



P R O C U R R I

An EXEO Global Company

**IT'S ABOUT THE MANY DOING A
LITTLE, RATHER THAN THE FEW
DOING A LOT.**

Mat Jordan

Procurri Executive Director and CEO

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SECTION 1.

CEO STATEMENT AND ESG GOVERNANCE OVERVIEW



PROCURRI

An EXEO Global Company

2. CEO Message

2025 was a year of significant change for Procurri, highlighted by our delisting from the Singapore SGX and integration into EXEO Global, a wholly owned subsidiary of EXEO Group. This transition strengthens Procurri's strategic position, providing enhanced access to the APAC marketplace and aligning the company with EXEO's purpose-led approach to connectivity, sustainability, and ESG.



Mat Jordan
Procurri Executive Director and CEO

EXEO Group President Keigo Kajimura describes this philosophy as follows:

'In May 2023, we announced our materiality, the key issues on which we should focus our efforts as a corporate group. We have positioned "solutions to social issues" as our universal mission in order to achieve the four visions for society advocated in our 2030 Vision announced in 2021.'

'In the materiality that we identified, we expressed the value that our Group creates as "connectivity through engineering that generates solutions to social issues." In the approximately 70 years since its founding, our Group has been leveraging the diverse experience, knowledge, and skills accumulated through the business of building telecommunications infrastructure to expand our business domain.

The driving force behind that is the benefits of connectivity linking businesses with businesses and people with people. "Connectivity" is also a keyword in our purpose which we announced in May 2022, to "Bring the benefits of connectivity to all," and I believe that it expresses the meaning of our social existence.'

'What we particularly emphasized in identifying our materiality was to include and integrate broad perspectives as much as possible.

When determining these issues, we referred to international guidelines such as the GRI Standards and SASB Standards, while also organizing workshops for participation by Group companies and business divisions to hold successive discussions about what is important for our Group and society to be able to grow sustainably.

Incorporating the opinions expressed by external stakeholders and outside officers into these as well, we ultimately decided on the materiality at a meeting of the Board of Directors.'

This emphasis on connectivity, materiality, and stakeholder engagement strongly aligns with Procurri's long-standing sustainability principles and operational approach.

Market Context and Performance in 2025

2025 presented contrasting market dynamics. The first half of the year saw a slower start due to the impact of US tariffs on business volumes. However, the second half experienced material improvement, driven by shortages

in memory and SSD components, which led to increased prices and margins. Throughout this period, Procurri maintained its commitment to sustainability, quality, and compliance, ensuring continuity of service and robust operational standards.

Governance of Sustainability

Procurri maintains a robust governance framework to ensure sustainability objectives are met across all regions. Oversight is provided by the Board, while execution is decentralised to country teams with local responsibility.

The company collects comprehensive environmental data, including Scope 1, 2, and partial Scope 3 emissions, which are independently verified by Carbon Footprint each year.

Internal audits and ISO Management Reviews provide additional layers of oversight, ensuring compliance with evolving regulatory and industry requirements. Partners such as Sustrax, TBL Services, and Paia from CBRE further support these efforts, allowing Procurri to align with international best practices in ESG reporting and sustainability management.

Environmental Stewardship

Environmental responsibility continues to be central to Procurri's operations. All processing facilities were once again accredited as Carbon Neutral in 2025, reflecting ongoing efforts to reduce emissions and offset residual CO₂. In parallel, we are using version 3 of our sustainability reporting framework while we continue to develop version 4.

This approach moves beyond a traditional carbon neutral model to a Net Zero methodology, accounting for manufacturers' carbon footprints over a ten-year period. Clients are provided with a Procurri Carbon Avoidance Certificate when IT assets are responsibly disposed of, supporting broader ESG reporting objectives.

Our commitment to environmental innovation is further highlighted through a strategic partnership with the Royal Mint Reformation Metals. This collaboration enables a certified, environmentally friendly process for recovering precious metals from end-of-life IT equipment, using a chemical dissolution process instead of smelting. By integrating such solutions, Procurri demonstrates its leadership in sustainable IT lifecycle management and supports clients' goals for circular economy practices.

2. CEO Message

Social Responsibility and People

Procurri continues to prioritize diversity, inclusion, and employee development across all markets. Senior teams are composed of a mix of nationalities and skill sets, with direction and initiatives cascading through in-country management teams.

The company formally incorporated UN Sustainable Development Goal #5 – Gender Equality – into operational targets in 2025. This commitment extends to fostering inclusive practices, ensuring that the workforce reflects the diversity of stakeholders, and maintaining a culture that supports professional growth and equitable opportunity. Collaboration with third-party partners, including CBRE, ensures accurate tracking of diversity metrics and employee development initiatives.

Operational Excellence and Compliance

Maintaining global operational standards remains a priority for Procurri. Facilities across all regions continue to renew and expand certifications in quality, safety, environmental management, and information security, including ISO 9001, ISO 14001, ISO 45001, ADISA, Safe Contractor, R2, and Cyber Essentials.

These standards provide assurance that Procurri’s services remain reliable, compliant, and safe for customers and employees alike. Operational discipline, supported by ongoing audits and management reviews, ensures that the company can respond effectively to changing regulatory requirements and maintain continuity across all business units.

Partnerships and Innovation

Procurri works closely with channel partners to provide secure data disposal, asset resale, and lifecycle management. These initiatives highlight the company’s role in promoting greener solutions while delivering measurable value to customers.

Strategic Sustainability Framework: The Three Frontiers

Procurri’s approach to sustainability is guided by three interconnected strategic frontiers. The Customer Frontier focuses on meeting growing demand for sustainable IT solutions while supporting a double bottom line, balancing environmental impact with return on investment.

The Market Frontier responds to shifts in regulatory frameworks, investor expectations, and supply chain evolution that accelerate sustainability adoption.

Finally, the Strategy Frontier leverages the convergence of customer and market demand, enabling Procurri to provide comprehensive, end-to-end sustainable IT solutions across procurement, operation, and recycling. This framework positions the company to meet current and future ESG demands effectively.

Outlook for 2026 and Beyond

Looking forward, Procurri will continue to enhance its Version 4 sustainability reporting framework, aiming for alignment with ISO 14040, 14044, and 14067 standards.

Partnerships with the Royal Mint and other stakeholders will scale environmentally responsible IT solutions, while initiatives to improve diversity, inclusion, and ESG literacy will continue across all regions.

With 2030 carbon reduction commitments approaching globally, Procurri is well positioned to support clients in achieving sustainability objectives while maintaining operational excellence and market leadership.

3. Milestones in Sustainability

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.

Procurri has a 4-star rating in the UN’s ‘Support the Goals’ initiative to drive awareness and commitment to their 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’.

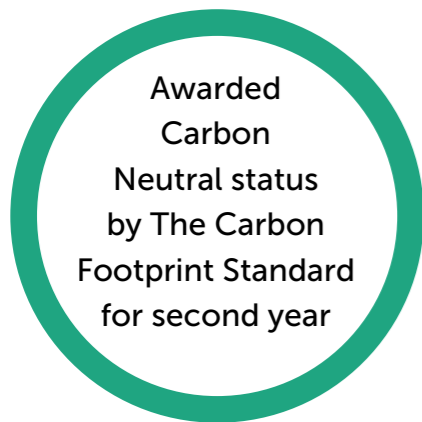
Procurri has maintained all our global ISO certifications.

Procurri continues to report in accordance with the GRI 2021 Standards.

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.

Procurri has established a key strategic partnership with The Royal Mint through its Reformation Metals business to expand global IT asset recovery and circular economy solutions.

Combining Procurri’s secure IT asset disposition, logistics and data destruction capabilities with advanced precious metals recovery technology, this partnership provides a fully compliant, auditable and sustainable solution for enterprise and public-sector organisations, supporting data security, maximising value recovery and promoting responsible consumption and production.



4. 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.

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

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 for Sustainability

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. We constantly evaluate our proposition, search out smart solutions to enhance our proposition adding value to our partner relationships.

Throughout 2025, Procurri also continued contributing to the United Nations Sustainable Development Goals (SDGs), retaining its 4-star rating with Support the Goals.



5. Procurri Commitments



-  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 2030 process 10,000,000Kg 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	2020-25	2025
Electricity Purchased Reduction	44.56%	8.62%
Electricity Intensity Reduction	27.90%	23.95%
Recycled amount in kg	1,624,947	292,516

We are proud to have achieved a 8.62% reduction in energy consumption in 2025, with a 23.95% 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 electricity consumption and make greater progress in our sustainability journey.

As a result of our continued growth in our ITAD department, we have raised our total amount of waste recycled to 292,516kg in 2025.

In addition to our efforts to reduce our energy consumption, we offset the remainder of our Scope 1 and 2 emissions to achieve our carbon neutral goal.

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 4-stars along with only a handful of other businesses for making a meaningful commitment to address our selected goals.

5. Procurri Commitments

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 decarbonisation programs will increase and the positive effects will develop and grow.



We aim to empower young women by creating opportunities in business, marketing, and technology through work experience and mentoring programmes.



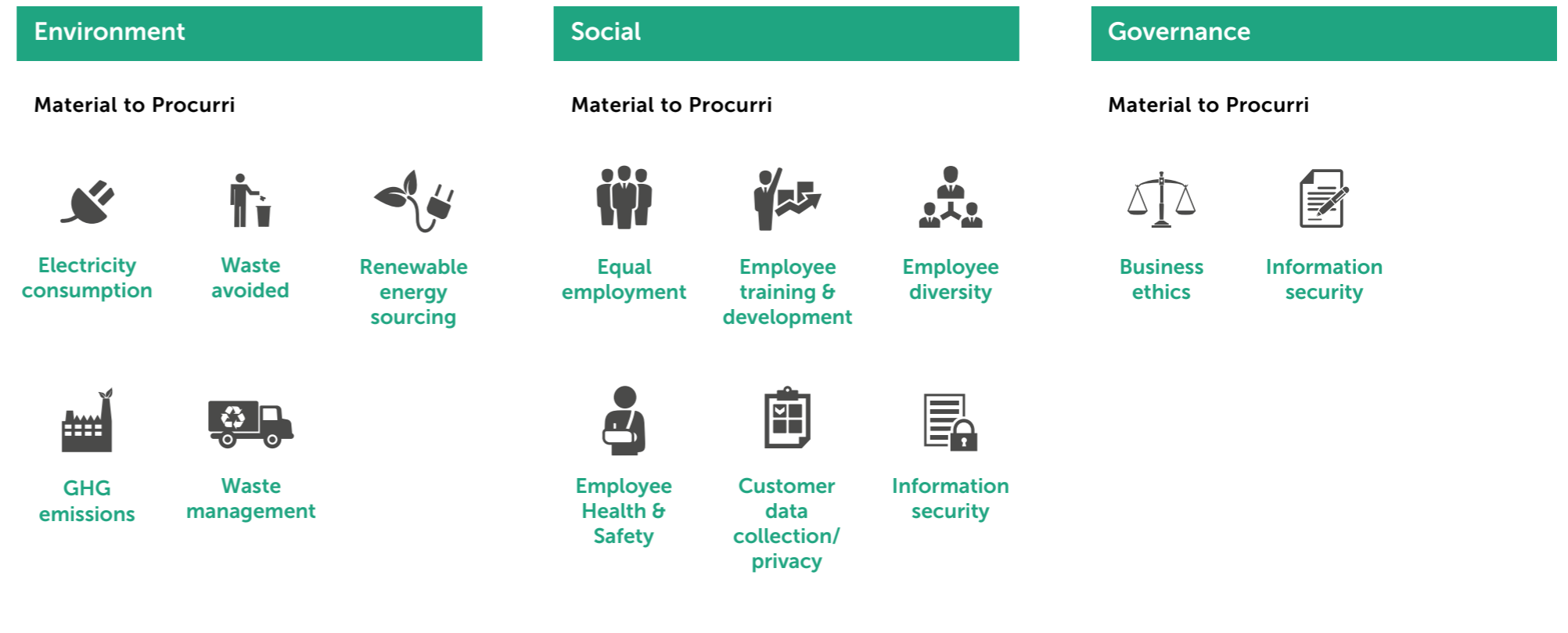
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6. Procurri's Material ESG Issues:

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

6. Procurri's Material ESG Issues:

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	Procurri Intranet providing training manuals and access to forms and literature	
	Opportunity for Career Development	Training and Development opportunities	
	Staff Valued	Refreshment trainings provided	
	Labour and Human Rights	Staff social activities (gatherings, parties, etc.) organized	Annually/Twice Yearly
	Safe Working Environment	Annual Appraisals	Annually
			Fully managed Health & Safety guide available to all staff
Shareholders	Returns On Investment	Annual Sustainability Reports	Annually
		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

SECTION 2.

GOVERNANCE, RISK AND SUSTAINABILITY



PROCURRI

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7. Governance & Corporate Social Responsibility

Procurri is committed to upholding strong ethical standards across its operations. Through clear policies, training and transparent reporting channels, we support responsible conduct while continuing to invest in the development of our people.

Ethical Conduct & Compliance

Procurri upholds 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.

All reports are handled confidentially, fairly, and promptly, with appropriate action taken where necessary. Notably, no whistleblowing incidents were reported in 2025.

We maintain 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 risks while emphasizing training provided to employees and suppliers. Our formal grievance policy, with a dedicated reporting channel, reinforces our commitment to transparency, accountability, and ethical conduct.

In 2025, our internal auditor conducted a qualitative assessment of operations for corruption and compliance risks. Reviews were performed by the risk compliance committee, senior management, and approved by the Board.

Targeted Q&A and policy training sessions were conducted, ensuring employees remain informed of regulatory obligations and ethical standards.

TABLE 2:
Data Security & Privacy

Item	2023	2024	2025
Number of confirmed or suspected data security breaches that occurred in the past financial year?	1	0	0
Number of breaches that concerned the potential for personal identification material being compromised?	1	0	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

8. Climate-related Risks and Opportunities

This section has been removed following the transition from the TCFD framework to IFRS S2. As no updates have been made to align disclosures with IFRS S2 during the reporting period, readers are referred to the [2024 Sustainability Report](#) for the most recent comprehensive climate-related risk disclosures.

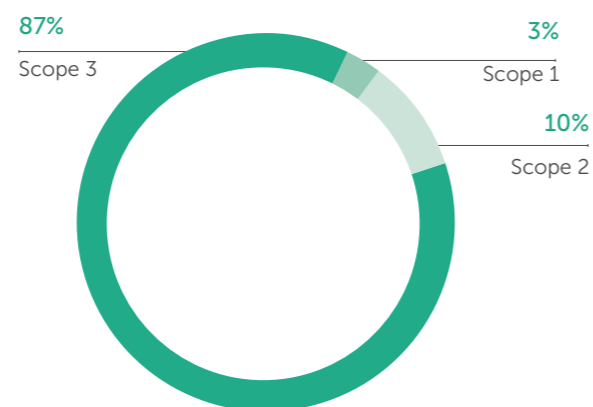
9. Environmental Stewardship

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	2023	2024	2025
Energy Use				
Renewable Purchased Electricity	kWh	—	809,996	859,357
Non-Renewable Purchased Electricity	kWh	—	606,010	434,573
Total Purchased Electricity	kWh	1,484,372	1,416,006	1,293,930
Intensity CO ² e/Revenue	kWh per S \$1m	7,527	7,398	5,625
Natural gas consumption	kWh	458,503	475,092	443,033
Intensity CO ² e/Revenue	kWh per S \$1m	2,325	2,482	1,926
Business Travel				
Air – international	km	165,966	557,065	134,857
Air – domestic	km	544,586	141,896	295,488
Private vehicle	km	198,245	273,928	166,680
Company vehicle	km	282,276	211,418	157,155
Rail	km	5,477	21,855	19,599
Greenhouse Gasses				
Scope 1	tCO ² e	137	143	129
Intensity CO ² e/Revenue	tCO ² e per S \$1m	0.69	0.75	0.56
Scope 2 (location-based) ¹	tCO ² e	448	513	375
Intensity CO ² e/Revenue	tCO ² e per S \$1m	2.27	2.68	1.63

FIGURE 3:
GHG Emissions by Scope



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

Continued



9. Environmental Stewardship

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.

Item	Units	2023	2024	2025
Greenhouse Gasses				
Scope 2 (market-based)	tCO ² e	—	388	162
Intensity CO ² e/Revenue	tCO ² e per S \$1m	—	2.03	0.7
Scope 3 ²	tCO ² e	439	1,191	3,412
Intensity CO ² e/Revenue	tCO ² e per S \$1m	2.23	6.22	14.83
Water Withdrawal				
Operational	m ³	2,089	2,849	2,449
Intensity Per Employee	Gallons per employee	922	1,300	1,394
Waste Arisings				
Non-hazardous waste to landfill / incinerator	kg	35,019	52,209	38,693
Non-hazardous waste recycled ³	kg	97,855	269,685	292,516
Hazardous waste ⁴	kg	1,840	1,188	2,048

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 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, with addition to an increase in 2025 where the company was able to report Scope 3 activities more accurately.

³ In 2024 we saw a significant increase in recycling, driven by a resurgence in ITAD activity, with another increase in 2025.

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

9. Environmental Stewardship

FIGURE 2:
Waste Hierarchy at Procurri



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 November, 2026.
- 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.

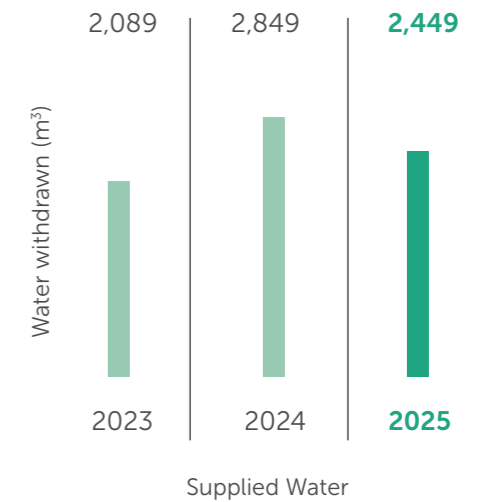
UEEE = 2,475,947Kg WEEE = 292,516Kg
90.18% **9.82%**
 Reused Recycled

% Between UEEE (Reused) and WEEE (recycled)

* Increase in shipping consignments

UEEE – Used Electrical and Electronic Equipment WEEE = Waste Electrical and Electronic Equipment

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		
2023	2024	2025
922	1,300	1,394

SECTION 3.

SOCIAL RESPONSIBILITY AND ENGAGEMENT



PROCURRI

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10. 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.

Procurri believes in diversity and inclusion:

- ✓ Are imperative to our business
- ✓ Help attract, recruit, engage and retain a diversified team of business talent
- ✓ Recognising that all individuals are unique in nationality, religion, race, culture, gender, education, experience, belief, and ideas
- ✓ Enable ourselves to leverage and value employee's differences, believing this virtue will lead to greater innovation and creativity crucial to business results
- ✓ Drive our business results

In 2025, Procurri continues to invest in initiatives that strengthen our global capabilities. Our commitment to building a world-class team ensures 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 reflected in a Board of Directors representing a range of nationalities, skills and perspectives. This diversity enhances corporate governance and supports inclusive, effective leadership.

Employee Development and Training

Procurri recognises that employee development is vital for motivation and long-term success. Our Training and Development programme offers professional growth through on-the-job learning and external training from accredited institutions.

Annual appraisals, monthly sales meetings and structured feedback sessions support continuous improvement.

We conduct all business activities—including hiring, training, career progression and events—on a merit-based, non-discriminatory basis, free from bias. In 2025, no incidents of discrimination were reported within the organisation.

Our Europe office remains certified as an Investors in People employer through 2026, highlighting our commitment to leadership and performance evaluation.

Empowering Growth Through Learning and Development

Procurri fosters employee growth and leadership development, with many leadership roles filled through internal promotions. Employees can lead projects, attend workshops, participate in group training and receive regular feedback.

A key programme is Sales Academy / Channel Account Manager training, focusing on IT lifecycle services, partner strategy, channel management and go-to-market execution. This equips employees to strengthen client partnerships and deliver measurable outcomes.

HubSpot training ensures the sales team develops digital engagement skills. New employees benefit from onboarding resources, including the New Starter Guide and virtual training via platforms such as Teams, aligning them with sustainability and business goals.

Each year, Procurri holds Sales Kick-Off (SKO) events across APAC, EMEA and the US. These gatherings promote collaboration, knowledge sharing and strategic alignment, strengthening global teamwork and organisational cohesion.

Procurri is implementing measures to collect and report employee demographics, including gender and age distribution, supporting our commitment to an inclusive and equitable workplace. These initiatives reflect our focus on nurturing talent, driving innovation and achieving sustainable growth.

Board Diversity Policy

The Board recognises gender as a key aspect of diversity and aims to ensure that:

- a) external search consultants present female candidates;
- b) female candidates are considered by the CGNC when identifying new Directors; and
- c) there is appropriate female representation on the Board, reflecting evolving needs for skills and experience.

Procurri is committed to improving gender diversity at all levels, including Board representation, and continues to enhance inclusivity in leadership roles.

While there is currently no direct link between executive remuneration and sustainability performance, sustainability remains a strong business priority. We recognise its connection to long-term success and are considering incorporating sustainability goals into executive remuneration.

Excelling in sustainability supports valuable partnerships and overall business performance, benefiting the organisation as a whole, including our executives.

10. Social Impacts

TABLE 4:
Group Diversity and Employee Representation

	USA & Canada	EMEA	APAC	2025 Total
Total Employees (by headcount)				
Male	119	171	52	342 (74%)
Female	36	62	24	122 (26%)
Age Diversity				
Under 30	34	82	11	127 (27%)
30 – 50	87	94	51	232 (50%)
Over 50	34	57	14	105 (23%)
Employment breakdown				
Full time Male	119	171	52	342 (72%)
Full time Female	36	62	24	122 (26%)
Part time Male	0	0	0	0 (0%)
Part time Female	0	0	0	0 (0%)
Non employee Male	6	0	0	6 (1%)
Non employee Female	3	0	3	6 (1%)

	USA & Canada	EMEA	APAC	2025 Total
Parental Leave				
Male employees entitled to parental leave	119	171	52	342 (74%)
Female employees entitled to parental leave	36	62	24	122 (26%)
Male employees who took parental leave	1	2	3	6 (2%)
Female employees who took parental leave	0	1	1	2 (2%)
Total number of females, returned in 2025 from parental leave	0	1	1	2
Total number of males, returned in 2025 from parental leave	1	2	3	6
Total number of Females who have left the company within 12 months of returning from parental leave	0	0	1	1
Total number of Males who have left the company within 12 months of returning from parental leave	0	0	0	0

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

10. Social Impacts

TABLE 5:
Board of Directors

Board Composition Statement	
2 x Japanese	Imaizumi Fumitoshi, Shigeki Hayashi
1 x Singaporean	Kow Ya
1 x European	Mathew George Jordan
Board Member's age brackets	
Age : 50 to 60	3 members
Age : 60+	1 member

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

	2022	2023	2024	2025
Hours of training given	6,399	7,968	7,761	6,524
Hours of training received per employee	15	16	16	14.06

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	2022		2023		2024		2025	
	No. of	%	No. of	%	No. of	%	No. of	%
Percentage of employees Receiving regular performance and career development reviews	426	100%	498	100%	485	100%	464	100%
Employee groups not receiving reviews	0	0%	0	0%	0	0%	0	0%

TABLE 8:
Voluntary Resignation by Reason of Leaving - Jan 25 to Dec 25

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%

10. Social Impacts

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	2022		2023		2024		2025	
	No. of	Per 100 staff	No. of	Per 100 staff	No. of	Per 100 staff	No. of	Per 100 staff
Recorded injuries	0	0	0	0	0	0	3	0.65%
Exposure to hazardous substances	0	0	0	0	0	0	0	0
Recorded injuries off company premises	0	0	1	0	1	0	0	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	766,800hrs		896,000hrs		862,000hrs		904,800hrs	

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.

11. Social Engagement

Procurri continues to invest in the next generation of technology professionals, with a strong focus on girls in IT and gender diversity. In 2025, we welcomed young women for work experience programs in the UK, providing hands-on exposure across ITAD, sales, engineering, and marketing.



Nurturing female talent – work experience 2025.

Partnerships

Engaging Customers, Strengthening Relationships, and Supporting Communities

Procurri hosted a Customer Partner Day, welcoming partners to experience IT maintenance and support firsthand. Guests gained insight into customer challenges, third-party maintenance, and technical problem-solving, including hands-on exercises such as server maintenance and collaborative team projects.

In addition, Procurri was recognized as Professional Services Partner of the Year at the 2025 Storage Awards. This award reflects our commitment to delivering high-quality services, strengthening client relationships, and driving innovation across the IT lifecycle. It acknowledges the dedication of our team, the trust of our clients, and the strength of our partnerships.

Procurri also supports the wider community. In 2025, we contributed to Ski Across, helping make ski holidays accessible for people with severe illness and disability. These experiences provide invaluable physical and mental wellbeing benefits, and support from sponsors like Procurri ensures they are both practically and financially achievable.

These initiatives demonstrate Procurri's ongoing commitment to developing future talent, supporting sustainable technology, fostering trusted relationships, and making a positive social impact, ensuring measurable value for people, planet, and partners alike.

Planet

Driving Sustainable Technology Solutions

Procurri actively promotes circular IT and sustainable technology. In 2025, we showcased Circular Computing™'s Grade A Remanufactured Laptops at DBS Bank's Regenerative Festive Roadshow in Singapore.

This initiative highlighted how true remanufacturing goes beyond refurbishment to deliver high-performance technology while reducing environmental impact.

By supporting remanufactured IT solutions, Procurri contributes to reducing electronic waste, lowering carbon footprints, and enabling businesses to adopt more sustainable technology strategies.

People

Nurturing Talent and Promoting Diversity

Students gained practical skills including budgeting, social media content creation, and HubSpot certification, while developing curiosity, adaptability, and a passion for learning.

We also engaged students through career fairs and outreach programs, including the Sir Thomas Rich's School Careers Fayre and interview practice sessions at Lydiard Park School, inspiring young talent to explore careers in technology.

Additionally, students from Lydiard Park Academy had the opportunity to refine their IT skills, contribute to projects, and demonstrate a willingness to innovate.

These initiatives support skills development, knowledge transfer, and the creation of a strong talent pipeline.

SECTION 4.

APPENDICES AND REPORT INFORMATION



PROCURRI

An EXEO Global Company

12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission	
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	The Organization and its Reporting Practices			Requirement omitted	Reason
	2-1	Organizational details	Refer to Procurri website https://www.procurri.com/company		
	2-2	Entities included in the organization's sustainability reporting		32-33	
	2-3	Reporting period, frequency and contact point		33	
	2-4	No restatements of information		—	There were no restatements of information from past year reports
	2-5	External assurance		4 & 33	
	Activities and Workers				
	2-6	Activities, value chain and other business relationships		7 & 32-33	
	2-7	Employees	Provide info. on # of permanent, temporary, non-guaranteed hours, full-time and part-time employees by gender and region	20–21	
	2-8	Workers who are not employees		20	
	Governance				
2-9	Governance structure and composition	Provide info. on sustainability governance structure and composition, incl. any committees, of the highest governance body	19		
2-10	Nomination and selection of the highest governance body	Describe nomination/selection process of highest governance body including criteria, etc	19		
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.	4 & 21		

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission		
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	Governance				Requirement omitted	Reason
	2-12	Role of the highest governance body in overseeing the management of impacts	Self-explanatory	4-5 & 13		
	2-13	Delegation of responsibility for managing impacts	Provide info. on who does what, when and how in relation to governing & managing sustainability	4		
	2-14	Role of the highest governance body in sustainability reporting	Additionally, provide info. on how material topics are reviewed and approved.	4 & 10		
	2-15	Conflicts of interest	Provide info. on how highest governing body manages conflicts of interest and if it is disclosed to stakeholders	13		
	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	13		
	2-17	Collective knowledge of the highest governance body	Provide info on measures to enhance sustainability knowledge of highest governance body	19		
	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	19		
	2-19	Remuneration policies	Confidentiality Constraints: Procurri is not able to reveal this information due to competitive reasons.	—	Omitted	Confidentiality

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission		
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	Governance				Requirement omitted	Reason
	2-20	Process to determine remuneration	Additionally, provide info. if external consultants and/or stakeholders were engaged to facilitate this process	—	Omitted	Confidentiality
	2-21	Annual total compensation ratio	Provide info. on ratio of highest paid individual to median annual compensation	—	Omitted	Confidentiality
	2-22	Statement on sustainable development strategy	Self-explanatory - in the form of Letter from CEO	4-7		
	2-23	Policy commitments	Commitments to international standards including human rights, precautionary principle	9		
	2-24	Embedding policy commitments	Provide info. on how policy commitments are implemented and any training involved	Throughout the report		
	2-25	Processes to remediate negative impacts	Provide info. on grievance mechanisms	13		
	2-26	Mechanisms for seeking advice and raising concerns	Provide info. on whistleblowing mechanisms	13		
	2-27	Compliance with laws and regulations	Self-explanatory; info. on # of incidences of non-compliance	13 & 23		
	2-28	Membership associations	Self-explanatory	6		
	Stakeholder Engagement				Requirement omitted	Reason
	2-29	Approach to stakeholder engagement	Current engagement methods: customer satisfaction surveys and employee engagement surveys	10 & 11		
	2-30	Collective bargaining agreements	Provide info. on % of employees under collective bargaining agreements (eg. Unions)	—	No Procurri employees are members of collective bargaining agreements	

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission	
GENERAL DISCLOSURES					
GRI 3: Material Topics 2021	Material Topics			Requirement omitted	Reason
	3-1	Process to determine material topics	10		
	3-2	List of material topics	10		
TOPIC SPECIFIC DISCLOSURES: GOVERNANCE					
GRI 205: Anti-corruption 2016	Anti-Corruption			Requirement omitted	Reason
	3-3	Management of material topics	13		
	205-1	Operations assessed for risks related to corruption	13		
	205-2	Communication and training about anti-corruption policies and procedures	13		
	205-3	Confirmed incidents of corruption and actions taken	13		
TOPIC SPECIFIC DISCLOSURES: ENVIRONMENTAL					
GRI 302: Energy 2016	Energy			Requirement omitted	Reason
	3-3	Management of material topics	8, 15		
	302-1	Energy consumption within the organization	15		
	302-4	Reduction of energy consumption	8		

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission
TOPIC SPECIFIC DISCLOSURES: ENVIRONMENTAL				
GRI 303: Water & Effluents 2018	Water			Requirement omitted
	3-3	Management of material topics	16	Reason
	303-3	Water withdrawal	16–17	
GRI 305: Emissions 2016	Emissions			Requirement omitted
	3-3	Management of material topics	8, 15	Reason
	305-1	Direct (Scope 1) GHG emissions	15	
	305-2	Energy indirect (Scope 2) GHG emissions	16	
	305-3	Other indirect (Scope 3) GHG emissions	16	
GRI 306: Waste 2020	Waste			Requirement omitted
	3-3	Management of material topics	7, 17	Reason
	306-3	Waste generated	16–17	
	306-4	Waste diverted from disposal	8, 17	
	306-5	Waste directed to disposal	17	

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission	
TOPIC SPECIFIC DISCLOSURES: SOCIAL					
GRI 401: Employment 2016	Employment			Requirement omitted	Reason
	3-3	Management of material topics	19		
	401-1	New employee hires and employee turnover	21		
	401-2	Benefits provided to full-time employees	20		
	401-3	Parental leave	20		
GRI 403: Occupational Health & Safety 2018	Occupational Health & Safety			Requirement omitted	Reason
	3-3	Management of material topics	22		
	403-1	Occupational health and safety management system	22		
	403-2	Hazard identification, risk assessment, and incident investigation	22		
	403-4	Worker participation, consultation, and communication on occupational health and safety	22		
	403-5	Worker training on occupational health and safety	22		

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission	
TOPIC SPECIFIC DISCLOSURES: SOCIAL					
GRI 403: Occupational Health & Safety 2018	Occupational Health & Safety			Requirement omitted	Reason
	403-8	Workers covered by an occupational health and safety management system	22		
	403-9	Work-related injuries	22		
GRI 404: Training & Education 2016	Training & Education			Requirement omitted	Reason
	3-3	Management of material topics	19		
	404-1	Average hours of training per year per employee	21		
	404-3	Percentage of employees receiving regular performance and career development reviews	21		
GRI 405: Diversity & Equal Opportunity 2016	Diversity & Equal Opportunity			Requirement omitted	Reason
	3-3	Management of material topics	19		
	405-1	Diversity of governance bodies and employees	20–21		
	405-2	Ratio of basic salary and remuneration of women to men	—		Not reported
GRI 406: Non-discrimination 2016	Non-discrimination			Requirement omitted	Reason
	3-3	Management of material topics	19		
	406-1	Incidents of discrimination and corrective actions taken	19		

Continued



12. GRI Content Index

GRI Standard	Disclosure number & title	Disclosure remarks	Page No.	Omission	
TOPIC SPECIFIC DISCLOSURES: SOCIAL					
GRI 418: Customer Privacy 2016	Customer privacy			Requirement omitted	Reason
	3-3	Management of material topics	13		
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	13		

13. Facilities Included 2025

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	632,850	125,279	5.052	16.24	0.821
Baiersdorf	Germany	425,230	68,481	6.209	10.92	0.678
Cirencester	UK	927,070	188,196	4.926	23.80	1.172
Kuala Lumpur	Malaysia	78,450	3,056	25.671	2.01	0.517
Singapore	Singapore	784,800	18,764	41.825	20.15	8.426
Toronto	Canada	113,520	29,983	3.786	2.91	0.110
Warrington	UK	933,780	123,135	7.583	23.97	1.818
Totals		3,895,700	556,894	6.995	100	6.995
GLOBAL AVERAGE CO² PROCESSING OVERHEAD PER PART						6.995

14. About This Report

In this annual sustainability report (published May 2026), we provide an overview of our sustainability efforts for the financial year 1 January 2025 to 31 December 2025, in accordance with the Global Reporting Initiatives (“GRI”) Sustainability Reporting Standards, incorporating the latest GRI Universal Standards of 2021.

Procurri recognises the importance of identifying issues that are significant to its operations, as well as to stakeholders, including customers, employees, and wider society. For the 2025 reporting period, this report has been reviewed both internally and externally, with external assurance provided by Carbon Footprint.

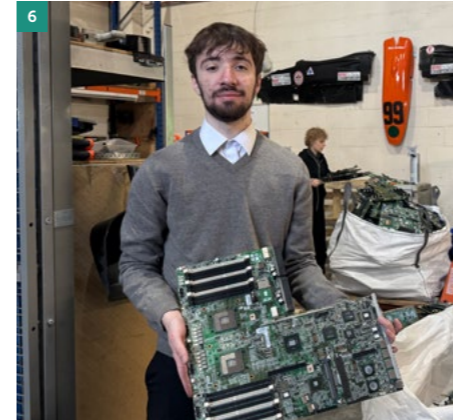
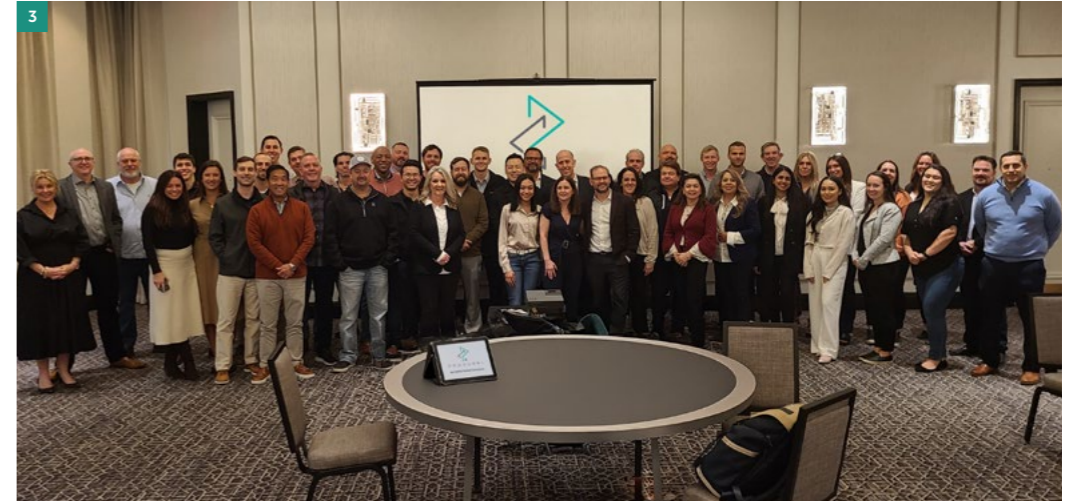
This report focuses on Procurri’s regional head offices, ensuring transparency and consistency in our sustainability disclosures. These offices are: Procurri Global Headquarters in Singapore – Asia Pacific region (APAC); Procurri LLC (United States, Atlanta); and Procurri Europe (United Kingdom) – EMEA.

We also include Germany (Procurri GmbH), Canada (Procurri Canada) and Malaysia (Procurri Malaysia) in our FY2025 reporting scope.

These sites represent our key operational locations and account for approximately 80% of total global employees, with the remaining 20% distributed across other international locations.

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

In pictures



1. Imaizumi Fumitoshi and Mat Jordan acquisition completion
2. APAC Sales Team Kick-off
3. US Sales Team Kick-off
4. Storage Awards: Professional Services Partner of the Year
5. Procurri sponsors Snow Buddies
6. Work experience student Nathan Jevons at Procurri
7. US Sales Training session
8. Careers Fayre at Sir Thomas Rich's School
9. Procurri at DBS Regenerative Festive Roadshow
10. Work experience student Jess Leng at Procurri



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