

OUR ESG JOURNEY

The second quarter of the year saw a major milestone in our ESG journey. Inchcape released its first Annual ESG report – **Responsibility and Beyond**.

This report is the result of extensive collaboration across our global teams and with our stakeholders. It reflects our commitment to responsible business practices and outlines our strategy for creating a safer, more sustainable future.

What's inside:

- Our three pillars of responsibility:** People, Environment, and Business Conduct
- Key initiatives** like Stay Safe 360°, supporting our customers to track their Scope 3 emissions, and our Code of Conduct.
- How we're aligning with global standards**, including the UN SDGs, ISO certifications, and industry partnerships

Why It Matters

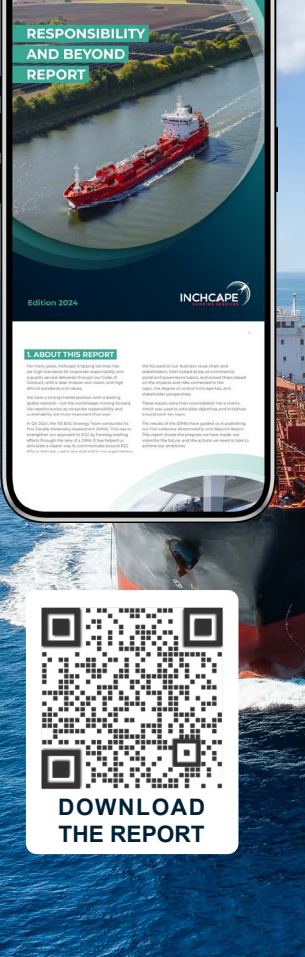
This report is not just a reflection of what we've achieved — it's a roadmap for where we are headed. It highlights how each of us contributes to our ESG goals and how we can continue to make a positive impact in our roles.

We encourage you all to take the time to read through the report and reflect on how your day-to-day activities can assist with connecting to a safer and more sustainable future.

Feedback

The work completed in the ESG space has not gone un-noticed. We have received great feedback on the Responsibility and Beyond report along with the initiatives we are working on.

- This year Epiris selected 3 of our initiatives to showcase in their own annual ESG Report (previous year 1 was selected).
- The IMPA Act leadership team were suitably impressed and advised they had never seen such a well-executed or professional report. Our Responsibility and Beyond report will be used as a best practice in the IMPA education resources.



ESG STRATEGY

Throughout quarter 3 the business will complete new sustainability ratings with external providers at the requests of customers –

- Ecovadis
- Achilles

You will remember last year the business received a rating of 39/100 with Ecovadis. We are expecting with the strengthening of the ESG strategy our score to improve and potentially be awarded with a "Quick Movers" badge.

		INTERNAL FOCUS We run our business responsibly		EXTERNAL FOCUS We enable our customers to run their business responsibly	
PEOPLE	OBJECTIVES	SAFETY We ensure everyone goes home safely at the end of the day. We share lessons from incidents and empower employees to stop work for safety concerns.	GREAT PLACE TO WORK AND GROW We aspire to be a great place for people to contribute and develop new capabilities.	HUMAN/LABOUR RIGHTS We ensure that we comply with the law and endeavour to reduce human/labour rights issues in our industry.	SAFETY We work to ensure that customer and Industry safety standards and requirements are delivered on the ground.
	INITIATIVES	<ul style="list-style-type: none"> Create a step change in our safety culture via Stay Safe 360° programme. Conduct annual HSSE management reviews aligned with ISO 45001. Drive incident reporting to create a culture of learning. 	<ul style="list-style-type: none"> Create equal opportunities for all our people. Collaborate to build future-ready skills. Improve local communities where we operate. Promote wellness to support work-life balance. 	<ul style="list-style-type: none"> Modern Slavery Act compliance. Counterparty screening. 	<ul style="list-style-type: none"> Engage high-risk vendors on PQOs and incident management, sharing of best practices.
ENVIRONMENT	OBJECTIVES	COMPLIANCE / REPORTING We fulfil our legal obligations to ensure that all country-appropriate environmental laws and regulations are met.	CLIMATE CHANGE We support the transition to a lower carbon economy and will be net-carbon zero by 2050 or as soon as technically and economically practicable thereafter.	CLIMATE CHANGE We help our customers and vendors to become more sustainable by providing optionality and delivering a sustainable supply chain.	POLLUTION & BIODIVERSITY We help customers to comply with pollution and biodiversity requirements and give them visibility on more sustainable options where available.
	INITIATIVES	<ul style="list-style-type: none"> Fulfil ESG legal obligations. 	<ul style="list-style-type: none"> Develop a roadmap to help us achieve Net Zero by 2050. 	<ul style="list-style-type: none"> Understand our industry and use external insights – participate in industry fora. Support our customers and vendors to become more sustainable. 	<ul style="list-style-type: none"> Support customers, comply with regulations and provide options to reduce fuel consumption through use of our service.
BUSINESS CONDUCT	OBJECTIVES	ABC/TRADE/OTHERS We ensure that not only do we comply with the law but go above and beyond to ensure our customers' standards are adhered to through stringent compliance checks and other controls.	SPEAK UP We encourage and recognise the need to speak up in any unsafe or un-compliant situation.	SPEAK UP We encourage and recognise the need to speak up in any unsafe or un-compliant situation.	ABC/TRADE/OTHERS We promote integrity in a complex industry and believe this is key to our success.
	INITIATIVES	<ul style="list-style-type: none"> Compliance with Code of Conduct. Ensure compliance with standard policies, procedures and controls. 	<ul style="list-style-type: none"> Provide a speak-up line for employees. 	<ul style="list-style-type: none"> Provide a speak-up line for third parties. 	<ul style="list-style-type: none"> Drive industry standards via partnership with the Maritime Anti-Corruption Network. Maintain a Code of Conduct for vendors.

PEOPLE

Safety Campaigns

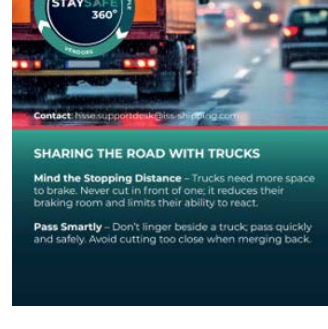
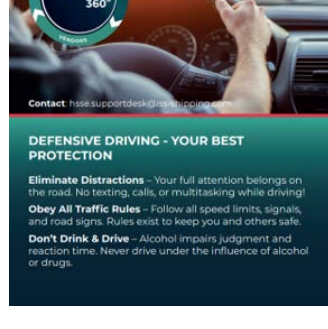
In the first quarter of 2025, Inchcape launched a campaign focusing on incident reporting.

In the second quarter of 2025, Inchcape introduced a campaign centred on safe driving. Incidents involving transport to and from work, as well as during working hours, are among Inchcape's greatest risks. Some elements of this campaign included:

- Safety posters displayed across offices – driving visual awareness.
- Safe travel pledge signed by employees – from execs to frontline staff.
- 24% global reduction in driving/travel incidents vs. same period in 2024.
- APAC/India region saw a notable 60% drop, reversing previous H1 2024 high incident trend.
- Boosted awareness on defensive driving, vehicle checks, weather prep, and fatigue management.
- Step Work Authority – employees empowered to call out unsafe trips.
- Impact for ISS: Fewer delays, cost avoidance, better employee trust, enhanced client perception.

Looking Ahead – Sustaining the Momentum Globally:

- Safe driving refresher trainings
- Data-driven reviews of travel incidents and near misses.
- All regions to localise safety messaging for cultural impact.
- Ongoing visibility of pledge, posters, and safe travel stories.



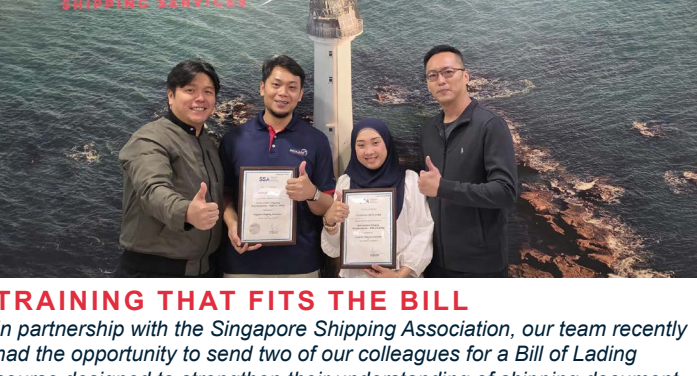
Our first pillar in our ESG strategy is 'People' and under this, we aspire to be a great place to work, where employee safety, wellness, and development our first priority. Below are some examples of recent initiatives around our network.



SIXES FOR WELLNESS & TEAM SPIRIT
Inchcape India held their annual cricket tournament bring together 9 teams for a spirited one-match face-off. The matches were filled with energy, competitive spirit, and great camaraderie.



AN EYE ON WELLNESS
Inchcape Panama hosted a health and benefits fair, a special event designed to promote the well-being of our team. During the fair, our colleagues enjoyed exclusive discounts on eye exams, medicines, blood pressure checks, health and beauty products, and much more.



TRAINING THAT FITS THE BILL
In partnership with the Singapore Shipping Association, our team recently had the opportunity to send two of our colleagues for a Bill of Lading course designed to strengthen their understanding of shipping document that plays a vital role in global trade.



SPREADING WELLNESS ONE STEP AT A TIME
Inchcape Chennai recently conducted Health Camp, a thoughtful initiative aimed at promoting wellness and preventive care among our employees.

ENVIRONMENT

A great deal of work has been completed over the last year under the environmental pillar to understand our carbon footprint. This work puts us in a good position for developing a Net Zero by 2050 roadmap which is a key objective for 2025.

Environmental focus for the third quarter are:

- Present Road map for net zero to the ESG Strategy team
- Integrate climate risk into the group risk management framework
- Develop an ESG legal framework to manage our obligations
- Deliver waste and water campaigns in October

Our second pillar in our ESG strategy is 'Environment' where we have an obligation to our people and the communities where we operate to protect the natural environment through minimising our own emissions and conducting initiatives to preserve the environment. Below are some examples of recent initiatives around our network.



BEACH CLEAN-UP
Inchcape Singapore participated in a beach clean-up. Staff and their families arrived in full force, rolling up their sleeves to remove plastic from the beach.

BUSINESS CONDUCT

Business Conduct: The Core of ESG Integrity

At Inchcape, we believe that how we do business is just as important as what we achieve. Responsible business conduct sits at the heart of our ESG journey - shaping our decisions, our culture, and our impact. In today's world, ethics is not optional - it's a competitive advantage. From third-party interactions to procurement integrity, from speaking up to avoiding conflicts of interest, our actions must reflect our values at every level.

That's why we continue to:

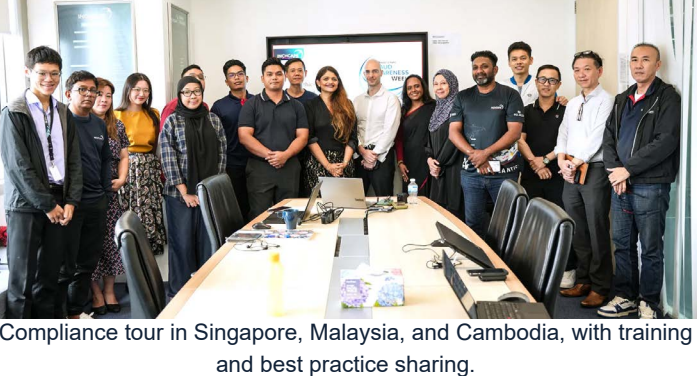
- Strengthen our Code of Conduct
- Promote a Speak Up culture
- Equip teams with practical, relevant ethics training

Because compliance isn't a moment—it's a mindset.

As we grow sustainably, let's remember: Integrity is not just a principle. It's our promise.

The Theme of Compliance Week 2025: Ethics in Action Live!!! Lead It!

Our third pillar in our ESG strategy is 'Business Conduct'. This reflects our commitment to acting with integrity, speaking up when something isn't right, and leading by example across all levels of the organisation and the industry. Below are recent examples of employees actively championing compliance and setting the standard for responsible business practices.



Compliance tour in Singapore, Malaysia, and Cambodia, with training and best practice sharing.



Group General Counsel / Compliance tour in Mumbai, India.



MACN event in Tamil Nadu - home to India's second-longest coastline and a vital maritime gateway.



Keynote speaker Sindhu at the MACN Conference in Chennai in May, highlighting Inchcape as leader in compliance practices.