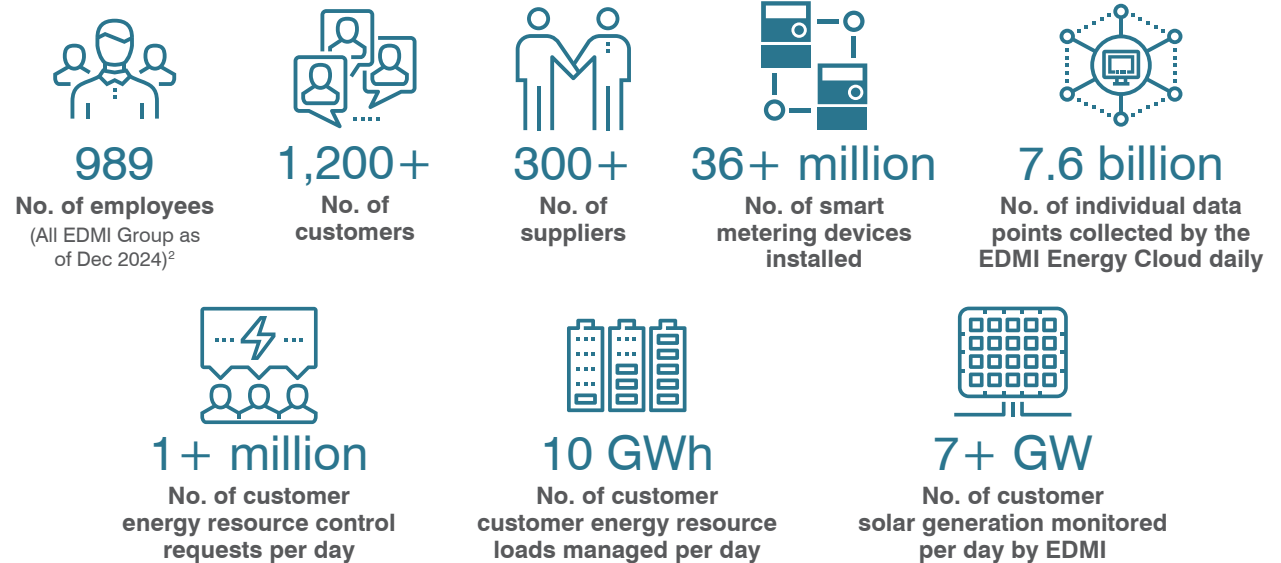
Our Smart Metering Solutions

EDMI offers a comprehensive range of high-quality, reliable smart metering solutions, including electricity, gas and water meters, as well as advanced infrastructure and energy management systems. These scalable solutions are tailored to the specific needs of the utility industries, positioning EDMI as a trusted partner for leading utility companies and energy retailers worldwide. Driven by innovation, we have a new range of more energy efficient smart meters, expanding our offerings from 2025. By enabling smarter energy and water management, EDMI helps its customers and their end-users reduce their environmental footprint.

Our Group

EDMI is owned by Osaki Electric Co., Ltd., a Japanese metering provider listed on the Prime Market of the Tokyo Stock Exchange. EDMI has delivered over 36 million smart metering devices across more than 100 countries, including Asia, Australia, New Zealand, Europe, the Middle East and Africa. With manufacturing facilities in Malaysia and China, along with a network of global manufacturing partners, EDMI ensures timely delivery to meet diverse customer needs. Financial details and matters pertaining to corporate

governance and sustainability at Osaki Group can be found in the Osaki Group Integrated Report. Our value chain encompasses research and development, manufacturing and distribution of smart metering solutions, with key upstream relationships involving component suppliers and contract manufacturers and downstream engagement with utilities, retailers and technology partners. We create value by delivering reliable, innovative energy management solutions that help our customers improve efficiency and enable the digital transformation of energy infrastructure.

989
No. of employees
(All EDMI Group as of Dec 2024)[2]

1,200+
No. of customers

300+
No. of suppliers

36+ million
No. of smart metering devices installed

7.6 billion
No. of individual data points collected by the EDMI Energy Cloud daily

1+ million
No. of customer energy resource control requests per day

10 GWh
No. of customer customer energy resource loads managed per day

7+ GW
No. of customer solar generation monitored per day by EDMI

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[2] EDMI Group has 989 employees in total, with 836 in the six entities covered in this report, as mentioned on page 3.

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Our Values

EDMI aspires to be a Global Energy Solution Leader, harnessing advanced technologies to create a better society through our energy solutions. Our company values serve to guide us in everything we do, fostering a lean, agile and high-performing culture that maximises business performance while providing fulfilling careers for our workforce.

Customer Focus
Our customers are partners; work with them. Their current and future needs shape our own future.

Be Passionate
Be curious, be innovative. Have passion for the work we do, the customers we serve and the future we can create together.

Show Trust & Respect
Act with integrity and behave responsibly. Earn trust by treating customers, suppliers and colleagues with the same respect you would want yourself.

Embrace Change
Be open-minded and positive. Change is always with the intention of improvement. A little change can sometimes make a big difference.

Collaborate & Learn
Proactively offer and ask for help, not just locally but regionally. Share experiences and learn from each other.

Be Accountable
Hold ourselves and others accountable for contributing to our common goals. Take ownership and feel empowered in everything you do.

Our Role in the Industry

EDMI participates in several industry committees and working groups to contribute to the development of innovation, standards and best practices in energy management, including international bodies such as the International Electrotechnical Commission (IEC).

Our Key Achievements

Since embarking on our sustainability journey in 2022, EDMI has made steady progress and achieved meaningful milestones. Following the publication of our first Sustainability Report in 2023, EDMI is committed to taking further steps to realise its sustainability ambitions. Key milestones since 2022 include:

October 2022
Establishment of EDMI's Sustainability Taskforce, kickstarting EDMI's sustainability journey

2023
- Introduction of Sustainability Code of Conduct for Suppliers
- Integration of Sustainability into Governance and Risk Management Frameworks
- Published policy statement on Human Rights and Diversity, Equity and Inclusion (DEI)

2024
- Publication of EDMI's inaugural Sustainability Report for FY2023
- Attained ISO14064 verification for FY2023 Scope 1 and Scope 2 greenhouse gas emissions
- Committed to science-based targets under the Osaki Group
- Conducted a product lifecycle assessment for two smart meter models

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Our Sustainable Framework

EDMI supports Osaki Group's vision to positively impact society by developing energy solutions and creating value through energy management, using measurement, control and IT systems. Through our sustainability framework, EDMI actively contributes to Osaki Group's sustainability efforts.

EDMI shapes its sustainability strategy by staying informed of global standards and frameworks, including the UN SDGs, Paris Agreement, World Economic Forum's Global Risk Report and MSCI Industry ESG Materiality Map. As part of Osaki Group, we have been participating in CDP's disclosure questionnaire since 2022 to assess carbon-related governance, impact and risk management. In the 2024 CDP Climate Change assessment, Osaki Group received a "B" rating, reflecting strong management and implementation of environmental initiatives.

EDMI has developed a roadmap to enhance its sustainability reporting, with the aim of aligning with the global consolidation of sustainability reporting around the IFRS S1 and S2 standards. This includes identifying sustainability and climate-related risks and opportunities through climate scenario analysis, setting targets for material ESG topics and exploring ways to minimise risks and impacts across the supply chain. Alongside this sustainability roadmap, EDMI has embarked on developing decarbonisation strategies to guide its future efforts to meet science-based targets set by Osaki.

Material Sustainability Topics

Identifying ESG issues material to EDMI and its stakeholders is a crucial first step in developing an effective sustainability strategy. In 2022, we conducted a comprehensive materiality assessment to identify our key ESG topics and goals. This assessment is essential for channeling our efforts in the right areas, particularly to address potential external impacts from our operations and the concerns of relevant stakeholders. We review our material ESG topics annually to ensure they remain relevant.

Our materiality assessment consists of four key areas of action:

We conduct a thorough assessment of our ESG performance against globally recognised ESG standards and frameworks, including those used by the Osaki Group, to understand our sustainability risks and performance.

We engage with stakeholders, particularly employees, through regular surveys and feedback mechanisms to inform our materiality assessments and prioritise sustainability-related issues within the organisation. By engaging with relevant stakeholders, we identify the most critical ESG issues and prioritise our efforts accordingly. More details are provided in the Stakeholder Engagement section.

We analyse sustainability disclosures from industry peers to benchmark our performance and identify areas for improvement, ensuring our practices are in line with industry best practices and expectations.

We monitor international and relevant national regulatory and reporting requirements, as well as industry sustainability developments relevant to our value chain, to ensure compliance and seek sustainability opportunities.

These four key actions inform our sustainability strategy, ESG pillars and disclosures. Utilising both internal and external expertise, we strive to ensure our ESG objectives are ambitious and relevant. In 2024, we confirmed that our material topics and materiality goals remain relevant to our business and stakeholders.

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EDMI's Core Sustainability Pillars and Materiality Goals

EDMI's Sustainability Strategy is built on the core pillars of Environmental Responsibility, Social Inclusion and Strengthen Governance. These pillars guide our actions and decisions as we strive to create value for our stakeholders and contribute to a sustainable future. Under these three pillars, we aligned with Osaki Group's five Materiality Goals, which also consist of key strategies intended to solve global sustainability issues. EDMI's material ESG topics, along with their corresponding ESG categories and materiality goals, are presented in the following table:

Pillars	Materiality Topics	Goals		
Environmental Responsibility	• **Energy** • **Emissions** • **Water and Effluents** • **Waste**	**Materiality Goal 1:** Minimise Environmental Impact		As part of our environmental responsibility, EDMI's mission is to design smart metering solutions that contribute to sustainable cities. With the use of our smart metering solutions, we facilitate efficient energy management, promote behaviour that conserves critical natural resources and support the development of resilient and liveable communities. We aim to achieve this while minimising our carbon, water and waste footprint.
		Materiality Goal 2: Contribute to Sustainable Cities and Communities		
Social Inclusion	• **Inclusivity, Diversity and Equal Opportunity** • **Community and Customer Engagement** • **Occupational Health and Safety** • **Security and Data Privacy** • **Training and Education**	**Materiality Goal 3:** Respect for Human Rights		We aim to promote social inclusion by incorporating human rights considerations into our decision-making processes. We conduct regular human rights impact assessments, engage with stakeholders to address potential grievances and uphold labour rights throughout our supply chain.
		Materiality Goal 4: Create a Diversified Workplace and Foster a Social Issue-Solving Culture		
Strengthen Governance	• **Corporate Governance** • **Regulatory Requirements**	**Materiality Goal 5:** Strengthen Governance		Our environmental and social mission is underpinned by a foundation of strong governance. EDMI recognises that effective corporate governance is necessary to uphold transparency and accountability in our operations. We continuously develop and rigorously review our policies, practices and commitments, guided by the instructions and guidelines of the Osaki Group. We strive to promote ethical practices among all stakeholders along our value chain, collectively working towards sustainable development and social cohesion.

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Stakeholder Engagement

Effective stakeholder engagement is vital for EDMI's sustainability efforts, particularly in the materiality assessment, as it integrates diverse perspectives into our decision-making. By understanding the concerns of our customers, suppliers, employees and other stakeholders, we can develop more effective, long-term sustainability solutions.

We build meaningful relationships with stakeholders through various channels. By addressing their needs and expectations, we ensure our practices contribute to the UN Sustainable Development Goals and drive sustainable growth. This approach creates value for all parties and supports a sustainable future.

Stakeholder	Platform and Frequency	Key Topics Addressed
Customers	Day-to-day engagement, continuous	Regular communication with customers for dialogue on sustainability topics as they arise, along with operational matters such as deliveries, firmware updates and refurbishment.
	Weekly or fortnightly governance meetings (varies by region)	Meetings focus on operational matters with occasional discussion of sustainability-related concerns.
	Bi-annual conference, customer events and monthly meetings (varies by region)	Events align with policies and values, addressing sustainability aspects like environmental practices regarding EDMI, governance and industry policies.
	Quarterly/Annual ISO9001 customer survey	Surveys provide feedback on customer satisfaction and areas for improvement, including sustainability.
Suppliers	Annual/Bi-annual key management level engagement	Key supplier management level engagement ensures alignment of supplier performance with business goals and objectives.
	Quarterly supplier engagement	Currently covers issues on performance, business updates and improvement projects. Future plans include integrating sustainability topics into discussions to enhance supplier sustainability.
Employees	Annual employee engagement survey	To ensure employee well-being, job satisfaction and engagement; gather feedback on workplace policies, practices and culture; foster a sense of belonging and alignment with organisational goals. Feedback obtained from surveys guides organisational improvements, including sustainability initiatives. The questionnaires cover the areas of Vision, Planning Activity, Culture, Engagement and Leadership Impact.
	Annual/Bi-annual global town hall meeting	Online townhall sessions are organised to disseminate essential business updates, encompassing challenges, opportunities and strategies for sustained growth, directly from the management team to all employees. These sessions facilitate interactive discussions and include a dedicated Questions and Answers segment, fostering engagement and aligning goals across the organisation while nurturing collaboration. Additionally, individual entities conduct more frequent engagement sessions with their respective regional management teams, ensuring localised focus and connectivity.

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Sustainability Governance

To execute EDMI's sustainability framework, we established a Sustainability Taskforce to oversee the development, implementation and monitoring of sustainability strategies and initiatives. Led by the Group Chief Corporate Officer & Director, it includes leads from legal, strategy, operations, human resources and technology functions, as well as representatives from the different entities to ensure that sustainability objectives are fulfilled across EDMI's global operations. The key objective of the Taskforce is to ensure dedicated expertise and focused attention on executing EDMI's sustainability development framework and efforts.

EDMI aligns with Osaki Group's sustainability efforts and reports its sustainability initiatives to Osaki Electric annually. More information about sustainability governance within the Osaki Group can be found in the Osaki Group Integrated Report.

All this ensures that EDMI's management team is well-equipped and informed to execute sustainability initiatives and goals through strong governance and policies and procedures. EDMI remains committed to developing, implementing and monitoring sustainability strategies effectively.

Stakeholder	Platform and Frequency	Key Topics Addressed
Employees	Employee reward and recognition program	To acknowledge and reward outstanding performance in alignment with the company value "OneEDMI". It encourages all employees to nominate deserving candidates for quarterly and yearly awards. The program aims to recognise and reinforce OneEDMI values, engage employees in individual and team growth and contribute to attracting and retaining talent by communicating the program as part of the company's Employee Value Proposition.
	Employee reward and recognition platform (day-to-day)	Implemented a global employee reward and recognition platform to facilitate the acknowledgment of achievements, encourage collaboration and enhance employee morale. Through the platform, employees can easily recognise the hard work and dedication of their peers, regardless of location, by awarding points that accumulate towards meaningful rewards. This fosters a culture of appreciation and teamwork, promoting a positive work environment where individuals feel valued and motivated to excel.

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Environmental Responsibility

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Environmental Responsibility

EDMI's Management of Environmental Responsibility

EDMI promotes environmental sustainability through initiatives that minimise environmental impact and enhance energy efficiency across its global operations. Energy efficiency is crucial for EDMI due to its direct relevance to our core business of providing smart metering solutions.

EDMI is dedicated to managing and reducing greenhouse gas emissions at its facilities, each implementing targeted strategies to address specific environmental concerns. By promoting greater energy efficiency, EDMI supports the larger goal of reducing global greenhouse gas emissions.

Beyond energy and emissions, EDMI exercises its environmental responsibility through water conservation and waste management across its operations, working towards its materiality goals of minimising environmental impact and contributing to sustainable cities and communities.

Energy

EDMI tracks electricity consumption across our global facilities to understand usage patterns and identify areas for improvement. Additionally, we monitor our usage of non-renewable energy sources such as diesel, petrol and LPG to assess our environmental impact and transition toward cleaner alternatives.

EDMI reported a total electricity consumption of 5,380,604 kWh. This represents a slight decrease compared to 2023. The decrease is attributed primarily to our Malaysia entity, which utilised 278,041 kWh less electricity in 2024 due to energy efficiency practices implemented. Total energy intensity across our entities for 2024 is 296 kWh/m², a reduction of 3.0% compared to 2023. Total fuel consumption fell by 18.8% from 2023 to 10,419.7 litres.

Electricity consumption within EDMI's operations

	FY2023[3]	FY2024
Grid electricity consumption (kWh)	5,548,847	5,380,604
Total electricity consumption (kWh)	5,548,847	5,380,604
Total Floor area (m²)	18,195	18,195
Electricity consumption intensity (kWh/m²)	305	296

Fuel consumption within EDMI's operations in litres

	FY2023[3]	FY2024
Petrol	4,831.3	4,453.2
Diesel	2,958.6	3,292.5
LPG	5,049.0	2,674.0
Total	**12,838.9**	**10,419.7**

[3] FY2023 figures have been restated to include EDMI NZ Limited in order to allow for better comparison of electricity consumption and intensity between FY2023 and FY2024.

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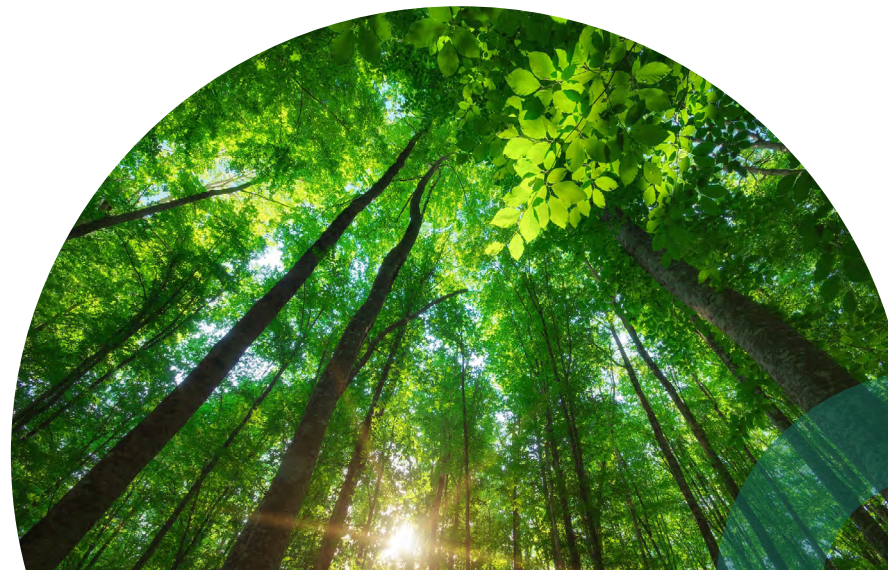
Emission Reduction

EDMI has developed a comprehensive greenhouse gas inventory in accordance with the Greenhouse Gas Protocol, the globally recognised standard for calculating greenhouse gas emissions. Our Scope 1 and 2 emissions inventory covers the six entities included in this report. In 2023, our Scope 1 and 2 emissions inventory was verified by TÜV Rheinland according to the ISO 14064-1:2018 standard and we have maintained the same methodology for our 2024 inventory.

Scope 1 and 2 Emissions

EDMI's Scope 1 emissions comprise the fugitive emissions from refrigerants used for air-conditioning and refrigerators and fuel burnt in facility vehicles and company cars. Scope 2 emissions are from purchased electricity at operational sites. EDMI's Scope 1 and 2 emissions in 2024 are as follows:

Scope 1 & 2 emissions in tCO_2e

	FY2023[4]	FY2024
Scope 1	3,548.6	3,525.0
Stationary combustion	7.6	7.9
Mobile combustion	19.4	19.1
Fugitive emissions	3,521.6	3,492.4
Scope 2	3,734.1	3,588.0
Total	**7,282.7**	**7113.0**

Building upon the FY2023 baseline emissions data, several initiatives have been implemented to achieve emission reductions. These include:

1. In Singapore, LED lamps replaced fluorescent lamps at the reception area in July 2024, resulting in estimated monthly energy savings of 115.5 kWh, based on an average of 22 weekdays per month.

2. In Malaysia, EDMI has implemented measures to reduce cooling needs at its manufacturing facilities, including shutting down heat-emitting machines when not in operation. Furthermore, we have initiated a study on installing photovoltaic (PV) systems to enhance energy efficiency and reduce our environmental footprint. A comprehensive evaluation, including investment planning, is scheduled for 2025, with implementation planned for the following years.

As a member of the Osaki Group, EDMI has a responsibility to contribute to the group's sustainability efforts. In 2024, Osaki Group submitted a commitment letter to the Science Based Targets initiative (SBTi), setting a group-wide target to reduce greenhouse gas emissions by 42% for Scope 1 and 2 and 25% for Scope 3, by FY2030 from a base year of FY2023. Osaki received SBTi's validation of these targets in March 2025.

EDMI is currently analysing its GHG emission data and developing strategies to achieve the Osaki Group's target.

Fugitive Emissions

EDMI's primary source of Scope 1 emissions comes from fugitive emissions associated with refrigerant use at its manufacturing sites and offices. To reduce greenhouse gas emissions, EDMI is assessing retrofits of its HVAC systems to transition to low-Global Warming Potential (GWP) refrigerants. EDMI reported zero emissions of ozone-depleting substances in 2024.

Scope 3 Emissions

EDMI has begun implementing a structured approach to measuring and calculating its Scope 3 emissions to provide a broader understanding of its carbon footprint across the value chain. As part of this process, EDMI conducted a screening exercise to identify Scope 3 hotspots. The material Scope 3 categories for EDMI are listed on page 15, along with performance data for 2023 and 2024.

To calculate Scope 3 emissions, EDMI used a combination of activity-based and spend-based methods, leveraging available data for each category. As data collection practices continue to improve across EDMI's value chain, the company will refine its Scope 3 calculation methodologies to enhance the accuracy and

[4] Figures for FY2023 are restated from Sustainability Report 2023 to include EDMI NZ Limited in the reporting scope.

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completeness of its disclosures in the coming years. As a manufacturer of smart meters, the majority of EDMI's Scope 3 emissions are derived from:

- Category 1: Purchased Goods and Services, comprising the components used in EDMI's smart meters and
- Category 11: Use of Sold Products, comprising the emissions associated with the use of EDMI's smart meters by end-customers over the lifetime of the meters sold.

Collectively, these categories account for over 90% of EDMI's Scope 3 emissions. EDMI saw an increase in total Scope 3 emissions arising from an increase in the production and sale of energy meters, which translated to higher emissions in Categories 1 and 11. EDMI recognises that Categories 1 and 11 are among the most challenging Scope 3 emissions to decarbonise, but has embarked on a set of strategies to reduce emissions from these categories in line with our science-based targets.

In the coming years, EDMI aims to engage with suppliers to report activity-based emissions data for key components to reduce emissions from Category 1 and introduce more energy efficient models to reduce emissions from Category 11.

As part of EDMI's efforts to map its carbon footprint across the value chain, a Life Cycle Assessment (LCA)

was conducted in 2024 for one electricity meter and one gas meter model using a 'cradle-to-gate' approach, in collaboration with a consulting firm and in accordance with ISO 14040/44 standards. This assessment has helped identify key areas for improvement and will

Scope 3 emissions in tCO_2e

	FY2023	FY2024
Category 1: Purchased goods/services	59,204	76,642
Category 2: Capital goods	2,459	3,008
Category 3: Fuel and energy related activities	400	367
Category 4: Upstream transport and distribution	3,489	3,530
Category 5: Waste generated in operations	234	104
Category 6: Business travel	849	636
Category 7: Employee commuting	181	161
Category 8: Upstream leased assets	276	276
Category 11: Use of sold products	184,695	203,448
Category 12: End-of-life treatment of sold products	476	551
Total Scope 3	**248,970**	**288,724**

inform future design, production and procurement enhancements.

Water Consumption

EDMI recognises that water is a scarce global resource that needs to be carefully managed. In 2024, EDMI reported 32.26 megalitres of water withdrawn from its entities in Singapore, Malaysia, China and Australia.[5] EDMI has reported no incidents of pollutants or contaminants in its discharged water in 2024.

Water withdrawal in megalitres

36.72
FY2023

32.26
FY2024

[5] Water consumption data is not available in UK and New Zealand as water bills are included as part of rent.

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Waste Management

As a leading provider of smart metering solutions and manufacturer of smart metering devices, we acknowledge the environmental footprint generated by our operations.

To responsibly manage our waste footprint, EDMI has in place a waste management system designed to minimise waste generation, promote recycling and responsible disposal practices and monitor waste impacts in accordance with local laws and regulations such as the EU Directive on Waste from Electrical and Electronic Equipment (WEEE).

To track and manage our waste effectively, we have implemented internal controls to monitor waste data across our various entities. This includes tracking paper, plastic, electrical waste, scrap metal, general waste and hazardous waste streams. Our waste data is categorised and reported separately for hazardous and non-hazardous waste. Hazardous waste refers to materials that pose a risk to human health or the environment due to their chemical, biological, or physical properties, such as expired flux off, contaminated containers and oil waste. In contrast, non-hazardous waste is disposed of through conventional means, as it does not contain materials that pose a risk to human health or the environment. Waste management processes are tailored to the specific needs of each location. Some examples are as follows:

Malaysia

- Hazardous waste is collected by a licensed transporter and transferred to a licensed contractor for safe disposal. Prior to disposal, waste is carefully segregated based on its chemical composition and physical type.
- Non-hazardous waste such as papers/carton boxes and plastic were segregated and recycled by the appointed recycling company. Other general waste including domestic waste will be sent to a landfill for disposal.
- In collaboration with our canteen operator, we are currently exploring the possibility of recycling our food and other organic waste as an initiative to reduce our monthly domestic waste while at the same time reducing carbon emissions.

Singapore

- Non-hazardous waste is sent to Waste-to-Energy incineration plants, while hazardous waste is disposed of through licensed toxic industrial waste collectors.

UK

- Non-hazardous waste is directed to landfill.

Additionally, EDMI actively explores recycling options across its operations to minimise waste and reduce its environmental footprint. In 2024, the company implemented new recycling programs at various locations, targeting specific waste streams and expected to yield cost savings and lower carbon emissions associated with waste disposal.

Water stream in tonnes

	FY2023	FY2024
Hazardous waste generated	4	1
Hazardous waste directed to disposal	4	1
Non-hazardous waste generated	250	207
Non-hazardous waste directed to disposal	239	196

Social Inclusion

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Social Inclusion

Supporting our People

EDMI recognises the vital contribution of its employees to achieve its sustainability goals and business success. The company strives to create a fair, inclusive and supportive work environment that fosters the overall well-being and professional development of its staff. To this end, EDMI has implemented a range of policies and initiatives to promote positive labour relations and employee welfare. Full-time workers with EDMI are entitled to a range of employee benefits and EDMI has implemented hybrid work arrangements for employees in various key locations.

Total number of employees

797

Male	Female	Non-binary	Other
402	393	2	0
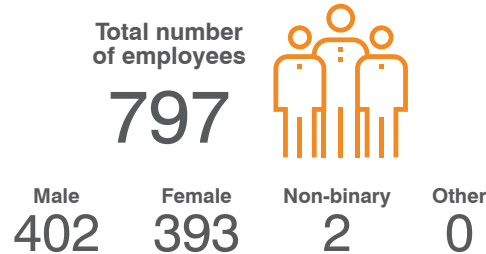
EDMI also engaged 22 contractors who are not employees. Malaysia, Singapore, the UK and Australia have 12, 3, 3 and 4 of these contractors respectively. They are predominantly maintenance staff and cleaners, except for Australia, where they supplement the IT team.

Total number of employees by employment type *(by Country)*

	Singapore	Australia	China	Malaysia	UK	New Zealand
Permanent	157	107	42	165	72	40
Fixed-term/ Temporary	4	5	94	109	9	2
Full-time Employees	161	106	136	274	68	39
Part-time Employee	0	6	0	0	4	1
Non-guaranteed hours	0	0	0	0	9	2

Total number of new hires by age

130

Total no. of new hires	Overall new hire rate[6]
73 Male / 57 Female	18.2% Male / 14.5% Female

Total number of employees by employment type *(by Gender)*

	Male	Female	Non-binary	Other	Total
Permanent	333	248	2	0	583
Fixed-term/ Temporary	77	146	0	0	223
Full-time Employees	393	389	2	0	784
Part-time Employee	7	4	0	0	11
Non-guaranteed hours	10	1	0	0	11
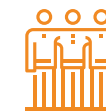
Total number of new hires by age

130

- <30 — 62
- 30-50 — 58
- >50 — 10

Total number of new hires by country

130

- Singapore — 17
- Australia — 25
- China — 17
- New Zealand — 5
- Malaysia — 7
- UK — 59

Rate of new hires
(Denominator: total number of employees)

<30	30-50	>50
7.8%	7.3%	1.3%

Rate of new hires
(Denominator: total number of employees in age group)

<30	30-50	>50
54.9%	15.1%	7.9%

[6] Denominator: total no. of employees in each gender category

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Inclusivity, Diversity and Equal Opportunity

Inclusivity, Diversity and Equal Opportunity

Diversity, Equity and Inclusion (DEI) is a cornerstone of our corporate culture, driving our business practices and recruitment strategies. We uphold human rights and strive to meet our mission while promoting inclusivity, diversity and equal opportunities. To achieve this, we have implemented anti-discrimination and harassment policies and launched an online learning program in 2024 to educate employees on the importance of DEI.

Diversity of employees by age

<30	30-50	>50
24.1%	58.6%	17.3%

Total number of employees (by age)

- <30 — 192
- 30-50 — 467
- >50 — 138

Total: 797
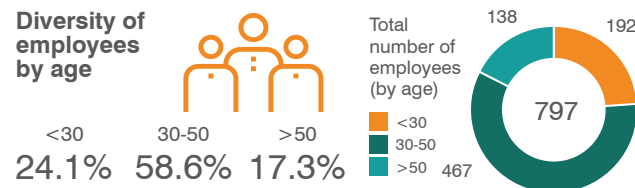
Non-Discrimination, Harassment and Unreasonable Treatment

EDMI aims to create a safe and inclusive workplace, free from any form of unfair discrimination based on an individual's background, culture, ethnicity, gender identity, or other personal traits. Other types of workplace harassment are not tolerated.

We strictly prohibit any form of discrimination, harassment, or any unreasonable treatment based on non-work-related characteristics such as national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, place of birth, social status, or any other basis prohibited by local law.

EDMI does not tolerate any behaviour that constitutes harassment or unreasonable treatment. This includes conduct that violates the dignity of any individual, causes mental or physical distress, or leads to any workplace victimisation or hostile work environment. We have in place channels for individuals to report any such harassment or unreasonable treatment, with safeguards in place to ensure no retaliation can be made against victims or whistleblowers.

In 2024, a total of 3 grievance incidents were reported and investigated in accordance with our established grievance mechanisms. Each case was addressed and all individuals involved were treated in an appropriate manner.

Preventing Modern Slavery

EDMI is committed to eradicating modern slavery from our operations and supply chain. We comply with relevant legislation, including the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. We have established a policy to prevent modern slavery within our business partners and provide training for employees on their roles in combating modern slavery.

Employee Well-Being

We prioritise employee well-being through initiatives like flexible work arrangements in our Singapore, UK, Australia and New Zealand offices. These arrangements are aimed at boosting productivity, morale and work-life balance, while also reducing the carbon footprint from employee commutes.

We offer a comprehensive benefits package, including flexible working arrangements and annual, sick, diversity, parental and long-service leave. For example, in our Singapore office, we allow department heads and managers

Parental leave *(by Gender)*

	Male	Female	Non-binary	Other
Total no. of employees that were entitled to parental leave in reporting period	169	82	1	0
Total no. of employees that took parental leave	31	28	0	0
Total no. of employees that returned to work (in the reporting period) after parental leave ended	31	26	0	0
Total no. of employees that still are employed 12 months after their return to work after parental leave	28	22	0	0

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to plan staggered working hours that accommodate individual employees' needs and job requirements, while also meeting EDMI's operational needs.

A flexible benefits plan is also provided in some offices to enhance employee well-being in terms of providing dental, optical and health screening support leading to a healthier and engaged workforce. It is a win-win for both employer and employees as it improves employee satisfaction, helps companies attract and retain talent and ensures cost-effective benefits management.

Employee Professional Development

At EDMI, our employees are the backbone of our organisation. To drive long-term success, we prioritise learning, training and professional development opportunities that foster a strong and skilled workforce. Our comprehensive approach to employee development includes a diverse range of initiatives that support career advancement and organisational goals.

Our performance management system empowers employees to take an active role in shaping their growth and development. We set annual goals and objectives that align with business strategies, our core values and desired core competencies, motivating employees to excel in their roles. Performance management is not just about evaluating employees—it's a strategic process that drives business success, fosters employee growth and builds a high-performance culture that ensures employees

and organisation thrive together. We offer tailored training programs to support the growth and development of our global workforce, designed to meet the unique needs of individuals and departments.

Our learning platforms provide flexibility for employees to create personalised development plans. For example, our Singapore office features 288 topics across various skills, while our Australian office has access to a vast library of content from over 250 leading learning providers. In 2024, we introduced additional topics to our online training programs, including "DEI and Workplace Discrimination" and "Sustainable Eating". For example, in our Singapore office, Technical Skills and Competencies

(TSCs) Assessments are conducted to determine the current technical skill levels of employees. Employees can observe their skill gaps based on the gap analysis and advance their careers professionally through learning and development interventions. Regular assessments identify learning needs in upskilling or reskilling for current or future roles and expert-led training sessions ensure employees have the skills and knowledge to thrive.

We conduct regular performance and career development reviews, providing opportunities for feedback, coaching and development. We recognise that a culture of continuous learning and growth is essential to driving our organisation's success and competitiveness.

Training and Education of Employee *(by Gender)*

	Male	Female	Non-binary	Other	Total
Total number of training hours	8,086	6,282	20	0	14,388
Number of employees	402	393	2	0	797
Average training hours per year	20	16	10	0	18

Training and Education of Employee *(by Category)*

	Management	Executive	Non-executive
Total number of training hours	4,097	7,377	2,914
Number of employees	124	400	273
Average training hours per year	33	18	11

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Average training hours per worker per year *(by Country)*

	Male	Female	Non-binary	Other	Total
Singapore	23	16	0	0	20
Australia	20	21	16	0	20
China	20	21	0	0	21
Malaysia	22	13	0	0	16
UK	18	18	0	0	18
New Zealand	11	15	4	0	12

Employee performance review *(by Gender)*

	Male	Female	Non-binary	Other	Total
Number of employees who received a regular performance and career development review	395	390	2	0	787
% of employees who received a regular performance and career development review	98%	99%	100%	0	99%

Employee performance review *(by Category)*

	Management	Executive	Non-executive
Number of employees who received a regular performance and career development review	123	390	273
% of employees who received a regular performance and career development review	99%	98%	100.0%

Health and Safety for our Employees

Employee Health and Safety

At EDMI, we prioritise workplace health and safety as a fundamental human right and an essential factor for business success. Our comprehensive safety and health program includes ongoing education and training, proper safety protocols and equipment to safeguard our workforce. We also emphasise mental health and wellness by conducting regular wellness talks and educational programs to raise awareness about mental health issues and stress management techniques.

Our organisational policies reflect our commitment to employee well-being by supporting health-related needs, including medical benefits and insurance. By promoting both physical and mental health, we foster a safe, supportive and healthy work environment that enables our employees to reach their full potential.

Our Singapore, Malaysia, China and Australia entities have achieved ISO 45001: Occupational Health & Safety Management systems accreditation, demonstrating our commitment to enhancing workplace safety standards. We also conduct regular Environment, Health & Safety (EHS) reviews to assess site performance and compliance.

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We take a proactive approach to minimising and preventing workplace injuries by identifying and addressing hazards specific to each entity, such as forklift trucks, laboratory work and potential accidents. In doing so, we create a safer working environment for our employees and stakeholders.

Our Key Achievements for FY2024

- Implemented a comprehensive health and safety program consisting of training and ongoing education for employees
- Conducted an EHS review at our Malaysia entity in 2024
- Provided regular wellness talks and educational programs on mental health and wellness

Hazard Identification and Risk Assessment

By systematically addressing workplace hazards and implementing appropriate control measures, EDMI aims to create a safe and healthy work environment for all employees. Continuous monitoring and improvement efforts are integral to our commitment to maintaining high standards of occupational health and safety across our global operations.

We use a systematic approach for hazard identification and risk assessment, which involves the following steps:

Regular Inspections
Routine inspections of work areas to identify potential hazards and ensure compliance with safety regulations.

Hazard Analysis
Assessing identified hazards to determine their potential impact on employee safety and health.

Risk Mitigation
Implementing control measures to minimise or eliminate identified hazards, including engineering controls, administrative controls, and personal protective equipment (PPE).

Training and Education
Providing comprehensive training programs to educate employees on hazard awareness, safe work practices, and emergency response procedures.

Incident Reporting and Investigation
Establishing protocols for reporting and investigating workplace incidents to identify root causes and prevent recurrence.

We offer a range of comprehensive training programs to identify and mitigate work-related hazards, ensuring our workforce is equipped to handle various situations and minimise risks.

In our Singapore entity, we offer:

CPR and First Aider Training
Equipping employees with the skills and knowledge to provide immediate assistance in medical emergencies.

Safety Committee Training
Educating safety committee members on their responsibilities and safety knowledge to promote a safer work environment.

Hazardous Substances Training
Providing employees with awareness and protocols for handling hazardous materials safely.

Fire Wardens and Emergency Response Team Training
Training designated personnel to respond effectively to fire emergencies and other workplace crises.

Forklift Operations Training
Ensuring proper training and certification for operating forklifts trucks safely.

Workplace Safety and Health Training for Cleaners:
Train cleaners to identify workplace hazards and associated risks, including physical, chemical, biological, and ergonomics hazards commonly encountered in cleaning tasks.

Health and Safety Awareness Online Training (for all EDMI group)
Promoting awareness of health and safety principles and best practices through online modules.

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Additionally, we offer a range of health services to support the well-being of our employees, including health insurance coverage and health examinations. These services aim to proactively address health issues and promote overall wellness among our workforce.

Health and safety disclosures *(by Gender)*

	Male	Female	Non-binary	Other
Number of work-related fatalities	0	0	0	0
Number of non-fatal work-related injuries	0	2[7]	0	0
Number of non-fatal high-consequence injuries	0	0	0	0
Number of work-related ill health fatalities	0	0	0	0
Number of non-fatal work-related ill health	0	0	0	0

CPR and First Aider training at the Singapore office

Supporting our Community

Community and Customer Engagement

EDMI aims to be a positive force in the communities we operate in. Our prospects are intertwined with the well-being of local communities and we seek to contribute positively to their socio-economic development while minimising negative impacts.

We engage in community engagement activities across our various entities.

Singapore

- In our Singapore entity, we organised a sing-along and game activity with a local nursing home, where employees joined seniors to promote socialisation and cognitive engagement.

- We also support the Singapore Centre for Social Enterprise (raiSE) to uplift aspiring social entrepreneurs and provide opportunities for social enterprises. We partner with iFood Pte Ltd and Boxgreen to provide catering services for our monthly engagement events and HR and training events.

Engagement with a local nursing home in Singapore

[7] 2 incidents of work-related injuries consist of one incident of minor cuts at the Malaysia entity and one incident of a bruised hand at the Australia entity.

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*Charity football match in support
of Breast Cancer Awareness
month in the UK*

Malaysia

- Our employees in Malaysia visited the old folks homes in Larkin, Johor where they engaged with residents to boost their happiness and show they are cared for.

UK

- Our UK entity continued its Charity Match Policy in 2024, matching up to £250 made by permanent employees to eligible beneficiary organisations to enhance the financial support provided to these organisations.
- We also supported Fruitful Offices' tree-planting campaign in the UK. For every fruit basket ordered weekly through them, one tree is planted to help combat deforestation and offset carbon emissions. A total of 485 trees were planted in 2024 as part of our contribution to the environment.
- In honour of Breast Cancer Awareness Month, our UK entity held a series of fundraising events, including a Wear It Pink contest, a pink-themed bake sale and a charity football match.

We will continue to explore opportunities to support social enterprises in other categories, fostering community engagement and social impact.

Security and Data Privacy

At EDMI, we are committed to safeguarding the privacy of all individuals and upholding the confidentiality of their personal information. We take a proactive approach to ensuring the security and integrity of personal information, adhering to the laws and regulations of countries and regions that govern data protection. Transparency about our data handling practices is paramount for effective data protection.

We ensure clear, concise and comprehensive disclosure about the collection, use and sharing of personal data in our partnerships and contracts with all relevant stakeholders. We strive to build a culture of accountability and responsibility, especially for roles and functions that deal with personal information. By prioritising transparency in our data protection measures, we demonstrate our commitment to building trust with our customers, partners and all relevant stakeholders.

We have reinforced our data privacy governance by appointing designated Data Protection Officers in key entities to ensure compliance with the General Data Protection Regulation (GDPR) and Singapore Data Protection Act 2012. We also deliver comprehensive global privacy training to employees, equipping them with the knowledge and best practices needed to safeguard personal data and uphold regulatory requirements.

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Effective Cybersecurity

We are committed to ensuring the security and integrity of our operations, particularly in the face of rapid technological advancements. To maintain strong cybersecurity, we have implemented robust technical and organisational measures, including encryption, access controls and training, to prevent unauthorised access, alteration, or sharing of personal data.

Our Information Security Management System (ISMS) complies with the international standard ISO 27001:2022, demonstrating our commitment to information security best practices. We regularly review our ISMS through internal and external audits and continually update our cybersecurity measures to stay ahead of emerging risks. By prioritising information confidentiality, integrity and availability, we protect our stakeholders, customers, partners and employees from potential threats.

In the event of a cybersecurity incident, our incident response plan enables us to respond swiftly and effectively, limiting damage and safeguarding both data and company interests. We maintain a proactive approach to cybersecurity, staying ahead of emerging risks and ensuring the confidentiality, integrity and availability of personal data. In 2024, we continued to strengthen cybersecurity by implementing the following measures:

Zero Trust Network Access (ZTNA)

- No user or device is trusted by default, whether inside or outside the network.
- Continuously verifies user identity, device security and contextual factors before granting access to sensitive resources.

Electronic Signature (e-Signature)

- Implemented to authenticate and verify the identity of individuals signing documents.
- Ensures digital transactions and agreements are legally binding and tamper-proof, improving business process integrity.

Two-Factor Authentication (2FA) for Microsoft 365

- Enforced 2FA for all users in the Microsoft 365 environment.
- Requires two forms of verification to prevent unauthorized access due to compromised credentials.

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Strengthen Governance

Corporate Governance

As a member of the Osaki Group, we adhere to the Osaki Group's Charter of Corporate Behaviour, committing to ethical business practices and responsible corporate citizenship. The Osaki United International Pte Ltd (OUI) Board, comprising Osaki Electric board members and a local representative, governs EDMI Limited and its subsidiaries, meeting monthly to discuss strategic planning, financial oversight, risk management, governance and compliance. More information on the governance structure at Osaki Electric can be found in its Osaki Group Integrated Report.

Risk Management

We prioritise corporate governance and risk management to ensure transparency, accountability and ethical behaviour across our organisation. Our management approach involves proactively identifying and analysing potential risks, and engaging various departments and committees in the process. This comprehensive approach has led to the development of robust risk maps and strategies, including mitigation plans, to effectively address and manage risks.

Whistleblowing Policy

Our Whistleblowing Policy empowers employees to report concerns regarding possible unethical or fraudulent practices confidentially through our dedicated Whistle Blower channel. This safeguard ensures that

We have implemented a risk-based approach when assessing and engaging with our suppliers, involving a systematic assessment of supplier sustainability risk, clear commitments from suppliers and prioritisation of high-risk suppliers for regular monitoring or audits.

employees can speak out without fear of retaliation, allowing for prompt remedial action to be taken and potential damage to be mitigated.

Code of Professional Conduct and Business Ethics

Our Code of Professional Conduct and Business Ethics Policy outlines the principles that govern our interactions with internal and external stakeholders. The Code is designed to uphold the highest standards of integrity, honesty and values, which are expected of every employee as individuals and as representatives of the Company. The Code also details the proper procedures for managing conflicts of interest both within and outside the Group. Additionally, it outlines policies regarding the acceptance of gifts, hospitality, or any other favors, which each employee is required to adhere to strictly.

Anti-Bribery and Corruption Policy

We have a strict zero-tolerance policy against bribery and corruption, adhering to all relevant anti-bribery laws and regulations globally. Our Anti-Bribery and Corruption

Policy is designed to deter all forms of bribery and we require all managers and executives to undergo training on the Anti-Bribery and Corruption Policy and Code of Professional Conduct and Business Ethics.

EDMI performs an internal self-assessment of operations for risks relating to corruption as part of its Sub-Risk Committee and found no risk of corruption raised at its sites of operation.

In 2024, we reported no confirmed incidents of corruption. We have not received any corruption-related whistleblowing reports.

Supplier Sustainability Management Policy and Business Partner Code of Conduct

Our business engagement and conduct with suppliers is guided by our Supplier Sustainability Management Policy. We expect our suppliers to uphold the highest standards of integrity and ethics in their business practices. We have implemented a risk-based approach when assessing and engaging with our suppliers, involving a systematic

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assessment of supplier sustainability risk, clear commitments from suppliers and prioritisation of high-risk suppliers for regular monitoring or audits.

In 2024, we engaged with 62 selected suppliers and vendors. 61 out of 62 suppliers and vendors participated in the Business Partner Code of Conduct Questionnaire, while all 62 suppliers and vendors submitted the Compliance Questionnaire. One supplier opted not to submit the Business Partner Code of Conduct Questionnaire due to their extensive customer base. They adhere strictly to their own established Code of Conduct, which aligns with industry standards and ensures optimal and timely service to their clients. This high response rate reflects EDMI's strong supplier engagement and commitment to ethical business practices across our supply chain.

Supply Chain Audits

We conduct supply chain audits to ensure compliance with responsible business practices in key areas such as labour standards, health & safety, environment and business ethics. As of the end of 2024, three of our turnkey manufacturers, including our primary manufacturing plant in Malaysia, have undergone a SEDEX (Supplier Ethical Data Exchange) audit. SEDEX is a global non-profit organisation that provides a platform for companies to manage and improve the ethical performance of their supply chains. Through these SEDEX audits, EDMI can assess the conditions,

practices, workers and risks at each site, addressing sustainability concerns in areas like supply chain ethics and compliance. This includes evaluating performance on social and environmental issues such as labour rights, health and safety and environmental management.

Regulatory Requirements

EDMI is committed to complying with all applicable laws and regulations in the jurisdictions where we operate. We prioritise providing hazardous substance-free products that meet environmental and regulatory requirements while staying updated on emerging regulations and trends.

Our Sustainability Policy aligns our business operations with current and future regulatory requirements, promoting sustainable energy solutions and balancing business priorities with social, economic and environmental responsibilities.

We ensure that our business is conducted with integrity, adhering to internal policies such as the Sustainability Policy and Supplier Sustainability Management Policy. Suppliers are expected to comply with competition law and anti-trust regulations. We regularly review and update our policies to reflect changing legislation and regulations.

Our Human Rights policy conforms to international codes and agreements, including the United Nations International Bill of Human Rights, the United Nations Global Compact and the ILO Declaration on Fundamental Principles and Rights at Work.

In 2024, we reported no instances of fines or non-monetary sanctions related to non-compliance with environmental and socioeconomic laws and regulations.

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Statement of use	EDMI has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable.

GRI Standard	Disclosure Number and Title	Report Section	Page	Requirements Omitted	Reason and Explanation for Omission
General Disclosures					
GRI 2: General Disclosures 2021	2-1	2-1 Organizational details	About EDMI	4		
	2-2	2-2 Entities included in the organization's sustainability reporting	About this Report	3		
	2-3	2-3 Reporting period, frequency and contact point	About this Report	3		
	2-4	2-4 Restatements of information	About this Report	3		
	2-5	2-5 External assurance	About this Report	3		
	2-6	2-6 Activities, value chain and other business relationships	About EDMI	5-6		
	2-7	2-7 Employees	Social Inclusion > Supporting our People	18		
	2-8	2-8 Workers who are not employees	Social Inclusion > Supporting our People	18		
	2-9	2-9 Governance structure and composition	Strengthen Governance > Corporate Governance	27		
	2-10	Nomination and selection of the highest governance body	Strengthen Governance > Corporate Governance	27		
	2-11	Chair of the highest governance body	Strengthen Governance > Corporate Governance	27		
	2-12	Role of the highest governance body in overseeing the management of impacts	Our Sustainability Framework > Sustainability Governance	11		
	2-13	Delegation of responsibility for managing impacts	Our Sustainability Framework > Sustainability Governance	11		

GRI Standard	Disclosure Number and Title		Report Section	Page	Requirements Omitted	Reason and Explanation for Omission
General Disclosures						
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Our Sustainability Framework > Sustainability Governance	11		
	2-15	Conflicts of interest	Our Sustainability Framework > Sustainability Governance > Code of Professional Conduct and Business Ethics	11 27		
	2-16	Communication of critical concerns	Our Sustainability Framework > Sustainability Governance > Code of Professional Conduct and Business Ethics	11 27		
	2-17	Collective knowledge of the highest governance body	Our Sustainability Framework > Sustainability Governance	11		
	2-18	Evaluation of the performance of the highest governance body	Our Sustainability Framework > Sustainability Governance	11		
	2-19	Remuneration policies	NA		Remuneration policies	**Confidentiality Constraints** We considers this information as confidential as it is essential to our competitive edge
	2-20	Process to determine remuneration	NA		Process to determine remuneration	
	2-21	Annual total compensation ratio	NA		Annual total compensation ratio	
	2-22	Statement on sustainable development strategy	CEO's Message	4		
	2-23	Policy commitments	Disclosed throughout the report			
	2-24	Embedding policy commitments	Disclosed throughout the report			
	2-25	Processes to remediate negative impacts	Disclosed throughout the report			
	2-26	Mechanisms for seeking advice and raising concerns	Strengthen Governance > Corporate Governance	27		
	2-27	Compliance with laws and regulations	Strengthen Governance > Regulatory Requirements	28		
	2-28	Membership associations	About EDMI > Our Role In the Industry	6		
	2-29	Approach to stakeholder engagement	Our Sustainability Framework > Material Sustainability Topics	10		
	2-30	Collective bargaining agreements	Our employees are not part of any collective bargaining agreements			

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GRI Standard	Disclosure Number and Title		Report Section	Page	Requirements Omitted	Reason and Explanation for Omission
General Disclosures						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Sustainability Framework > Material Sustainability Topics	8-9		
	3-2	List of material topics	Our Sustainability Framework > Material Sustainability Topics	9		
Environmental Responsibility						
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Responsibility	13		
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Environmental Responsibility > Energy	13		
	302-3	Energy intensity	Environmental Responsibility > Energy	13		
	302-4	Reduction of energy consumption	Environmental Responsibility > Energy	13		
	302-5	Reductions in energy requirements of products and services	Environmental Responsibility > Energy	13-15		
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Responsibility > Emission Reduction	14-16		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility > Emission Reduction	14		
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility > Emission Reduction	14		
	305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility > Emission Reduction	14-15		
	305-5	Reduction of GHG emissions	Environmental Responsibility > Emission Reduction	14-15		
Water and Effluents						
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Responsibility > Water consumption	15		
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Environmental Responsibility > Water consumption	15		

GRI Standard	Disclosure Number and Title		Report Section	Page	Requirements Omitted	Reason and Explanation for Omission
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