

SUSTAINABILITY REPORT

For the period covering 1 January 2025 - 31 December 2025

Generated by ESGpedia

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MR LOCK HUI KOON
MANAGING DIRECTOR
PROFOTO DIGITAL SERVICES PTE LTD

> At Profoto, sustainability is a responsibility we embrace at every level of our organisation. We are committed to making conscious choices as we work towards a greener, more responsible future for our business and the world around us

MANAGING DIRECTOR STATEMENT

Dear Valued Stakeholders,

It is my honour to present Profoto Digital Services' Sustainability Report for FY2025. This report marks an important milestone in our sustainability journey and reflects our continued commitment to embedding responsible business practices into the way we operate, grow, and create long-term value for our employees, clients, partners, communities, and the environment.

Since our establishment in 1998, Profoto has grown from a specialist photographic printing lab into a trusted partner in retail advertising, digital solutions, and experiential design. While innovation, service excellence, and customer focus continue to guide our business, we recognise that sustainable growth must also be supported by environmental responsibility, strong governance, and care for our people and society.

In addition to our sustainability progress, we are also proud of Profoto's continued industry recognition, including the APEX Award, which reflects our commitment to service excellence, innovation, and delivering high-quality solutions to our clients. This achievement reinforces our belief that business success and responsible growth can go hand in hand, as we continue to strengthen our capabilities while creating long-term value for our stakeholders.

MANAGING DIRECTOR STATEMENT (Continued)

This report demonstrates our commitment to responsible and transparent business practices. It sets out the key foundations of our sustainability approach, which is structured around six core ESG pillars:

1. Local Economic and Social Contribution
2. Ethical Conduct and Compliance
3. Climate Change
4. Resource Use and Circular Economy
5. Workplace Safety
6. Employment Practices

To support our sustainability efforts, we have put in place key governance policies and mechanisms, including our Code of Conduct, Environmental Policy, and Whistleblower Mechanism. We have also aligned our management systems with recognised international standards. I am pleased to share that Profoto is certified under ISO 14001:2015 for Environmental Management and ISO 45001:2018 for Occupational Health and Safety, and we are guided by the principles of ISO 26000 on social responsibility.

In addition, we are working towards greater alignment with global sustainability reporting frameworks such as the Global Reporting Initiative ("GRI"). This framework helps us improve the transparency, consistency, and quality of our disclosures, while strengthening our ability to identify and manage climate-related, ethical, and operational risks across our business and value chain.

During the year, we began formalising our sustainability data collection processes and establishing the foundation for measurable performance targets. These targets will help guide our efforts in reducing our environmental impact, improving workplace safety, promoting diversity and inclusion, and strengthening responsible sourcing and operational practices.

MANAGING DIRECTOR STATEMENT (Continued)

Sustainability is not only about reporting our progress; it is also about meaningful engagement. We continue to strengthen our dialogue with stakeholders through employee engagement, supplier assessments, and community partnerships. Through these interactions, we are able to better understand expectations, identify areas for improvement, and refine our approach to sustainability.

As a SEDEX-compliant organisation and recipient of a Silver EcoVadis rating, we are encouraged by the progress we have made. At the same time, we remain committed to raising our standards further. Looking ahead, we aim to progress towards EcoVadis Gold, enhance our supplier due diligence practices, and expand our positive impact through inclusive innovation and responsible business growth.

This Sustainability Report is more than a record of our initiatives. It reflects the kind of company we aspire to be — one that innovates with purpose, acts with integrity, and grows responsibly with consideration for the world around us.

I would like to express my sincere appreciation to our employees, customers, suppliers, and business partners for their continued trust, support, and collaboration. Together, we will continue working towards a more sustainable, resilient, and inclusive future.

Sincerely,

MR LOCK HUI KOON
MANAGING DIRECTOR
PROFOTO DIGITAL SERVICES PTE LTD

ABOUT THIS REPORT

This report covers **Profoto Digital Services'** sustainability performance from:

1 January 2025 – 31 December 2025

Reporting framework

The report was prepared with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.

Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

Contact: sustainability@profoto.com.sg

Address: Blk 12 Lorong Bakar Batu #07-07/08, Kolam Ayer Industrial Estate, Singapore 348745

Website: profoto.com.sg



PROFOTO DIGITAL SERVICES

Profoto Digital Services Pte Ltd is a Singapore-based provider of large-format printing, visual communication, and branding solutions. We help businesses enhance retail and customer experiences through innovative and high-quality visual displays, signage, event graphics, and customised branding solutions.

Our key services and products include large-format printing, retail displays, event graphics, signage, fabrication, installation services, visual merchandising solutions, branding and visual communication materials.

Headquartered in Singapore, we serve local and international clients (Thailand, Indonesia, Malaysia, Philippines, India) across retail, events, exhibitions, corporate, commercial, and consumer-facing industries.

Location of Operations Reported

Headquarters:
Singapore

COMMITMENT TO UNSDGs

Sustainability at Profoto Digital Services is not an afterthought; it shapes how we source, produce, and engage with the people and communities around us. The United Nations Sustainable Development Goals provide a meaningful structure through which we can contextualise our efforts and hold ourselves to a higher standard. Below is an overview of the SDGs most relevant to our business, and how our work contributes to each.

Our Sustainable Development Goals

SDG	Our Contributions
	Fostering a safe and healthy workplace for all employees, while extending that care outward through community health initiatives including blood donation campaigns.
	Equipping our workforce with the knowledge and skills needed to stay ahead through structured training, mentorship, and continuous professional development.
	Upholding equal opportunity across all roles and levels, ensuring that career growth and recognition are accessible to every employee regardless of gender.
	Providing stable, fairly compensated employment within a supportive culture that prioritises both performance and personal well-being.
	Shifting our production processes towards PVC-free and FSC-certified materials, reducing reliance on harmful substrates, and engaging suppliers who share our commitment to responsible sourcing.
	Lowering our environmental footprint through cleaner ink technologies, structured waste management, and participation in independent sustainability assessments such as EcoVadis.

AWARDS & CERTIFICATIONS



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Occupational Health and Safety Management System



bizSAFE Star



EcoVadis
Silver



Progressive Wage Mark

AWARDS & CERTIFICATIONS







Singapore APEX Corporate Sustainability Awards 2025
Sustainable Business (SME)

INDUSTRY MEMBERSHIPS

Profoto Digital Services is an active member of these associations:

The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.

Print and Media Association of Singapore (PMAS)

新加坡印刷与媒体同业公会
Print & Media Association, Singapore

The Print & Media Association, Singapore (PMAS) is the national representative body for the printing industry in Singapore. Founded in 1937 originally as the Master Printers Association, Singapore, the name was changed to the Print & Media Association, Singapore in 2000 to reflect the changes in technology and advances within the industry. Membership is open to all companies engaged in the printing and allied trades, including suppliers of equipment, software, and consumables and companies that support the printing industry. The Association is the de facto focal point for the industry with strong linkage to the print and media communities, supply channels, government, and other allied organisations.

Global Compact Network Singapore (GCNS)

Global Compact Network Singapore

The UN Global Compact encourages businesses to adopt sustainable and socially responsible policies. By committing to its Ten Principles covering human rights, labour, environment, and anti-corruption, businesses enhance their ethical standards and contribute to global sustainability efforts. By participating in the UN Global Compact, businesses align their strategies with the United Nations' Sustainable Development Goals (SDGs). This alignment not only contributes to global efforts but also positions companies to benefit from the growing emphasis on sustainability in policy and market trends.

MATERIAL TOPICS

Material Topic Overview

Determining which sustainability topics matter most is the foundation of a useful report. It shapes what we measure, what we disclose, and where we direct effort.

In FY2024, our first reporting year, we identified six material themes with the support of an external ESG consultant, working through a four-step process of identification, rating, prioritisation and validation. For FY2025 we reviewed those topics against industry benchmarks and the sustainability disclosures of comparable companies in the printing, retail services and media production sectors.

We review and validate our material topics annually. As our reporting matures, we intend to draw stakeholder input into the prioritisation itself rather than into validation alone.

Methodology and Standards

Our assessment drew on one internationally recognised framework, the GRI Standards 2021, which addresses our impacts on people, the environment, and provides the topic-specific standards against which we report.

We also reviewed publicly available sustainability disclosures from companies operating in printing, retail services and media production, to test our topic selection against current sector practice.

Our material topics are set out on the next page, mapped to the relevant GRI topic standards.

MATERIAL TOPICS



Material Topics	
Energy (GRI 302)	
Water consumption (GRI 303)	Emissions (GRI 305)
Waste generated (GRI 306)	Supplier environmental assessment (GRI 308)
Employment (GRI 401)	Occupational health & safety (GRI 403)
Training & education (GRI 404)	Diversity & equal opportunity (GRI 405)
Non-discrimination (GRI 406)	Local communities (GRI 413)
Market Presence (GRI 202)	Procurement practices (GRI 204)
Anti-corruption (GRI 205)	Anti-competitive behaviour (GRI 206)

LOCAL ECONOMIC & SOCIAL CONTRIBUTION

Market Presence

The Group maintains an operational footprint across Singapore and Malaysia and contributes to the local economy by prioritising local hiring at all job levels and engaging local subcontractors and suppliers where feasible.

We seek to hire senior management locally across all significant locations of operation. For this purpose, "local" refers to individuals who were either born in, or hold the legal right to reside indefinitely in, the same geographic market as the operation, including naturalised citizens and permanent residents. In FY2025, 100% of our senior management in Singapore were hired locally.

Singapore does not have a statutory national minimum wage. The ratio of entry-level wage to local minimum wage is therefore not applicable.

Procurement Practices

The Group is committed to fair competition, market integrity and transparency in all our operations within the printing and retail advertising industry. Our Code of Conduct and Business Ethics Policy sets out the standards expected of all employees in their dealings with competitors, customers and suppliers.

We prioritise local sourcing where possible, which supports the Singapore economy and strengthens supply chain resilience. In FY2025, 85% of our procurement budget in Singapore was spent on local suppliers, up from 80% in FY2024.

ETHICAL CONDUCT & COMPLIANCE

Anti-Competitive Behaviour

The Group is committed to fair competition and market integrity across all aspects of our operations, and to operating transparently within the printing and retail advertising industry. Our Code of Conduct and Business Ethics policy set out the standards expected of employees in their dealings with competitors, customers and suppliers.

In FY2024 and FY2025, there were zero legal actions pending or completed regarding anti-competitive behaviour and anti-trust violations.

Supplier Environmental Assessment

Environmental responsibility extends across our value chain. Our principal suppliers and contractors include printing suppliers, fabrication contractors, logistics partners, waste management and recycling contractors, and technology and IT support providers.

To assess ESG risks and confirm alignment with our sustainability standards, we require suppliers to complete a Supplier Self-Assessment Questionnaire. The questionnaire helps us identify existing and potential adverse sustainability impacts across environmental compliance, energy and materials use, and waste management. It also covers governance and social criteria, including management systems, labour practices and human rights, business ethics and compliance, and adherence to our Supplier Code of Conduct. Suppliers are additionally assessed on service reliability, pricing and past performance. However, in FY2025, there was no screening of new suppliers for the reporting period.

SUSTAINABILITY INITIATIVES



Blood Donation Drive

Profoto regularly encourages employees to participate in blood donation drives. In 2025, 16 employees participated, contributing towards the national blood supply and supporting patients who require lifesaving blood transfusions.

Employee Health and Well-being Initiatives

The company organises health screening programmes, workplace wellness activities, and safety initiatives to support employee well-being and encourage a healthy workforce.





Environmental Awareness Activities (Earth Day/Hour)

Profoto organises activities such as the Eco Hunt Challenge during Earth Day to raise employee awareness of environmental sustainability and encourage eco-friendly habits in the workplace.

LowCarbonSG Programme Participant

Profoto participates in the LowCarbonSG programme and tracks greenhouse gas emissions through the Carbon & Emissions Recording Tool (CERT). The initiative supports the company's commitment towards carbon reduction and sustainability performance improvement.





Responsible Procurement Programme

Profoto implemented a Responsible Procurement Policy and Supplier Code of Conduct to encourage ethical, environmental, and social responsibility across its supply chain. Suppliers are required to acknowledge and comply with these expectations as part of the onboarding process.

Waste Reduction and Recycling Efforts

The company promotes responsible material usage and waste management within its operations through recycling initiatives, waste segregation, and efforts to reduce material wastage during production processes.



SUSTAINABILITY TARGETS

Environmental		
Focus Area	Target	Timeline
Scope 1 and 2 Emissions	Reduce absolute emissions by 20% against FY2024	FY2030
Energy Efficiency	Reduce purchased energy intensity per S$ million of in-house sales revenue by 15% against FY2024	FY2030
Water Efficiency	Reduce water intensity per average monthly FTE by 20% against FY2024	FY2030
Waste Management	Reduce total waste generated by 5% against FY2024; monitor recycling share annually	FY2030
Scope 3 Reporting	Maintain reporting for selected categories and progressively improve consistency and data coverage	FY2030
Sustainable Materials	Establish reliable tracking of selected material purchases before setting a percentage target	Phased, from FY2026
Eco-certified Inputs	Continue increasing the use of certified or lower-impact materials where suitable and commercially feasible	Ongoing
Social		
Gender Diversity	Maintain at least 50% female representation in the leadership team	FY2030
Inclusive Hiring	Maintain fair and merit-based recruitment practices	Ongoing
ESG Training	Achieve 100% completion of designated mandatory ESG training	Annually from FY2027
Community	Conduct at least 2 CSR initiatives annually	Annually
Governance		
Anti-Bribery and Corruption	Achieve 100% employee acknowledgement of the Anti-Bribery and Corruption Policy	FY2026
Employee Grievance Management	Achieve 100% compliance with established grievance-handling procedures	FY2027
Sustainability Reporting	Publish an annual sustainability report prepared with reference to GRI Standards, including relevant SDG mapping	Annually
ESG Data Systems	Establish a centralised ESG data register with assigned data owners, source evidence, consistent calculations and review controls	FY2027

Note: Targets are set against a FY2024 baseline

CURRENT PROGRESS

FY2025

ENVIRONMENTAL

Total Energy Consumption

2,192.33

GJ

Total absolute GHG emissions (Scope 1, 2, and 3)

857.62

tCO_2e

Total Water Consumption

83.10

m^3

SOCIAL

7.63

Average training hours

Gender ratio of male and female



Young to older employees*



**Young: Under 30 years old, Older: Over 30 years old*

GOVERNANCE

24/7

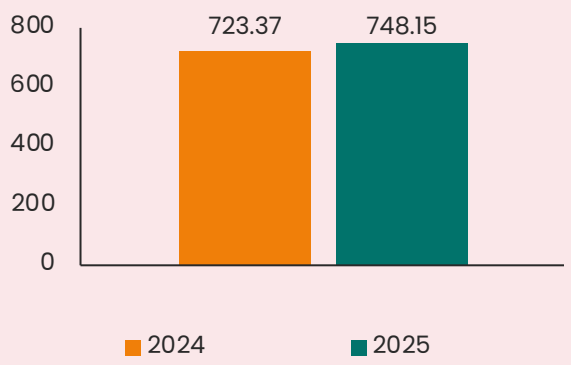
access to whistleblowing channel to every employee

0

incidents relating to corruption and/or bribery

ENVIRONMENTAL METRICS

Total Diesel Energy Consumption
(GJ)



Diesel Energy Consumption	748.15 GJ

Total Diesel Consumption in Litres

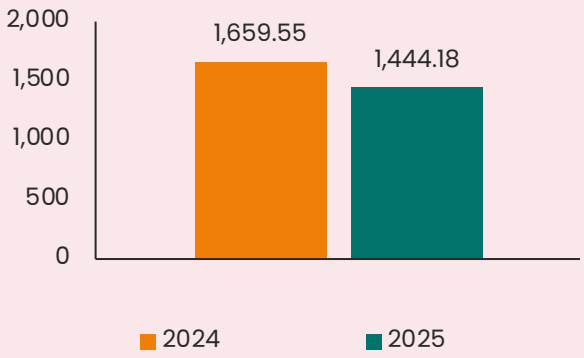
Year	Diesel (litres)
2024	19,026.55
2025	19,678.59

Electricity Energy Consumption	1,444.18 GJ

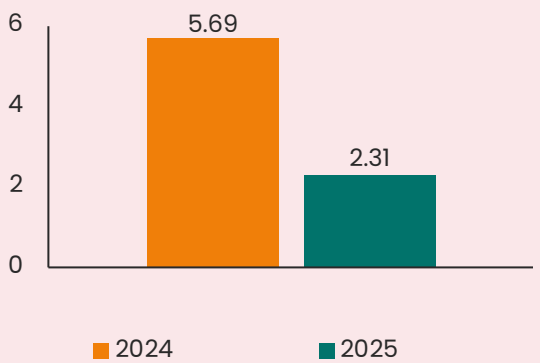
Total Electricity Consumption in kWh

Year	Electricity (kWh)
2024	460,985.49
2025	401,160.62

Total Electricity Energy Consumption
(GJ)



Total Refrigerant Emissions
(tCO_2e)



Refrigerant Emissions	2.31 tCO_2e

Total Refrigerant Top-ups in kg

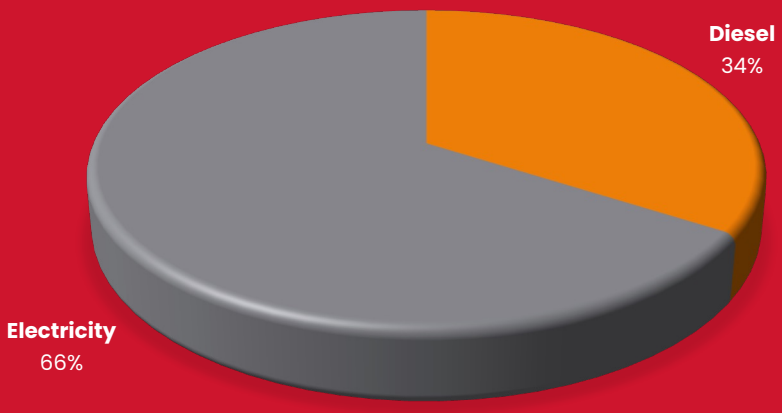
Year	Refrigerant (kg)
2024	8.08
2025	3.41

ENVIRONMENTAL METRICS

Total Energy Consumption

2,192.33
GJ

Breakdown of Energy Consumption



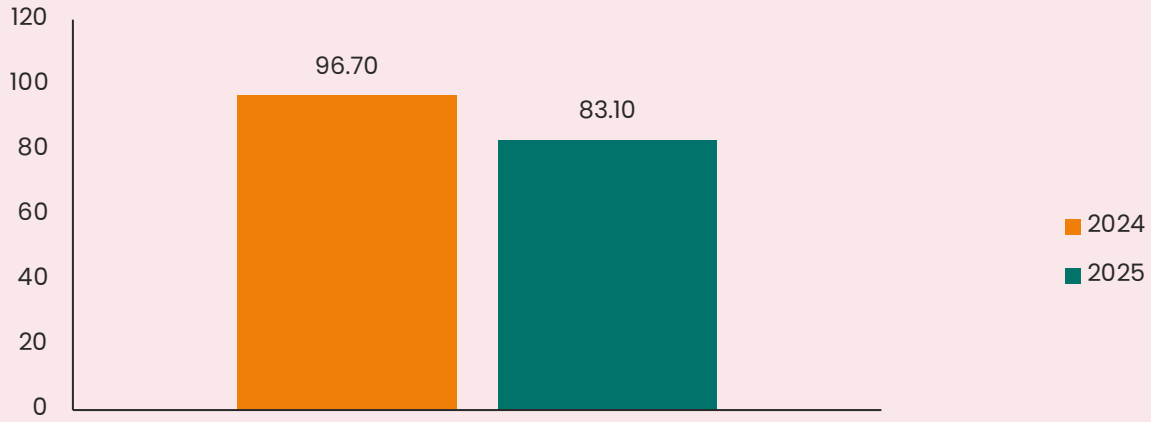
Profoto Digital Services recorded total energy consumption of 2,192.33 GJ in FY2025, drawn from two sources: diesel used by company vehicles and purchased electricity for its production facility and office premises. Electricity was the dominant contributor at 66% of total energy use, while diesel accounted for the remaining 34%.

Compared to FY2024, electricity consumption declined from 1,659.55 GJ to 1,444.18 GJ, a reduction of approximately 13%, reflecting improvements in operational energy efficiency across the facility. Diesel consumption saw a modest increase from 723.37 GJ to 748.15 GJ, up approximately 3.4%, in line with increased business activity requiring vehicle use. On balance, the reduction in electricity consumption more than offset the rise in diesel use, and Profoto remains committed to sustaining and building on this efficiency progress in the years ahead.

ENVIRONMENTAL METRICS

Water Consumption 83.10 m³

Total Water Consumption
(m³)



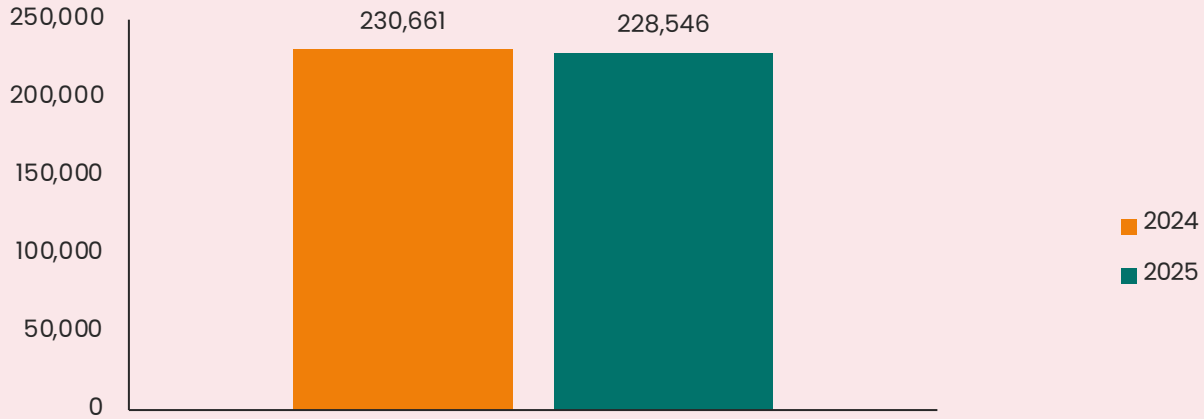
Water consumption at Profoto Digital Services declined from 96.70 m³ in FY2024 to 83.10 m³ in FY2025, representing a reduction of approximately 14.1%. This improvement reflects the company's continued focus on using water responsibly across its facility. Profoto is actively reviewing its cleaning and production processes to identify further opportunities for water reduction or reuse, while ongoing staff awareness efforts help embed a culture of mindful consumption into everyday operations. We remain committed to sustaining this downward trend in the years ahead.

ENVIRONMENTAL METRICS

Waste Generated **228,546 kg**

Total Waste Generated

(kg)



In FY2025, Profoto Digital Services generated a total of 228,546 kg of waste, compared to 230,661 kg in FY2024, a decrease of 0.9%. As a print and fabrication operation, we remain committed to managing our waste footprint responsibly through the following practices:

1) Responsible Material Sourcing

Profoto continues to expand its portfolio of PVC-free and FSC-certified substrates, prioritising materials that are either recyclable or carry a lower environmental burden at end-of-life. By working with suppliers whose products generate less problematic waste, the company is taking a proactive approach to reducing waste at the point of procurement rather than purely at the point of disposal.

2) Structured Waste Segregation and Licensed Disposal

Profoto partners with licensed general waste disposal companies and certified recycling service providers to ensure that production offcuts, scrap substrates, and decommissioned props are handled through the appropriate channels. By segregating waste streams and diverting recyclable materials away from general disposal, Profoto works to minimise its landfill contribution and ensure compliance with responsible waste management standards. These efforts will continue to be strengthened as the company scales its operations.

ENVIRONMENTAL METRICS

Materials

Our core operations involve the printing of posters and visual merchandising materials for our clients. We manage material usage across our production facilities by prioritising efficiency, responsible sourcing and waste minimisation, selecting materials on the basis of durability, functionality and environmental impact, and incorporating recyclable or sustainably sourced options where available.

In FY2025, emissions from purchased materials, reported under Scope 3 Category 1 (Purchased Goods and Services), amounted to 107.43 tCO_2e. These emissions were calculated using a spend-based approach, which estimates emissions from the value of materials purchased rather than their physical quantity. As a result, we are currently unable to report materials used by weight. We are reviewing our data collection processes with the aim of reporting materials by weight in future reports.

Reclaimed Products and Packaging Materials

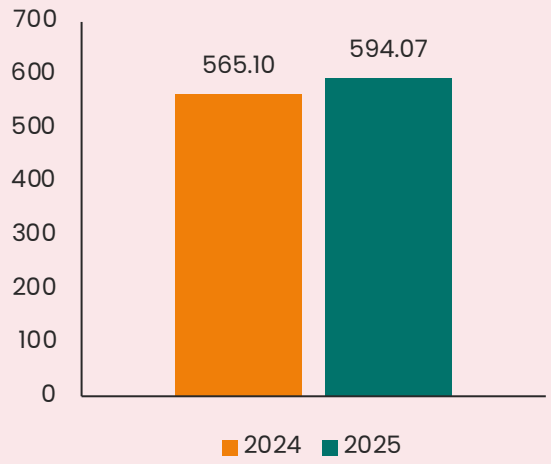
Our downstream activities include dismantling display structures and event installations at project end, and recovering serviceable structural elements, props and fixtures for redeployment on subsequent projects. This recovery is an established operational practice and reduces both material consumption and waste to disposal.

We do not currently record recovered materials by weight or by product category and are therefore unable to report a reclamation percentage for FY2025. We are reviewing how recovery volumes can be captured at the point of return to our warehouse facilities to enable quantified reporting in future periods.

ENVIRONMENTAL METRICS

Scope 3 Emissions

Total Purchased Goods and Services
(tCO2e)



Category 1: Purchased Goods and Services — 594.07 tCO_2e

In FY2025, Profoto Digital Services recorded Category 1 (Purchased Goods and Services) emissions of 594.07 tCO_2e, up from 565.10 tCO_2e in FY2024, an increase of approximately 5.1%.

Purchased goods and services remain Profoto's largest source of Scope 3 emissions. Profoto is committed to improving the consistency and data coverage of this category, and to working towards meaningful emissions reductions over time.

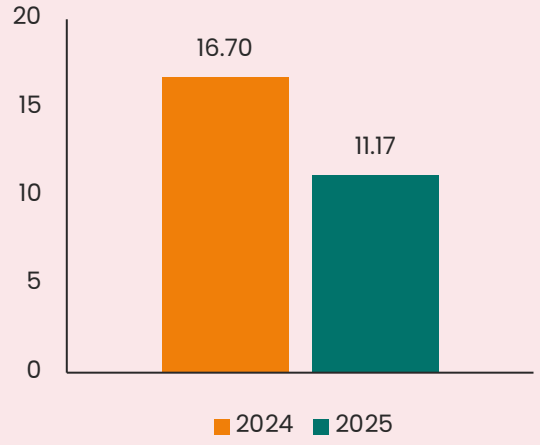
Category 5: Waste Generated in Operations — 11.17 tCO_2e

In FY2025, Profoto Digital Services recorded Category 5 (Waste Generated in Operations) emissions of 11.17 tCO_2e, down from 16.70 tCO_2e in FY2024, a decrease of approximately 33.1%.

This reduction is mainly due to Profoto tracking the specific categories of waste disposed, which allowed us to apply more precise emission factors than the generic factors used in FY2024.

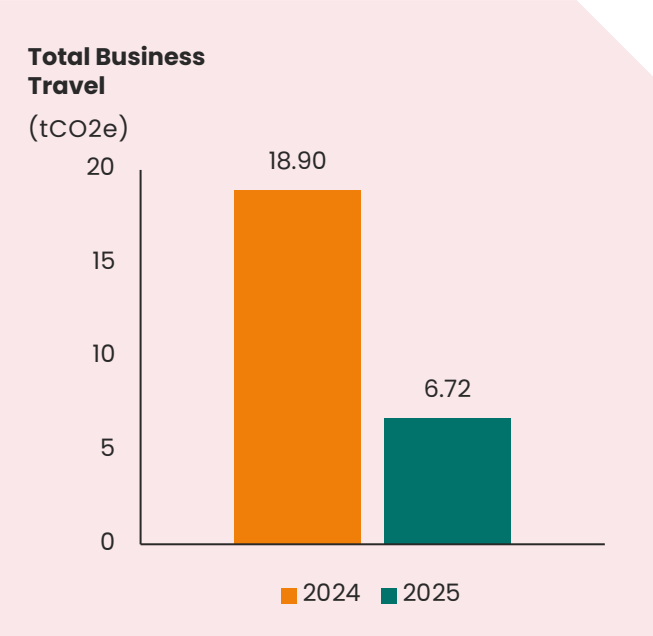
Profoto will continue to monitor waste generated and our recycling share annually, working towards our target of reducing total waste generated by 5% against FY2024.

Total Waste Generated in Operations
(tCO2e)



ENVIRONMENTAL METRICS

Scope 3 Emissions



Category 6: Business Travel

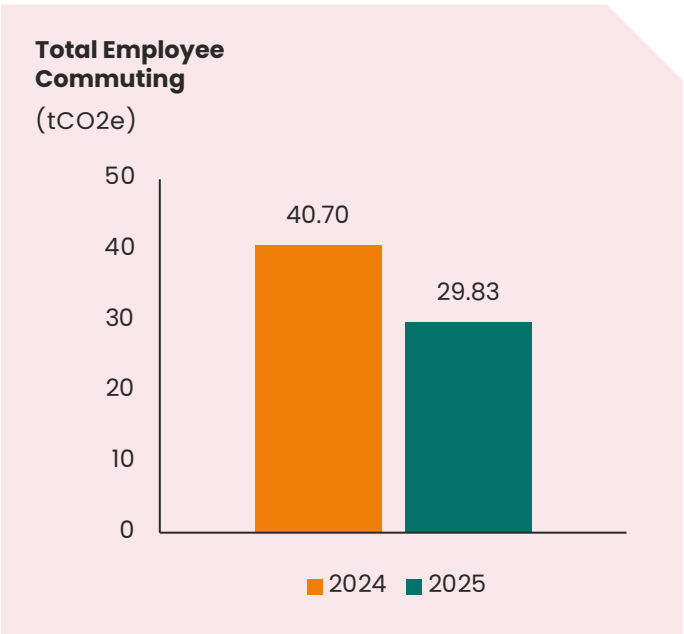
6.72 tCO_2e

In FY2025, emissions from business travel amounted to 6.72 tCO_2e, down from 18.9 tCO_2e in FY2024, a reduction of approximately 64.4%. Business travel emissions come from employee travel for client meetings, project installations and regional engagements across our markets. Profoto will continue to encourage virtual meetings where practical and to plan essential travel efficiently, to keep travel-related emissions low as our regional client base grows.

Category 7: Employee Commuting

29.83 tCO_2e

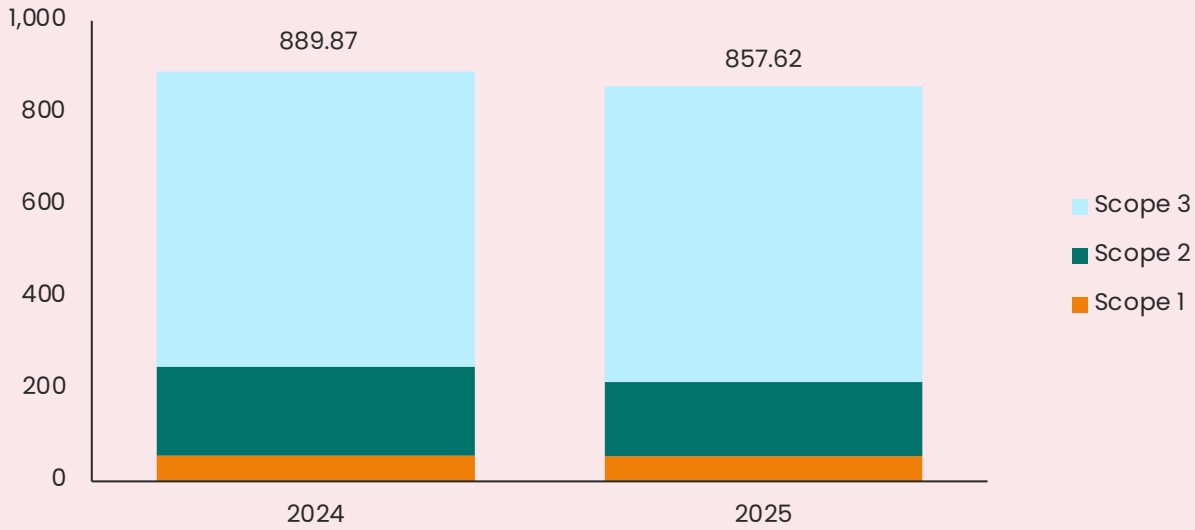
In FY2025, emissions from employee commuting amounted to 29.83 tCO_2e, down from 40.7 tCO_2e in FY2024, a reduction of approximately 26.7%. These emissions come from employees' daily travel between home and our Singapore facility. Singapore's public transport network gives our employees lower-carbon commuting options, and Profoto will continue to promote public transport and other sustainable commuting choices among staff.



ENVIRONMENTAL METRICS

GHG Emissions

Total GHG Emissions Breakdown
(tCO_2e)



Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions
54.56 tCO_2e	161.27 tCO_2e	641.79 tCO_2e

In FY2025, Profoto Digital Services recorded total GHG emissions of 857.62 tCO_2e, down from 889.87 tCO_2e in FY2024.

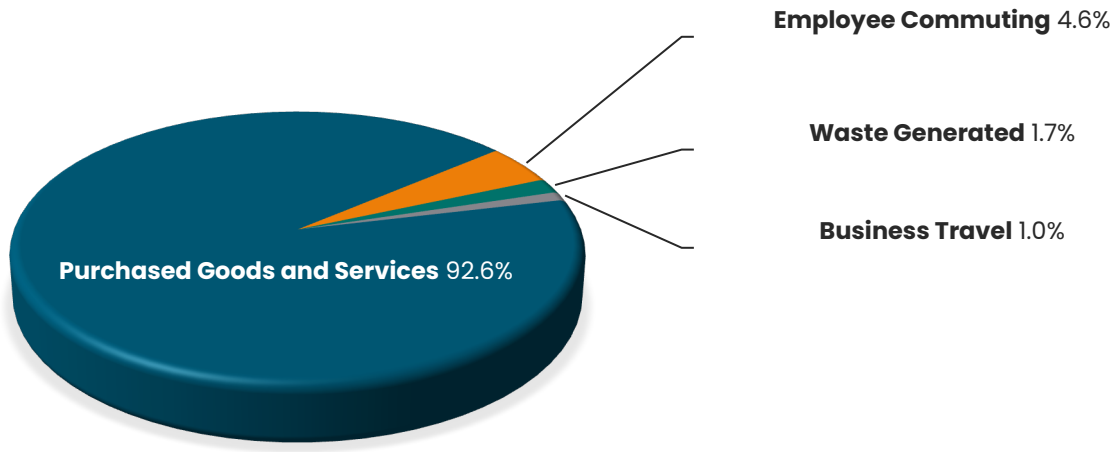
This reduction is mainly due to lower Scope 2 emissions. Scope 3 emissions remained broadly stable, as lower emissions from employee commuting, business travel and waste largely offset a 5.1% increase in purchased goods and services. Profoto also began tracking the specific categories of waste disposed, which allowed us to apply more precise emission factors than the generic factors used in FY2024. Profoto is committed to refining our measurement approach and working towards meaningful emissions reductions over time.

Note: FY2024 emissions presented in this report are not directly comparable to the prior year's Sustainability Report, as Scope 3 reporting has been refined to cover Categories 1, 5, 6 and 7 only.

ENVIRONMENTAL METRICS

GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emissions, FY2025 (tCO_2e)



Scope 3 Emissions Breakdown (tCO_2e)	2024	2025
Cat 1: Purchased Goods and Services	565.10	594.07
Cat 5: Waste Generated	16.70	11.17
Cat 6: Business Travel	18.90	6.72
Cat 7: Employee Commuting	40.70	29.83
Total Scope 3	**641.40**	**641.79**

Profoto Digital Services tracks Scope 3 emissions across Categories 1, 5, 6 and 7: purchased goods and services (including water consumption), waste generated, business travel and employee commuting. In FY2025, Scope 3 emissions totalled 641.79 tCO_2e, compared to 641.40 tCO_2e in FY2024. Purchased goods and services was the largest contributor at 594.07 tCO_2e, about 93% of the total, followed by employee commuting at 29.83 tCO_2e.

We plan to progressively broaden our Scope 3 tracking in future reporting cycles as our measurement capabilities continue to develop.

Note: FY2024 emissions presented in this report are not directly comparable to the prior year's Sustainability Report, as Scope 3 reporting has been refined to cover Categories 1, 5, 6 and 7 only.

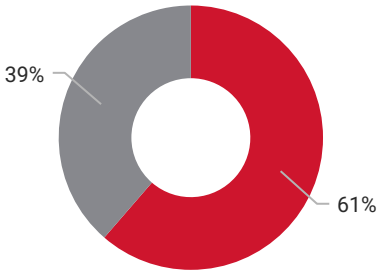
SOCIAL METRICS

Diversity and Equal Opportunity

Total Number of Current Employees[1] **88**

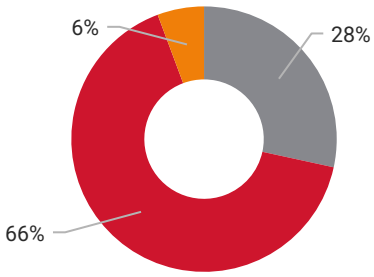
[1]As at 31 December 2025

Number of employees by Gender



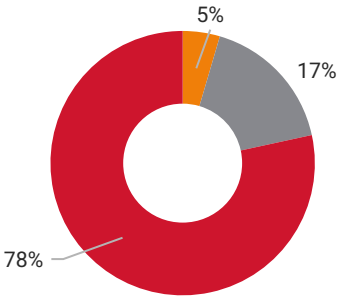
Female	34
Male	54

Number of employees by Age Group



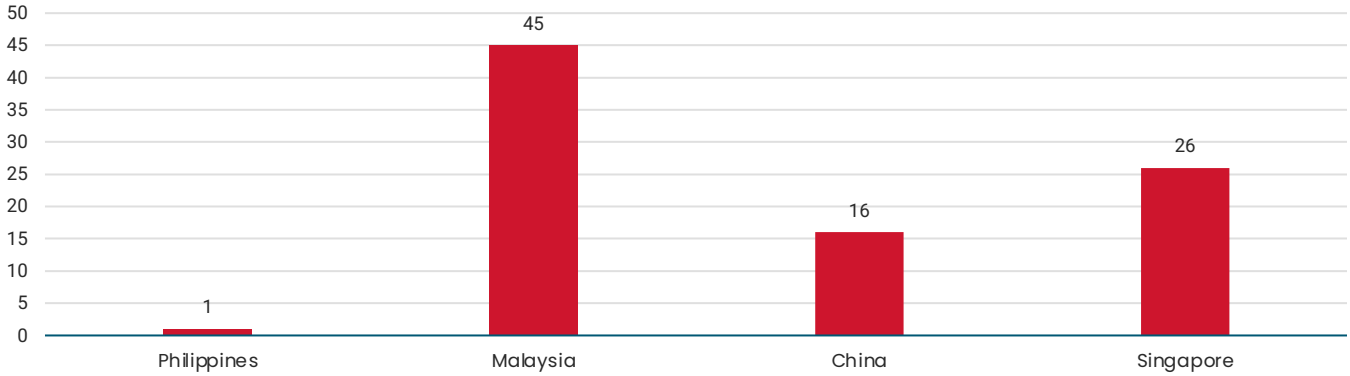
Under 30 years old	25
30-50 years old	58
Over 50 years old	5

Number of employees by Employment Category



Senior Management	4
Middle Management	15
Other Employment Category	69

Number of employees by Nationality



SOCIAL METRICS

Supporting Employee Well-being: New Hires

New Employee Hires

Category	Items	Number	Rate
By Age Group	Below 30 years old	8	32%
	Between 30 to 50 years old	6	10%
	Above 50 years old	0	0%
By Gender Group	Male	8	15%
	Female	6	18%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

Building the right team is central to everything Profoto aspires to do. Each person who joins the organisation brings something new, a different way of seeing a problem, a skill set that expands what we can offer, or an energy that lifts the people around them. We approach recruitment with the same care we bring to our client work, looking not just for technical capability but for individuals who connect with our values and are motivated to grow with us. As Profoto continues to develop its capabilities and regional footprint, attracting and retaining the right talent remains one of our most important long-term investments.



SOCIAL METRICS

Supporting Employee Well-being: Retention

Employee Turnover

Category	Items	Number	Rate
By Age Group	Below 30 years old	10	40%
	Between 30 to 50 years old	14	24%
	Above 50 years old	1	20%
By Gender Group	Male	17	31%
	Female	8	24%

Note: Rates are calculated by dividing the number of turnover by the current employee headcount for each respective category.

People stay at Profoto because we work hard to make it worth staying. From the culture we cultivate day-to-day to the tangible support we provide through our benefits package, we want every employee to feel that Profoto is a place where their career and personal life can both flourish.

Our employee benefits include healthcare coverage, parental leave, retirement provisions, performance bonuses, annual increment reviews and special leave. Taken together, these reflect our recognition that loyalty is earned — and that earning it means showing up consistently for our people in ways that go beyond the job description.



SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0

Number of high-consequence work-related injuries

0

Number of recordable work-related injuries

2

Number of recordable work-related ill health cases

0

Ensuring that every person who comes to work at Profoto Digital Services goes home safely is a standard we hold ourselves to without exception. Though our operations are primarily studio and production-based, we recognise that a busy fabrication environment carries inherent risks, and we take our duty of care seriously at every level of the organisation.

In FY2025, Profoto recorded 2 work-related injuries, with zero fatalities, zero high-consequence injuries, and zero cases of work-related ill health. While we are encouraged by the absence of serious incidents, we do not take any injury lightly. Each case is thoroughly investigated to identify root causes, and the findings are used to strengthen our procedures, improve risk controls, and prevent recurrence. Our approach to safety is built on clear protocols, regular training, and a workplace culture where concerns can be raised openly and acted upon promptly. We remain committed to driving this number further down and to continuously raising the bar on occupational health and safety performance year on year.

SOCIAL METRICS

Training and Education

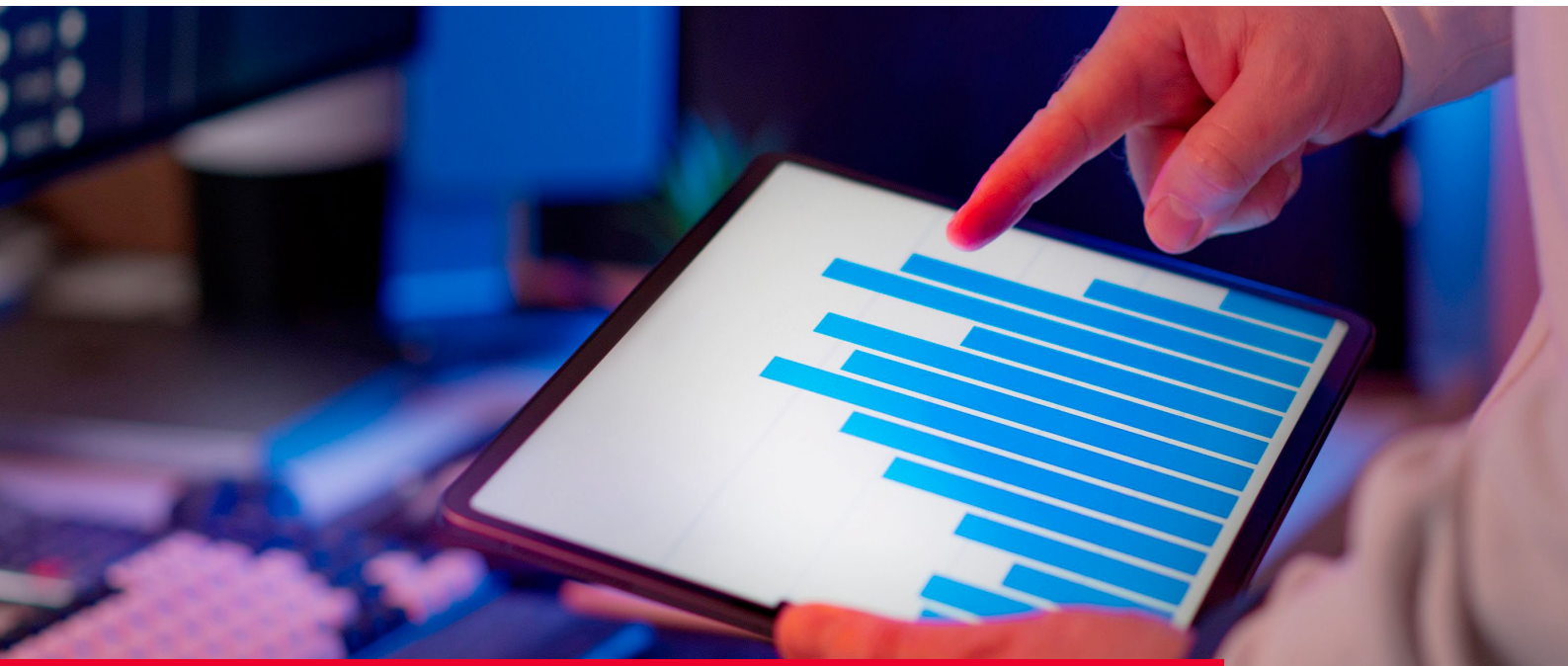
Average Hours of Training per year per employee

7.79 hours
Male

7.38 hours
Female

Profoto Digital Services operates in an industry where the tools, techniques, and client expectations are constantly shifting. Keeping our team equipped to meet that pace of change is something we invest in deliberately and continuously.

Training at Profoto takes multiple forms — from formal programmes in digital imaging, print production, design, and fabrication, to on-the-job learning guided by experienced colleagues and managers. We actively encourage employees to develop specialist expertise and take ownership of their professional growth. The return on this investment shows up in the quality of work we deliver to clients, the confidence of our teams, and the tenure of the people who choose to build their careers here.



SOCIAL METRICS

Non-Discrimination

We are committed to a workplace where all individuals are treated fairly and with dignity, and we maintain a zero-tolerance policy towards discrimination of any kind.

The Group has an Equal Opportunity and Anti-Discrimination Policy in place across all entities within our operational boundaries, ensuring fair treatment of employees and affiliates regardless of gender, race, religion, age, disability or background.

Employees and stakeholders may raise concerns relating to discrimination or unfair treatment through designated channels, including email and the company website. All submissions are treated confidentially and addressed promptly, with corrective action taken where necessary. In FY2024 and FY2025, there were 0 incidents of discrimination and thus, no corrective actions taken.

Local Communities

The Group is committed to making a positive contribution to the communities in which it operates. We engage employees through regular corporate social responsibility (CSR) initiatives, wellness activities and sustainability surveys, conducted quarterly to build awareness of and participation in our sustainability efforts.

In FY2025, 100% of our operations implemented local community engagement programmes. Employees in Singapore participated in 6 CSR initiatives including a Tree Planting session and a donation drive. The Group also contributed S$12,000 in cash donations during the year.

CSR initiatives are reviewed annually to align with the evolving priorities of the communities we serve.

GOVERNANCE METRICS

Board Composition

Number of Board of Directors

4

Number of Independent Board Directors

0

Number of Women on the Board of Directors

1

Anti-Corruption

Profoto Digital Services assessed 100% of its operations for risks related to corruption in FY2025. We have no recorded incidents of corruption, and we intend to keep it that way.

Our position on this is clear: we do not participate in bribery in any form. Whether that means offering payments to win business, facilitating gifts that carry the expectation of favour, or turning a blind eye to conduct that conflicts with our values — none of it has a place here. We win business through the merit of what we do, not through shortcuts that compromise our integrity.

All employees are expected to understand these standards, apply them in their day-to-day dealings, and raise concerns promptly if something does not seem right. We extend the same expectations to the partners and third parties we work with — our reputation is shaped by the company we keep, and we choose that company carefully.

POLICIES

CHILD LABOUR

The company is committed to adhering to the following policies:

- We do not employ any person below 16 years of age, in line with Singapore's Employment Act.
- Abide by labour laws on the working condition for young persons.

FREEDOM OF ASSOCIATION

The company is committed to the following rules:

- Hiring, promotion, transfers and other employment arrangements will not be affected by a worker's involvement or affiliation with any union.
- A worker will not be harassed, abused or disciplined for any union activity.
- Workers are allowed to form and join organisations and negotiate collectively with management, where there is no union.

FREELY CHOSEN EMPLOYMENT

- There is no forced, bonded or involuntary prison labour in any operations and facilities, unacceptable hazardous work and the physical punishment, abuse or involuntary servitude of any worker.
- Workers are free to leave their employers after reasonable notice.

NON-DISCRIMINATION

The company is committed to adhering to the following practices:

- Recruit and select on the basis of merit (such as skills, experience or ability to perform the job) regardless of age, race, gender, religion, marital status and family responsibilities, or disability.
- Treat all employees fairly and with respect.
- Provide employees with equal opportunities to be considered for training and development based on their strengths and needs, to help them achieve their full potential.
- Reward employees fairly based on their ability, performance, contribution and experience.
- Abide by labour laws and where applicable adopt the Tripartite Guidelines on Fair Employment Practices.

POLICIES

WHISTLEBLOWING POLICY STATEMENT

Profoto Digital Services Pte Ltd ("Profoto®") is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all its operations. We encourage a culture where employees, contractors, vendors, business partners, and other stakeholders feel confident in reporting any concerns about unethical, illegal, or improper behaviour without fear of retaliation. This Whistleblowing Policy provides a secure and confidential channel for reporting misconduct, including but not limited to fraud, corruption, financial misconduct, violations of laws, or breaches of company policies. All reports will be taken seriously, investigated thoroughly, and addressed in line with legal and regulatory standards.

Scope of the Policy

This policy applies to all employees, contractors, vendors, business partners, and stakeholders who observe or are aware of misconduct or unethical behaviour in relation to Profoto®'s operations. Examples of misconduct include:

- Fraud, dishonesty, or deceptive practices
- Misappropriation of funds, assets, or company resources
- Improper or misleading financial reporting
- Insider trading or misuse of confidential information
- Unauthorised disclosure of proprietary information
- Bribery, kickbacks, or material benefits
- Abuse of authority or unfair treatment in the workplace
- Violations of human rights or ethical standards, including discriminatory practices
- Violations of labour laws, environmental laws, or company policies

POLICIES

WHISTLEBLOWING POLICY STATEMENT (continued)

Confidentiality and Protection

We ensure that whistleblowers can report concerns confidentially and without fear of retaliation. Any act of retaliation or discrimination against a whistleblower will be treated as a serious violation and subject to disciplinary action. While internal grievance procedures such as an open-door policy and suggestion/complaint box are available to employees, we acknowledge that external stakeholders currently do not have access to a confidential reporting channel. Profoto is committed to improving grievance mechanisms and extending them to external parties in line with our obligations under the UN Guiding Principles on Business and Human Rights (UNGP).

Commitment to Ethical Conduct

Profoto® fosters a culture of honesty, transparency, and responsibility. We investigate all reports fairly and promptly, taking corrective action when necessary. We encourage stakeholders to report concerns in good faith to uphold a workplace defined by integrity and accountability.

Policy Modifications

Profoto reserves the right to update this policy as necessary to remain compliant with evolving laws and regulations. Any updates will be communicated appropriately.

How to Report a Concern

Concerns can be reported through our dedicated whistleblowing channel at whistleblow@profoto.com.sg. We also offer alternative reporting methods to ensure accessibility.

Our Commitment

By adhering to this policy, Profoto ensures that its operations reflect the highest ethical standards and legal compliance. We appreciate your support in fostering a transparent and accountable work environment.

GRI CONTENT INDEX

Statement of Use	Profoto Digital Services has reported the information cited in this GRI content index for the period of 1 January 2025 - 31 December 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
GRI 2: General Disclosures 2021		
2-1	Organisation details	Pg. 7
2-2	Entities included in the organisation's sustainability reporting	Pg. 7
2-3	Reporting period, frequency and contact point	Pg. 6
2-5	External assurance	Pg. 6
2-7	Employees	Pg. 28-30
2-9	Governance structure and composition	Pg. 34
2-22	Statement on sustainable development strategy	Pg. 3-5
2-23	Policy commitments	Pg. 35-37
2-24	Embedding policy commitments	Pg. 35-37
2-26	Mechanisms for seeking advice and raising concerns	Pg. 36-37
2-28	Membership Associations	Pg. 11
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Pg. 12
3-2	List of material topics	Pg. 13
3-3	Management of material topics	Pg. 12-13

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Reference
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage *Not applicable. Singapore does not have a national minimum wage.*	N/A
202-2	Proportion of senior management hired locally	Pg. 14
GRI 204: Procurement Practices 2016		
204-1	Percentage of the procurement budget spent on local suppliers	Pg. 14
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 34
205-3	Confirmed incidents of corruption and actions taken	Pg. 34
GRI 206: Anti-Competitive Behaviour 2016		
206-1	Number of legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation	Pg. 15

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Reference
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Pg. 19-20
GRI 303: Water and Effluents 2018		
303-5	Water consumption	Pg. 21
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 26
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 26
305-3	Other indirect (Scope 3) GHG emissions	Pg. 24-27
GRI 306: Waste 2020		
306-3	Waste generated	Pg. 22
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria *Not applicable. No new suppliers were engaged during the reporting period.*	N/A

GRI CONTENT INDEX

GRI Standard	Disclosure Requirements	Reference
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Pg. 29-30
GRI 403: Occupational Health and Safety 2018		
403-9	Work-related injuries	Pg. 31
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Pg. 32
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pg. 28, 34
GRI 406: Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Pg. 33
GRI 413: Local Communities 2016		
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	Pg. 33

profoto®

2025

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