

SPICERS GROUP



2025 SUSTAINABILITY REPORT

ACKNOWLEDGMENT OF COUNTRY

Spicers Group acknowledges the many Traditional Owners of the lands across Australia, and pay our respects to their Elders past and present. We recognise their strengths and enduring connection to lands, waters and skies as the Custodians of the oldest continuing cultures on the planet.

We extend this respect to Indigenous peoples across the Asia Pacific region, honouring their diverse cultures, histories and ongoing connection to land, sea and community.

2025 Sustainability Report

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A message from the chief executive officer David Martin

We are pleased to release the first annual Sustainability Report for the Spicers Group. The Spicers Group is a trusted supplier of paper, packaging and visual communications solutions across 9 countries in Asia Pacific, with a strong and local presence in Australia, New Zealand, Singapore, Thailand and Malaysia with over 650 employees. Through our presence and positioning, we have the ability to positively influence our markets and communities through sustainable practices, products and services.

With a long history of paper and packaging supply, we pride ourselves in responsible sourcing practices, particularly in relation to Chain-of-Custody certifications such as FSC® and PEFC™. We endeavour to provide the markets we serve with solutions that help both customers and end users achieve their own sustainability objectives through the products we provide and the innovations we support.

At Spicers Group, we recognise we also have a responsibility to strengthen sustainability within our own operations. Over the past few years, we have taken steps to reduce the environmental impact of our operations through various emissions and waste reduction initiatives. Recognising the need to increase our focus on the environmental impacts of our strategies and practices, we have strengthened our approach in 2025 and 2026. This includes the establishment of a consistent method to collect and

report emissions data, the formation of an internal ESG Committee and governance framework and embedding the identification and assessment of environmental risks and opportunities into our risk management practices.

Spicers Group embraces ESG principles—environmental, social and governance—as a practical framework to improve sustainability outcomes and create broader value for our business, our employees and the communities in which we operate. Through collaboration, clear policies and strong governance, we prioritise initiatives that support our people, strengthen trust with stakeholders and deliver lasting positive impact.

With the combined capability of our people and our trusted partners, Spicers Group is building a more sustainable and positive future for the markets and communities we serve.

David Martin
Chief Executive Officer
Spicers Limited



DIRECT



PAPER

KPP-Antalis

SIGNET

ABL

Total
Supply Since 1983

Universal
Packaging Since 1995
a division of Spicers



01

ESG at Spicers Group

How we are strengthening communities through purpose and partnership



Across Spicers Group, our commitment to Environmental, Social and Governance (ESG) principles extends beyond our operations; it is about creating real, positive change in the communities where we live and work. One of the ways we bring this to life is through our ongoing partnership with Eat Up Australia, a not-for-profit organisation dedicated to ensuring no child goes hungry at school.

In May 2025, teams from Spicers Australia and Signet joined forces with Eat Up for two remarkable volunteering events.

On Spicers' Eat Up Day on 14 May, our Victorian team rolled up their sleeves to make an incredible 2,400 sandwiches, all heading to local schools to support children in need. Just two days earlier, on 12 May, 29 Signet team members took part in a National Volunteering Week sandwich-making event, assembling over 1,100 sandwiches in under an hour, a testament to the energy and teamwork that define our people.

These events reflect the spirit of collaboration that runs through Spicers Group. Whether it is in our factories, offices, or local communities, our people continue to demonstrate that small, thoughtful actions can make a big difference. Together, we are helping build a stronger, more connected, and more compassionate future for all.



This page

Top: Sandwich Making Team at Signet

Bottom: Sandwich Making Team at Spicers

Opposite page: Tree planting day with Greenfleet.

How we are taking action for climate and biodiversity



At Spicers Australia, taking meaningful action on climate change is a key part of our environmental, social and governance (ESG) strategy. Since 2022, we have proudly partnered with Greenfleet Australia, a leading not-for-profit organisation dedicated to protecting our climate through native reforestation.

Greenfleet plants biodiverse native forests that capture carbon emissions, restore ecosystems, and create habitat for endangered wildlife. Since 1997, they have planted more than 10.8 million trees across 550 forests in Australia and New Zealand, helping improve soil and water quality while strengthening landscapes against climate change.

Through this partnership, Spicers offsets CO₂ emissions from our Australian operations, including:

- LPG used in gas forklifts
- Diesel for our truck fleet
- Fuel for company cars and car allowances
- Electricity across our offices and distribution centres

Thanks to this commitment, Spicers' deliveries are now carbon neutral, supporting Greenfleet's vital reforestation projects such as Glendalough in South Gippsland, Victoria. This 240-hectare property is being restored to native forest, providing habitat for species like the Strzelecki Koala, Yellow-faced Honeyeater, and Grey Fantail.

As David Martin, CEO of Spicers Limited, noted, "By partnering with GreenFleet, we are confident that our climate action provides genuine and lasting environmental benefits. We are proud of the impact we have made and will continue to make into the future."

Through initiatives like this, Spicers is not only offsetting emissions but also helping restore ecosystems, protect biodiversity, and create a more sustainable future for generations to come.



How we're redefining waste



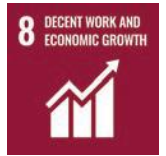
Across the Spicers Group, we are committed to reducing waste and driving a more circular economy through smarter, data-driven resource management. This commitment is led by Signet, whose waste diversion program continues to set the benchmark for sustainable operations within Spicers Group.

With 16 active waste streams across offices and warehouses (including organics, timber, e-waste, coffee pods, PPE, and more). Signet has streamlined waste separation and improved recovery rates. Through partnerships with Veolia, TerraCycle, Close the Loop, and Containers for Change, materials are being given a second life, from recycling coffee cups and ink cartridges to recovering PPE and beverage containers. Central to this progress is a focus on education and engagement. Centralised, colour-coded waste stations have replaced individual desk bins, supported by clear signage and regular awareness campaigns. Monthly reporting provides visibility of waste data across all sites, enabling teams to track performance and identify opportunities for improvement.

Our Group's Green Team also plays a vital role in reinforcing these behaviours, running initiatives such as sustainability trivia, games, and workshops to keep waste reduction front of mind.

In 2025, 75 percent of total waste was diverted from landfill, reflecting strong progress under the Planet Pillar of our ESG strategy. As part of Spicers Group, Signet's approach demonstrates how local innovation and collaboration can create measurable impact and help us all move closer to a circular, low-waste future.

How we're growing the next generation of talent



At the Spicers Group, we believe investing in people is key to long-term success. Our two-year Graduate Program is designed to nurture early career professionals through structured learning, hands-on experience, and cross-functional exposure across Spicers Group's diverse business units, including Signet and Spicers Australia.

Graduates take part in rotations through core areas such as Customer Experience, Sales, Marketing, Procurement, Supply Chain, Learning & Development, and HSEQ, gaining a deep understanding of how each function contributes to our customers and our sustainability goals. The program combines formal training modules, mentoring, and project work with opportunities to attend industry forums, networking events, and conferences that strengthen professional capability and confidence.

Since 2022, 32 team members have successfully completed the program, with many advancing into new roles across the business, demonstrating its value as a launchpad for meaningful, long-term careers. Graduates emerge with strong business acumen, operational insight, and a supportive network that continues to foster their growth within Spicers Group. By the end of 2025, the program had 18 active participants, with nine graduating that year.

Opposite page: Waste separation system at Signet.

This page: Graduate Conference - Professional Development.

How we're promoting wellbeing and community connection



Across the Spicers Group, we are proud to stand alongside our communities in supporting causes that promote health, inclusion, and connection. This year, our Spicers New Zealand team joined thousands of participants in the Pink Ribbon Breast Cancer Walk, completing a 10 km journey in Auckland to raise awareness and funds for breast cancer research, prevention, and support programs.

Beyond business, we recognise the importance of showing up for the causes that matter and empowering our people to lead with compassion, foster wellbeing, and contribute to stronger, healthier communities.

Through initiatives like this, we continue to build a culture that values care, connection, and collective action, driving positive social impact across all regions of the Spicers Group.

Educating future creatives: How we're inspiring the next generation.



Across the Spicers Group, our commitment to sustainability and community extends beyond our everyday operations; it includes sharing knowledge and supporting the next generation of thinkers and creators. This was reflected in a recent initiative by KPP AP in Thailand.

The KPP AP team hosted “Paper Matters”, an educational exhibition designed to help tertiary students better understand the paper and print industry. Students from local universities and design institutions were invited to explore topics such as sustainable paper sourcing, printing technologies, and the evolving role of paper in design and communication.

To make the experience hands-on and engaging, the event also included workshops where students could interact with different paper types, experiment with printing techniques, and discover practical applications in packaging, visual communication, and creative design.

While many events in the region are commercially driven, this initiative focused on learning, inspiration, and supporting young professionals as they prepare to enter the industry. By opening its doors to students and sharing practical industry knowledge, KPP AP is helping to shape informed and innovative future leaders in print and design.

This event demonstrates how Spicers Group continues to make a positive impact in the communities where we operate by empowering people, encouraging creativity, and supporting meaningful learning opportunities.



Opposite page: NZ Team members participating in the Pink Ribbon Breast Cancer Walk.

This page: Attendees at the 'Paper Matters' event with KPP AP.

02

Governance



Governance

BACKGROUND

The Spicers Group (with Spicers Limited as the parent entity 'company') comprises of four primary operating entities. The four key entities are Spicers Australia Pty Ltd, Signet Pty Ltd, Spicers NZ Ltd, and KPP Asia-Pacific Pte. Ltd., and their associated subsidiaries. Throughout this report, references to 'Spicers Group' should be interpreted as relating to this consolidated structure. Spicers Group recognises that strong governance is essential to effective climate-related risk management and sustainability performance.

Spicers Group has established a structured framework that integrates climate risk, opportunity management, and emissions performance into existing enterprise risk and decision-making processes.

This framework ensures that leadership accountability, oversight mechanisms, and management responsibilities are clearly defined and regularly reviewed in alignment with Australian Accounting Standard AASB S2 – Climate-related Disclosures.

GOVERNANCE APPROACH

Spicers Group's climate governance model is designed to align with existing corporate and financial governance processes, as described in the Spicers Group Board's terms of reference. The Spicers Group Board provides strategic oversight for ESG and sustainability governance, including Climate-Related Risks and Opportunities (CRROs). The Board delegates operational responsibilities for the execution of ESG and sustainability strategies, including identification, monitoring, and reporting of CRROs to the ESG Committee. The ESG Committee works with ESG Working Group members to support local and functional adoption, data collection, and reporting in relation to ESG and sustainability strategies.

Spicers Group's ESG Committee and ESG Working Group structure was established in 2025 to coordinate group-wide actions. The ESG Working Group structure includes divisional executives from Spicers Australia Print & Packaging, Spicers Australia Visual Communications, Signet, Spicers New Zealand, and KPP Asia-Pacific Pte. Ltd.,.



RISK OVERSIGHT

Spicers Group's risk oversight framework integrates climate-related risks into the broader enterprise-risk management system. This ensures that both physical and transition risks are monitored, evaluated, and reported through the same mechanisms used for financial, operational, and compliance risks.

Reporting on ESG matters as well as key climate indicators, such as carbon emission trends, energy use, waste reduction, and supply-chain resilience, is presented to the Board. Significant risks or deviations from targets will be escalated to the Board for review and action as they arise.

Spicers Group also maintains a Climate Risk Register and updates it annually to reflect changing conditions, data, and mitigation measures. Limited external assurance is sought as part of the annual reporting process to validate the integrity of emissions data and risk-management processes.

FREQUENCY OF REVIEW

Representatives of the ESG Committee, established in September 2025, attend Board meetings quarterly to discuss ESG and Sustainability matters, including matters relating to CRROs. The ESG Committee met in September 2025 and April 2026 to discuss Sustainability matters including Board sign-off for the annual Sustainability Report.

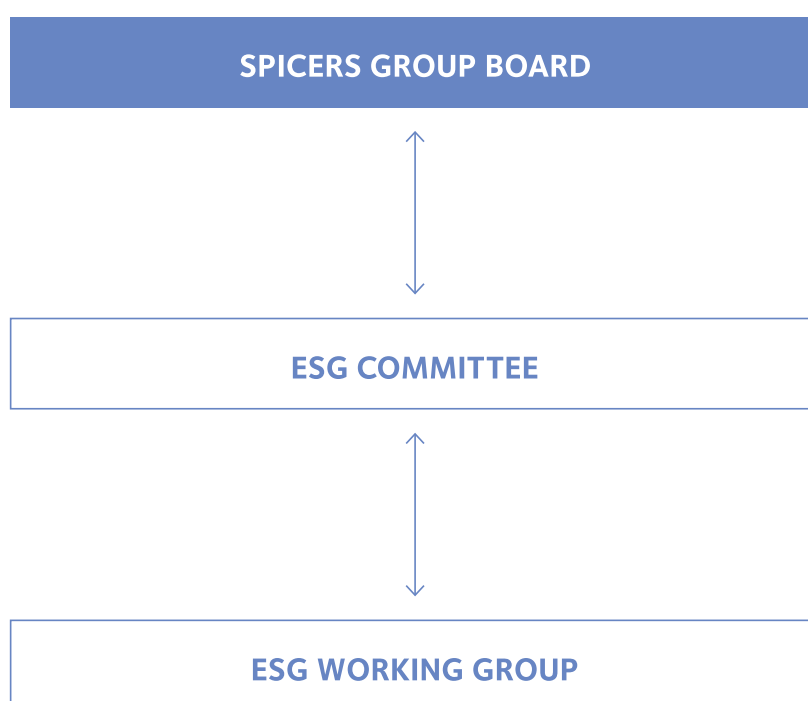
The ESG Committee meets quarterly to discuss and coordinate ESG and Sustainability matters throughout the organisation, including emissions reporting, progress and outcomes of agreed targets and strategies, and reviewing climate-related risks and opportunities.

Key representatives of the ESG Working Group, EGMs and GMs, meet formally two times per year, facilitated by members of the ESG Committee. These forums support local or functional adaptation, embedding and reporting of ESG strategies, including CRROs, Climate Risk registers, and data collection. Individual regional ESG Working Groups meet periodically during the year to support ESG activities.

The ESG Committee facilitates additional informal and ad-hoc meetings with key internal stakeholders to support ongoing education, provide critical updates in relation to climate-related strategies and risks, and support the collection and collation of information required for risk assessment and Sustainability Reporting.

Above: Signet's ESG Internal audit team with their recently achieved qualifications.

Climate governance structure



Information pertaining to ESG and sustainability, including the adoption and execution of ESG and sustainability strategies, flows both up and down through the organisation – up through to the ESG Working Group. Then to be considered and consolidated by the ESG Committee who report up to the Board for review, approval and the formation or adjustment of strategy, as required. Strategic Principles and guidance also flow down from the Spicers Group Board and ESG Committee, to the ESG Working Group and into the broader business.

Roles and responsibilities

ROLE	REPRESENTATIVES	RESPONSIBILITIES
Board	Chief Executive Officer & Managing Director Executive/Non-Executive Directors	• Provides strategic oversight of ESG and sustainability governance, ensuring that ESG strategies, including climate-related risks and opportunities (CRROs), are embedded in long term business planning and objectives. • Delegates operational responsibility for ESG and sustainability strategy execution, as well as governance processes, controls, and procedures used to monitor, manage, and oversee CRROs to the ESG Committee. • Reviews and approves ESG and sustainability strategies, including CRROs and climate-related targets. • Reviews and approves the annual Sustainability Report and ESG disclosures. • Accountable for sustainability governance and the integration of ESG strategies, including CRROs, into overarching organisational strategies and plans. • Ensures strategic alignment between the Board and other key stakeholders, considers and presents key reporting and disclosures for Board review, ensuring transparency and stakeholder confidence. • Defines and assesses progress on ESG and sustainability strategies, including CRROs and climate-related targets.
ESG Committee	Chief Financial Officer Group Head of HR Group Safety & Australia HSEQ Manager	• Responsible for reviewing and managing ESG objectives and strategies, including climate-related risks and opportunities (CRROs). • Has delegated responsibilities from the Board to monitor, manage, implement and uphold governance processes required to oversee CRROs, climate-related targets, and other ESG strategies. • Oversees preparation and disclosure of ESG policies and reports, including the Sustainability Report. • Advises Board on climate-related risks and opportunities (CRROs), integrating these considerations into organisational strategies and risk management frameworks. • Provides ongoing and informal organisational education and communication, particularly to the ESG Working Group, to support improved knowledge and execution of ESG and sustainability strategies.

ROLE	REPRESENTATIVES	RESPONSIBILITIES
ESG Working Group	Includes Executive General Managers, General Managers, and other regional non-executive roles designated to support ESG and sustainability strategy, governance and reporting.	• Drives local adaptation, governance and implementation of ESG and sustainability strategies. • Facilitates data collection, performance tracking and reporting. • Supports climate-related scenario analysis, risk assessments and risk and opportunity identification.

Governance

SKILLS AND COMPETENCIES

The Spicers Group is committed to strengthening climate-related capabilities across the organisation to ensure that employees at all levels are equipped to identify and respond effectively to sustainability challenges.

Spicers Group acknowledges the importance of continuous education and upskilling in relation to ESG, sustainability and CRROs.

BOARD

Spicers Group Board members bring strong capability in ESG governance, financial oversight, risk management and regulatory disclosure, with experience across ASX-listed and TSE-listed boards, audit and risk committees, enterprise governance frameworks, and senior commercial leadership roles. This capability and experience supports strong strategic oversight and governance of CRROs and all other ESG strategies and plans.

ESG COMMITTEE

The ESG Committee comprises three senior Spicers Group leaders who were selected due to their backgrounds and experience in organisational governance, risk, compliance, sustainability, strategy, and leadership, which provides a strong basis for the skills and competencies required to enact their responsibilities.

ESG WORKING GROUP

The ESG Working Group was formed to include senior leadership roles, including Executive General Managers and General Managers, as well as various roles spanning a broad range of functional areas, including operations, purchasing, finance, and governance. Some members of the Working Group have several years of experience in relation to emissions reporting and related sustainability strategies. The depth and breadth of the combined capabilities of the Working Group support localised adaptation, implementation, and reporting of ESG and sustainability strategies and responsibilities.

2025 APPROACH

Recognising the need to continuously increase climate-related skills and competencies in 2025, the CEO, ESG Committee, and key managers from the ESG Working Group attended externally facilitated workshops. The workshops supported scenario-based learning, risk evaluation, and technical emissions training to build practical and strategic capability, particularly in relation to the identification of climate-related risks and opportunities and the formation of related strategies.

FUTURE APPROACH

The ESG Committee continues to strengthen its climate-related skills and competencies to properly enact responsibilities, including informally educating the Board, ESG Working Group, and other key internal stakeholders to increase organisational understanding of ESG and climate-related matters. The ESG Committee members are committed to ongoing external education in 2026 to support this approach.

Similarly, the Board is open to further education, through additional briefings, that bring insight and perspective regarding sustainability regulation, and the approach and outcomes of ESG and sustainability practices across other organisations and related industries.

CONTROLS AND PROCEDURES

Through an annual ESG-related risk review process, the ESG Committee leads an assessment of current and emerging risks, evaluates existing controls, and identifies areas requiring enhancement, considering data and reporting prepared and provided by members of the ESG Working Group. This includes reviewing the adequacy of emissions data collection, supplier-screening processes, business continuity planning, and site-level resilience measures.

Climate-related risks and opportunities (CRROs) and climate-related targets are reviewed at least annually by the ESG Committee. Climate-related risks and related controls are then incorporated into Spicers Group's annual risk review processes.

Spicers Group's risk management processes incorporate climate-related controls and assurance mechanisms to ensure risks are identified, monitored, and managed in line with the organisation's overall risk management framework.

The findings and outcomes of the annual risk review process are reported to the Board.

MAJOR DECISIONS

Spicers Group integrates climate-related risk and opportunity considerations into major business decisions, ensuring alignment with long-term sustainability goals.

Climate-related matters are considered across key business processes. Key decisions are reviewed in consultation with relevant executives, including the Chief Executive Officer, Chief Financial Officer, and Executive General Managers, to ensure that potential impacts on carbon emissions, supply chain resilience, and social outcomes are fully considered.

CLIMATE-RELATED TARGETS

The Board is responsible for overseeing the establishment, approval and review of Spicers Group climate-related targets related to CRROs.

The ESG Committee is responsible for evaluating and presenting recommendations for climate-related targets to the Board for consideration.

The ESG Committee reports performance against climate-related targets to the Board annually, enabling the Board to monitor progress against these targets.

Climate-related targets are not currently included in executive remuneration.

ALIGNMENT AND ASSURANCE

This report has been prepared in accordance with the Australian Sustainability Reporting Standard for Climate-related Disclosures (AASB S2).

These standards ensure the consistency, accuracy, and transparency of information presented across Spicers Group operations in Australia, New Zealand, and Asia.

03

Strategy



Image: Julian Bowdler & Joshua Ralph - Spicers QLD
Participating in Greenfleet treeplanting day.

CLIMATE DISCLOSURE

CLIMATE STATEMENT

Strategy

BACKGROUND

The Spicers Group recognises that climate change presents both significant risks and strategic opportunities for our business, our customers, and our supply chain. As a leader in print, packaging, and visual communication materials across Australia, New Zealand, and Asia, our operations are inherently linked to sustainable sourcing, manufacturing, and distribution of goods.

Our strategy aims to ensure long-term business resilience while supporting the transition to a low-carbon economy. This involves embedding climate considerations into our decision-making processes, capital investment planning, and product innovation.

Spicers Group's purpose is to empower businesses with sustainable solutions while minimising environmental impact, enabling growth that balances profitability and responsibility.

STRATEGIC CONTEXT

The global shift toward carbon neutrality and circular economies is reshaping the manufacturing and supply landscape. For the Spicers Group, this means evolving how we source, produce, and deliver our products to remain competitive and compliant with emerging environmental expectations.

Climate-related factors such as increased regulation, rising energy and material costs, customer demand for certified products, and extreme weather events influence our operations and long-term strategy. By identifying and integrating these into our planning, Spicers Group can proactively manage risk, reduce emissions, and capitalise on growth in sustainable product markets.

STRATEGIC INTEGRATION

Climate-related issues are integrated into Spicers Group's corporate strategy and enterprise risk management framework. Outcomes from the 2025 Climate Risk and Opportunity Assessment, conducted with TEG, inform business decisions across procurement, logistics, and site operations. The ESG Working Group aims to integrate environmental and sustainability considerations into everyday operations.

Each regional operating entity — Spicers Australia, Spicers New Zealand, Signet, and KPP AP — plays an active role in delivering initiatives aligned to the Spicers Group sustainability objectives. Environmental considerations are now embedded into our strategic and financial planning cycles, including carbon reduction opportunities, supply chain resilience, and investment in energy efficiency.

TIME HORIZONS

The Spicers Group has defined short-, medium-, and long-term time horizons consistent with its established strategic and financial planning cycles to assess climate-related risks and opportunities.

The Group's time horizons are defined as follows:

- **Short term:** One year
- **Medium term:** Up to six years
- **Long term:** More than six years

These time horizons are applied when identifying and assessing climate-related risks and opportunities, including transition and physical risks. Integrating climate considerations across these planning periods supports alignment between sustainability objectives, capital allocation decisions, and the Group's long-term strategic direction.

Scenario GWL 1.5°C

- This scenario reflects a low-emissions pathway consistent with limiting global warming to approximately 1.5°C above pre-industrial levels. Achieving this outcome assumes rapid and coordinated global decarbonisation, accelerated policy reform and significant structural change across energy, transport and industrial systems.
- Under this pathway, transition risks are more pronounced, particularly in the short to medium term. These include tightening emissions regulation, carbon pricing mechanisms, evolving climate-related disclosure requirements, shifts in customer and investor expectations, technology substitution risk, and changes in access to capital. Market reallocation toward lower-emissions products and services may also impact demand patterns and cost structures.
- While long-term physical risks are comparatively lower than under higher-warming scenarios, acute and chronic climate impacts remain relevant and require ongoing monitoring.
- Strategic priorities under this scenario include reducing operational emissions, enhancing energy efficiency, strengthening supply chain emissions transparency, embedding climate considerations into capital allocation decisions, and maintaining regulatory readiness. These actions position the Group to manage transition exposure while capturing opportunities arising from decarbonisation trends.



Scenario GWL 3.0°C

- This scenario reflects a high-emissions pathway resulting in a global warming level of approximately 3.0°C above pre-industrial levels by late century. Under this scenario, elevated greenhouse gas concentrations drive more severe and frequent physical climate hazards, including extreme heat, flooding, bushfire risk, and supply chain disruption.
- Strategic focus areas under this pathway include strengthening long-term operational resilience, safeguarding supply chain continuity, maintaining access to insurance and capital, and investing in adaptive infrastructure and technology to support business stability in a higher physical risk environment.
- Spicers Group assessed climate-related risks and opportunities across both the 1.5°C and 3.0°C global warming level scenarios, applying its defined short-, medium- and long-term time horizons to evaluate potential impacts over time. This approach enabled the Group to consider the varying nature, likelihood and financial implications of transition and physical risks under each scenario, ensuring alignment with strategic planning and enterprise risk management processes. The use of consistent time horizons supports a structured and comparable assessment of climate-related exposures across the Group's operations, supply chain and investment decisions.

Above: International Womens Day function attendees - Signet.

Opposite page: Signet Green Team members participating in a Clean Up Australia Day event.



KEY STRATEGIC PRIORITIES

Spicers Group's climate strategy focuses on four primary areas:

- **Reducing operational emissions:** Achieving a 3% year-on-year reduction in Scope 1 and 2 net carbon emissions through energy efficiency, solar adoption, and optimised transport routes.
- **Growing sustainable products:** Expanding sales and promotion of FSC® and PEFC™ certified, recyclable, compostable, or Environmentally Advantaged Products (EAPs).
- **Building resilience across operations:** Enhancing site infrastructure, logistics continuity, and supplier risk mapping to reduce vulnerability to extreme weather events.
- **Driving engagement and collaboration:** Strengthening awareness across employees, customers, and suppliers to accelerate progress toward shared sustainability goals.

FINANCIAL IMPLICATIONS

The Spicers Group acknowledges that climate-related risks and opportunities may influence future financial performance, including potential impacts on energy costs, insurance premiums, asset resilience, and customer preferences.

In FY2025, Spicers Group could not separately identify capital expenditure deployed towards climate risk response and mitigation activities as part of financial implication considerations.

We were also not able to quantify anticipated financial effects due to the measurement uncertainty associated with measuring this information.

Work is underway to establish more mature methods to quantify impacts through ongoing collaboration with The Eco Efficiency Group (TEG) and internal finance teams.

This analysis will support future planning and capital allocation by identifying potential cost savings, efficiency gains, and areas of financial exposure related to climate impacts.

LOOKING AHEAD

The Spicers Group will continue refining its climate strategy as data, technology, and regulatory expectations evolve. This includes ongoing review of emissions reduction targets, scenario analysis updates, and the development of a formal Transition Plan outlining the pathway to longer-term decarbonisation.

Spicers Group will also explore additional opportunities in circular economy innovation, renewable energy sourcing, and sustainable design to ensure it remains a leader in responsible business practices across Australia, New Zealand, and the broader Asia-Pacific region.

Spicers Group recognises the need to build resilience to climate related risks ongoingly. From our qualitative assessment, we consider our business' strategy and business model to be resilient to respond to the effects of the identified climate-related risks and opportunities, taking into account our current and planned mitigation activities. Our approach to capital planning provides us with the financial flexibility to respond to unforeseen events, including climate-related developments.

04

Climate risk & opportunity assessment

Image: Taylor Sampson & Sarah McMillan – Spicers, VIC
Participating in Greenfleet treeplanting day.



Climate disclosure climate statement

Risks & opportunities

BACKGROUND

The scenario analysis considers two global temperature pathways — 1.5°C and 3.0°C assessed across the Group's defined business planning horizons of short-, medium-, and long-term. This analysis evaluates both physical risks (acute and chronic) and transition risks, as well as related opportunities that may arise for Spicers Group under each pathway.

Climate-related risks are identified and assessed in line with Spicers Group's Enterprise Risk Management Framework. The Climate Risk Register, maintained by the ESG and HSEQ teams, is updated annually following cross-divisional workshops and input from operational leaders. Identified risks are evaluated using the Group Risk Matrix for likelihood and consequence, with significant risks escalated to the General Managers for oversight. This process ensures that climate considerations are embedded within strategic planning, capital expenditure decisions and business continuity planning.

METHODOLOGY

Spicers Group engaged The Eco Efficiency Group ('TEG') to undertake a structured climate scenario analysis and develop a tailored risk and opportunity assessment aligned to our operational footprint.

The process commenced with a workshop to identify potential climate-related risks and opportunities. These were assessed for likelihood, consequence, and time horizon, aligned to the Group's defined short-, medium-, and long-term planning periods.

A structured evaluation of transition risks (including regulatory change, market transformation, and reputational impacts) and physical risks, (such as temperature increases, flood exposure, and extreme weather events affecting key facilities and transport routes) was conducted.

Outputs from this analysis have been incorporated into Spicers Group's Corporate Risk Register, with a dedicated Climate Risk Register maintained and updated at least annually to reflect evolving climate data, regulatory developments, and changes in business exposure.

The analysis also identified strategic opportunities, including emissions reduction initiatives, renewable energy adoption, circular economy expansion, and growth in sustainable product offerings.

These findings inform Spicers Group's ESG governance and decision-making processes, ensuring climate-related risks and opportunities are systematically considered in strategic planning, financial decision-making, and long-term value creation.

OVERVIEW OF CLIMATE RISKS

The climate risk assessment focused on transition and physical risks that could reasonably be expected to affect the Spicers Group's financial position, financial performance and cash flows.

Transition risks relate to changes in policy, regulation, technology, and stakeholder expectations. These include potential exposure to carbon pricing mechanisms (acknowledging we have not formally included an internal carbon price in our strategic planning processes for the FY25 reporting cycle), evolving product certification requirements, and growing customer demand for sustainable packaging and print materials. Failure to adapt to these expectations could present reputational and financial risks; however, proactive investment in certification and innovation positions Spicers Group strongly to meet future demand. Spicers considers the transition risks identified by the Group to apply to 100% of our assets and business activities.

Physical risks include flooding, rising temperatures, and extreme weather events that could impact manufacturing, logistics, or warehousing operations. These risks are being addressed through site resilience planning, supplier continuity mapping, and business interruption assessments conducted in collaboration with operational leaders. Spicers Group considers the physical risks identified to apply to 100% of our assets and business activities.

OVERVIEW OF CLIMATE OPPORTUNITIES

Alongside these risks, the assessment revealed several opportunities to build resilience and competitive advantage in the transition to a low-carbon economy alongside all our business functions. These include greater adoption of renewable energy technologies, ongoing energy-efficiency upgrades, and the expansion of our Environmentally Advantaged Product (EAP) range.

Our partnerships with GreenFleet, Veolia, TerraCycle, and Close the Loop support a circular economy by keeping valuable materials in use and reducing waste sent to landfill. There are also opportunities to strengthen supplier engagement and data transparency through the development of a robust Scope 3 emissions framework, enabling more informed procurement decisions.

By embedding climate considerations into our strategy, risk management, and operations, Spicers Group aims not only to mitigate exposure but to seize opportunities that drive long-term value creation and innovation.



RISK MANAGEMENT

Climate-related risks are integrated into Spicers Group's Corporate Risk Register, ensuring they are managed alongside operational, financial, and strategic risks across all regional operating entities, comprising of Spicers Australia, Spicers New Zealand, Signet, and KPP Asia-Pacific. A dedicated Climate Risk Register is maintained and updated at least annually to reflect emerging insights from TEG's scenario analysis, which assesses both physical (acute and chronic) and transition risks under two global temperature pathways;

Scenario GWL 1.5°C: Represents a lower-emissions future where climate impacts are moderate but increasing in frequency and intensity.

Scenario GWL 3.0°C: Represents a high-emissions, warmer world characterised by more severe and prolonged climate impacts.

Risks are prioritised based on likelihood, consequence, and potential impact.

Mitigation measures include supplier screening for climate vulnerability, geographic diversification of operations to support business continuity, infrastructure and asset resilience upgrades, and enhanced business continuity planning for extreme weather and supply chain disruptions.

Additional initiatives, such as sustainable procurement through FSC®, PEFC™, and Environmentally Advantaged Products (EAP), reduce exposure to transition risks while driving positive environmental outcomes. Progress is tracked through annual reviews and verified data from TEG, ensuring climate-related risks and opportunities remain embedded within Spicers Group's broader ESG governance and decision-making processes.

JUDGEMENTS

In preparing these climate-related disclosures, Spicers Group management has applied judgement, assumptions and estimates in accordance with the requirements of AASB S2 Climate-related Disclosures. Judgement was applied in identifying climate-related risks and opportunities that could reasonably be expected to affect Spicers Group's prospects, including assessing their potential impacts and determining which matters are considered material for disclosure. Judgement was also applied in defining the organisational boundary for greenhouse gas reporting, consistent with the Group's operational control approach and the activities included within the reporting entity. The Spicers Group has

applied jurisdictional transition relief available under AASB S2, including the temporary exemption from disclosure of Scope 3 greenhouse gas emissions in the current reporting period. Spicers Group is also applying transitional relief to not include comparatives to prior year figures for year 1 reporting, making this year the baseline year for future reporting periods. The measurement of greenhouse gas emissions required management to select emission factors, data inputs and estimation methodologies that best represent the Spicers Group's activities, using recognised published sources and available operational data. As climate-related measurement methodologies and data availability continue to evolve, these disclosures are subject to inherent estimation uncertainty, particularly where complete primary data is not available. Spicers Group will continue to refine its methodologies, assumptions and data sources over time as systems, supplier data and internal controls mature.

ASSESSMENT

At this stage, the Spicers Group has disclosed the financial impacts of climate-related risks and opportunities on a qualitative basis. While Spicers Group management has assessed the potential implications of identified climate-related risks and opportunities, the quantification of financial impacts is subject to a high degree of uncertainty due to evolving climate scenarios, external market variables, policy developments and limitations in available data. As a result, reliable quantification of potential financial impacts is not currently practicable. Consistent with the requirements of AASB S2, Spicers Group has distinguished between climate-related impacts that may affect the business in the current reporting period and those that are anticipated to arise over the short, medium and long term. Spicers Group will continue to develop its analytical capabilities, data inputs and scenario analysis methodologies with the aim of progressively enhancing the quantification of climate-related financial impacts in future reporting periods.

Risk 1

Damage to onsite and local infrastructure and utilities

CONTEXT

Increasing frequency and severity of extreme weather events (such as flooding, cyclones, storms, and heatwaves) pose a significant risk to Spicers Group's operational sites and supporting infrastructure. Facilities in Townsville, Brisbane, Johor Bahru, Georgetown, Singapore, and Thailand are particularly exposed. These events may damage buildings, warehouses, power supply, water systems, transport access routes, and result in operational shutdowns lasting more than one month. Rising insurance costs or inability to secure cover further increase financial pressure.

Time horizon

Medium Term

Impact area

Compliance, Financial Performance

Type of risk

Physical - Acute

LIKELY IMPACTS

Current (Short/Medium Term)

- Moderate operational disruption (temporary closures under one month).
- Moderate financial impact from repair costs and insurance increases.
- Occasional supply chain delays due to local infrastructure disruption.
- Utilities (power, water, transport) intermittently unavailable but recoverable.

Potential Future (Long Term)

- Significant financial impact from prolonged business interruption and asset damage.
- High insurance premiums or potential withdrawal of cover in high-risk region.
- Major operational disruption (closures exceeding one month).
- Increased supply chain breakdown and logistics delays.
- Higher probability of critical infrastructure failure impacting customer delivery.

RISK MITIGATION AND RESILIENCE PLANNING

We are investigating several approaches to mitigate this risk. This includes assessing our facilities, their locations and infrastructure to identify vulnerabilities and improve overall resilience. Business continuity plans are being reviewed and strengthened to support recovery from extreme weather events, including consideration of alternative freight routes and diversification of logistics partners. In parallel, we continue to work with insurers and other stakeholders to maintain coverage and demonstrate proactive risk management through targeted infrastructure improvements.

RISK 2

Long-term climate shifts impacting product availability and supply chains

CONTEXT	LIKELY IMPACTS
Long-term climate shifts such as rising temperatures, drought and changes in rainfall patterns pose a significant risk to the availability and cost of raw materials used by Spicers Group. These include pulp, timber, fibre-based packaging, adhesives and inks. As climate stress affects forestry and agricultural regions globally, suppliers may face reduced yields, production delays, increased costs or material shortages. These disruptions could impact manufacturing schedules, customer delivery commitments and profitability. Time horizon Medium Term Impact area Supply chain disruption, increased material costs, product scarcity, contractual delivery impacts Type of risk Physical – Chronic	Current (Short/Medium Term) • Moderate disruption to supply of paper, packaging and timber-based products. • Increased material costs due to reduced output and competition for certified raw materials. • Occasional delays or need to substitute products or suppliers. • Moderate financial impact due to higher procurement and freight expenses.
	Potential Future (Long Term) • Severe shortage of raw materials such as pulp, timber and agricultural fibres. • Significant financial impact from material scarcity, contract penalties and reduced sales. • Higher likelihood of supplier closures, insolvency or regional production withdrawal. • Increased reliance on imports and longer-distance logistics routes.

RISK MITIGATION AND RESILIENCE PLANNING

We are investigating several approaches to mitigate this risk, including dual sourcing of key material categories, long-term supplier agreements and increasing procurement from FSC® and PEFC™ certified or climate-resilient sources. Supplier climate risk assessment is being embedded into procurement processes and inventory policies for high-risk categories are being reviewed. Collaboration with suppliers and customers is ongoing to improve transparency and continuity of supply.

RISK 3

Policy and legal: Regulatory compliance and carbon costs

CONTEXT

Increasing government regulation on emissions, packaging, product stewardship, and carbon reporting presents a financial and operational risk to Spicers Group. Emerging policies may include mandatory emissions disclosures, stricter packaging standards, extended producer responsibility schemes, carbon taxes and higher costs for carbon offsets. As a distributor and manufacturer operating in Australia, New Zealand, and Asia, the Group may face new compliance requirements, higher operating costs, and asset impairment if products or processes fail to meet regulatory standards. This risk is heightened in countries such as Thailand, Singapore, and Malaysia, where policy shifts are accelerating.

Time horizon

Medium Term

Impact area

Increased operating costs, regulatory non-compliance, asset impairment, and reputational impact

Type of risk

Transition – Policy and Legal

LIKELY IMPACTS

Current (Short/Medium Term)

- Moderate increase in operating costs from compliance obligations and carbon reporting systems.
- Increased costs for carbon offsets and emissions-related charges.
- Possible asset write-offs if equipment or products do not meet new regulatory standards.
- Moderate financial impact and reputational risk if compliance is delayed or inadequate.

Potential Future (Long Term)

- Significant financial impact due to high carbon pricing, mandatory reduction targets and stricter penalties.
- Increased likelihood of taxes on packaging, logistics and manufacturing emissions.
- Higher risk of asset impairment or stranded assets if technology becomes obsolete.
- Reputational consequences if the Group is perceived as a laggard in climate compliance.

RISK MITIGATION AND RESILIENCE PLANNING

We are investigating the following approaches to mitigate this risk. Continuing to monitor regulatory changes across all operating regions and integrating climate compliance into business planning and procurement decisions. Internal systems for emissions measurement and reporting are being strengthened to support transparency and readiness for future legislation. Spicers Group is also increasing investment in certified products, recyclable materials, and researching lower-emissions logistics to align with emerging standards. Engagement with industry bodies, suppliers and policymakers will continue to ensure early awareness of regulatory changes and collaborative approaches to compliance.

RISK 4

Transition risk: Market and technology shifts impacting demand, costs and competitiveness

CONTEXT

Climate change is driving shifts in customer expectations, market demand, and technology requirements across the sectors Spicers Group supplies. Customers are increasingly preferring certified, recyclable, and low-carbon materials, while traditional print and paper demand may decline due to digital substitution and regulatory pressure. At the same time, the transition to low-emissions systems may increase operational costs and require upgrades to equipment, fleet, energy systems, and logistics infrastructure. These changes, combined with global trade volatility and resource constraints, may affect profitability, import costs, and long-term competitiveness across Australia, New Zealand, and Asia.

Time Horizon

Medium Term

Impact area

Reduced revenue, loss of market share, increased operational and capital costs, supply chain disruption, and demand volatility.

Type of risk

Transition – Market and Technology

LIKELY IMPACTS

Current (Short/Medium Term)

- Moderate decline in demand for traditional print and packaging.
- Increased customer preference for certified and low-carbon products.
- Higher energy, equipment and fleet costs due to technology upgrades.
- Short-term productivity impacts during transition.
- Moderate financial impacts manageable with planned investment.

Potential Future (Long Term)

- Significant decline in demand for higher carbon/environmental impact products as digital and low-carbon substitutes grow.
- Higher operational costs if transition is delayed.
- Large capital requirements for rapid fleet and equipment replacement.
- Increased supply chain instability and product redundancy risk.
- Material financial impact across revenue and cost structures.

RISK MITIGATION AND RESILIENCE PLANNING

We are investigating the following approaches to manage this risk. Spicers Group is expanding its certified and recyclable product offerings and aligning product development with low-carbon market expectations. The business is assessing renewable energy and energy-efficient technologies at key sites, incorporating lifecycle analysis into procurement to avoid stranded assets and planning staged fleet upgrades in line with national efficiency standards. Market insights, financial modelling and trade monitoring are informing pricing, inventory and diversification strategies. Spicers Group is also exploring partnerships for low-emissions logistics and packaging innovation while working with suppliers and customers to maintain competitiveness during the transition.

RISK 5

Reputation: Failure to meet climate expectations

CONTEXT	LIKELY IMPACTS
As customers, suppliers, investors and employees increasingly expect credible climate action, failure to demonstrate progress on emissions reduction, sustainable products and responsible operations poses a reputational risk to Spicers Group. If the Group is perceived as not keeping pace with competitors or market expectations, it may face reduced customer loyalty, loss of major contracts, negative stakeholder perception and limited access to future partnerships or investment. This risk is heightened in sectors where sustainability credentials are now a core procurement requirement. Time Horizon Medium Term Impact area Reputational damage, reduced revenue, loss of customer trust and stakeholder confidence. Type of risk Transition – Reputation	Current (Short/Medium Term) • Moderate reputational impact if climate commitments are not supported by measurable action. • Potential loss of contracts with customers requiring sustainability criteria in procurement. • Moderate financial impact due to customer turnover or reduced market share.
	Potential Future (Long Term) • Significant reputational damage due to higher scrutiny and stakeholder expectations. • Loss of key clients to lower-emissions competitors or certified suppliers. • Increased risk of public criticism, media scrutiny or accusations of greenwashing. • Financial impact through revenue loss, damaged brand value and reduced investor appeal.

RISK MITIGATION AND RESILIENCE PLANNING

We are investigating the following approaches to address this risk. Improving transparency in emissions reporting, publishing progress against sustainability targets and ensuring marketing claims are accurate and evidence based. Spicers Group is expanding its range of sustainable products, including FSC® and PEFC™ certified materials and environmentally advantaged products. Customer engagement programs are being developed to support clients in meeting their own sustainability goals. Internal governance is being strengthened to ensure climate commitments are implemented consistently across all business units.

OPPORTUNITY 1

Dual sourcing of supply arrangements

CONTEXT	LIKELY IMPACTS
Climate-related disruptions highlight the value of supply-chain flexibility. Expanding dual sourcing across contracts would improve material availability and reduce vulnerability to single-supplier dependence. Time horizon Medium Term Impact area Enhanced operational resilience and reduced financial exposure. Type of opportunity Physical – Chronic	Current (Short/Medium Term) Moderate climate variability creates intermittent disruptions; suppliers with strong ESG credentials gain preference.
	Potential Future (Long Term) Frequent global supply interruptions make multi-sourcing essential for business continuity.

HOW WE ARE CAPITALISING

Spicers Group is strengthening supplier partnerships to improve resilience across its value chain. By mapping critical dependencies and embedding sustainability and climate resilience into supplier assessments, we are ensuring consistent product availability even during global disruptions. This approach positions Spicers Group as a reliable and responsible partner in the industry, capable of maintaining continuity under changing climatic conditions.

OPPORTUNITY 2

Climate-proofing leases and site relocations

CONTEXT

As climate conditions evolve, facility selection and lease management present opportunities to strengthen long-term asset resilience through proactive site planning.

Time horizon

Medium Term

Impact area

Reduced physical damage costs and improved asset longevity.

Type of risk

Physical – Acute

LIKELY IMPACTS

Current (Short/Medium Term)

Incorporating flood-risk and heat-stress assessments into lease renewals lowers future disruption costs.

Potential Future (Long Term)

Strategic relocation becomes essential for continued operations in high-exposure regions.

HOW WE ARE CAPITALISING

Spicers Group is integrating climate risk mapping into future lease renewals and site selections to ensure our operations remain resilient under evolving conditions.

OPPORTUNITY 3

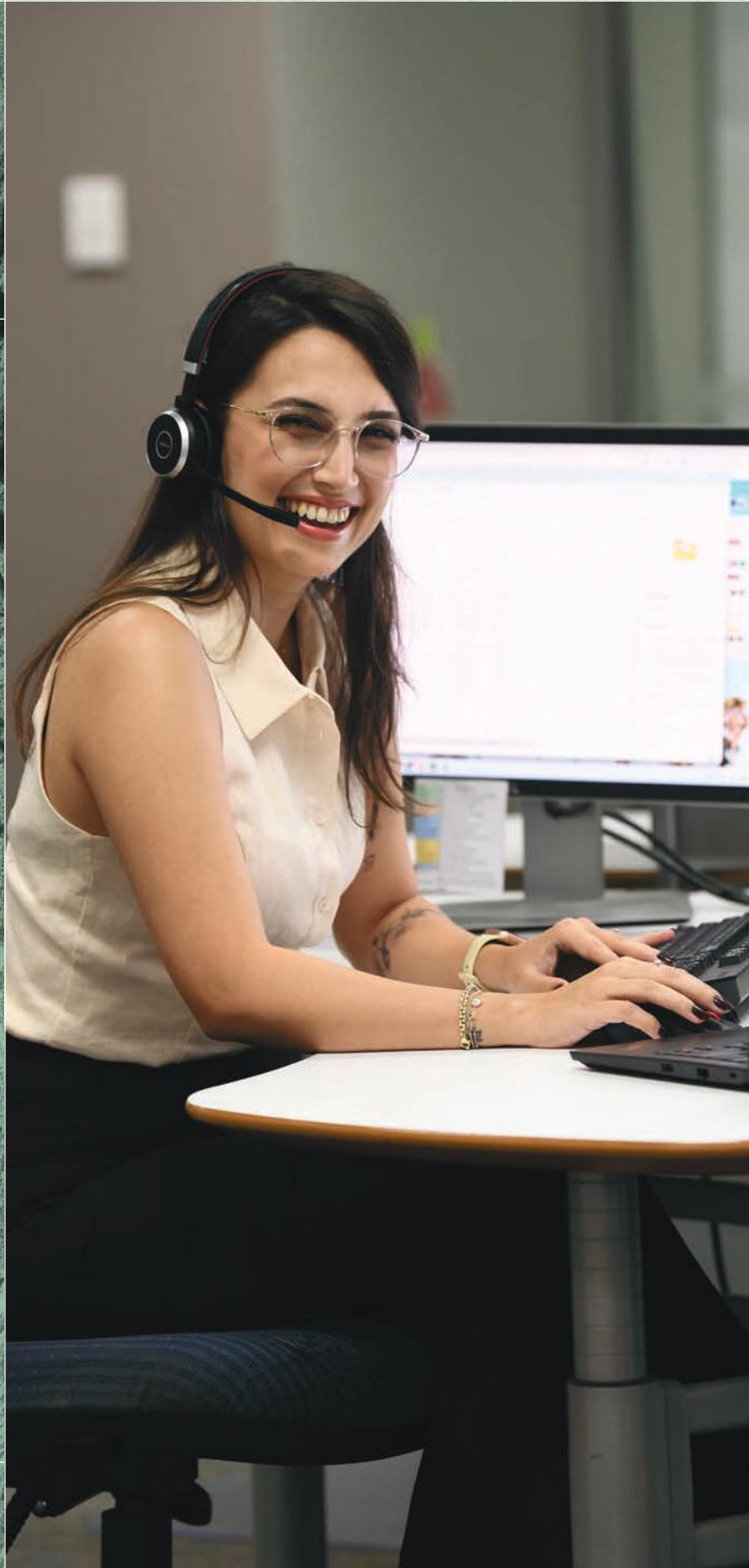
Expansion of environmentally advantaged products (EAP) and low-carbon market leadership

CONTEXT	LIKELY IMPACTS
The global shift toward low-carbon materials, circular packaging, and responsible sourcing presents a major opportunity for Spicers Group. Customers across print, packaging, retail, and logistics sectors are increasingly required to meet sustainability targets and prefer suppliers with certified products such as FSC®, PEFC™, recycled content, and compostable packaging. By expanding its Environmentally Advantaged Product (EAP) range and investing in sustainable innovation early, Spicers Group can strengthen market competitiveness, increase revenue, and become a preferred supplier in a low-emissions economy. Time horizon Medium Term Impact area Increased revenue, improved market positioning, strengthened customer loyalty. Type of opportunity Transition – Market and Technology	Current (Short/Medium Term) • Moderate increase in customer demand for low-carbon, recyclable and certified materials. • Competitive advantage for suppliers with credible sustainability data and product certifications. • Opportunities to secure long-term contracts with environmentally focused clients.
	Potential Future (Long Term) • Strong customer shift away from non-certified or high-emission products. • Regulatory mandates requiring sustainable packaging and product traceability. • High market demand for suppliers capable of providing verified low-carbon alternatives at scale.

HOW WE ARE CAPITALISING

Spicers Group is expanding its Environmentally Advantaged Product (EAP) portfolio by increasing the range of FSC® and PEFC™ certified products, recycled-content packaging, compostable solutions, and low-impact materials. We are working closely with suppliers to co-develop sustainable product innovations and actively promoting environmentally responsible alternatives through marketing campaigns, customer education, and partnerships. Emissions performance and sustainability attributes are being built into product data to support customer reporting requirements. By investing early and scaling responsibly sourced materials, Spicers Group is positioning itself as a leading supplier in the low-carbon transition, strengthening market resilience and long-term profitability.

05

Metrics &
targets

Climate disclosure

climate statement

Metrics & targets

SPICERS GROUP'S CLIMATE STATEMENT

This Climate Statement meets the requirements set out in the Australian Sustainability Reporting Standard AASB S2 – Climate-related Disclosures Standard. It reflects Spicers Group's commitment to transparent, evidence-based reporting of our environmental performance and our responsibility to manage climate-related risks and opportunities across our operations.

Spicers Group measures its carbon footprint across all Australian business units, including Spicers Australia and Signet, as well as regional operating subsidiaries Spicers New Zealand and KPP Asia-Pacific, to provide a comprehensive Group-wide assessment. Our current focus is on Scope 1 and Scope 2 emissions, where we have established a target to reduce carbon emissions by 3 % year-on-year, based on our FY2025 baseline. This target reflects our ambition to make measurable progress toward decarbonisation through efficiency, renewable energy, and verified offsets.

METHODOLOGY

Greenhouse gas emissions disclosed in this report have been measured using a methodology aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004), as required by AASB S2, where permitted transition relief has been applied. Spicers Group has used operational data available for the reporting period, including fuel consumption, purchased electricity and other relevant activity data, together with applicable emissions factors and global warming potential assumptions from recognised sources. Where direct data was not available, estimates and reasonable assumptions were applied based on the best information available at the reporting date. Management has exercised judgement in determining organisational boundaries, emissions sources, data completeness and the selection of estimation techniques, and will continue to refine data quality, methodologies and controls as greenhouse gas reporting processes mature. The emissions information disclosed for Spicers Group relates to the consolidated accounting group; there are no disaggregated emissions reported for other investees as these are not within our operational control boundary.

To ensure accuracy, comparability, and accountability in our climate reporting, Spicers Group provides operational carbon footprint data to The Eco Efficiency Group ('TEG'), an independent sustainability consultancy. TEG undertakes annual analysis and verification of our energy consumption, fuel use, and associated carbon emissions to track progress against our reduction targets. This external review helps ensure that our data is measured consistently and that any significant changes are independently validated.

Spicers Group has adopted this measurement approach to ensure that greenhouse gas emissions are calculated using a methodology that is transparent, consistent, and aligned with internationally recognised standards. The use of activity-based data, supported by recognised emission factors and published conversion assumptions, enables the Group to produce a reasonable and reliable estimate of

emissions while reflecting the current maturity of available data across operations. Where direct measurement is not available, reasonable estimates and assumptions have been applied to ensure a complete representation of emissions sources. This approach allows Spicers Group to establish a credible baseline for greenhouse gas reporting while progressively strengthening data quality, systems and controls as climate reporting requirements continue to evolve.

Spicers Group confirms that there were no changes to the measurement approach, inputs, or assumptions applied during the reporting period. The methodologies, data sources, and key assumptions have been applied consistently.

Spicers Group discloses its Scope 2 greenhouse gas emissions on a location-based basis, calculated using grid-average emission factors relevant to the jurisdictions in which it operates. This approach reflects the emissions intensity of the electricity consumed across the Group's operations and provides a consistent and comparable basis for reporting.

Spicers Group has assessed the use of contractual instruments, including renewable energy certificates and other market-based mechanisms, in the reporting period. During the period, Spicers Australia's South Australia operation maintained a GreenPower agreement, representing the purchase of accredited renewable electricity. This contractual instrument supports the Group's transition towards lower-emissions energy sources.

However, Spicers has not applied a market-based methodology to adjust its reported Scope 2 emissions. Accordingly, Scope 2 emissions are presented on a location-based basis only. The existence of the GreenPower agreement has been disclosed to provide transparency and to inform users' understanding of the Group's electricity sourcing and decarbonisation activities.

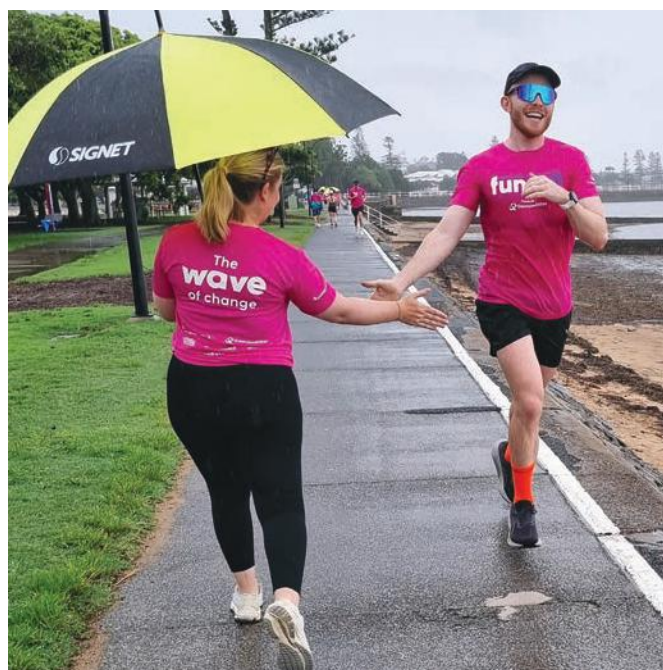
Considerations of vulnerability have been incorporated qualitatively within the assessment of CRROs. This includes an understanding of the areas of the business where exposure to climate-related risks is more pronounced, such as physical risks impacting operational sites and infrastructure, and transition risks affecting supply chains, product availability, and regulatory compliance.

Spicers Group intends to enhance its disclosures in future reporting periods by further developing and formalising vulnerability metrics. This will include either risk-by-risk (CRRO-level) disclosures or a consolidated assessment of vulnerability across the Group, in line with AASB S2 requirements. This approach will build on the existing climate risk management framework and scenario analysis processes to provide more granular and decision-useful information to stakeholders.

Spicers Group has applied the transition relief available under AASB S2 Climate-related Disclosures in relation to the disclosure of Scope 3 greenhouse gas emissions for the current reporting period. Consistent with the standard's phased implementation approach, Scope 3 emissions have not been disclosed in this year's report. During this period, the Group has commenced work to identify relevant Scope 3 emission categories, assess data availability across its value chain, and establish appropriate methodologies and systems to support robust measurement and reporting in future reporting periods. Spicers Group intends to progressively enhance its emissions inventory and disclose Scope 3 emissions in accordance with the requirements of AASB S2 in subsequent reports.

Spicers Group has disclosed two net emissions intensity metrics, based on net emissions per FTE ('Net Emissions Intensity by Staff') and net emissions per \$1 million sales revenue ('Net Emissions Intensity by Revenue').

These metrics have not been validated by a third party, however underlying gross emissions that are input into the calculations have been subject to limited assurance procedures by EY. The methodology used to calculate the underlying emissions is consistent with the emissions methodology disclosed in this report.



Above: Signet team members completing the IWD fun run raising awareness and support for breast cancer.

EMISSIONS BY SOURCE (TCO2E)

SCOPE	SOURCE	SPICERS GROUP
1	Gross Emissions	892.7
2	Gross Emissions	3,804.0
Total	Gross Emissions (Total)	4,696.7
1	Offsets	289.5
2	Offsets	1,004.8
Total	Offsets (Total)	1,294.3
1	Net Emissions	603.2
2	Net Emissions	2,799.2
Total	Net Emissions (Total)	3,402.4

NET EMISSIONS (SCOPE 1 & 2) INTENSITY (TCO2E/FTE, T CO2E, T CO2E/\$1M SALES REVENUE)

		SPICERS GROUP
Net Emissions Scope 1	tCO ₂ e	603.2
Net Emissions Scope 2	tCO ₂ e	2,799.2
Net Emissions (Scope 1 & 2 Total)	tCO ₂ e	3,402.4
Staff Numbers	FTE	665.1
Sales Revenue	AUD (\$million)	\$670.6
Net Emissions Intensity by Staff (Scope 1 & 2 Total)	tCO₂e/staff FTE	5.12
Net Emissions Intensity by Revenue (Scope 1 & 2 Total)	t CO₂e/\$1m Sales Revenue	5.07

NET EMISSIONS INTENSITY METRICS CY2025-CY2026

METRIC	CY 2025	TARGET CY 2026
Net Emissions (Scope 1 & 2) Intensity by Staff (tCO ₂ e/Staff FTE)	5.12	3% reduction
Net Emissions (Scope 1 & 2) Intensity by Revenue (tCO ₂ e/\$ million revenue)	5.07	3% reduction

TRACKING AND TRANSPARENCY

Performance data for both emissions and green procurement is reviewed quarterly by the ESG Committee and reported annually to the Spicers Group Board. This governance process ensures that progress is transparent and that decision-making is informed by accurate, up-to-date data.

Over time, Spicers Group intends to expand its reporting scope to include Scope 3 emissions, representing the full lifecycle impact of our operations and supply chain.

By combining independent verification through TEG with robust internal systems and governance oversight, Spicers Group ensures that our climate metrics remain accurate, credible, and consistent with reporting standards.



Directors' declaration

In the opinion of the directors of Spicers Limited (the Company), we state that the Company has taken reasonable steps to ensure that the substantive provisions of the Sustainability Report of the Company and its subsidiaries (collectively the Spicers Group) for the year ended 31 December 2025, as presented on pages 12 to 40, are in accordance with the Corporations Act 2001, including:

(a) Complying with Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures and any further requirements determined under section 296C(2) of the Corporations Act 2001; and

(b) Containing the climate statement disclosures required by section 296D of the Corporations Act 2001.

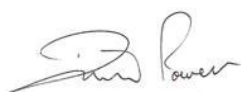
Made in accordance with a resolution of the directors of Spicers Limited pursuant to section 296A(6) of the Corporations Act 2001, as modified by section 1707C(2) of the Corporations Act 2001.

On behalf of the board



David Martin
Managing Director & CEO

10 April 2026



Damien Power
Director

10 April 2026

SPICERS GROUP





**Shape the future
with confidence**

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Independent Auditor's Review Report to the Members of Spicers Limited

Conclusion

We have conducted a review of the following information in the Sustainability Report of Spicers Limited (the Company) and its subsidiaries (collectively, the Group) for the year ended 31 December 2025 (the 'selective sustainability information') as required by Australian Standard on Sustainability Assurance ASSA 5010 *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001* issued by the Auditing and Assurance Standards Board (AUASB):

Selective sustainability information	Criteria: Reporting requirement of AASB S2 Climate-related Disclosures (AASB S2) (including related general disclosures required by Appendix D)	Location in Sustainability Report
Governance	Paragraph 6	Pages 13 to 19
Strategy (risk and opportunities)	Subparagraphs 9(a), 10(a) and 10(b)	Pages 21 to 35
Scope 1 and 2 emissions	Subparagraphs 29(a)(i)(1) to (2) and 29(a)(ii) to (v)	Pages 37 to 39

The requirements of AASB S2 identified in the table above form the criteria relevant to the selective sustainability information and apply under Division 1 of Part 2M.3 of the *Corporations Act 2001* (the Act).

We have not become aware of any matter in the course of our review that makes us believe that the selective sustainability information specified in the table above does not comply with Division 1 of Part 2M.3 of the *Corporations Act 2001*.

Basis for conclusion

Our review has been conducted in accordance with Australian Standard on Sustainability Assurance ASSA 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the AUASB. Our review includes obtaining limited assurance about whether the selective sustainability information is free from material misstatement.

In applying the relevant criteria, we note that subsection 296C(1) of the Act includes a requirement to comply with AASB S2.

Our conclusion is based on the procedures we have performed and the evidence we have obtained in accordance with ASSA 5000. The procedures in a review vary in nature and timing from, and are less in extent than for, an audit. Consequently, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an audit been performed. See the *Summary of the Work performed* section of our report.



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Our responsibilities under ASSA 5000 are further described in the *Auditor's responsibilities* section of our report.

We are independent of Spicers Limited in accordance with the auditor independence requirements of the Act and the ethical requirements of *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code) that are relevant to our review of the selective sustainability information in Australia. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code.

Our firm applies Australian Standard on Quality Management ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

The directors of the Company are responsible for the other information. The other information comprises the Company's Annual Report, including the Financial Report and the Sustainability Report, but does not include the selective sustainability information and our review report thereon.

Our conclusion on the selective sustainability information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our review of the selective sustainability information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the selective sustainability information, or our knowledge obtained when conducting the review, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the selective sustainability information

The directors of the Company are responsible for:

- The preparation of the selective sustainability information in accordance with the Act; and
- Designing, implementing and maintaining such internal control necessary to enable the preparation of the selective sustainability information, in accordance with the Act that is free from material misstatement, whether due to fraud or error.



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Inherent limitations

As discussed on page 27 of the Report, climate-related risk management is an emerging area, and often uses data and methodologies that are developing and uncertain. The Report contains forward looking statements, including climate-related scenarios, targets, assumptions, climate projections, forecasts, statements of future intentions and estimates and judgements that have not yet occurred and may never occur. We do not provide assurance on the achievability of this prospective information.

Greenhouse gas emissions quantification is subject to significant measurement uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. The comparability of sustainability information between entities and over time may be affected by inconsistencies in the methods to estimate or measure those emissions, due to different, but acceptable, methods applied.

Auditor's responsibilities

Our objectives are to plan and perform the review to obtain limited assurance about whether the selective sustainability information, defined in the *Conclusion* section of our report, is free from material misstatement, whether due to fraud or error, and to issue a review report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the selective sustainability information.

As part of a review in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A review is a limited assurance engagement and involves performing procedures to obtain evidence about the selective sustainability information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our review, the procedures we performed included, but were not limited to:

- Considered the completeness of Spicers Limited assessment of climate-related risks and opportunities
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the selective sustainability information during the reporting period



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- Read minutes of relevant committees to understand matters discussed and decisions made with respect to climate-related disclosures
- Assessed the appropriateness of the reporting boundaries applied
- Undertook analytical review procedures to support the reasonableness of the selective sustainability information
- Evaluated the appropriateness of emission factors applied in the greenhouse gas emission processes
- Agreed the selective sustainability information disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the selective sustainability information against the requirements of AASB S2

A stylized, handwritten signature of 'Ernst & Young' in dark blue ink.

Ernst & Young

A handwritten signature in dark blue ink, appearing to be 'J. Gossan'.

Jacob Gossan
Partner
Melbourne, Australia
10 April 2026

We believe business must protect the world it operates in. Across our group and partnerships with key stakeholders, we are committed to choices that are good for people, good for the planet, and good for our industry's future.

That's not a strategy. That's simply who we are.

SPICERS GROUP







SPICERS GROUP

SPICERS LIMITED

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