

| Scope 3                                  |                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                      |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Scope 3 category                         | Source of emission factor                                                                                                                                                         | Basis for selection                                                                                                                                                                                                                                                                                  |
| Purchased goods and services             | The US Environmentally-Extended Input-Output (USEEIO)                                                                                                                             | Purchased goods and services cover 100% production suppliers. Due to data availability, emissions are estimated based on procurement spending from previous fiscal year.                                                                                                                             |
| Capital goods                            | The 2012 Guidelines to DEFRA GHG Conversion Factors for Company Reporting                                                                                                         | Based on purchased capital goods in a given year with inflation rate and exchange rate adjustment.                                                                                                                                                                                                   |
| Fuel- and energy-related activities      | Same emission factors for Scope 1 and Scope 2 (location-based) emissions                                                                                                          | Activities (not included in Scope 1 or 2) include transmission and distribution (T&D) losses from Lenovo's worldwide purchased electricity and natural gas. A World Bank database and Energy Star Performance Rating document were used for determining T&D loss rates.                              |
| Upstream transportation and distribution | Emissions data provided by Lenovo's third-party service provider EcoTransIT                                                                                                       | Product transportation emissions include finished goods transport, from factories to customers. The calculation based on Global Logistics Emission Council (GLEC) methodology. EcoTransIT tool aligns with well-to-wheel (WTW) GHG emissions. Includes warehouse emissions starting from FY 2022/23. |
| Waste generated in operations            | Ecoinvent, and Solid Waste Management and Greenhouse Gases: A Life-Cycle Assessment of Emissions and Sinks by US EPA                                                              | Include nonhazardous waste, hazardous waste and wastewater from all manufacturing, R&D locations and some large offices. No product waste is included.                                                                                                                                               |
| Business travel                          | Emission data provided by Lenovo's travel agencies and car renting agencies                                                                                                       | Based on information related to employee travel from travel agencies and car renting agencies.                                                                                                                                                                                                       |
| Employee commuting                       | Commuting emissions calculated by the GHG Protocol tool for mobile combustion. Emissions from remote workers calculated by a third party tool from Sustainability Roundtable Inc. | Lenovo conducted a worldwide employee survey. Based on employees' responses and their extrapolation, the CO <sub>2</sub> e emissions were estimated.                                                                                                                                                 |
| Use of sold products                     | Emissions data provided by Product Attribute Impact Algorithm (PAIA) tool                                                                                                         | The emissions associated with use and end-of-life treatment of sold products were estimated on a "narrow" baseline for the typical notebook, desktop, monitor, tablet, all-in-one, thin client and server multiplied by sold or shipped product volumes.                                             |
| End-of-life treatment of sold products   | Emissions data provided by PAIA tool                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |

## Environmental data – Energy

| Energy                                             |            |           |           |           |                  |
|----------------------------------------------------|------------|-----------|-----------|-----------|------------------|
| FY                                                 | 2020/21    | 2021/22   | 2022/23   | 2023/24   | 2024/25          |
| <b>Energy consumption (MWh)<sup>1</sup></b>        |            |           |           |           |                  |
| <b>Total energy consumption</b>                    | 346,683    | 366,885   | 392,825   | 377,338   | <b>396,935</b>   |
| Direct (Fuel combustion)                           | 33,157     | 24,546    | 29,165    | 22,760    | <b>25,498</b>    |
| By Source (Fuel detail):                           |            |           |           |           |                  |
| Stationary combustion:                             |            |           |           |           |                  |
| Gas/diesel oil                                     | 2,698      | 1,405     | 1,978     | 1,765     | <b>1,582</b>     |
| Natural gas                                        | 29,533     | 21,599    | 20,310    | 17,454    | <b>15,788</b>    |
| Liquefied petroleum gas                            | 404        | 389       | 341       | 272       | <b>351</b>       |
| Mobile combustion:                                 |            |           |           |           |                  |
| On road diesel fuel                                | 174        | 442       | 530       | 452       | <b>303</b>       |
| Gasoline/petrol                                    | 277        | 415       | 326       | 270       | <b>691</b>       |
| Liquefied petroleum gas                            | 66         | 31        | 25        | 14        | <b>34</b>        |
| Compressed natural gas                             | -          | -         | -         | -         | <b>-</b>         |
| Jet Kerosene                                       | 6          | 264       | 5,654     | 2,533     | <b>6,748</b>     |
| Indirect (Purchased energy) <sup>2</sup>           | 313,526.43 | 342,340   | 363,660   | 354,578   | <b>371,437</b>   |
| Electricity                                        | 292,751    | 323,663   | 349,118   | 337,276   | <b>357,310</b>   |
| Steam                                              | 19,470     | 17,281    | 13,964    | 16,724    | <b>13,547</b>    |
| Cooling                                            | 1,306      | 1,395     | 578       | 578       | <b>579</b>       |
| <b>Energy consumption (gigajoules)<sup>1</sup></b> |            |           |           |           |                  |
| <b>Total energy consumption</b>                    | 1,248,059  | 1,320,787 | 1,414,169 | 1,358,417 | <b>1,428,966</b> |
| Direct (Fuel combustion)                           | 119,364    | 88,364    | 104,994   | 81,936    | <b>91,793</b>    |
| By Source (Fuel detail):                           |            |           |           |           |                  |
| Stationary combustion:                             |            |           |           |           |                  |
| Gas/diesel oil                                     | 9,712      | 5,058     | 7,122     | 6,354     | <b>5,695</b>     |
| Natural gas                                        | 106,317    | 77,757    | 73,118    | 62,835    | <b>56,837</b>    |
| Liquefied petroleum gas                            | 1,454      | 1,401     | 1,227     | 977       | <b>1,264</b>     |
| Mobile combustion:                                 |            |           |           |           |                  |
| On road diesel fuel                                | 626        | 1,593     | 1,909     | 1,626     | <b>1,091</b>     |
| Gasoline/petrol                                    | 996        | 1,492     | 1,174     | 973       | <b>2,488</b>     |
| Liquefied petroleum gas                            | 236        | 112       | 91        | 51        | <b>122</b>       |
| Compressed natural gas                             | -          | -         | -         | -         | <b>-</b>         |
| Jet Kerosene                                       | 21         | 952       | 20,353    | 9,120     | <b>24,293</b>    |
| Indirect (Purchased energy) <sup>2</sup>           | 1,128,696  | 1,232,422 | 1,309,174 | 1,276,481 | <b>1,337,173</b> |
| Electricity                                        | 1,053,903  | 1,165,186 | 1,256,824 | 1,214,193 | <b>1,286,316</b> |
| Steam                                              | 70,092     | 62,213    | 50,269    | 60,207    | <b>48,769</b>    |
| Cooling                                            | 4,701      | 5,023     | 2,081     | 2,081     | <b>2,084</b>     |

1 Totals may differ from exact sums of individual figures due to rounding.

2 Approximately less than 1% of purchased energy (electricity) is estimated based on energy use at Lenovo's similar facilities with metered usage.

| Energy                                                 |         |         |         |         |         |
|--------------------------------------------------------|---------|---------|---------|---------|---------|
| FY                                                     | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
| <b>Renewable energy</b>                                |         |         |         |         |         |
| Solar Energy (MWh)                                     | 9,065   | 9,360   | 13,333  | 16,956  | 19,846  |
| Generation Capacity (MW) <sup>1</sup>                  | 16      | 17      | 17      | 25      | 35      |
| Renewable Electricity Rate (%)                         | 88      | 91      | 90      | 92      | 94      |
| <b>Energy intensity (MWh per US\$ million revenue)</b> |         |         |         |         |         |
| Direct energy (Fuel combustion)                        | 0.55    | 0.34    | 0.47    | 0.40    | 0.37    |
| Indirect energy (Purchased energy)                     | 5.36    | 4.78    | 5.87    | 6.24    | 5.38    |

<sup>1</sup> Renewable energy generation capacity includes electric solar panels installed on buildings/plants in Brazil, China, Hungary, Mexico, and the US.

| Calendar Year (CY)                                                          | 2020 | 2021 | 2022 | 2023 | 2024 <sup>1</sup> |
|-----------------------------------------------------------------------------|------|------|------|------|-------------------|
| <b>ENERGY STAR® certified products availability (percentage of product)</b> |      |      |      |      |                   |
| Notebook Platforms                                                          | 98%  | 92%  | 90%  | 91%  | 88%               |
| Desktop Platforms <sup>2</sup>                                              | 97%  | 98%  | 83%  | 82%  | 85%               |
| Workstation Platforms                                                       | 98%  | 100% | 100% | 100% | 100%              |
| Server Platforms <sup>2</sup>                                               | 90%  | 94%  | 92%  | 82%  | 71%               |
| Monitors <sup>2</sup>                                                       | 90%  | 80%  | 69%  | 50%  | 52%               |

<sup>1</sup> In CY 2024 100% of Lenovo's Commercial Notebooks (ThinkPad) and Desktops (ThinkCentre), and 98% of its Commercial Monitors (ThinkVision) are ENERGY STAR certified.

<sup>2</sup> The downward trend over the years can be attributed to an expanded line of gaming systems products and Lenovo deciding not to obtain certification for some products based on low demand for certification and cost factors.

## Environmental data – Waste

| Waste <sup>1</sup>                                                                  |         |         |         |         |         |
|-------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|
| FY                                                                                  | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
| <b>Waste by category (metric tons)</b>                                              |         |         |         |         |         |
| Non-hazardous waste <sup>2</sup>                                                    | 51,648  | 49,403  | 50,420  | 47,780  | 54,032  |
| Hazardous waste <sup>3</sup>                                                        | 37      | 125     | 679     | 672     | 686     |
| <b>Total</b>                                                                        | 51,685  | 49,528  | 51,099  | 48,452  | 54,717  |
| <b>Total diverted from disposal</b>                                                 | 46,198  | 43,705  | 44,644  | 42,362  | 49,194  |
| <b>Total directed to disposal</b>                                                   | 5,487   | 5,823   | 6,455   | 6,090   | 5,521   |
| <b>Waste diverted from disposal by recovery operation (metric tons)<sup>4</sup></b> |         |         |         |         |         |
| Total non-hazardous waste diverted for recovery                                     | 46,195  | 43,656  | 44,056  | 42,002  | 48,661  |
| Resale/Reuse                                                                        | 28,099  | 24,599  | 23,072  | 21,937  | 23,643  |
| Recycling <sup>5</sup>                                                              | 18,096  | 19,056  | 20,984  | 20,065  | 25,018  |
| Total hazardous waste diverted for recovery <sup>6</sup>                            | 3       | 49      | 588     | 360     | 533     |
| <b>Waste directed to disposal by disposal operation (metric tons)<sup>7</sup></b>   |         |         |         |         |         |
| Total non-hazardous waste                                                           | 5,453   | 5,747   | 6,364   | 5,778   | 5,371   |
| Incineration                                                                        | 27      | 776     | 2,337   | 2,827   | 2,022   |
| Incineration with energy recovery                                                   | 3,093   | 3,262   | 3,075   | 1,674   | 2,328   |
| Landfilling                                                                         | 2,334   | 1,709   | 952     | 1,277   | 1,021   |
| Total hazardous waste                                                               | 34      | 76      | 91      | 312     | 150     |
| Incineration                                                                        | 28      | 73      | 75      | 289     | 119     |
| Landfilling                                                                         | 0       | 0.00    | 1       | 0.0     | 0.0     |
| Treatment                                                                           | 6       | 3       | 16      | 23      | 32      |
| <b>Reported incident</b>                                                            |         |         |         |         |         |
| Number of reported incident                                                         |         |         |         |         | 0       |

<sup>1</sup> Lenovo's day-to-day operations around the globe generate nonhazardous waste and minimal quantities of hazardous waste. Waste intensity figures for both types of waste are not appropriate metrics for Lenovo's operations due to incomparability among the wide variety of products produced and variety of size and function of facilities. Waste data includes site waste from most manufacturing, processes and operations, research & development sites, and large offices. Waste from products is reported separately. Totals may differ from exact sums of individual figures due to rounding.

<sup>2</sup> E-waste generated at Lenovo's sites is also included in PELM data.

<sup>3</sup> Batteries collected at Lenovo's sites are also included in the PELM data.

<sup>4</sup> Lenovo does not operate any onsite recovery operations; all wastes are separated onsite to be collected by third-parties for recovery offsite.

<sup>5</sup> Recycling includes some composting of nonhazardous, organic wastes.

<sup>6</sup> All hazardous waste diverted for recovery was diverted for recycling.

<sup>7</sup> Lenovo does not operate any onsite disposal operations; all wastes are separated onsite to be collected by third-parties for disposal offsite.

## Environmental data – Water

| Water*                                                               |         |         |         |         |         |
|----------------------------------------------------------------------|---------|---------|---------|---------|---------|
| FY                                                                   | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
| <b>Water withdrawal (megaliters)</b>                                 |         |         |         |         |         |
| All areas <sup>1,2</sup>                                             | 1,428   | 1,567   | 1,499   | 1,420   | 1,465   |
| By source (% of total):                                              |         |         |         |         |         |
| Groundwater                                                          | <1%     | <1%     | <1%     | <1%     | <2%     |
| Third parties                                                        | >99%    | >99%    | >99%    | >99%    | >98%    |
| Areas with water stress <sup>3</sup>                                 | 343     | 377     | 330     | 731     | 739     |
| By source (% of total):                                              |         |         |         |         |         |
| Groundwater                                                          | <1%     | <1%     | <2%     | <1%     | <2%     |
| Third parties <sup>4</sup>                                           | >99%    | >99%    | >98%    | >99%    | >98%    |
| Surface water                                                        | 72%     | 73%     | 77%     | 90%     | 90%     |
| Groundwater                                                          | 8%      | 9%      | 10%     | 3%      | 4%      |
| <b>Water discharge (megaliters)</b>                                  |         |         |         |         |         |
| All areas <sup>1</sup>                                               | 1,294   | 1,469   | 1,481   | 1,400   | 1,443   |
| By destination (% of total):                                         |         |         |         |         |         |
| Groundwater                                                          | <1%     | <1%     | <1%     | <1%     | <1%     |
| Third parties                                                        | >99%    | >99%    | >99%    | >99%    | >99%    |
| Areas with water stress <sup>3</sup>                                 | 326     | 371     | 323     | 720     | 726     |
| Wastewater exceedances                                               | 0       | 1       | 0       | 0       | 0       |
| <b>Water consumption (megaliters)</b>                                |         |         |         |         |         |
| All areas <sup>1</sup>                                               | 134     | 98      | 18      | 20      | 22      |
| Areas with water stress <sup>3</sup>                                 | 17      | 5       | 7       | 11      | 12      |
| <b>Water intensity metrics (cubic meters per person)<sup>5</sup></b> |         |         |         |         |         |
| Withdrawal intensity                                                 | 20      | 21      | 19      | 20      | 20      |
| Discharge intensity                                                  | 18      | 20      | 19      | 20      | 20      |
| Consumption intensity                                                | 2       | 1       | 0       | 0.3     | 0.3     |
| <b>Reported incident</b>                                             |         |         |         |         |         |
| Number of reported incident                                          |         |         |         |         | 0       |

1 For FY 2024/25, "All areas" includes all Lenovo's manufacturing, research & development, and large office sites. In earlier FYs, some research and development and large office locations were excluded while Lenovo worked to increase data coverage. Small offices and retail locations are always excluded from the water reporting requirements, however a few small offices voluntarily report and are included. Totals may differ from exact sums of individual figures due to rounding.

2 All water withdrawals are estimated to be freshwater withdrawals. Due to Lenovo's reliance on third-parties for the vast majority of its water withdrawals, it is not possible to determine the exact parameters of all sources, however it is reasonable to assume the majority of the sources had low Total Dissolved Solids (TDS) based on local knowledge and communication with third-parties.

3 Areas with water stress are areas with high or extremely high baseline water stress according to World Resources Institute's Aqueduct Water Risk Atlas. Values reported for areas with water stress are a subset of values reported for all areas. In FY 2023/24, the increase in withdrawal from areas with water stress is primarily due to Aqueduct Water Risk Atlas's updated classification of water stress areas, resulting in inclusion of areas previously classified as non-water stress areas where Lenovo has operations.

4 Third-party withdrawal by source was collected for all Lenovo's environmentally significant sites (which are Lenovo's manufacturing and R&D locations). In FY 2024/25, these locations comprised approximately 94% of Lenovo's third-party withdrawal from water stressed areas. The remaining 6% are primarily from office locations that often require less water and operate as part of a larger office complex where they may not be directly billed by the third-party responsible for withdrawals.

5 Water intensity metrics are based on Lenovo's total global headcount which includes the headcount of the excluded small office locations mentioned in Note 1.

\* Totals may differ from exact sums of individual figures due to rounding.

## Environmental data – Packaging

| Packaging                                                                      |         |         |         |         |         |
|--------------------------------------------------------------------------------|---------|---------|---------|---------|---------|
| FY                                                                             | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
| Total packaging material used for finished products (metric tons) <sup>1</sup> | 115,041 | 119,621 | 99,978  | 80,154  | 82,141  |
| Average packaging weight per unit by product category (grams):                 |         |         |         |         |         |
| Notebook                                                                       | 528     | 528     | 528     | 559     | 526     |
| Desktop                                                                        | 1,900   | 1,900   | 1,900   | 1,739   | 1,366   |
| Server <sup>2</sup>                                                            | 4,614   | 4,614   | 4,614   | 4,614   | 2,920   |
| Workstation                                                                    | 1,700   | 1,700   | 1,700   | 2,198   | 2,198   |
| Monitor                                                                        | 1,920   | 1,920   | 1,920   | 1,815   | 1,806   |
| Smartphone                                                                     | 100     | 100     | 110     | 113     | 113     |
| Tablet                                                                         | 373     | 373     | 373     | 444     | 350     |
| Accessory                                                                      | 300     | 300     | 300     | 300     | 216     |

<sup>1</sup> Estimated using the average packaging weight per unit and total shipping volumes for the following categories of products: notebooks, desktops, servers, workstations, monitors, smartphones, tablets, and accessories.

<sup>2</sup> The decrease in FY 2024/25 was due to a change in calculation methodology where a weighted-average approach was used to enhance the accuracy of the disclosure.

## Environmental data – Product End-of-Life management

| Product End-of-Life Management (PELM) Disposition (metric tons) <sup>1</sup> |        |        |        |        |             |
|------------------------------------------------------------------------------|--------|--------|--------|--------|-------------|
| Calendar Year (CY)                                                           | 2020   | 2021   | 2022   | 2023   | 2024        |
| Reused                                                                       | 1,695  | 1,875  | 1,901  | 2,948  | See note 2. |
| Recycled                                                                     | 28,076 | 30,143 | 30,679 | 30,111 |             |
| Waste to Energy (WTE)                                                        | 793    | 523    | 896    | 371    |             |
| Incinerate                                                                   | 1,978  | 728    | 243    | 104    |             |
| Landfill                                                                     | 340    | 894    | 387    | 246    |             |
| Total                                                                        | 32,882 | 34,163 | 34,106 | 33,789 |             |

<sup>1</sup> Lenovo's Product End-of-Life Management (PELM) and Product Take Back (PTB) includes materials from customers and company-owned returns, manufacturing and R&D scrap, and employee equipment from real estate sites. These metrics represent all data received from PELM suppliers as of the time of publication of this report.

<sup>2</sup> At the time of publication of this report, data from various regulatory programs/schemes was not available. Lenovo will publish the CY 2024 PELM and PTB data on the corporate ESG webpage [www.lenovo.com/recycling](http://www.lenovo.com/recycling) when it becomes available.

## Environmental data – Product take back

| Product Take Back (PTB) Disposition (metric tons) <sup>1</sup> |        |        |        |        |             |
|----------------------------------------------------------------|--------|--------|--------|--------|-------------|
| CY                                                             | 2020   | 2021   | 2022   | 2023   | 2024        |
| Reused                                                         | 1,536  | 1,556  | 1,669  | 2,648  | See note 2. |
| Recycled                                                       | 27,249 | 29,295 | 29,863 | 26,761 |             |
| Waste to Energy (WTE)                                          | 782    | 519    | 892    | 366    |             |
| Incinerate                                                     | 1,904  | 728    | 239    | 104    |             |
| Landfill                                                       | 324    | 885    | 385    | 246    |             |
| Total                                                          | 31,795 | 32,983 | 33,048 | 30,125 |             |

<sup>1</sup> Lenovo's Product End-of-Life Management (PELM) and Product Take Back (PTB) includes materials from customers and company-owned returns, manufacturing and R&D scrap, and employee equipment from real estate sites. These metrics represent all data received from PELM suppliers as of the time of publication of this report.

<sup>2</sup> At the time of publication of this report, data from various regulatory programs/schemes was not available. Lenovo will publish the CY 2024 PELM and PTB data on the corporate ESG webpage [www.lenovo.com/recycling](http://www.lenovo.com/recycling) when it becomes available.

## Environmental data – Use of recycled plastics

| Use of recycled plastics in products (kilograms) <sup>1</sup> |           |           |           |           |            |
|---------------------------------------------------------------|-----------|-----------|-----------|-----------|------------|
| CY                                                            | 2020      | 2021      | 2022      | 2023      | 2024       |
| Plastics Containing Recycled Content (PCRC)                   | 5,946,839 | 7,787,871 | 6,973,663 | 9,671,002 | 12,059,561 |
| Net Post-Consumer Recycled Content (PCC)                      | 4,352,788 | 5,760,388 | 5,243,723 | 8,983,623 | 9,020,680  |
| Net Closed-Loop Post-Consumer Recycled Content (CL PCC)       | 4,044,574 | 4,657,491 | 4,110,048 | 6,630,995 | 6,284,324  |

<sup>1</sup> These metrics represent all data received from recycled plastics suppliers at the time of publication.

| Cumulative total use of recycled plastics in products since early 2005 (kilograms) <sup>1</sup> |             |
|-------------------------------------------------------------------------------------------------|-------------|
| CY                                                                                              | 2024        |
| Gross containing PIC, PCC, and/or CL PCC                                                        | 152,089,227 |
| Net PCC                                                                                         | 57,868,034  |
| Net CL PCC                                                                                      | 31,215,971  |

<sup>1</sup> These metrics represent all data received from recycled plastics suppliers at the time of publication.

| Recycled content usage in products |      |      |      |      |      |
|------------------------------------|------|------|------|------|------|
| CY                                 | 2020 | 2021 | 2022 | 2023 | 2024 |
| Number of products that use CL PCC | 103  | 248  | 298  | 315  | 222  |

## Business practices data

| FY                                                                      | 2024/25 |
|-------------------------------------------------------------------------|---------|
| <b>Training – Completion rate (percentage)</b>                          |         |
| Security Essentials and Privacy Basics training <sup>1,2</sup>          | 100     |
| Mandatory eLearning Code of Conduct including topics of: <sup>1,2</sup> |         |
| Anti-competitive practices and fair competition                         | 99      |
| Anti-bribery and corruption                                             |         |
| Whistleblowing and investigations                                       |         |
| Anti-money laundering                                                   |         |
| Insider trading                                                         |         |
| <b>Number of concluded cases</b>                                        |         |
| Number of concluded legal cases regarding corruption <sup>3</sup>       | 1       |
| <b>LenovoLine</b>                                                       |         |
| Percentage of anonymous reporters                                       | 39      |
| Number of cases received involving ethics and compliance <sup>4</sup>   | 306     |
| Number of cases closed and addressed accordingly                        | 267     |

- 1 Includes computer-based employees, including senior management and executives, who have access to the Grow@Lenovo eLearning system through their company-provided assets.
- 2 Percentage of computer-based employees who completed the anti-bribery and corruption mandatory eLearning course assigned in the reporting period. In addition, 50 facilitator-led sessions focused on anti-bribery and corruption basics and case studies were provided to over 17,000 China-based employees of Lenovo.
- 3 In FY 2024/25, Lenovo concluded a legal case in China stemming from an internal investigation that revealed inappropriate practices involving three former employees and a third-party business partner. The court found that the employees colluded with the third-party business partner to falsify sales contracts, enabling the purchase of Lenovo products at discounted prices and their resale to a Lenovo affiliate at inflated rates. Following the court's conviction, criminal penalties, including imprisonment, were levied against the former employees and the business partner involved. In response, Lenovo took swift and decisive action by enhancing internal controls, reinforcing compliance protocols, recovering illicit gains, and terminating relationships with the employees and the business partner involved. The case had minimal impact on Lenovo's business operations and underscores Lenovo's ongoing commitment to integrity and ethical business conduct.
- 4 This figure represents the number of cases received and handled by the Investigations Oversight Committee.

## Lenovo 360 Circle data

| FY                                                                     | 2024/25 |
|------------------------------------------------------------------------|---------|
| <b>Membership</b>                                                      |         |
| Cumulative number of members as of the end of FY <sup>1</sup>          | 524     |
| Number of countries represented <sup>2</sup>                           | 51      |
| Number of members with dedicated sustainability resources <sup>3</sup> | 253     |

<sup>1</sup> Members are companies and represent Lenovo's channel business partners including resellers and distributors.

<sup>2</sup> Based on the country in which the headquarter of the member is located as declared in membership application.

<sup>3</sup> Based on self-reported information declared in membership application.

## Global supply chain ESG data

| FY                                                                                                 | 2024/25 |
|----------------------------------------------------------------------------------------------------|---------|
| <b>Supplier spend with local suppliers (percentage)<sup>1</sup></b>                                |         |
| Estimated production supply spend with local suppliers in China                                    | 80      |
| Estimated production supply spend with local suppliers in other manufacturing countries or regions | 20      |
| <b>Production procurement suppliers geographic distribution<sup>2</sup></b>                        |         |
| Total                                                                                              | 554     |
| Asia Pacific                                                                                       | 130     |
| Chinese mainland                                                                                   | 244     |
| Europe                                                                                             | 41      |
| India                                                                                              | 10      |
| Latin America                                                                                      | 1       |
| North America                                                                                      | 128     |
| <b>Master Procurement Process indicator and result</b>                                             |         |
| Number of production procurement suppliers assessed via new supplier validation process            | 158     |
| <b>Supplier RBA assessment labor-related result</b>                                                |         |
| Number of suppliers with identified major labor findings                                           | 46      |
| <b>Suppliers and renewable energy (percentage)</b>                                                 |         |
| Suppliers by spend with public renewable energy goals                                              | 72      |
| Suppliers by spend with tracking and reporting renewable energy generation and purchases           | 95      |

<sup>1</sup> Lenovo considers local suppliers as those that operate in the same country as its significant locations of operations. In FY 2024/25, its significant locations of operations included manufacturing locations in Brazil, China, Hungary, India, Japan, Mexico, and US.

<sup>2</sup> The geographic distribution Lenovo's production procurement suppliers is determined as of the end of 2024. Lenovo has identified all production procurement suppliers as critical suppliers and all the identified suppliers are included. The allocation is determined based on the registered legal entity of the headquarters of suppliers. No significant change in data or calculation methodology compared with previous year.

| Select supplier ESG performance indicators and results (percentage by procurement spend) |         |         |         |
|------------------------------------------------------------------------------------------|---------|---------|---------|
| FY                                                                                       | 2022/23 | 2023/24 | 2024/25 |
| <b>RBA compliance</b>                                                                    |         |         |         |
| VAP assessments                                                                          | 93      | 94      | 93      |
| RBA VAP recognition                                                                      | 83      | 90      | 91      |
| Factory of Choice recognition                                                            | 17      | 22      | 23      |
| <b>Environmental impact</b>                                                              |         |         |         |
| Suppliers with public GHG reduction goals                                                | 93      | 95      | 96      |
| Suppliers with third-party verification of their GHG emissions data                      | 89      | 91      | 94      |
| Suppliers with/committed to setting Science Based Target                                 | 45      | 42      | 51      |
| Suppliers with public water reduction goals                                              | 84      | 85      | 86      |
| Suppliers with public waste reduction goals                                              | 76      | 77      | 80      |

| Supplier RBA assessments historical average scores <sup>1</sup> |      |      |      |      |
|-----------------------------------------------------------------|------|------|------|------|
| CY                                                              | 2021 | 2022 | 2023 | 2024 |
| <b>Suppliers</b>                                                |      |      |      |      |
| Labor score                                                     | 159  | 160  | 165  | 168  |
| Health and safety score                                         | 182  | 182  | 182  | 181  |
| Environmental score                                             | 193  | 190  | 197  | 195  |
| Ethics score                                                    | 198  | 199  | 200  | 199  |
| Management score                                                | 195  | 196  | 195  | 189  |
| Total score                                                     | 164  | 164  | 169  | 169  |
| Average number of priority findings <sup>2</sup>                | 0.1  | 0.2  | 0.1  | 0.1  |
| Average number of major findings <sup>2</sup>                   | 4.7  | 4.4  | 4.3  | 4.3  |
| <b>ODM partners</b>                                             |      |      |      |      |
| Labor score                                                     | 167  | 165  | 171  | 176  |
| Health and safety score                                         | 182  | 191  | 193  | 184  |
| Environmental score                                             | 195  | 187  | 196  | 196  |
| Ethics score                                                    | 195  | 198  | 199  | 194  |
| Management score                                                | 195  | 194  | 194  | 186  |
| Total score                                                     | 170  | 172  | 178  | 175  |
| Average number of priority findings <sup>2</sup>                | 0.0  | 0.0  | 0.0  | 0.0  |
| Average number of major findings <sup>2</sup>                   | 4.0  | 3.8  | 3.2  | 3.0  |

<sup>1</sup> Scores are based on calendar year.

<sup>2</sup> The average number of findings is calculated based on the total number of findings and total number of reports per calendar year.

# 8.0 EMS performance, objectives, and targets

113      FY 2024/25 EMS performance, objectives,  
and targets



## 8.0 EMS performance, objectives, and targets

### FY 2024/25 EMS performance, objectives, and targets

| Objectives                                                       | Metric/KPI        | Target(s)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Status                     | Notes                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Product aspects: Product energy consumption and emissions</b> |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                            |                                                                                                                                                                                                                                                                                                                                                                                                               |
| Drive reduction in product energy use.                           | Energy efficiency | <p><u>Notebooks:</u> By FY 2029/30, we will achieve 30% improvement in energy efficiency of Lenovo notebooks (on average for comparable products relative to FY 2018/19). Excludes gaming notebooks.</p> <p><u>Desktops:</u> By FY 2029/30, we will achieve 50% improvement in energy efficiency of Lenovo desktops (on average for comparable products relative to FY 2018/19).</p> <p><u>Servers:</u> By FY 2029/30, we will achieve 50% improvement in energy efficiency of Lenovo servers (on average for comparable products relative to FY 2018/19).</p> <p><u>Mobile Business Group (MBG) products:</u> By FY 2029/30, we will achieve 30% improvement in energy efficiency of Lenovo MBG products (on average for comparable products relative to FY 2020/21).</p> | Long term target: on track | Where new products do not belong in a sub-category a part of Lenovo's sub-targets, they default to the general energy efficiency improvement relative to the previous generation of the product. Exemption from targets may be requested if it can be clearly demonstrated that achieving the target places the product at a large price disadvantage against its competition or is not technically feasible. |

| Objectives                                                                                                              | Metric/KPI                                                        | Target(s)                                                                                                                                              | Status                     | Notes                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------------------------------------------------------------------------|
| Drive product emissions reductions from use of sold products.                                                           | GHG emissions                                                     | Reduce Scope 3 GHG emissions (value chain) from use of sold products ~35% on average for comparable product by FY 2029/30 from a FY 2018/19 base year. | Long term target: on track |                                                                                               |
| Quantify lifecycle CO <sub>2</sub> e emissions and environmental footprints associated with the use of Lenovo products. | Product Carbon Footprint (PCF) (kg CO <sub>2</sub> e)             | Ensure product carbon footprint is published for all new Lenovo products.                                                                              | Target met                 | Calculated for products for which a Product Attribute to Impact Algorithm (PAIA) tool exists. |
| Quantify lifecycle CO <sub>2</sub> e emissions and environmental footprints associated with the use of Lenovo products. | PCF (kg CO <sub>2</sub> e) and the other environmental footprints | Optimize Lenovo Life-Cycle Assessment (LCA) platform, study, and phase-in LCA solutions in FY 2024/25.                                                 | Target met                 |                                                                                               |
|                                                                                                                         |                                                                   | Perform LCA for at least fifteen selected Lenovo products and materials or technologies in FY 2024/25.                                                 | Target met                 |                                                                                               |

| Objectives                                                                                                                                                                                                                               | Metric/KPI                                                                 | Target(s)                                                                                                                                                                                                                                                                 | Status                     | Notes                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------------|
| <b>Product aspects: Product materials</b>                                                                                                                                                                                                |                                                                            |                                                                                                                                                                                                                                                                           |                            |                                   |
| Products contain recycled material.<br><br>Recycled material includes:<br><ul style="list-style-type: none"> <li>Post-consumer recycled content (PCC)</li> <li>Ocean bound plastic (OBP)</li> <li>Recycled metal</li> </ul>              | % products containing PCC                                                  | By FY 2025/26, 100% of PC products will contain post-consumer recycled content materials.                                                                                                                                                                                 | Long term target: on track | Excludes tablets and accessories. |
|                                                                                                                                                                                                                                          | PCC plastic weight                                                         | By FY 2025/26, we will use 300 million pounds of post-consumer recycled content plastics in our products.                                                                                                                                                                 | Long term target: on track | Cumulative total since 2005.      |
|                                                                                                                                                                                                                                          | % products containing higher PCC/<br>number products containing higher PCC | In FY 2024/25, at least one product per category needs to meet PCC content by weight levels as follow:<br><br>Desktops/Workstation 45%,<br><br>All In One 50%,<br><br>Notebooks 20%,<br><br>Tablet 15%,<br><br>Visual 85%,<br><br>Servers 10%, and<br><br>Smartphones 10% | Target met                 |                                   |
| Monitor and respond to market requirements in this area to maintain portfolio relative to low halogen parts.<br><br>Definitions:<br><br>BFR – Brominated flame retardants<br><br>PVC – Polyvinyl chloride<br><br>PPM – parts per million | Low halogen parts                                                          | By FY 2025/26, 100% of smartphone products and accessories will be free of PVC and BFR.                                                                                                                                                                                   | Long term target: on track | Controlled at 1,000 ppm.          |

| Objectives                                                                              | Metric/KPI                                 | Target(s)                                                                                                   | Status                     | Notes                                                                                                                             |
|-----------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>Product aspects: Packaging</b>                                                       |                                            |                                                                                                             |                            |                                                                                                                                   |
| Minimize packaging material consumption while driving the use of sustainable materials. | Weight or volume reduction                 | Achieve 5% reduction in weight or volume for at least 1 product.                                            | Target partially met       | Compared to the packaging of the previous generation of the product.                                                              |
|                                                                                         | Plastic elimination                        | Eliminate 100,000 km of single use plastic packaging tape by FY 2025/26.                                    | Long term target: on track | Cumulative starting from 2018.                                                                                                    |
|                                                                                         |                                            | Expand plastic-free packaging to Moto G Plus Products.                                                      | Target met                 |                                                                                                                                   |
| Increase sustainable materials in packaging.                                            | % Recycled content or sustainable material | Expand Ocean Bound Plastic (OBP) material usage from bag to cushion (containing 30% OBP) for 1U servers.    | Target met                 | 1U models include SR630 v2/v3, SR645 v3, and SR635 v3.                                                                            |
|                                                                                         |                                            | Identify five additional Lenovo products for which to implement use of 100% renewable bio-based packaging.  | Target met                 |                                                                                                                                   |
|                                                                                         |                                            | By FY 2025/26, 60% of smartphone packaging will be made from recycled materials.                            | Long term target: on track | Excludes Lenovo smartphone packaging. Includes motorola razr smartphone packaging starting in FY 2023/24.                         |
|                                                                                         |                                            | By FY 2025/26, 90% of PC products plastic packaging will be made from recycled materials.                   | Long term target: on track | Measured by weight and excludes tablets, accessories, and monitors.                                                               |
|                                                                                         |                                            | By FY 2025/26, smartphone packaging will use 50% less single-use plastics and reduce in size/volume by 10%. | Long term target: on track | Relative to FY 2020/21. Excludes Lenovo smartphone packaging. Includes motorola razr smartphone packaging starting in FY 2023/24. |

| Objectives                                                                          | Metric/KPI                                                  | Target(s)                                                                                     | Status                     | Notes                                                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Location aspects: Site air emissions</b>                                         |                                                             |                                                                                               |                            |                                                                                                                                                                                                                                                                               |
| Absolute reduction in CO <sub>2</sub> e emissions from Lenovo operations worldwide. | Scope 1 and 2 GHG emissions (metric tons CO <sub>2</sub> e) | Reduce absolute Scope 1 and 2 GHG emissions by 50% by FY 2029/30 from a FY 2018/19 base year. | Long term target: on track | <p>This goal may be accomplished through energy efficiency, installation of onsite renewable generation, entry into power purchase agreements (PPA) with power providers, and/or the purchase of renewable energy commodities.</p> <p>Scope 2 emissions are market-based.</p> |

| Objectives                                                                                                                                          | Metric/KPI                                        | Target(s)                                                                                                            | Status                     | Notes                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Location aspects: Site energy consumption</b>                                                                                                    |                                                   |                                                                                                                      |                            |                                                                                                                                                                                                            |
| Maximize energy efficiency and minimize CO <sub>2</sub> e emissions associated with the development, manufacturing and delivery of Lenovo products. | % total electricity from renewable energy sources | By FY 2025/26, 90% of our global operations' electricity will be obtained from renewable sources.                    | Long term target: on track | This goal may be accomplished through installation of onsite renewable energy generation, entry into power purchase agreements (PPA) with power providers and/or the purchase of renewable energy credits. |
|                                                                                                                                                     | Energy consumption in kWh per production volume   | Achieve year-over-year improved energy intensity index at manufacturing sites globally, relative to the previous FY. | Target met                 | Energy intensity index is energy consumption in kWh per production volume.                                                                                                                                 |
|                                                                                                                                                     | Electricity consumption in kWh per person         | Achieve year-over-year improved electricity intensity at R&D and office sites globally, relative to the previous FY. | Target partially met       | Electricity intensity is electricity consumption in kWh per person.                                                                                                                                        |

| Objectives | Metric/KPI | Target(s) | Status | Notes |
|------------|------------|-----------|--------|-------|
|------------|------------|-----------|--------|-------|

#### Location aspects: Waste management

|                                                                                                           |                                      |                                                                     |            |                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| Minimize environmental impacts associated with solid waste generated from Lenovo operations and products. | % non-hazardous solid waste recycled | Maintain a global non-hazardous waste recycling rate > 90% (+/-5%). | Target met | Percent of non-hazardous solid waste disposed of through reuse, recycling, or composting. Does not include incineration with energy recovery. |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------|

| Objectives | Metric/KPI | Target(s) | Status | Notes |
|------------|------------|-----------|--------|-------|
|------------|------------|-----------|--------|-------|

#### Location aspects: Water management

|                                                                                                      |                                            |                                                                                                                    |                            |                                                                           |
|------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------|
| Minimize environmental impacts associated with water withdrawal from Lenovo operations and products. | Water withdrawal in metric tons per capita | Achieve reduction of 1.8 metric tons in water withdrawal per capita at manufacturing sites globally by FY 2029/30. | Long term target: on track | Relative to a base year of FY 2018/19. Excludes service and repair sites. |
|------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------|

| Objectives | Metric/KPI | Target(s) | Status | Notes |
|------------|------------|-----------|--------|-------|
|------------|------------|-----------|--------|-------|

#### Supply chain aspects: Product end-of-life management

|                                                                      |                                                      |                                                                                                                         |                            |                                       |
|----------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------|
| Minimize the environmental impact of Lenovo products at end of life. | Recycle, repair, and reuse Lenovo products and parts | By FY 2025/26, we will have enabled the recycling and reuse of 800 million pounds (362,874 MT) of end-of-life products. | Long term target: on track | Cumulative total since 2005.          |
|                                                                      |                                                      | By FY 2025/26, 84% of repairs can be done at the customer site, without having to send their PC to a service center.    | Long term target: on track | Excludes Android tablets and visuals. |
|                                                                      |                                                      | By FY 2025/26, 76% of repairable PC parts returned to our service center will be repaired for future use.               | Long term target: on track | Measured by value.                    |

| Objectives                                                                                                                      | Metric/KPI                                                                          | Target(s)                                                                                                                                                    | Status                      | Notes                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>Supply chain aspects: Supplier environmental performance</b>                                                                 |                                                                                     |                                                                                                                                                              |                             |                                                                                                               |
| Monitor and mitigate environmental impact in the Lenovo supply chain, and drive to improve suppliers' environmental management. | Product suppliers' GHG emissions reduction/removal                                  | By FY 2025/26, we will remove one million tons of greenhouse gas emissions from our supply chain.                                                            | Long term target: off track | Relative to FY 2018/19 measured emissions.<br><br>A corrective plan is being implemented to enhance progress. |
|                                                                                                                                 | Emissions (Scope 3) from purchased goods and services per million US\$ gross profit | Reduce Scope 3 GHG emissions (supply chain) from purchased goods and services 66.5% per million US\$ gross profit by FY 2029/30 from a FY 2018/19 base year. | Long term target: on track  |                                                                                                               |
|                                                                                                                                 | Product suppliers' renewable energy usage                                           | Engage in a total of 35 product suppliers to source 1/3 of energy from renewable sources for Lenovo-related businesses.                                      | Target met                  |                                                                                                               |
|                                                                                                                                 | CDP Climate Change or Water Security Questionnaire response rate                    | Achieve 95% of Lenovo product suppliers based on procurement spend to respond to CDP Climate Change questionnaire.                                           | Target met                  |                                                                                                               |
|                                                                                                                                 | Suppliers' SBT participation                                                        | Achieve 52% of Lenovo product suppliers based on procurement spend to commit/have science-based emission reduction targets.                                  | Target partially met        |                                                                                                               |

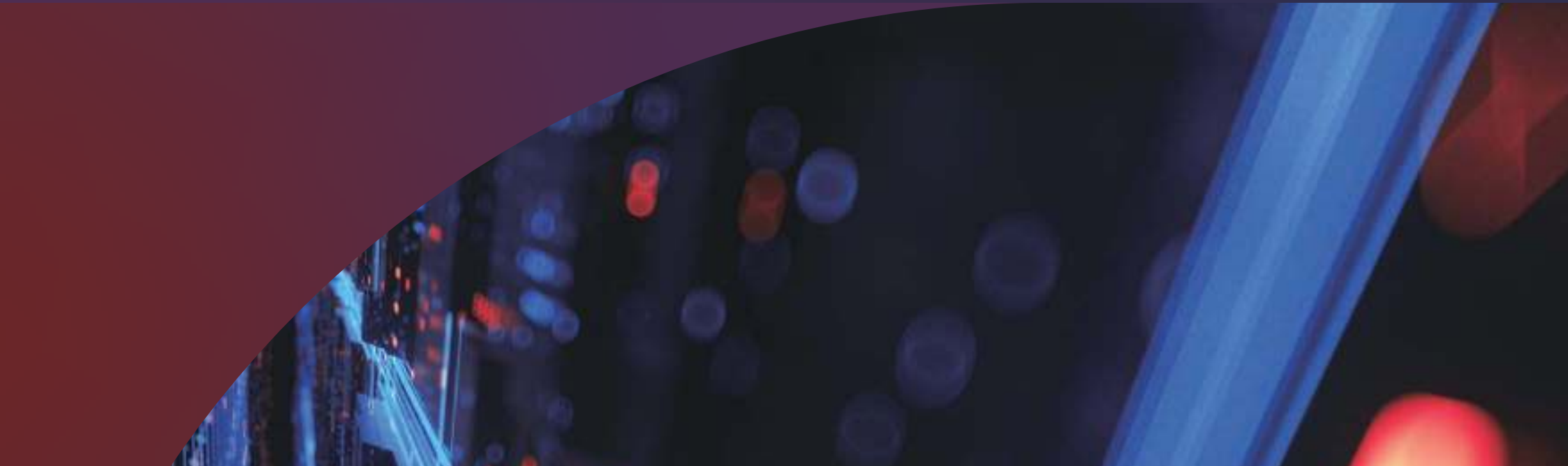
| Objectives | Metric/KPI | Target(s) | Status | Notes |
|------------|------------|-----------|--------|-------|
|------------|------------|-----------|--------|-------|

**Supply chain aspects: Transportation**

|                                                                         |                                                                     |                                                                                                                                                               |                            |                                                                                                    |
|-------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------------------------------------------------------------------------------|
| Drive collaborative environmental efforts in Lenovo's global logistics. | Demand management                                                   | Implement two route optimization or weight reduction initiatives.                                                                                             | Target met                 | Geographical segments:<br>AG – Americas<br>AP – Asia Pacific<br>EMEA – Europe, Middle East, Africa |
|                                                                         | Modes of transport                                                  | Enable five low-carbon modes of transport for shipments in Lenovo's business groups.                                                                          | Target met                 |                                                                                                    |
|                                                                         | Fleet and asset utilization and efficiency                          | Improve fleet and utilization rate in ISG and IDG business groups for the geographical segments of AP, EMEA, and AG.                                          | Target met                 |                                                                                                    |
|                                                                         | Scope 3 GHG emissions from upstream transportation and distribution | Reduce Scope 3 GHG emissions from upstream transportation and distribution 25% per tonne-km of transported product by FY 2029/30 from a FY 2018/19 base year. | Long term target: on track |                                                                                                    |

While Lenovo seeks to establish consistent reporting of objectives and targets, we reassess and adjust them periodically as part of our EMS continuous improvement process with the aim to drive dynamic growth year over year in compliance with evolving customers, standards, and other external requirements. We are encouraged by our successes and progress and recognize that there is more to be done. As we look ahead, we aim to drive environmental improvements through the FY 2025/26 EMS targets.





# 9.0 Long-term KPI progress

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Long-term ESG key performance indicators  
(KPI)

## 9.0 Long-term KPI progress

### Long-term ESG key performance indicators (KPI)

Lenovo is advancing its ESG program with long-term KPIs developed in FY 2021/22 to further its support of the United Nations Global Compact (UNGC) Sustainable Development Goals (SDGs). Lenovo will measure and report on its progress each year.

#### Environmental

| KPI type                  | Commitment                                                                                                          | KPI                                                                                                                                      | Progress through FY 2024/25 | UNGC SDG                                                                              |
|---------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------------------------------------------------------------|
| Climate change mitigation | Lenovo has set aggressive, science-based greenhouse gas emission reduction goals. <sup>1</sup>                      | By FY 2025/26, 90% of our global operations' electricity will be obtained from renewable sources. <sup>2</sup>                           | Long term target: on track  |    |
|                           |                                                                                                                     | By FY 2025/26, we will remove one million tons of greenhouse gas emissions from our supply chain. <sup>3</sup>                           | Long term target: off track |   |
|                           |                                                                                                                     | By FY 2029/30, we will achieve 50% improvement in energy efficiency of Lenovo desktops <sup>4</sup> and servers. <sup>4</sup>            | Long term target: on track  |  |
|                           |                                                                                                                     | By FY 2029/30, we will achieve 30% improvement in energy efficiency of Lenovo notebooks <sup>4</sup> and Motorola products. <sup>5</sup> | Long term target: on track  |  |
| Circular economy          | Lenovo is transitioning to a circular economy through innovations in our supply chain, product design and services. | By FY 2025/26, 84% of repairs can be done at the customer site, without having to send their PC to a service center. <sup>6</sup>        | Long term target: on track  |  |
|                           |                                                                                                                     | By FY 2025/26, 76% of repairable PC parts returned to our service center will be repaired for future use. <sup>7</sup>                   | Long term target: on track  |  |
|                           |                                                                                                                     | By FY 2025/26, we will have enabled the recycling and reuse of 800 million pounds of end-of-life products. <sup>8</sup>                  | Long term target: on track  |  |
|                           |                                                                                                                     |                                                                                                                                          |                             |  |

| KPI type              | Commitment                                                                                                                   | KPI                                                                                                                                                                                            | Progress through FY 2024/25 | UNGC SDG                                  |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------------------------|
| Sustainable materials | Lenovo is focused on integrating sustainable materials and minimizing waste through innovative product and packaging design. | By FY 2025/26, 100% of PC products will contain post-consumer recycled content materials. <sup>9</sup>                                                                                         | Long term target: on track  | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE |
|                       |                                                                                                                              | By FY 2025/26, we will use 300 million pounds of post-consumer recycled content plastics in our products. <sup>10</sup>                                                                        | Long term target: on track  | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |
|                       |                                                                                                                              | By FY 2025/26, 100% of smartphone products and accessories will be free of PVC and BFR. <sup>11</sup>                                                                                          | Long term target: on track  | 13 CLIMATE ACTION                         |
|                       |                                                                                                                              | By FY 2025/26, 90% of PC products plastic packaging will be made from recycled materials. <sup>12</sup>                                                                                        | Long term target: on track  | 15 LIFE ON LAND                           |
|                       |                                                                                                                              | By FY 2025/26, smartphone packaging will use 50% less single-use plastics and reduce in size/volume by 10% and 60% of smartphone packaging will be made from recycled materials. <sup>13</sup> | Long term target: on track  |                                           |

## Social

| KPI type  | Commitment                                                                                                                                                                                    | KPI                                                                                                                                                                              | Progress through FY 2024/25 | UNGC SDG                          |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-----------------------------------|
| Inclusion | Lenovo believes smarter technology for all means everyone. If we truly want to innovate for society, we must design products and solutions that are inclusive of our global customers' needs. | By FY 2025/26, we aspire to grow the global representation of women in executive roles to 27% (from 21% in 2020). <sup>14</sup>                                                  | Long term target: on track  | 5 GENDER EQUALITY                 |
|           |                                                                                                                                                                                               | By FY 2025/26, we aspire to grow the representation of executives in the US from historically underrepresented ethnic and racial groups to 35% (from 29% in 2020). <sup>14</sup> | Long term target: off track | 8 DECENT WORK AND ECONOMIC GROWTH |
|           |                                                                                                                                                                                               | By FY 2025/26, 75% of Lenovo's products will be vetted by inclusive design experts to ensure they work for everyone, regardless of physical attributes or abilities.             | Long term target: on track  | 10 REDUCED INEQUALITIES           |

| KPI type     | Commitment                                                                                                                                       | KPI                                                                                                                                                  | Progress through FY 2024/25 | UNGC SDG                                                                                                                                                                   |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Philanthropy | Lenovo philanthropy provides smarter technology for all by empowering underrepresented communities with access to technology and STEM education. | By FY 2025/26, Lenovo philanthropy will impact 15 million lives and transform one million lives through philanthropic programs and partnerships.     | Long term target: on track  |                                                                                         |
|              |                                                                                                                                                  | By FY 2025/26, Lenovo philanthropy will engage one in four employees in its charitable programs (volunteerism and matching gifts). <sup>14, 15</sup> | Long term target: on track  | <br> |

## Governance

| KPI type             | Commitment                                                                                                                                                                                              | KPI                                                                                                                                                                                                                                                                                    | Progress through FY 2024/25 | UNGC SDG                                                                              |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------------------------------------------------------------|
| Corporate governance | Lenovo is focused on building a long-term, sustainable business that reflects our vision of smarter technology for all. Lenovo is focused on integrating ESG priorities into our day-to day operations. | We continue to hold regular ESG Executive Oversight Committee meetings to include the interests of the business in ESG strategy discussions, assess the progress of our ESG initiatives, and evaluate the continued relevancy of our programs to Lenovo's long term business strategy. | Long term target: on track  |  |
|                      |                                                                                                                                                                                                         | We continue to propose recommendations to senior leadership regarding effective management of ESG risks and programs.                                                                                                                                                                  | Long term target: on track  |                                                                                       |
|                      |                                                                                                                                                                                                         | We continue to provide regular updates on ESG topics to the Board of Directors.                                                                                                                                                                                                        | Long term target: on track  |                                                                                       |
| Ethics               | Lenovo fosters a culture that strives to attain the highest standards of ethical business conduct and compliance with all laws and regulations wherever it operates.                                    | We continue to advance our global ethics and compliance program through program and training enhancements.                                                                                                                                                                             | Long term target: on track  |  |
|                      |                                                                                                                                                                                                         | Through FY 2025/26 and beyond, we will obtain recognition for leadership in this area.                                                                                                                                                                                                 | Long term target: on track  |  |

| KPI type | Commitment                                                  | KPI                                                                                                                                                                                                              | Progress through FY 2024/25 | UNGC SDG                                                                                                                                                                   |
|----------|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Privacy  | Lenovo commits to continuously improve its privacy program. | Through FY 2025/26 and beyond, we will improve customer experience by making it easier for customers to request their personal information and by improving the speed in which Lenovo respond to these requests. | Long term target: on track  | <br> |
|          |                                                             | Through FY 2025/26 and beyond, we will improve the management and accountability of privacy impact assessments and pre-launch privacy compliance reviews.                                                        | Long term target: on track  |                                                                                                                                                                            |
|          |                                                             | Through FY 2025/26 and beyond, we will enhance existing training materials and continue to deliver privacy-focused training programs to Lenovo employees.                                                        | Long term target: on track  |                                                                                                                                                                            |

- <sup>1</sup> Our goals support our emissions reduction targets, which were approved by the Science Based Targets initiative (SBTi).
- <sup>2</sup> May be accomplished through installation of onsite renewable energy generation, entry into power purchase agreements (PPA) with power providers and/or the purchase of renewable energy credits.
- <sup>3</sup> Relative to FY 2018/19 measured emissions.
- <sup>4</sup> Energy efficiency improvement on average for comparable products relative to FY 2018/19. Excludes gaming notebooks.
- <sup>5</sup> Energy efficiency improvement on average for comparable products relative to FY 2020/21.
- <sup>6</sup> Excludes Android tablets and visuals.
- <sup>7</sup> Measured by value.
- <sup>8</sup> Cumulative total since 2005.
- <sup>9</sup> Excludes tablets and accessories.
- <sup>10</sup> Cumulative total since 2005.
- <sup>11</sup> Controlled at 1,000 ppm.
- <sup>12</sup> Measured by weight and excludes tablets, accessories, and monitors.
- <sup>13</sup> Relative to FY 2020/21. Excludes Lenovo smartphone packaging. Includes motorola razr smartphone packaging starting in FY 2023/24.
- <sup>14</sup> Includes Lenovo regular employees only. Excludes contractors, third-party or contracted consultants and vendors, and interns.
- <sup>15</sup> Engagement is defined to include both unique number of employees engaged and total instances of employee engagement, and considers data measurement capabilities.





# 10.0 Appendix

|     |                                                                  |
|-----|------------------------------------------------------------------|
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| 131 | Supplemental climate-related disclosures                         |
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# 10.0 Appendix

## FY 2024/25 memberships and associations

### Associations

- Bluetooth Special Interest Group (SIG)
- Consumer Technology Association (CTA)
- DIGITAL EUROPE
- Electronic Product Stewardship Canada (EPSC)
- Information Technology Industry Council (ITI)
- Mobile & Wireless Forum (MWF)
- The Rechargeable Battery Association (PRBA)
- Radio Equipment Directive Compliance Association (REDCA)
- Responsible Business Alliance (RBA)
- ISO/TC 176
- ISO/TC 184
- Leadership in Energy and Environmental Design (LEED)
- NSF/ANSI 426 Environmental Leadership and Corporate Social Responsibility Assessment of Servers (part of EPEAT program)
- Product Attribute to Impact Algorithm (PAIA) Project
- TCO Certified

### Programs, workgroups, and global initiatives

- CDP Climate Change and Water Security
- CHWMEG
- Circular Electronics Partnership
- ECMA - 370 • The Eco Declaration Standard
- EcoVadis
- Global Logistics Emissions Council (GLEC)
- Global Recycling Programs, such as Call2Recycle (specific programs vary by jurisdiction and product)
- Global Reporting Initiative (GRI)
- Hong Kong Stock Exchange ESG Reporting Guide
- International Special Committee on Radio Interference (CISPR)
- Responsible Factory Initiative
- Responsible Labor Initiative
- Responsible Minerals Initiative
- Responsible Recycling (R2)
- Science Based Targets Network's Corporate Engagement Program
- Telecommunications Certification Body Council (TCB Council)
- United Nations CEO Water Mandate
- United Nations Global Compact (UNGC)
- United Nations Global Compact's Forward Faster Initiative
- U.S. EPA's Green Power Partnership
- U.S. EPA's SmartWay

### International standards

- IEC/TC 108
- IEC/TC 111
- IEC/TC 124
- IEC/CISPR/I
- IEC/SyC/M
- IEEE 1680.1 Standard for Environmental and Social Responsibility Assessment of Computers and Displays (part of EPEAT program)
- IEEE SA
- ISO 9001:2015 Quality Management System
- ISO 14001:2015 Environmental Management System
- ISO 27001:2013 and ISO 27001:2022 Information Security Management System
- ISO 45001:2018 Occupational Health and Safety Management
- ISO 50001:2018 Energy Management System
- ISO/IEC JTC 1/SC 39

Lenovo recognizes the importance of environmental leadership at the country level and is involved in additional national associations, programs, workgroups, and initiatives where relevant. Of particular note, Lenovo has participated in numerous environmental initiatives in China, including:

- Alliance for High Quality and Green Development of Information and Communication Technology Industry
- China Electronic Energy Saving Technology Association
- China Energy Conservation Program (CECP)
- China Environmental Labeling Product (CELP)
- China Medium and Low Temperature Solder Association
- China MIIT EPR (extended producer responsibility) Recycling Pilot Project
- China National Resources Recycling Association
- China RoHS Standard Working Group
- Energy Saving Work Association of the Chinese Institute of Electronics
- Green Manufacturing Association of China
- Institute of Public and Environmental Affairs
- PC+ China Energy Label (CEL)
- SAC TC297
- SAC TC207
- Smart Freight Shippers Alliance

## Scope of the report

The contents of this report apply to Lenovo Group Limited (HKD counter stock code: 992 / RMB counter stock code: 80992) (the Company), together with its principal Lenovo-branded and Motorola-branded subsidiaries. Where certain topics also include other principal subsidiaries, it is explained below. The scope of Lenovo's material topics and their boundaries within its value chain are detailed in the table below.

|                                 | Product development | Supply chain | Manufacturing | Sales & marketing | Distribution | Use/End of life | ESG report scope of coverage                                                                                                                                                                                                                                       | Explanation of scope changes from FY 2023/24                                                                                                                |
|---------------------------------|---------------------|--------------|---------------|-------------------|--------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environment</b>              |                     |              |               |                   |              |                 |                                                                                                                                                                                                                                                                    |                                                                                                                                                             |
| Emissions/Climate change        | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility, LCFC, Medion, NEC PC, FCCL                                                                                                                                                                                                              | No change                                                                                                                                                   |
| Energy                          | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility, LCFC, Medion, NEC PC, FCCL                                                                                                                                                                                                              | No change                                                                                                                                                   |
| Product packaging and materials | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility, LCFC                                                                                                                                                                                                                                    | No change                                                                                                                                                   |
| Waste/Recycling                 | ●                   | ●            | ●             | ●                 |              | ●               | Lenovo, Motorola Mobility, LCFC, Medion, NEC PC, FCCL                                                                                                                                                                                                              | No change                                                                                                                                                   |
| Water                           | ●                   | ●            | ●             | ●                 |              |                 | Lenovo, Motorola Mobility, LCFC, Medion, NEC PC, FCCL                                                                                                                                                                                                              | No change                                                                                                                                                   |
| <b>Social</b>                   |                     |              |               |                   |              |                 |                                                                                                                                                                                                                                                                    |                                                                                                                                                             |
| Community/Philanthropy          | ●                   |              | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility                                                                                                                                                                                                                                          | No change                                                                                                                                                   |
| Inclusion                       | ●                   | ●            | ●             | ●                 | ●            |                 | Lenovo, Motorola Mobility                                                                                                                                                                                                                                          | No change                                                                                                                                                   |
| Human rights                    | ●                   | ●            | ●             | ●                 |              |                 | Lenovo and Motorola Mobility are fully incorporated into Lenovo's corporate programs in this area.                                                                                                                                                                 | No change                                                                                                                                                   |
| Safety                          | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility, LCFC and NEC PC                                                                                                                                                                                                                         | No change                                                                                                                                                   |
| Training & development          | ●                   |              | ●             | ●                 |              |                 | Lenovo, Motorola Mobility                                                                                                                                                                                                                                          | No change                                                                                                                                                   |
| Employee representation         | ●                   |              | ●             | ●                 |              |                 | Lenovo, Motorola Mobility, NEC PC, and LPS for all metrics except noted otherwise. Number of employees, Percentage of employees by region, and Percentage of employees by workforce representation metrics also include Sunny IT, FCCL, Medion, LCFC, and Net App. | Added LPS except for pay equity data. For pay equity data, coverage was refined to include entities with comparable compensation policies and excluded LPS. |
| <b>Governance</b>               |                     |              |               |                   |              |                 |                                                                                                                                                                                                                                                                    |                                                                                                                                                             |
| Economic performance            | ●                   | ●            | ●             | ●                 | ●            | ●               | See the <a href="#">FY 2024/25 Annual Report's Notes to the financial statements</a>                                                                                                                                                                               | No change                                                                                                                                                   |
| Ethics/Integrity                | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo and Motorola Mobility are fully incorporated into Lenovo's corporate programs in this area.                                                                                                                                                                 | No change                                                                                                                                                   |
| Data privacy/Security           | ●                   | ●            | ●             | ●                 |              | ●               | Lenovo, Motorola Mobility                                                                                                                                                                                                                                          | No change                                                                                                                                                   |
| Product quality                 | ●                   | ●            | ●             | ●                 |              | ●               | Lenovo, Motorola Mobility, LCFC                                                                                                                                                                                                                                    | No change                                                                                                                                                   |
| Regulatory/Compliance           | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility, LCFC                                                                                                                                                                                                                                    | No change                                                                                                                                                   |
| Innovation                      | ●                   | ●            | ●             | ●                 | ●            | ●               | Lenovo, Motorola Mobility                                                                                                                                                                                                                                          | No change                                                                                                                                                   |

## Supplemental climate-related disclosures

Lenovo discloses the following supplemental climate-related information as it continues to enhance its reporting in response to a rapidly evolving ESG reporting landscape. These disclosures are based on the best available information at the time of the report's publication. Disclosures in subsequent reports will reflect any improved reporting practices.

### Governance

Lenovo implements governance process, controls, and procedures to monitor, manage, and oversee climate-related risks and opportunities. Detailed information can be viewed in [ESG governance](#).

### Risk management and strategy

Lenovo has identified relevant climate-related physical and transition risks, and an opportunity through its risk management practices including the use of a climate-related scenario analysis. Additional information on the process Lenovo uses to identify, assess, prioritize, and monitor climate-related risks and opportunities can be viewed in [Climate change risks and opportunities and management](#) and [ESG governance](#). Lenovo also has a climate transition plan in response to climate-related risks and opportunities. View [here](#) for Lenovo's most recent climate transition plan.

Lenovo performed exploratory scenario analysis using the GeSI-CDP Scenario Analysis Toolkit which is based on TCFD's requirements and guidance. Lenovo selected four climate scenarios shown below. The 1.5°C or lower scenario aligns with the Paris Agreement, which is the latest international agreement on climate change.

The inputs and approach of the climate-related scenario analysis are as follow:

#### Scope of analysis

Company-wide scope

#### Scenarios used and sources – Physical and transition risks

1.5°C or lower: IPCC Report on 1.5°C and SSP1  
 2°C – 2.4°C: IEA 450 and RCP 2.6-4.5  
 2.5°C – 2.9°C: IEA INDC Scenario and RCP 6  
 4.0°C or above: IEA WEO New Policies and RCP 8.5.

The scenarios developed take references from IPCC and IEA. The scenarios ranging from relatively aggressive to conservative climate mitigation assumptions help Lenovo assess the level of impact from physical and transition risks, and support Lenovo's future strategic planning. For the temperature alignment of 1.5°C or lower scenario, it is aligned with Lenovo's 2050 net-zero target, and its business strategy and financial planning.

#### Time horizons

Short term: 0-1 year  
 Medium term: 2030  
 Long term: from 2050

The time horizons align with Lenovo's strategic planning, taking into account Lenovo's financial planning and SBTi targets.

## Assumptions

- Analysis conducted in FY 2024/25, with no expected significant changes on business operation over the time horizons above.

Key assumptions made in each scenario analysis and areas of uncertainty related to each time horizon include emissions level, physical impact, global policy response, technological impacts, population, economics, carbon price, energy demand, energy mix, and technology investment.

The identified climate-related risks and opportunity are as follow:

### **Risk: Non-compliance with legislation**

Lenovo identified non-compliance with legislation as a climate-related transition risk in the medium term. The risk is more prominently associated with product and reporting non-compliance. Expanding and rapidly evolving environmental regulations requiring additional management, tracking, and reporting of climate-related information may lead to increased stress on existing resources and rising expenses. The potential added operational and financial burden may indirectly increase the risk of inadvertent non-compliance with legislation. Lenovo has multiple mechanisms in place to address this risk including robust corporate governance including ESG governance, product quality management practices, and risk management and internal control processes. Details can be viewed here:

- Management's discussion & analysis on legal, regulatory, and compliance risk, and corporate governance report in [FY 2024/25 Annual Report](#)
- [Product quality management](#)
- [ESG governance](#)

For current year, expenses related to addressing this risk were incurred included costs related to participation in trade organizations that help track emerging ESG regulations and engaging external consultancies. These expenses pertained to various environmental matters in addition to climate change. As such, the financial impact directly tied to addressing this risk was not quantifiable. Lenovo continues to refine its ability to separately track expenses more directly attributable to addressing climate-related risks. These expenses are vulnerable to change, and the likelihood and magnitude of change could be influenced by multiple factors including increasing regulatory requirements and evolving consumer preferences.

### **Risk: Changing customer behavior**

#### **Opportunity: Develop new products and services through R&D and innovation**

Lenovo identified changing customer behavior as a climate-related transition risk in the short term. Lenovo recognizes risks associated with climate-related effects on broad-based economic considerations including product demand, pricing, and consumer spending. Lenovo observed customer behavior changes toward more environmentally conscious products. Without taking into consideration these customer behavior changes in product and service development process could potentially lead to risks such as decreased revenue or lowered demand of Lenovo products.

Corresponding to the aforementioned risk, Lenovo identified development of new products and services as a climate-related opportunity in the short term. Lenovo recognizes an opportunity in changes to product efficiency regulations and standards driven by climate aspects. Lenovo expects that more regulations on energy efficiency will be developed worldwide as more countries take action on climate change. Lenovo's historical and continued focus on product and operations energy efficiency provides a positive product differentiator in a regulatory environment that increasingly values these attributes.

Lenovo has multiple mechanisms in place to address this risk and opportunity including innovating and embedding environmental considerations in its products. Details can be viewed here:

- [Innovation](#)
- [Environmentally conscious products](#)

For current year, expenses related to addressing this risk and opportunity were incurred included costs related to obtaining eco-labels and certifications such as EPEAT, TCO, and ENERGY STAR®.

The expenses were not separately identifiable to this climate-related risk and opportunity specifically as they were not solely related to nor attributable to responding to the risk and opportunity. As such, the financial impact directly tied to addressing this risk and opportunity were not quantifiable. These expenses are aligned with the identified opportunity and are vulnerable to change. The change and its likelihood and magnitude could be influenced by multiple factors including emerging standards, available and obtainable certifications, and evolving stakeholder expectations and preferences.

### **Risk: Severe weather events**

Lenovo identified severe weather events as an acute climate-related physical risk in the medium term. The majority of Lenovo's suppliers have operations within China, therefore, the multiple basins across China present potential risks to these operations. Depending on the severity and location of an extreme weather event, it could impact Lenovo's supply chain and production capacity by causing delays or decreases in component supply to Lenovo products. Lenovo has multiple mechanisms in place to address this risk including implementing efforts that specifically address supply chain resilience and managing supply or production geographical concentration. Details can be viewed here:

- [Supply chain resilience](#)
- Management's discussion & analysis on operational risks in [FY 2024/25 Annual Report](#)

For current year, approximated flood insurance premium expenses of \$400,000, representing less than 0.5 percent of total administrative expenses, were incurred related to this risk. Flood insurance premium expenses are vulnerable to change. The change and its magnitude and likelihood could be influenced by multiple factors including varying risk exposure and change in frequency and severity of extreme weather.

### **Overall current and anticipated impacts**

The aforementioned current and anticipated impacts of identified risks and opportunity are considered a part of normal business operations and are expected to remain stable, Lenovo does not expect nor is aware of any relevant significant changes in the short, medium, and long term, to its financial position, financial performance, and cash flows including investment and disposal plans, and Lenovo's strategy related thereto. Lenovo's ongoing efforts including financial resources towards developing more sustainable products, building and maintaining a robust and resilient supply chain, ensuring a business continuity plan is in place, and monitoring emerging regulations are a part of usual business with no separately identifiable portion allocated to addressing climate-related risks and opportunities specifically.

### **Metrics and targets**

Lenovo's gross GHG emissions can be viewed in [Section 7.0](#), and Science-Based Targets in [Section 3.0](#) where near-term targets represent gross targets and long-term target represents net target. Information in aforementioned sections covers greenhouse gases including N<sub>2</sub>O, CO<sub>2</sub>, CH<sub>4</sub>, SF<sub>6</sub>, NF<sub>3</sub>, FCs, and HFCs. The targets were not derived using a sectoral decarbonization approach. Lenovo does not currently plan on using carbon credits to offset near-term GHG emissions targets. Lenovo is currently exploring application of internal carbon pricing to its business practices including decision-making and continues to monitor for opportunities for its usage.

## GRI content index

|                         |                                                                                                                                                         |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Statement of use</b> | Lenovo has reported the information cited in this GRI content index for the period April 1, 2024 to March 31, 2025 with reference to the GRI Standards. |
| <b>GRI 1 used</b>       | GRI 1: Foundation 2021                                                                                                                                  |

| GRI Standard                               | Disclosure                                                                           | Page number(s)          | Other reference material(s)                                                       |
|--------------------------------------------|--------------------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------|
| <b>GRI 2: General Disclosures 2021</b>     | <b>Organizational profile</b>                                                        |                         |                                                                                   |
|                                            | 2-1 Organizational details                                                           | 13                      |                                                                                   |
|                                            | 2-2 Entities included in the organization's sustainability reporting                 | 12, 130                 |                                                                                   |
|                                            | 2-3 Reporting period, frequency and contact point                                    | 12                      |                                                                                   |
|                                            | 2-4 Restatements of information                                                      | No restated information |                                                                                   |
|                                            | 2-5 External assurance                                                               | 12                      |                                                                                   |
|                                            | 2-6 Activities, value chain and other business relationships                         | 13, 130                 |                                                                                   |
|                                            | 2-7 Employees                                                                        | 93                      |                                                                                   |
|                                            | 2-22 Statement on sustainable development strategy                                   | 6-9                     |                                                                                   |
|                                            | 2-27 Compliance with laws and regulations                                            | 108                     |                                                                                   |
|                                            | 2-28 Membership associations                                                         | 129                     |                                                                                   |
|                                            | 2-29 Approach to stakeholder engagement                                              | 13-15                   |                                                                                   |
| <b>GRI 3: Material Topics 2021</b>         | 3-1 Process to determine material topics                                             | 13-15                   |                                                                                   |
|                                            | 3-2 List of material topics                                                          | 14                      |                                                                                   |
| <b>Economic topics</b>                     |                                                                                      |                         |                                                                                   |
| <b>Economic Performance</b>                |                                                                                      |                         |                                                                                   |
| <b>GRI 3: Material Topics 2021</b>         | 3-3 Management of material topic                                                     | 62-65                   |                                                                                   |
| <b>GRI 201: Economic Performance 2016</b>  | 201-2 Financial implications and other risks and opportunities due to climate change | 23, 131-133             | <a href="#">FY 2024/25 Annual Report's Management's discussion &amp; analysis</a> |
| <b>Procurement Practices</b>               |                                                                                      |                         |                                                                                   |
| <b>GRI 3: Material Topics 2021</b>         | 3-3 Management of material topic                                                     | 62-65                   |                                                                                   |
| <b>GRI 204: Procurement Practices 2016</b> | 204-1 Proportion of spending on local suppliers                                      | 23, 131-133             |                                                                                   |

| GRI Standard                                   | Disclosure                                                                            | Page number(s)        | Other reference material(s) |
|------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------|-----------------------------|
| <b>Anti-corruption</b>                         |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 66, 70-71             |                             |
| <b>GRI 205: Anti-corruption 2016</b>           | 205-2 Communication and training about anti-corruption policies and procedures        | 66, 70-71             |                             |
| <b>Anti-competitive Behavior</b>               |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 66, 70-71             |                             |
| <b>GRI 206: Anti-competitive Behavior 2016</b> | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 66, 70-71             |                             |
| <b>Environmental topics</b>                    |                                                                                       |                       |                             |
| <b>Materials</b>                               |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 19, 28-30, 35-38      |                             |
| <b>GRI 301: Materials 2016</b>                 | 301-1 Materials used by weight or volume                                              | 106-107               |                             |
|                                                | 301-2 Recycled input materials used                                                   | 28-30, 35-36, 106-107 |                             |
| <b>Energy</b>                                  |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 19-25                 |                             |
| <b>GRI 302: Energy 2016</b>                    | 302-1 Energy consumption within the organization                                      | 102                   |                             |
|                                                | 302-3 Energy intensity                                                                | 103                   |                             |
|                                                | 302-4 Reduction of energy consumption                                                 | 19-25                 |                             |
|                                                | 302-5 Reductions in energy requirements of products and services                      | 31-34                 |                             |
| <b>Water and Effluents</b>                     |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 19, 27                |                             |
| <b>GRI 303: Water and Effluents 2018</b>       | 303-1 Interactions with water as a shared resource                                    | 27                    |                             |
|                                                | 303-3 Water withdrawal                                                                | 105                   |                             |
|                                                | 303-4 Water discharge                                                                 | 105                   |                             |
|                                                | 303-5 Water consumption                                                               | 105                   |                             |
| <b>Emissions</b>                               |                                                                                       |                       |                             |
| <b>GRI 3: Material Topics 2021</b>             | 3-3 Management of material topic                                                      | 19-25                 |                             |

| GRI Standard                                           | Disclosure                                                                 | Page number(s)       | Other reference material(s) |
|--------------------------------------------------------|----------------------------------------------------------------------------|----------------------|-----------------------------|
| <b>GRI 305: Emissions 2016</b>                         | 305-1 Direct (Scope 1) GHG emissions                                       | 99                   |                             |
|                                                        | 305-2 Energy indirect (Scope 2) GHG emissions                              | 99                   |                             |
|                                                        | 305-3 Other indirect (Scope 3) GHG emissions                               | 99                   |                             |
|                                                        | 305-4 GHG emissions intensity                                              | 99                   |                             |
|                                                        | 305-5 Reduction of GHG emissions                                           | 20-23, 99            |                             |
|                                                        | 305-6 Emissions of ozone-depleting substances (ODS)                        | 23                   |                             |
| <b>Waste</b>                                           |                                                                            |                      |                             |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topic                                           | 19, 26, 28-30, 33-38 |                             |
| <b>GRI 306: Waste 2020</b>                             | 306-1 Waste generation and significant waste-related impacts               | 26, 28-30, 33-38     |                             |
|                                                        | 306-2 Management of significant waste-related impacts                      | 26, 28-30, 33-38     |                             |
|                                                        | 306-3 Waste generated                                                      | 104                  |                             |
|                                                        | 306-4 Waste diverted from disposal                                         | 104                  |                             |
|                                                        | 306-5 Waste directed to disposal                                           | 104                  |                             |
| <b>Supplier Environmental Assessment</b>               |                                                                            |                      |                             |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topic                                           | 80-87, 109-110       |                             |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | 308-1 New suppliers that were screened using environmental criteria        | 80-87, 109-110       |                             |
|                                                        | 308-2 Negative environmental impacts in the supply chain and actions taken | 80-87, 109-110       |                             |

| GRI Standard                                         | Disclosure                                                                                    | Page number(s) | Other reference material(s) |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------|-----------------------------|
| <b>Social topics</b>                                 |                                                                                               |                |                             |
| <b>Employment</b>                                    |                                                                                               |                |                             |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topic                                                              | 42-52, 56-59   |                             |
| <b>GRI 401: Employment 2016</b>                      | 401-1 New employee hires and employee turnover                                                | 95, 96         |                             |
| <b>Occupational Health and Safety</b>                |                                                                                               |                |                             |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topic                                                              | 43-46          |                             |
| <b>GRI 403: Occupational Health and Safety 2018</b>  | 403-1 Occupational health and safety management system                                        | 43-46          |                             |
|                                                      | 403-2 Hazard identification, risk assessment, and incident investigation                      | 43-46          |                             |
|                                                      | 403-4 Worker participation, consultation, and communication on occupational health and safety | 43-46          |                             |
|                                                      | 403-5 Worker training on occupational health and safety                                       | 43-46, 97      |                             |
|                                                      | 403-6 Promotion of worker health                                                              | 43-46          |                             |
|                                                      | 403-9 Work-related injuries                                                                   | 97             |                             |
|                                                      | 403-10 Work-related ill health                                                                | 97             |                             |
| <b>Training and Education</b>                        |                                                                                               |                |                             |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topic                                                              | 48-49          |                             |
| <b>GRI 404: Training and Education 2016</b>          | 404-1 Average hours of training per year per employee                                         | 97             |                             |
|                                                      | 404-2 Programs for upgrading employee skills and transition assistance programs               | 48-49          |                             |
| <b>Diversity and Equal Opportunity</b>               |                                                                                               |                |                             |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topic                                                              | 56-59          |                             |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees                                            | 93-95          |                             |

| GRI Standard                                    | Disclosure                                                                                         | Page number(s)        | Other reference material(s)                                                                                            |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------|
| <b>Forced or Compulsory Labor</b>               |                                                                                                    |                       |                                                                                                                        |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topic                                                                   | 42, 80-85, 86-87      | <a href="#">Supplier Code of Conduct</a><br><a href="#">RBA Code of Conduct</a><br><a href="#">Human Rights Policy</a> |
| <b>GRI 409: Forced or Compulsory Labor 2016</b> | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor     | 42, 80-85, 86-87      | <a href="#">Supplier Code of Conduct</a><br><a href="#">RBA Code of Conduct</a><br><a href="#">Human Rights Policy</a> |
| <b>Local Communities</b>                        |                                                                                                    |                       |                                                                                                                        |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topic                                                                   | 52-55, 98             |                                                                                                                        |
| <b>GRI 413: Local Communities 2016</b>          | 413-1 Operations with local community engagement, impact assessments, and development programs     | 52-55, 98             |                                                                                                                        |
| <b>Supplier Social Assessment</b>               |                                                                                                    |                       |                                                                                                                        |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topic                                                                   | 80-85, 86-87, 109-110 |                                                                                                                        |
| <b>GRI 414: Supplier Social Assessment 2016</b> | 414-2 Negative social impacts in the supply chain and actions taken                                | 80-85, 86-87, 109-110 |                                                                                                                        |
| <b>Customer Privacy</b>                         |                                                                                                    |                       |                                                                                                                        |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topic                                                                   | 67-68                 |                                                                                                                        |
| <b>GRI 418: Customer Privacy 2016</b>           | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 67-68                 |                                                                                                                        |

# The Hong Kong Stock Exchange's ESG Reporting Guide

## content index

| “Comply or explain” Provisions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                           | Page number(s)                                        | Other reference material(s) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------|
| <b>Subject Area A. Environmental</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                           |                                                       |                             |
| <b>Aspect A1: Emissions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                           |                                                       |                             |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.<br><br>Note: Air emissions include NO <sub>x</sub> , SO <sub>x</sub> , and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations. |                                                                                                                                                                           | 19-27                                                 |                             |
| KPI A1.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | The types of emissions and respective emissions data.                                                                                                                     | 99-100                                                |                             |
| KPI A1.2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 99                                                    |                             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | – Scope 1 emissions                                                                                                                                                       | 99-100                                                |                             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | – Scope 2 emissions                                                                                                                                                       | 99-100                                                |                             |
| KPI A1.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).                                          | 104                                                   |                             |
| KPI A1.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total nonhazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).                                       | 104                                                   |                             |
| KPI A1.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Description of emissions target(s) set and steps taken to achieve them.                                                                                                   | 19-26, 31-34, 113-114, 117, 119-120, 123, 126         |                             |
| KPI A1.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.                           | 19, 26, 28-30, 33-38, 115-116, 118-119, 123, 124, 126 |                             |

| “Comply or explain” Provisions                                                                                                                                                                                                            |                                                                                                                                                                            | Page number(s)                            | Other reference material(s) |
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| <b>Aspect A2: Use of Resources</b>                                                                                                                                                                                                        |                                                                                                                                                                            |                                           |                             |
| General Disclosure<br>Policies on the efficient use of resources, including energy, water and other raw materials.<br><br>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. |                                                                                                                                                                            | 19-38                                     |                             |
| KPI A2.1                                                                                                                                                                                                                                  | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | 102-103                                   |                             |
| KPI A2.2                                                                                                                                                                                                                                  | Water consumption in total and intensity (e.g. per unit of production volume, per facility).                                                                               | 105                                       |                             |
| KPI A2.3                                                                                                                                                                                                                                  | Description of energy use efficiency target(s) set and steps taken to achieve them.                                                                                        | 19, 24-25, 31-33, 113, 117, 119, 123, 126 |                             |
| KPI A2.4                                                                                                                                                                                                                                  | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.                       | 27, 118, 126                              |                             |
| KPI A2.5                                                                                                                                                                                                                                  | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.                                                   | 106                                       |                             |
| <b>Aspect A3: The Environment and Natural Resources</b>                                                                                                                                                                                   |                                                                                                                                                                            |                                           |                             |
| General Disclosure<br>Policies on minimising the issuer's significant impacts on the environment and natural resources.                                                                                                                   |                                                                                                                                                                            | 19-39                                     |                             |
| KPI A3.1                                                                                                                                                                                                                                  | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.                                        | 19-39, 113-120, 123-124, 126              |                             |
| <b>Aspect A4: Climate Change</b>                                                                                                                                                                                                          |                                                                                                                                                                            |                                           |                             |
| General Disclosure<br>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.                                                                        |                                                                                                                                                                            | 19-23, 131-133                            |                             |
| KPI A4.1                                                                                                                                                                                                                                  | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.                   | 19-23, 131-133                            |                             |

| “Comply or explain” Provisions                                                                                                                                                                                                                                                                                                                             |                                                                                                                   | Page number(s) | Other reference material(s) |
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| <b>Subject Area B. Social</b>                                                                                                                                                                                                                                                                                                                              |                                                                                                                   |                |                             |
| <b>Employment and Labour Practices</b>                                                                                                                                                                                                                                                                                                                     |                                                                                                                   |                |                             |
| <b>Aspect B1: Employment</b>                                                                                                                                                                                                                                                                                                                               |                                                                                                                   |                |                             |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. |                                                                                                                   | 42-52, 56-59   |                             |
| KPI B1.1                                                                                                                                                                                                                                                                                                                                                   | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.  | 93             |                             |
| KPI B1.2                                                                                                                                                                                                                                                                                                                                                   | Employee turnover rate by gender, age group and geographical region.                                              | 96             |                             |
| <b>Aspect B2: Health and Safety</b>                                                                                                                                                                                                                                                                                                                        |                                                                                                                   |                |                             |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to providing a safe working environment and protecting employees from occupational hazards.                                                                               |                                                                                                                   | 42-46          |                             |
| KPI B2.1                                                                                                                                                                                                                                                                                                                                                   | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | 97             |                             |
| KPI B2.2                                                                                                                                                                                                                                                                                                                                                   | Lost days due to work injury.                                                                                     | 97             |                             |
| KPI B2.3                                                                                                                                                                                                                                                                                                                                                   | Description of occupational health and safety measures adopted, and how they are implemented and monitored.       | 42-46          |                             |

| “Comply or explain” Provisions                                                                                                                                                                                                                                          |                                                                                                                                                                     | Page number(s) | Other reference material(s) |
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| <b>Aspect B3: Development and Training</b>                                                                                                                                                                                                                              |                                                                                                                                                                     |                |                             |
| General Disclosure<br>Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.<br><br>Note: Training refers to vocational training. It may include internal and external courses paid by the employer. |                                                                                                                                                                     | 48-49          |                             |
| KPI B3.1                                                                                                                                                                                                                                                                | The percentage of employees trained by gender and employee category (e.g. senior management, middle management).                                                    | 96             |                             |
| KPI B3.2                                                                                                                                                                                                                                                                | The average training hours completed per employee by gender and employee category.                                                                                  | 97             |                             |
| <b>Aspect B4: Labour Standards</b>                                                                                                                                                                                                                                      |                                                                                                                                                                     |                |                             |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to preventing child and forced labour.                                                 |                                                                                                                                                                     | 42, 86-87      |                             |
| KPI B4.1                                                                                                                                                                                                                                                                | Description of measures to review employment practices to avoid child and forced labour.                                                                            | 42, 86-87      |                             |
| KPI B4.2                                                                                                                                                                                                                                                                | Description of steps taken to eliminate such practices when discovered.                                                                                             | 42, 86-87      |                             |
| <b>Operating Practices</b>                                                                                                                                                                                                                                              |                                                                                                                                                                     |                |                             |
| <b>Aspect B5: Supply Chain Management</b>                                                                                                                                                                                                                               |                                                                                                                                                                     |                |                             |
| General Disclosure<br>Policies on managing environmental and social risks of the supply chain.                                                                                                                                                                          |                                                                                                                                                                     | 80-90          |                             |
| KPI B5.1                                                                                                                                                                                                                                                                | Number of suppliers by geographical region.                                                                                                                         | 109            |                             |
| KPI B5.2                                                                                                                                                                                                                                                                | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | 80-90          |                             |
| KPI B5.3                                                                                                                                                                                                                                                                | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.                        | 80-90          |                             |
| KPI B5.4                                                                                                                                                                                                                                                                | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.     | 80-90          |                             |

| “Comply or explain” Provisions                                                                                                                                                                                                                                                                                       |                                                                                                                                                                    | Page number(s) | Other reference material(s)                                                                                                           |
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| <b>Aspect B6: Product Responsibility</b>                                                                                                                                                                                                                                                                             |                                                                                                                                                                    |                |                                                                                                                                       |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. |                                                                                                                                                                    | 71-74          |                                                                                                                                       |
| KPI B6.1                                                                                                                                                                                                                                                                                                             | Percentage of total products sold or shipped subject to recalls for safety and health reasons.                                                                     | 73             |                                                                                                                                       |
| KPI B6.2                                                                                                                                                                                                                                                                                                             | Number of products and service related complaints received and how they are dealt with.                                                                            | 71-74          | Due to confidential business constraints, Lenovo does not disclose the quantitative results of product or service-related complaints. |
| KPI B6.3                                                                                                                                                                                                                                                                                                             | Description of practices relating to observing and protecting intellectual property rights.                                                                        | 67             |                                                                                                                                       |
| KPI B6.4                                                                                                                                                                                                                                                                                                             | Description of quality assurance process and recall procedures.                                                                                                    | 71-74          |                                                                                                                                       |
| KPI B6.5                                                                                                                                                                                                                                                                                                             | Description of consumer data protection and privacy policies, and how they are implemented and monitored.                                                          | 67-68          |                                                                                                                                       |
| <b>Aspect B7: Anti-corruption</b>                                                                                                                                                                                                                                                                                    |                                                                                                                                                                    |                |                                                                                                                                       |
| General Disclosure<br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to bribery, extortion, fraud and money laundering.                                                                                  |                                                                                                                                                                    | 66             |                                                                                                                                       |
| KPI B7.1                                                                                                                                                                                                                                                                                                             | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. | 108            |                                                                                                                                       |
| KPI B7.2                                                                                                                                                                                                                                                                                                             | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.                                                     | 70-71          |                                                                                                                                       |
| KPI B7.3                                                                                                                                                                                                                                                                                                             | Description of anti-corruption training provided to directors and staff.                                                                                           | 66, 108        |                                                                                                                                       |

| “Comply or explain” Provisions                                                                                                                                                                               |                                                                                                             | Page number(s) | Other reference material(s) |
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| <b>Community</b>                                                                                                                                                                                             |                                                                                                             |                |                             |
| <b>Aspect B8: Community Investment</b>                                                                                                                                                                       |                                                                                                             |                |                             |
| General Disclosure<br>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. |                                                                                                             | 52-55          |                             |
| KPI B8.1                                                                                                                                                                                                     | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | 52-53, 98      |                             |
| KPI B8.2                                                                                                                                                                                                     | Resources contributed (e.g. money or time) to the focus area.                                               | 52-53, 98      |                             |



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