

ENDURANCE TECHNOLOGIES LIMITED

Environmental, Social and Governance Charter

1. Preface

Endurance Technologies Ltd. (the “Company”) is committed to embedding Environmental, Social, and Governance (ESG) principles across all aspects of its operations, ensuring integration into decision-making and long-term sustainability goals. This Charter will serve as a guiding framework for the Company’s focus on sustainable and responsible business practices. It will also support the execution of its sustainability strategy in alignment with stakeholder expectations, evolving trends, and global standards.

2. Governance and Ethics

2.1 Board Oversight

2.1.1 Risk Management Committee (“Committee”) of the Company shall provide guidance on ESG strategy and initiatives, including setting targets and monitoring performance, and shall oversee the effectiveness of ESG related policies, processes and initiatives. The Board shall maintain oversight of ESG matters, ensuring alignment with the Company’s long-term objectives and regulatory expectations.

2.1.2 The Management team shall be responsible for implementing actions and initiatives necessary to achieve the ESG goals, in alignment with the decisions and guidance provided by the Committee. The Management team shall also monitor the sustainability framework and report on the progress of implementation of the Sustainability Strategy to the Committee through the Chief Sustainability Officer of the Company.

2.2 Stakeholder Engagement

2.2.1 The Company shall actively engage with stakeholders, including customers, suppliers, employees, to align its ESG goals.

2.2.2 A transparent grievance redressal mechanism shall be maintained to promptly address and resolve stakeholder concerns.

2.2.3 The Company shall foster partnerships to drive innovation and operational excellence in sustainability initiatives.

2.3 Ethical and Responsible Business Conduct

2.3.1 The Company shall ensure compliance with all applicable regulatory and legal frameworks, upholding the highest standards of ethics, transparency, and accountability.

**[Ver. 1 – Approved by the Board of Directors at its meeting held on 12th November, 2025.]*

- 2.3.2 Company Policies shall prohibit corruption, bribery, and unethical practices, with thorough due diligence conducted on business partners and suppliers.
- 2.3.3 The whistleblower protection mechanism of the Company shall safeguard confidentiality, ensure non-retaliation, and facilitate proper investigation of the concerns of complainant(s).
- 2.3.4 The Company shall maintain the highest standards of information security, cybersecurity and personal data protection.

2.4 ESG Management

- 2.4.1 A robust ESG governance mechanism shall be established, with the Management team responsible for defining and implementing ESG policies, identifying key performance indicators (KPIs), setting goals, and monitoring progress.
- 2.4.2 ESG priorities shall be integrated into strategic decision-making and risk management frameworks.
- 2.4.3 Performance on ESG goals shall be incorporated into employee and executive performance evaluations.
- 2.4.4 To foster an ESG-driven culture, Management team and employees concerned shall be engaged through periodic training and capability building initiatives.

2.5 Transparency and Reporting

- 2.5.1 The Company shall regularly report ESG performance in accordance with statutory and voluntary disclosure frameworks and relevant standards.
- 2.5.2 External validation of ESG data shall be progressively undertaken to meet regulatory obligations and enhance transparency.
- 2.5.3 ESG risks and opportunities shall be integrated into the risk management framework, with annual disclosures to stakeholders and periodic updates as part of engagement mechanisms.

3. Environmental Responsibility

3.1 Minimising Environmental Impact

- 3.1.1 The Company shall comply with environmental regulations and strive to minimise adverse impact of its operations on environment, through investments in eco-friendly technologies and process improvements.
- 3.1.2 Certifications demonstrating environmentally responsible practices shall be pursued.
- 3.1.3 Continuous improvements shall be made to reduce environmental impact of the Company's products throughout their lifecycle.

3.2 Resource Conservation

- 3.2.1 The Company shall prioritise water conservation, waste management, and energy efficiency, focusing on responsible resource management.
- 3.2.2 Sustainable materials, including recycled and locally sourced options, shall be encouraged.
- 3.2.3 Efficient resource allocation and utilisation shall be ensured to reduce the environmental footprint of the Company.
- 3.2.4 Efforts to be undertaken to preserve and enhance biodiversity in communities where the Company operates, with priority given to areas of highest operational presence.

3.3 Climate Change Risk Mitigation and Initiatives

- 3.3.1 Climate change risks shall be regularly assessed, and mitigation measures shall be incorporated into business planning.
- 3.3.2 Opportunities to integrate renewable energy shall be explored to reduce emissions.
- 3.3.3 The Company shall disclose its carbon footprint and implement strategies to reduce greenhouse gas emissions.

3.4 Circular Economy

- 3.4.1 Circular economy principles shall be promoted to reduce waste through product reuse, remanufacturing, recycling, and maximising material and product longevity.
- 3.4.2 Collaboration with suppliers and customers shall drive innovative solutions to minimise waste and enhance circularity.

4. Social Responsibility

4.1 Human Capital Management

- 4.1.1 A positive workplace culture shall be fostered to promote employee well-being through initiatives including engagement, open communication, and effective feedback.
- 4.1.2 Investment in workforce training and development shall support continuous learning and career progression and shall build people capability through initiatives like Individual Development Plans (IDPs) and Job Rotation.
- 4.1.3 The Company shall continue to uphold the principles of non-discrimination, equal opportunity, fair and competitive compensation to ensure equity as per industry standards.
- 4.1.4 Labour rights, including freedom of association and collective bargaining, shall be respected.

4.2 Health and Safety

- 4.2.1 Compliance with health and safety regulations shall be maintained, with proactive risk management and continual improvement.
- 4.2.2 The Company shall foster a safety-first culture by prioritising occupational health and safety, ensuring safety and well-being of employees, contractors, and visitors.
- 4.2.3 Continuous improvements in product safety shall be ensured.

4.3 Diversity, Equity, and Inclusion

- 4.3.1 A diverse, equitable, and inclusive workplace shall be fostered, encouraging all genders, backgrounds, and abilities.
- 4.3.2 Equal opportunities shall be ensured across the employment lifecycle, with training on “diversity, equity, and inclusion” provided at all management levels.

4.4 Sustainable Supply Chain

- 4.4.1 The Supplier Code of Conduct shall mandate responsible environmental and social practices by our supply chain partners.
- 4.4.2 ESG risks in the supply chain shall be identified and managed, emphasising local sourcing and reduced environmental impact.

4.5 Human Rights

- 4.5.1 The Human Rights Policy of the Company covers the entirety of the Company and its value chain and is in line with global standards.
- 4.5.2 The Company shall establish a holistic programme for training and sensitisation of employees to ensure adherence to the Human Rights Policy, and work with suppliers and contractors to align with the policy.
- 4.5.3 Due diligence shall be conducted to identify and address any potential violations of the Human Rights Policy.

4.6 Community Engagement

- 4.6.1 Local community needs shall be evaluated through ongoing engagement and feedback to design effective Corporate Social Responsibility (CSR) programmes.
- 4.6.2 Through its CSR programmes, the Company shall continue to invest in education, healthcare, and infrastructure development in communities surrounding its operations.

5. Product Stewardship and Innovation

5.1 Product Stewardship

- 5.1.1 The Company shall strive to reduce environmental and social impact of its products through sustainable design, manufacturing practices, and engagement with the value chain partners.
- 5.1.2 Continuous innovation initiatives shall be undertaken to ensure reduction of environmental impact of products, enhancing energy efficiency, durability, and recyclability.
- 5.1.3 The Company shall collaborate with customers and suppliers to promote responsible use, recycling, and disposal of its products.

5.2 Technology, Innovation and Industry 4.0

- 5.2.1 The Company shall invest in appropriate IT infrastructure and security to ensure the highest standards of information security and data privacy and shall leverage digital technologies to improve stakeholder engagement and satisfaction.
- 5.2.2 Industry 4.0 innovations, including automation, AI, IoT, and data analytics, shall be deployed to drive sustainable manufacturing, operational efficiency, and reduced resource consumption while improving product quality.
- 5.2.3 A culture of continuous innovation shall be fostered, with R&D investments focused on developing next-generation automotive components for future mobility trends, including electric and hybrid vehicles.

6. Review and Update

This Charter shall be reviewed at least once every two years by the Chief Sustainability Officer in consultation with the management, to reflect changes in regulatory requirements, industry best practices, and technological advancements and shall recommend changes to the Committee for approval.