

Sustainability Report

“The greatest threat to our planet is the belief that someone else will save it.”

Robert Swan (b. 1956) – Explorer & Environmentalist Advocate for sustainability, renewable energy, and the preservation of Antarctica.

Procurri has been carbon-neutral since 2021. To achieve this, we avoid, reduce, or offset all CO₂ emissions generated by our business activities.



Carbon
Neutral
Organisation



CO₂e
Reduced
Organisation

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Our Marketing Cupboard is Bare: Procurri Replaces promotional products with Charitable Giving

Procurri’s marketing cupboard is officially bare – no more plastic cups, pens, or paper brochures.

Instead, we’ve far more sustainable with our new Charitable Engagement Website. At sales meetings and customer events, this fresh approach has been a big hit.

No other company is offering anything quite like it—our sales teams provide prospects with a unique QR code, enabling a \$5 or \$10 donation to one of two impactful charities: WWF (World Wildlife Fund) or Sea Shepherd.

This shift reflects our forward-focused, eco-conscious ethos while eliminating unnecessary waste. Prospects can contribute to a meaningful cause, learn more about Procurri’s offerings. It’s a win for both our planet and our brand, setting Procurri apart as a leader in innovative, responsible business practices.



Every day, all around the world, WWF are working to protect our amazing planet



Sea Shepherd's sole mission is to protect the world's oceans and wildlife



Going Paperless: Procurri Adopts QR Codes for Sustainable Networking

At Procurri, we’ve replaced traditional business cards with QR codes, reducing paper waste and minimising the resources needed for printing and distribution.

This shift reflects our commitment to sustainability, offering a seamless, eco-friendly way to share contact information. By embracing digital innovation, we are not only making networking more efficient but also contributing to a more sustainable future.

Board Statement

Dear Stakeholders

2024 saw continued commitment to sustainability emanating from the board room, including board education from our primary consultant Paia, now part of CBRE.

Sustainability initiatives have consistently been at the heart of the Procurri mission and are decentralized to in-country teams to manage with board oversight. This includes the comprehensive collection of data pertaining to scope 1, 2, and a portion of scope 3 emissions. Procurri's compliance manager in the UK oversees these efforts, and Carbon Footprint independently verifies the data every year providing assurance.

Procurri remains committed to fostering a corporate culture that values and embraces diversity in all its forms. As a Singapore listed company, we recognize the importance of creating an inclusive environment that reflects the diversity of all our stakeholders, employees, and the broader community.

Our commitment to diversity is particularly evident in our approach to building and maintaining a diverse Board of Directors containing a range of different nationalities and skill sets. We believe that a diverse Board not only enhances corporate governance but also contributes to the overall success and sustainability of our business.

Board continues to meet quarterly and is appraised of any significant additions or shifts in sustainability, strategy and reporting. In turn direction is cascaded to in country management at all levels for input and action. The Board and Senior Management, including Mat Jordan and Natasha Maguire, collaborated closely with PAIA, a third-party company specializing in data collection and analysis, to gather and organize all relevant information

for the Procurri 2024 sustainability report. This partnership ensured the accurate and efficient compilation of data, which was thoroughly reviewed and approved by the Board and Senior Management, ensuring a smooth and timely approval process.

2024 was a year of recovery, significant strides were made to resolve the complexities of 2023 including a continued reduction in our global stock volumes, releasing cash whilst reducing exposure to inventory.

Once again, our on going commitment to quality and compliance was maintained renewing all our certifications globally, overseen by our Compliance Manager and Global Operations Director.

In addition we added a new Footprint in Dallas, USA to take advantage of a shift within the US marketplace with many organisations relocating their headquarters to Texas to take advantage of preferential tax rates.

We ensure adherence to various certifications, including the below, we have aligned with a global body to certify and help standardise all our facilities:

- ADISA, ISO 9001, ISO 14001, ISO 27001, Investors In People, Safe Contractor, Cyber Essentials at Procurri Europe;
- ISO 9001, ISO 14001, ISO 27001 at Procurri GmbH;
- ISO 14001, ISO 9001, ISO 45001, R2 at Procurri Canada;
- ISO 9001 and ISO 14001 and BizSafe in Singapore
- Adding ISO 9001 & 14001 in Atlanta

- Adding ISO 9001, 14001, 45001 and R2 in Dallas.

To ensure efficient and accurate reporting, we partner with industry leaders, such as Sustrax, Carbon Footprint, TBL Services (Support the Goals), and Paia – a CBRE company. Our relationships with these experts ensure that we follow best practices, paving the way towards a more sustainable future.

The board is kept abreast of sustainability related knowledge, regulatory changes and general trends and information through the ISO Management Review and internal/ external audits.

Procurri keeps up to date with sustainability trends and changes as part of the Management Review and is proud that all our processing facilities were once again accredited as Carbon Neutral via Carbon footprint.

This achievement reflects our commitment to minimizing the environmental impact of our business activities. To attain this status, we actively pursue strategies to avoid and reduce CO₂ emissions, complemented by offsetting measures.

During 2024, we have continued to see much of our customer and partner eco-system embrace sustainable IT and solutions. Procurri continues to work hard to address and promote more sustainable solutions to the market whilst reviewing and addressing our own carbon footprint. The sustainability landscape continues to evolve with discussion and potential change relating to what 'Carbon Neutral' means and how organisations should articulate their messaging.

Procurri will continue to work hard and evolve with current best practice.

Procurri continues to maintain its 5-star rating with the 'Support the Goals'. Support the Goals operates to drive awareness surrounding the 17 centrally set goals, unanimously approved by the United Nations member states (197 countries) to help put an end to poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

It is something we believe in as a business, and should you wish to receive further information surrounding how you can participate, please contact natasham@procurri.com.

In 2021, Procurri identified what we referred to as the three frontiers of sustainability. We continue to believe in these three frontiers.

1. The Customer Frontier

Our large global channel and enterprise customer base is increasingly shifting towards sustainable business practices, including sustainable IT. Customer demand is clearly emerging behind a 'double bottom line' approach to growing IT sustainably: customers want to lower emissions but also need stronger return on IT investments.

2. The Market Frontier

We are seeing shifts in the entire global market around sustainability. Leading institutional investors are setting new ESG goals and allocating new pools of capital to invest in sustainability. Regulators and policymakers are adopting stimulative

and punitive policies to accelerate sustainability. Customers and suppliers are evolving business offerings and practices to respond to new sustainability needs.

3. The Strategy Frontier

The convergence of customer demand and broader market shifts creates a compelling strategic opportunity for Procurri. Our solutions deliver the double bottom line benefits of sustainable IT while reducing costs and increasing ROI. Our global platform and powerful channel network give us broad access to the growing demand worldwide. What we offer is rare: few providers today are capable of offering the breadth of services that Procurri offers to enterprises to manage the 'cradle to grave' sustainable IT lifecycle, from purchasing equipment to operating it and recycling/upcycling it effectively at the end of life.

We continue to believe that the convergence of these frontiers presents a compelling window of opportunity for Procurri to shine over the coming years, especially given country commits to reduced carbon and reporting on the horizon in 2030.

Sustainability continues to provide fresh reason to reach out to customers to prompt new conversations around re-thinking their approach to IT and to connect with Procurri's sustainable IT offerings. Without doubt, the market, the customer demand and strategic opportunity are there for us. Procurri must continue to focus on executing effectively to capture the growing demand worldwide.

We believe that the coming years offer an opportunity for Procurri to excel as these frontiers converge. We're observing a growing trend of customers and channel partners turning to us for guidance in creating more sustainable IT solutions, especially at the point of disposal, seeking comfort surround secure data disposal, then releasing assets for resale to a new home.

Sustainability continues to provide reason to engage with customers looking to capture reporting data for asset disposal for their own and client ESG metrics.

The market, customer demand, and strategic opportunities are undoubtedly present for us.

As we approach 2030 where many global governments have made commitments towards carbon reduction, and an update on progress due in 2026 we will likely see pressure mount to deliver; governments tools tend to be tax incentives or punishment to drive positive behaviour, which may well see carbon reduction monetised.

Procurri will be well positioned to assist clients in unlocking these benefits within their IT infrastructure.

Milestones in Sustainability

Awarded Carbon Neutral status by The Carbon Footprint Standard for second year

Procurri's global processing facilities maintain Carbon Neutral certification for scope 1, 2 and some select scope 3. Procurri report data that is independently verified and chose to purchase carbon offset via recognised programs to obtain Net Carbon Neutral status.

5-Star rating maintained on the UN Global Goals

Procurri retains the highest 5-star rating in the UN 'Support the Goals' initiative to drive awareness and commitment to the UN Global Goals. These were agreed in 2015 with 193 world leaders agreeing to 17 goals to tackle poverty, equality and climate change.

Maintaining #13 'Climate Action', #7 'Affordable and Clean Energy' #9 'Industry, Innovation & Infrastructure' and #12 'Responsible Consumption and Production'.

ISO Accreditation

Procurri has maintained all our global ISO certifications.

Procurri has continued to shift from SASB reporting to that of GRI and will be reporting on the majority of Singapore Exchange 'Core ESG Reporting Metrics' as part of this report.

We have also continued to expand our Sustainability reporting in line with SGX guidelines to include a new section relating to the Taskforce for climate related financial disclosures (TCFDs), identifying and reporting on likely business risk associated with climate change.

We continue to work hard, staying true to our core market positioning and sustainability beliefs and believe that Procurri's broad offering, and sustainability awareness maximizes a favourable outcome for all our stakeholders.

Mission Driven Sustainability

Procurri's mission remains steadfast: to deliver premium products that don't cost the Earth while helping global customers safely and securely extend the natural life of their IT estates.

Operating on the principles of the circular economy and IT lifecycle extension, Procurri reclaims and refurbishes ICT assets, reconfiguring and redeploying them within the industry to maintain and extend IT hardware lifespans. Each global business pillar is designed to empower customers to extend the life of their IT infrastructure or securely retire it, enabling asset reuse when no longer required.

It is estimated that up to 80% of the total carbon footprint of IT hardware is generated during the manufacturing phase. Extending the useful life of these products is critical to reducing their overall environmental impact.

The Global E-Waste Challenge

The e-waste crisis continues to grow at an alarming rate. According to recent reports:

- **Global e-waste generation reached a record 62 million tonnes in 2022, an 82% increase since 2010, and is projected to grow by another 32% by 2030, reaching 82 million tonnes annually.**
- **Only 22.3% of this e-waste is formally collected and recycled, leaving billions of dollars' worth of recoverable resources unutilized.**

- **The remaining 77.7% of e-waste ends up in landfills, informal recycling processes, or incineration, contributing to pollution and health hazards, particularly in unregulated environments.**
- **E-waste contains significant quantities of precious materials, such as gold, copper, and palladium, with some studies showing it contains 100 times more gold per tonne than gold ore.**

These figures underscore the urgent need for systemic change to address the environmental and economic consequences of e-waste.

Procurri's Solutions

Procurri plays a critical role in driving change within the IT industry by providing sustainable solutions to extend the life of IT hardware and minimize e-waste. Key initiatives include:

Maximizing the useful lifespan of IT hardware through refurbishment, reconfiguration, and redeployment.

Prioritizing secure erasure and resale over recycling to reduce waste and extract more value from assets.

Ensuring proper recycling and transparent reporting for end-of-life assets, ensuring compliance with environmental standards.

By working closely with its partner ecosystem, Procurri helps organizations adopt practices that extend IT hardware life, reduce environmental impact, and generate economic value from reclaimed assets.

Sustainability Commitments

Procurri maintained its Carbon Neutral status in 2024 across all global processing facilities, certified by industry-recognized bodies. This achievement was made possible through a combination of rigorous carbon reduction initiatives and offsetting programs.

Throughout 2023, Procurri also continued contributing to the United Nations Sustainable Development Goals (SDGs), retaining its 5-star rating with Support the Goals for its ongoing efforts to promote sustainability within its operations and offerings.

Procurri recognizes the vital importance of addressing the e-waste crisis and remains committed to being a leader in sustainability. By helping organizations extend the lifecycle of their IT hardware, Procurri not only reduces environmental harm but also sets a benchmark for responsible IT asset management in the industry.

The UN has predicted that e-waste will be the fastest growing waste stream in the world by 2030.



Procurri Commitments



Long term goal

**Net zero
by 2050**



Extending to 2030 – continue to reduce energy consumed by 1% YOY based on 2020 consumption of 2,333,861kWh and Energy intensity of 9,335 KWH/Per S\$1 million Revenue.



Between 2020 and 2025 process 2,000,000kg of e-waste through formal recycling channels.



To continue to operate Procurri owned facilities on a Carbon neutral basis, independently certified via a combination of carbon reduction and carbon offset.

Item	2020-24	2024
Electricity Purchased Reduction	39.33%	4.61%
Electricity Intensity Reduction	26.19%	1.71%
Recycled amount in kg	1,332,431	269,685

We are proud to have achieved a 4.61% reduction in energy consumption in 2024, with a 1.71% reduction in energy intensity to S\$1million Revenue. This is largely attributed to our enhanced efforts in implementing the Quality and Environmental Policy, changing to more environmentally friendly lighting and turning off machines when not required. We will continue to strive to lower our energy consumption and make greater progress in our sustainability journey. After an unexpected decrease in recycling for 2023, the recycling has bounced back in 2024 to 269,685kg. This is largely due to new contracts and more equipment being processed through our ITAD department. This year, we are offsetting our Scope 1 and Scope 2 emissions. We have selected carbon offsetting schemes focused on providing clean drinking water in Zambia and promoting improved cooking practices in Nigeria. Achieving this target will result in our organisation being certified as Carbon Neutral.



Supporting the UN Global Goals

In 2015, the UN Member States met and agreed on 17 sustainable development goals that is a call-to-action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

We're delighted to have been awarded 5-stars along with only a handful of other businesses for making a meaningful commitment to address our selected goals.

Why do we support the goals?



To end poverty



Protect the planet



Promote gender equality



Reduce carbon footprint



Promote health



Reduce inequalities

Strategic Direction



We share the vision of increasing renewable energy use in our operations as part of responsible ESG management.



We continue to be a pioneer in the refurbished hardware, Lifecycle Services and Third Party Maintenance space, providing innovative solutions for our customer base.



By promoting reuse over recycle, we close resource and product loops by enabling people and businesses to restore, refurbish, and redeploy ICT products.



Procurri's operations are accredited as Carbon Neutral – meaning the Group's net impact on the environment is zero in terms of carbon emissions. As more business is taken on and more partners worked with and for, Procurri's input to the carbon offset programs will increase and the positive effects will develop and grow.



Procurri have been awarded 5-stars along with only a handful of other businesses for making a meaningful commitment to address our selected goals.

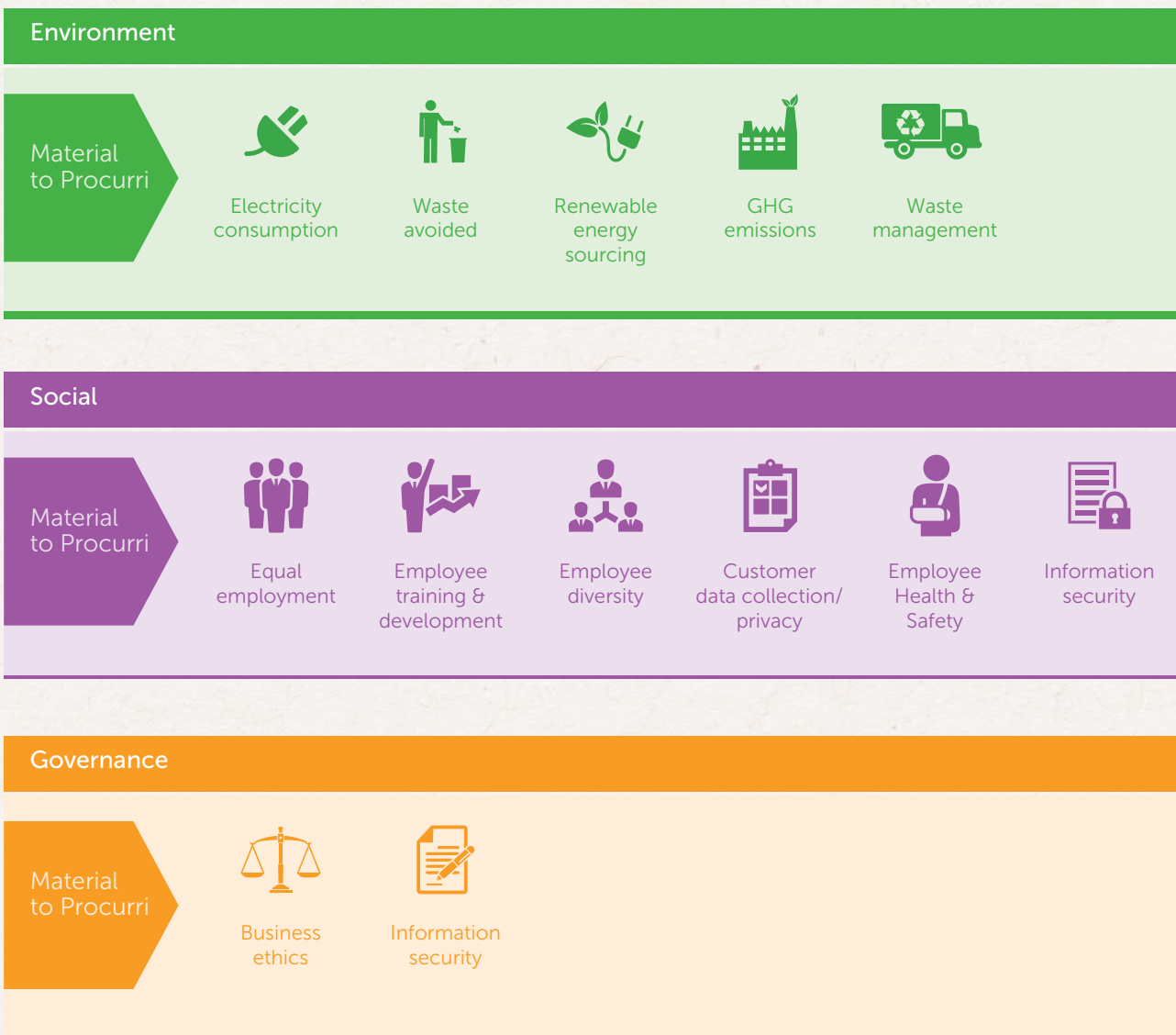


Procurri’s Material ESG Issues:

A Comprehensive Overview of our Corporate Sustainability Efforts

Materiality Analysis was conducted via desktop research by referencing international sustainability standards like SASB to identify the environmental, social, governance topics most relevant to Procurri and the industry in which we operate. Presented below are the prioritised material issues that have been reviewed and approved by Procurri’s senior management and are being actively managed.

FIGURE 1: Material ESG Issues for Procurri Operations



Source: Analysis by independent consultant with input from SASB materiality review

Procurri is committed to create impactful long-term value for our employees, shareholders and partners. We have taken note of their main topics of concerns and frequently engaged them in different frequencies and on different platforms to ensure we address properly their concerns and interests.

TABLE 1: Stakeholder Engagement

Stakeholder Group	Topic	Platform for engagement	Frequency of engagement
Employees	Corporate Direction & Strategy	Induction program for new employees and monthly newsletters	Monthly
	Fair Remuneration		
	Opportunity for Career Development	Procurri Intranet providing training manuals and access to forms and literature	
	Staff Valued	Training and Development opportunities	
	Labour and Human Rights	Refreshment trainings provided	
	Safe Working Environment	Staff social activities (gatherings, parties, etc.) organized	Annually/Twice Yearly
		Annual Appraisals	Annually
		Fully managed Health & Safety guide available to all staff	
Shareholders	SGX Compliance	Annual General Meetings	Annually
	Returns On Investment	Annual Sustainability Reports	Annually
		Investor relations section on corporate website	Monthly
		Annual and half yearly results announced and reported	Half yearly
		Face to Face meetings	Quarterly
Partners including suppliers and customers	Delivery of innovative solutions	Regular engagement, both phone and face to face	Monthly
	Compliance with the RBA (Responsible Business Alliance) code of conduct	Promote RBA on our website and as part of our new suppliers account application setup	
	Compliance with legislation including GDPR and Environmental and Social governance	GDPR compliant – ISO 9001, 14001 within most entities	
	Quality & Safety of product	Managed Website and Linked in profiles	Monthly



Governance & Corporate Social Responsibility

At Procurri, we firmly believe that practising good governance is fundamental to our business success. We consistently promote ethical business conduct and transparency in all aspects of our operations. Our Corporate Social Responsibility (CSR) framework, established in 2021, reflects our unwavering commitment to the environment and the communities in which we operate. We are dedicated to conducting business in a manner that is both responsible and sensitive, with due regard for legal obligations, directives, and codes of practice.

Data & Security

Procurri takes its data security and privacy obligations with the utmost seriousness. Bound by global privacy regulations, we continue to prioritize compliance across all regions. Our Data Protection Policy, formalized in 2018, ensures group-wide adherence to privacy standards. Importantly, Procurri does not materially collect or store personal client data as part of its core business operations.

As part of our IT Asset Disposition (ITAD) offering, Procurri processes end-of-life IT equipment entrusted to us by clients. These processes include testing, verification, secure data erasure, and responsible disposal of electronic equipment, all handled with the highest security standards.

Key security measures include:

- Asset testing and verification performed in caged, secure facilities, accessible only to authorized personnel.
- Certificates of erasure generated for every storage device processed, citing the erasure standard requested by the client.

- Use of Blancco software, an internationally accredited data erasure tool, to ensure all data is securely destroyed.
- Region-specific disposal practices in compliance with local environmental and data regulations:
- Singapore: Disposal with National Environment Agency-approved vendors.
- USA: Disposal through R2-certified recyclers, audited annually.
- UK: Disposal via Environment Agency-licensed and authorized recyclers.

Security Accreditations:

The Procurri Group holds multiple internationally recognized certifications, including ISO 27001, ADISA, Cyber Essentials, and R2, underscoring our dedication to data security and environmental compliance.

Data Security Breaches

For transparency, we report that in 2023, a single data breach occurred.

The breach was addressed in full accordance with our ISO 27001 Management System. Following this, our security protocols were reviewed, revised, and further strengthened to ensure continued protection and trust.

Anti-Bribery & Corruption Policy

We operate a zero-tolerance policy toward bribery and corruption in any form.

In the reporting period, there were zero confirmed incidents of corruption. As a result, no employees were dismissed or disciplined for corruption-related activities.

Our Anti-Bribery and Corruption Policy, last reviewed in 2021, establishes clear standards of behavior for all employees, including temporary and contract staff. This policy underpins our commitment to fostering stakeholder and investor confidence, ensuring that our operations align with the principles of transparency and sustainability.

While we have not yet implemented a dedicated anti-corruption training program, we ensure that all Board members and employees receive our anti-corruption policies and procedures during onboarding and through ongoing compliance communications.

We recognize the importance of formal training and are actively exploring the integration of a dedicated anti-corruption training module into our regular compliance program.

Once this initiative is implemented, we will track and disclose the number and percentage of Board members and employees who complete the training, in line with GRI 205-2 requirements.

TABLE 2: Data & Security

Item	2022	2023	2024
Number of confirmed or suspected data security breaches that occurred in the past financial year?	0	1	0
Number of breaches that concerned the potential for personal identification material being compromised?	0	1	0
Number of breaches that led to the company incurring fines or other penalties and what was the value of these penalties?	0	0	0

In 2024, Procurri continues to champion a workplace culture that values and celebrates diversity in all its forms. As a company listed on the Singapore Exchange, we remain committed to fostering an inclusive environment that mirrors the diversity of our stakeholders, employees, and the wider global community.

Cultivating Ethical and Socially Responsible Practices at Procurri

At Procurri, we uphold the highest standards of ethical behaviour and social responsibility.

Our whistleblowing policy encourages employees, customers, and stakeholders to report concerns or suspected violations of our Code of Conduct or applicable laws and regulations.

This policy ensures all reports are handled confidentially, fairly, and promptly, with appropriate action taken where necessary. Notably, there were no whistleblowing incidents reported in 2024.

Procurri maintains robust policies on Anti-Slavery, Anti-Bribery, and Anti-Corruption, detailed on our website.

These statements outline our proactive measures to identify, prevent, and address these issues while emphasizing the training provided to employees and suppliers.

We also operate a formal grievance policy with a dedicated email for reporting concerns, reinforcing our commitment to transparency and accountability.

In 2024, our internal auditor, Nicholas Chan, led an assessment of our operations for corruption risks, which included internal audits by the risk compliance committee, reviews by senior management, and Board sign-off. We also conducted targeted Q&A training sessions on anti-corruption policies. While we did not quantify the number of operations assessed, this qualitative review is a key element of our risk management framework. For further details, please refer to our Governance Report (Pg. 79, point 9.3).

Empowering Growth Through Learning and Development

Our focus remains on fostering employee growth and building leadership from within. Leadership roles are often filled through internal promotions, encouraging excellence and enhancing company culture.

We emphasize continuous learning through resources like the New Starter Guide and HubSpot training manual. Virtual training on platforms such as Teams supports collaboration and aligns our global workforce with sustainability goals.

Additionally, employees are offered opportunities to lead projects and participate in workshops, group training, and regular feedback sessions. We aim to disclose the gender and age demographics of employees who have received training. While this data is not currently available, we are implementing measures to collect and report on it in the next reporting cycle.

This approach reflects our ongoing commitment to nurturing talent, promoting innovation, and achieving sustainable growth across Procurri Lifecycle Services.





Zack Sexton and Chad Upchurch at the EMEA sales kick off.


Procurri hold a number of training events and workshops throughout the year, including global sales kick-offs




Climate-related Risks and Opportunities

 Governance	Procurri's Inputs
<p>Describe the board's oversight of climate related risks and opportunities</p>	<p>We integrate climate-based risks into our total risk management committee, which reports to the group board meeting quarterly. The board oversees climate-related matters and reviews findings from risk assessments and internal audits.</p>
<p>Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>The Management team at Procurri take a key role in dealing with climate-related risks and opportunities. Our Compliance manager feeds environmental impact data and Procurri environmental data including Scope 1, 2 and 3 up through Global operations to the CEO to the board.</p>

 Strategy	Procurri's Inputs
<p>Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term</p>	<p>The main risk for Procurri corporation is from the rising sea and river levels which carries the risk of flooding.</p>
<p>Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning</p>	<p>Investigation with the Environment Agency reveals that all Procurri offices in line with the Climate Central Projection are not within a predicted flood warning zone at this time (See Environmental aspects Assessment). The sites have various unrestricted routes to ship or receive goods and business is unlikely to be affected at the sites.</p>
<p>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>We believe based on our global footprint with processing facilities in different regions that we are mitigating risks due to adverse climate changes in one specific region, all facilities operate on the same software platform with a unique instance for each region - thus if we were to experience an outage in one facility we could shift workload to others. Procurri recognizes that climate-related risks extend beyond facility and operational risks to include broader transition and physical risks. To enhance our climate risk management approach, we plan to conduct a qualitative climate scenario analysis, considering both Business-as-Usual and Net-Zero scenarios. This will form the foundation for a more comprehensive quantitative climate risk assessment, aligned with ISSB requirements, to be disclosed in SR2025. We are committed to integrating climate scenario analysis into our strategic planning to better understand and mitigate potential climate-related impacts on our business.</p>

 Metrics & Targets	Procurri's Inputs
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Procurri collates all out scope 1 and 2 emissions and some of our scope 3 emissions – these in turn are reported annually to the SGX, but also monitored internally month to month. In turn through a combination of carbon reduction and offsetting Procurri's warehouse facilities have been certified as a Carbon Neutral since 2021. Procurri's take to market proposition is based around IT product lifecycle extension and providing credible alternatives to new, thus encouraging our partners to sweat assets for longer reducing the need for new and the carbon footprint associated with its manufacture.
Disclose Scope 1, scope 2 and if appropriate scope 3 greenhouse gas (GHG) emissions and related risks	In our sustainability report, we share our Scope 1 and Scope 2 emissions and some of our Scope 3. We've set energy reduction targets and continue to monitor these targets. Our Scope 1, 2 and 3 have been independently reviewed and the data validated as part of our Carbon neutral certification.
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Procurri Utilise Targets in line with the ISO 14001 Certification, the main climate related risk is emissions of greenhouse gas from Energy usage, the corporation has decreased the use of energy Year on year with a target to improve each year. For details on the targets we have set and performance against targets, please refer to Procurri's Commitments on Pg. 38.

 Risk Management	Procurri's Inputs
Describe the organisation's process for identifying and assessing climate related risks	Procurri's management team receive an annual risk survey to complete. The risk committee will pose questions based on the current environment; the risk committee members comprise senior heads from all our global operations. The survey is collated and a heat map produced identifying the top ten risks identified to the business. These in turn are reviewed at a board level coupled with mitigation for each.
Describe the organisation's process for managing climate-related risks	The Compliance Manager identifies environmental issues and suggest actions. The Director of Operations then works to minimize the impact or de-risk the business from these. If of deemed to be a significant risk they will feature as part of the risk committee discussion. Procurri's Quality and Environmental Management System (QEMS) is maintained and kept up to date to help identify risk and resolution as they appear.
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Climate risks are managed through Procurri's Quality, Environmental, and Management System (QEMS), a framework that ensures compliance with quality and environmental standards while addressing operational risks. QEMS is integrated into the Enterprise Risk Management (ERM) framework, providing a structured approach to risk governance.

Environmental Stewardship

At Procurri, we're serious about the environment. We're committed to being responsible in everything we do, including managing emissions (Scope 1, 2, and 3) and being mindful of resources. We stand out by being more efficient with resources, reducing waste, and using energy wisely.

TABLE 3: Group Environmental Impacts

Item	Units	2022	2023	2024
Energy Use				
Renewable Purchased Electricity	kWh	—	—	809,996
Non-Renewable Purchased Electricity	kWh	—	—	606,010
Total Purchased Electricity	kWh	1,823,464	1,484,372	1,416,006
Intensity CO ₂ e/Revenue	kWh per S \$1m	7,294	7,527	7,398
Natural gas consumption	kWh	874,381	458,503	475,092
Intensity CO ₂ e/Revenue	kWh per S \$1m	3,498	2,325	2,482
Business Travel				
Air – international	km	1,343,511	165,966	557,065
Air – domestic	km	4,714	544,586	141,896
Private vehicle	km	281,519	198,245	273,928
Company vehicle	km	181,564.9	282,276	211,418
Rail	km	18,934	5,477	21,855
Greenhouse Gases				
Scope 1	tCO ₂ e	245	137	143
Intensity CO ₂ e/Revenue	tCO ₂ e per S \$1m	0.98	0.69	0.75
Scope 2 (location-based) ¹	tCO ₂ e	579	448	513
Intensity CO ₂ e/Revenue	tCO ₂ e per S \$1m	2.32	2.27	2.68
Scope (market-based)	tCO ₂ e	—	—	388
Intensity CO ₂ e/Revenue	tCO ₂ e per S \$1m	—	—	2.03
Scope 3 ²	tCO ₂ e	325	439	1,191
Intensity CO ₂ e/Revenue	tCO ₂ e per S \$1m	1.30	2.23	6.22
Water Withdrawal				
Operational	m ³	1,850	2,089	2,849
Intensity Per Employee	Gallons per employee	955	922	1,300
Waste Arisings				
Non-hazardous waste to landfill / incinerator	kg	82,981	35,019	52,209
Non-hazardous waste recycled ³	kg	221,450	97,855	269,685
Hazardous waste ⁴	kg	2,939	1,840	1,188

Scope

1

Fossil fuels, gas, diesel and oil consumed by the business.

Scope

2

Electricity consumed by the business.

Scope

3

Procurri include in its reporting Freight, Water, Employee-owned cars, Travel, Hotels and Waste.

¹ Procurri Europe (EMEA) uses United Kingdom's Greenhouse Gas reporting emission factors; Procurri Germany site uses German government's emission factors for Beiersdorf. 2020 figures for both sites are categorized as location-based emissions.

² In 2024, we've expanded Scope 3 to include an additional category related to freight, covering the transportation of items from Procurri to customers and from suppliers to us. This includes both upstream and downstream freight activities, which explains the significant increase.

³ In 2023, recycling activity declined due to a reduction in waste from our ITAD Division. In 2024, however, we have seen a significant increase in recycling, driven by a resurgence in ITAD activity.

⁴ Hazardous waste is treated in accordance with relevant local laws and legislation.

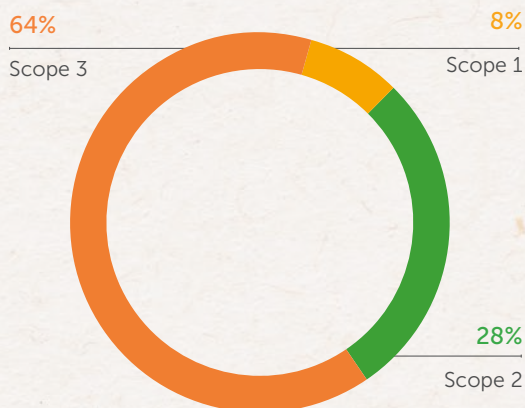
FIGURE 2: Waste Hierarchy at Procurri



Procurri globally ensures safe recycling of Used Electrical and Electronic Equipment (UEEE). Working items become Reuse Electrical and Electronic Equipment (REEE), sold for reuse, while non-functional ones are responsibly disposed of at authorized recycling facilities. Our global waste process efficiently incinerates general waste, generating renewable energy and managing by-products responsibly, aligning with our commitment to sustainability. Our waste is managed by third party providers in accordance with local laws and legislation.

UEEE = 2,475,947 Kg, WEEE = 269,685 Kg. % Between UEEE (Reused) and WEEE (recycled) = 90.18% Reused 9.82% Recycled

FIGURE 3: GHG Emissions by Scope



The majority (54%) of the captured GHG emissions for Scope 3 were associated with freighting.

Improvements – From the Management Review

All premises lighting continued to be upgraded to LED lamps which produce the same or better lighting with reduced energy use.

Additional improvements are continually sought and if, or when, identified would be implemented without awaiting the next management review.

The company is looking to complete their Carbon Neutral Certification and audits by end of February, 2025.

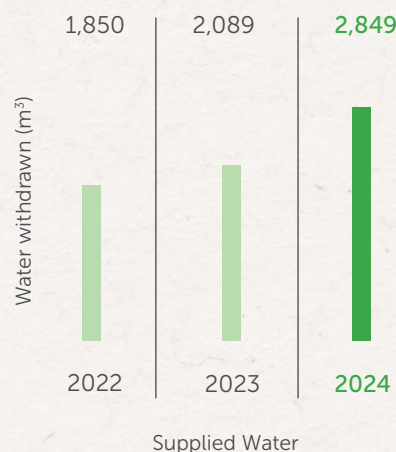
Continue to investigate water saving devices especially in the toilet and ablutions.

Focus efforts to reduce general waste.

It was acknowledged that the desire for improvement in environmental performance had to be balanced with operational needs. It was nonetheless agreed to continually seek ways to improve the company’s efforts to protect the environment from its business activities.

Figures are shown under Table 3 Page 46.

FIGURE 4: Water Withdrawal by Source



Procurri use only supplied water across all its sites globally, and the majority of use is associated with domestic requirements, such as toilets and hand basins. We’ve continued to prudently manage our water usage across our operations and water withdrawal volume. Over the past year, we have observed a significant increase in water usage, driven by the global shift back to in-person work.

Annual gallons used per person

2022	2023	2024
955	922	1300



Social Impacts

Procurri is committed to creating an environment that values diversity within our workforce and leverages the unique perspectives and experiences individuals bring. We aim to incorporate a broad range of viewpoints to meet the evolving needs of our employees, clients, and partners.

In 2024, Procurri continues to invest in initiatives that strengthen our global capabilities. Our commitment to building a world-class team ensures that we can provide top-tier support wherever and whenever needed. Leveraging a pool of highly skilled professionals, we remain agile in deploying resources to meet client demands efficiently.

Board and Employee Diversity

Our dedication to diversity is evident in our commitment to maintaining a Board of Directors that reflects a range of nationalities, skills, and perspectives. This diverse composition enhances corporate governance and ensures inclusive and effective leadership.

Employee Development and Training

Procurri recognizes that employee development is vital for motivation and long-term success. Our Training and Development program offers opportunities for professional growth, including on-the-job learning and external training provided by accredited institutions.

Annual appraisals, monthly sales meetings, and structured feedback sessions are integral to our approach, ensuring continuous improvement.

We also conduct all business activities—including hiring, training, career progression, and recreational events—on a merit-based, non-discriminatory foundation, free from artificial barriers or biases.

In recognition of our dedication to employee development, our Europe office remains certified as an Investors in People employer through 2026, underscoring our commitment to leadership excellence and performance evaluation.

Procurri believes in diversity and inclusion:



Are imperative to our business



Recognising that all individuals are unique in nationality, religion, race, culture, gender, education, experience, belief, and ideas



Drive our business results



Help attract, recruit, engage and retain a diversified team of business talent



Enable ourselves to leverage and value employee's differences, believing this virtue will lead to greater innovation and creativity crucial to business results

Board Diversity Policy

The Board is of the view that gender is an important aspect of diversity and will strive to ensure that:

- a) Any brief to external search consultants to search for candidates for appointment to the Board will include a requirement to present female candidates;
- b) female candidates are included for consideration by the CGNC (Corporate Governance and Nominating Committee) whenever it seeks to identify a new Director for appointment to the Board; and
- c) there is a significant and appropriate female representation on the Board, recognising that the Board's needs will change over time taking into account the skills and experience of the Board.

Procurri is committed to fostering diversity at all levels, including Board representation. We recognize the current gender composition and are striving to improve gender diversity. Ongoing efforts will focus on enhancing inclusivity in leadership roles. We currently do not have a direct link between executive remuneration and sustainability performance. However, our business strongly prioritizes sustainable practices within the IT sector.

We acknowledge the potential link between our commitment to sustainability and overall business success. Exploring the incorporation of sustainability goals into executive remuneration is a strategic consideration for the future. The rationale is simple – excelling in sustainability not only attracts valuable partnerships but also contributes to overall business success, ensuring rewards for everyone, including our executives.

TABLE 4: Group Diversity and Employee Representation

	USA & Canada	EMEA	APAC	All regions
Total Employees (by headcount)	150	241	88	479
Male	112	178	64	354 (74%)
Female	38	63	24	125 (26%)
Age Diversity				
Under 30	35	84	18	137 (29%)
30 – 50	83	100	52	235 (49%)
Over 50	32	57	18	107 (22%)
Employment breakdown				
Full time Male	111	178	64	353 (71.75%)
Full time Female	38	63	24	125 (25.41%)
Part time Male	1	0	0	1 (0.2%)
Part time Female	0	0	0	1 (0%)
Non employee Male	4	2	2	8 (1.63%)
Non employee Female	2	0	3	5 (1.02%)
Parental Leave				
Male employees entitled to parental leave	112	178	64	354 (73.9%)
Female employees entitled to parental leave	38	63	24	125 (26.1%)
Male employees who took parental leave	2	0	2	4 (0.84%)
Female employees who took parental leave	4	2	2	8 (1.67%)
Total number of females, returned in 2024 from parental leave	4	0	0	4
Total number of males, returned in 2024 from parental leave	2	0	4	6
Total number of Females who have left the company within 12 months of returning from parental leave	0	0	0	0
Total number of Males who have left the company within 12 months of returning from parental leave	0	1	0	1

Employee entitlements: Medical Health, Dental Plans, Pensions, Life Coverage, Parental Leave. Additional Benefits: Provident Fund, Flexible Spending Account.

TABLE 5: Board of Directors

Board Composition Statement	
2 x Japanese	Imaizumi Fumitoshi, Shigeki Hayashi
1 x Malaysian	Steven Lwi
3 x Singapore	Wong Quee Quee, Jeffrey, Peter Ng Loh Ken , Dr. Lim Puay Koon
1 x European	Mat Jordan
Board Member's age brackets:	
Age: 40 to 50	3 members
Age: 50 to 60	2 members
Age: 60+	2 members

Our board currently consists of three independent directors and three non-independent directors. Women represent 0% of our board and 38% of our senior leadership team.

TABLE 6: Employee Training

	2021	2022	2023	2024
Hours of training given	2,263	6,399	7,968	7,761
Hours of training received per employee	5.24	15	16	16

Currently, we are working towards enhancing our reporting framework to align with GRI 404-1 requirements. For this report, training hours are reported per employee, and in future reports Procurri will enhance reporting in line with GRI 404-1 requirements to cover the breakdown by gender as well as employee level and function.

TABLE 7: Employee Development

Item	2021		2022		2023		2024	
	No. of Employees	%	No. of Employees	%	No. of Employees	%	No. of Employees	%
Employee Development								
Percentage of employees Receiving regular performance and career development reviews	432	100%	426	100%	498	100%	485	100%
Employee groups not receiving reviews	0	0%	0	0%	0	0%	0	0%

TABLE 8: Voluntary Resignation by Reason of Leaving - Jan 24 to Dec 24

Reason for Leaving	USA & Canada	EMEA	APAC	Global
New job / Career Change / Career Advancement	7	8	12	27
Better Remuneration / Conditions	0	1	1	2
Break / Retirement / Relocation / Health	2	8	0	10
Study / Further Study	1	1	0	2
Undisclosed / Personal / Poor Management	1	7	0	8
Total	11	25	13	49

The employee turnover rate represents the percentage of employees who left the company during the reporting period, either voluntarily or involuntarily. For the current year, the turnover rate stands at 10%.

Health & Safety

Procurri prioritizes the health and safety of its employees. All employees are covered by our occupational health and safety management system, including publishing health and safety policy statements signed by a director of the relevant entity, plus inclusion of health and safety monitoring within internal audits.

The Singapore headquarters is certified with bizSAFE Level 3; the Toronto and Dallas sites comply with OHSAS 18001 and report any injury and illness incidents to the United States Department of Labor's OSHA's Form 301; both EMEA and Germany headquarters operate under the guidance of ISO 45001, but they have not sought certification.

All sites conduct regular internal audits, and the results are discussed during operation meetings which has health and safety as a permanent agenda subject. All sites also record and discuss near misses and incidents during the meeting.

The Group also carries out health and safety training at induction and annually thereafter.

TABLE 9: Group Health and Safety

Item	2021		2022		2023		2024	
	No. of Employees	Per 100 Staff	No. of Employees	Per 100 Staff	No. of Employees	Per 100 Staff	No. of Employees	Per 100 Staff
Recorded injuries	2	0.46	0	0	0	0	0	0
Exposure to hazardous substances	0	0	0	0	0	0	0	0
Recorded injuries off company premises	0	0	0	0	1	0	1	0
Exposure to hazardous substances off company premises	0	0	0	0	0	0	0	0
Recorded deaths	0	0	0	0	0	0	0	0
Total hours worked for all employees	777,600 hours		766,800 hours		896,400 hours		862,968 hours	

All regions reported no fatal injuries or fatalities due to work-related incidents during the reporting period. Safety remains a top priority across our global operations. Incidents involving injuries to third parties are documented in our system. Currently, there have been no reported accidents or work-related ill health cases.

Social Engagement

In 2024, Procurri continued its commitment to nurturing future talent through global work experience opportunities. We provided students with hands-on exposure across various departments, fostering learning and growth. Our involvement in career fairs and outreach programs worldwide reinforces our dedication to discovering and supporting the next generation of professionals, ensuring a strong pipeline for future success.



Empowering Future Talent: Work Experience at Procurri

This year, Procurri welcomed two talented individuals for work experience programs in the UK, providing them with valuable insights into various aspects of our business.

One student engaged in an enriching program across the ITAD, sales, and engineering departments, demonstrating curiosity, adaptability, and a passion for learning. This experience reflected Procurri's ethos of continuous growth and excellence.



Another student joined our marketing team, gaining exposure to budgeting, social media content creation, and the behind-the-scenes processes that contribute to our customer engagement strategies. She utilized HubSpot to complete a comprehensive course, earning her Social Media Certificate and deepening her understanding of marketing.

We are proud to have contributed to their development and look forward to witnessing their continued success in the tech industry.



Procurri at Thomas Rich's Careers Fayre

Procurri was proud to participate in the Careers Fayre at Sir Thomas Rich's School, with Julian Bannister and Natasha Maguire representing the company. This event provided an excellent platform to engage with future talent and showcase the exciting opportunities in the business and IT sectors.

Building strong connections with the next generation of professionals reflects Procurri's commitment to fostering innovation and ensuring a robust pipeline of talent to drive future growth.

UBT Kosovo

Mat Jordan, CEO of Procurri, spoke at the University for Business and Technology (UBT) in Kosovo, sharing insights from his visit with students. He highlighted Kosovo's growing potential in the tech and IT sectors, impressed by the skilled workforce and its alignment with global market trends. Mat praised the country's young professionals for their strong grasp of industry trends and work ethic—key drivers of future growth. This visit reinforced Procurri's ongoing commitment to discovering new opportunities and supporting the next generation of talent and innovation.



Mat Jordan speaking at the University for Business and Technology, Kosovo

GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page ref.	Omission	
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	The Organization and its Reporting Practices			Requirement omitted	Reason
	2-1	Organizational details		Page 50	
	2-2	Entities included in the organization's sustainability reporting		Page 48	
	2-3	Reporting period, frequency and contact point		Page 56	
	2-4	No restatements of information			
	2-5	External assurance		Page 56	
	Activities and Workers				
	2-6	Activities, value chain and other business relationships		Page 14 - 16	
	2-7	Employees	Provide info. on # of permanent, temporary, non-guaranteed hours, full-time and part-time employees by gender and region	Page 49	
	2-8	Workers who are not employees		Page 49	
	Governance				
	2-9	Governance structure and composition	Provide info. on sustainability governance structure and composition, incl. any committees, of the highest governance body	Pages 18 - 21 & 22 - 23	
	2-10	Nomination and selection of the highest governance body	Describe nomination/selection process of highest governance body including criteria, etc	See board statement Pg 34	
	2-11	Chair of the highest governance body	Disclose if chairperson of highest governance body is also a senior executive of the company. If so, explain their function.	Page 58	
	2-12	Role of the highest governance body in overseeing the management of impacts	Self-explanatory	Page 61	
	2-13	Delegation of responsibility for managing impacts	Provide info. on who does what, when and how in relation to governing & managing sustainability	Page 34	
	2-14	Role of the highest governance body in sustainability reporting	Additionally, provide info. on how material topics are reviewed and approved.	Page 34	
	2-15	Conflicts of interest	Provide info. on how highest governing body manages conflicts of interest and if it is disclosed to stakeholders	Pages 58 & 80	
	2-16	Communications of critical concerns	Provide info on how concerns about organisation's impacts are communicated to highest governance body including # and nature of incidences	Pages 83, 84 & 43	
2-17	Collective knowledge of the highest governance body	Provide info on measures to enhance sustainability knowledge of highest governance body	Page 34		
2-18	Evaluation of the performance of the highest governance body	Provide info. on how sustainability performance of highest governance body is evaluated and if evaluation is independently done	Page 76		
2-19	Remuneration policies	Confidentiality Constraints: Procurri is not able to reveal this information due to competitive reasons.	Page 77	Confidentiality Constraints: The remuneration policies for members of the highest governance body and senior executives have been omitted to protect sensitive, market-related information. For further details, please refer to our Governance Report (Pg. 78, point 8.4).	

GRI Standard	Disclosure number & title	Disclosure remarks	Page ref.	Omission		
GRI 2: General Disclosures 2021	Governance cont.			Requirement omitted	Reason	
	2-20	Process to determine remuneration	Additionally, provide info. if external consultants and/or stakeholders were engaged to facilitate this process	Page 76	Procurri do not currently report on this data	Due to confidentiality
	2-21	Annual total compensation ratio	Provide info. on ratio of highest paid individual to median annual compensation	Page 77	Procurri do not currently report on this data	Due to confidentiality
	2-22	Statement on sustainable development strategy	Self-explanatory - in the form of Letter from CEO	Pages 28 - 30		
	2-23	Policy commitments	Commitments to international standards including human rights, precautionary principle	Pages 42 - 43		
	2-24	Embedding policy commitments	Provide info. on how policy commitments are implemented and any training involved	Pages 42 - 43 & 58		
	2-25	Processes to remediate negative impacts	Provide info. on grievance mechanisms	Pg 42 - 43		
	2-26	Mechanisms for seeking advice and raising concerns	Provide info. on whistleblowing mechanisms	Pages 42 - 43		
	2-27	Compliance with laws and regulations	Self-explanatory; info. on # of incidences of non-compliance	Pages 42 - 43		
	2-28	Membership associations	Self-explanatory	Page 38		
	Stakeholder Engagement					
	2-29	Approach to stakeholder engagement	To include stakeholder map and plans for stakeholder engagement moving forward. Current engagement methods: customer satisfaction surveys and employee engagement surveys	Pages 84 & 41		
	2-30	Collective bargaining agreements	Provide info. on % of employees under collective bargaining agreements (eg. Unions)	n/a	No Procurri employees are members of collective bargaining agreements	
GRI 3: Material Topics 2021	Material Topics					
	3-1	Process to determine material topics		Page 40		
	3-2	List of material topics		Page 40		
TOPIC SPECIFIC DISCLOSURES: GOVERNANCE						
GRI 205: Anti-corruption 2016	Anti-Corruption					
	3-3	Management of material topics		Page 40		
	205-1	Operations assessed for risks related to corruption		Page 42		
	205-2	Communication and training about anti-corruption policies and procedures		Page 42		
	205-3	Confirmed incidents of corruption and actions taken		Page 42		
TOPIC SPECIFIC DISCLOSURES: ENVIRONMENTAL						
GRI 302: Energy 2016	Energy			Requirement omitted	Reason	
	3-3	Management of material topics		Page 46		
	302-1	Energy consumption within the organization		Page 46		
	302-4	Reduction of energy consumption		Page 46		
GRI 305: Emissions 2016	Emissions			Requirement omitted	Reason	
	3-3	Management of material topics		Page 46		
	305-1	Direct (Scope 1) GHG emissions		Page 46		
	305-2	Energy indirect (Scope 2) GHG emissions		Page 46		
	305-3	Other indirect (Scope 3) GHG emissions		Page 46		
	305-5	Reduction of GHG emissions		Page 46		

GRI Standard	Disclosure number & title	Disclosure remarks	Page ref.	Omission
GRI 303: Water & Effluents 2018	Water			
	3-3	Management of material topics		Water is not a material topic for Procurri, see page 34 material list
	303-3	Water withdrawal	Page 46	
GRI 305: Emissions 2016	Emissions			
	3-3	Management of material topics	Page 46	
	305-1	Direct (Scope 1) GHG emissions	Page 46	
	305-2	Energy indirect (Scope 2) GHG emissions	Page 46	
	305-3	Other indirect (Scope 3) GHG emissions	Page 46	
	305-5	Reduction of GHG emissions	Page 46	
GRI 306: Waste 2020	Waste			
	3-3	Management of material topics	Page 47	
	306-3	Waste generated	Page 46	
	306-4	Waste diverted from disposal	Page 47	
	306-5	Waste directed to disposal	Page 46	
TOPIC SPECIFIC DISCLOSURES: SOCIAL				
GRI 401: Employment 2016	Employment			
	3-3	Management of material topics	Page 48	
	401-1	New employee hires and employee turnover	Page 49	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 49	
	401-3	Parental leave	Page 49	
GRI 403: Occupational Health & Safety 2018	Occupational Health & Safety			
	3-3	Management of material topics	Page 50	
	403-1	Occupational health and safety management system	Page 50	
	403-2	Hazard identification, risk assessment, and incident investigation	Page 50	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 50	
	403-5	Worker training on occupational health and safety	Page 50	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 50	
	403-8	Workers covered by an occupational health and safety management system	Page 50	
	403-9	Work-related injuries	Page 50	

GRI 404: Training & Education 2016	Training & Education		
	3-3	Management of material topics	Page 49
	404-1	Average hours of training per year per employee	Page 49
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 50
GRI 405: Diversity & Equal Opportunity 2016	Diversity & Equal Opportunity		
	3-3	Management of material topics	Page 49
	405-1	Diversity of governance bodies and employees	Page 49
	405-2	Ratio of basic salary and remuneration of women to men	n/a
GRI 406: Non-discrimination 2016	Non-discrimination		
	3-3	Management of material topics	Page 49
	406-1	Incidents of discrimination and corrective actions taken	Page 81
GRI 418: Customer Privacy 2016	Customer privacy		
	3-3	Management of material topics	Page 42
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 42

Facilities Included

Facility location	Country	Certified CO ² in kg	Quantity of parts processed	Processing CO ² in kg per part	Percentage Weighting per facility	Weighted average CO ² in kg emissions globally
Atlanta	US	683430	148648	4.598	19.78	0.910
Baiersdorf	Germany	78520	79655	0.986	10.60	0.105
Cirencester	UK	412040	233817	1.762	31.12	0.548
Kuala Lumpur	Malaysia	94460	3476	27.175	0.46	0.126
Singapore	Singapore	296450	50685	5.849	6.75	0.395
Toronto	Canada	42110	114747	0.367	15.27	0.056
Warrington	UK	123430	120334	1.026	16.02	0.164
Totals		1730440	751362	41.762	100	2.303
Global average CO² Processing overhead per part						2.303

About This Report

In this annual sustainability report (published March 2025), we give an account of our financial and sustainability efforts for the financial year, 1 January 2024 to 31 December 2024, in accordance with the Global Reporting Initiatives (“GRI”) Sustainability Reporting Standards, incorporating the latest GRI Universal Standards of 2021.

Procurri recognizes the importance of identifying issues that are significant to the financial operations of the business, as well as to stakeholders, including investors, society, and customers. For the 2024 reporting period, this report has been reviewed both internally and externally, with external assurance provided by Carbon Footprint. This report focuses on Procurri’s regional head offices, ensuring transparency and reliability in our sustainability disclosures

These offices are: Procurri Global Headquarter in Singapore – Asia Pacific region (APAC); Procurri LLC (Procurri’s United States subsidiary in Atlanta); and Procurri Europe (the United Kingdom) – EMEA.

We also include Germany (Procurri GmbH), Canada (Procurri Canada) and Malaysia (Procurri Malaysia) in our FY2024 report. These sites represent our key locations and cover 80% of the total employees of Procurri’s global operations. The remaining 20% of employees are widely spread across numerous geographical bases.

Procurri works with independent experts to provide external assurance. These include Carbon Footprint, Support the Goals and Paia from CBRE.

For more information about this report, please contact: enquiry.uk@procurri.com

Appendix

Calculating Greenhouse Gas Emissions

Different GHGs have different Global Warming Potentials (“GWP”)8 or abilities to contribute to rising temperatures. Data is standardized by converting the different greenhouse gases into their carbon dioxide equivalent according to the GWP index published by the Intergovernmental Panel on Climate Change (“IPCC”)9. The index identifies the radiative effects of different GHGs in the atmosphere relative to an equal mass of CO² over a 100-year timeframe.

GWP enables all the GHGs to be expressed in terms of CO² equivalents, or CO²e. Quantities of GHG emissions are derived from data on operational and vehicle fuel consumption, electricity use and business travel. Emission factors are from Singapore’s Energy Market Authority, United States Environment Protection Agency and United Kingdom Department for Business, Energy & Industrial Strategy and Procurri’s electricity suppliers in the UK.

