

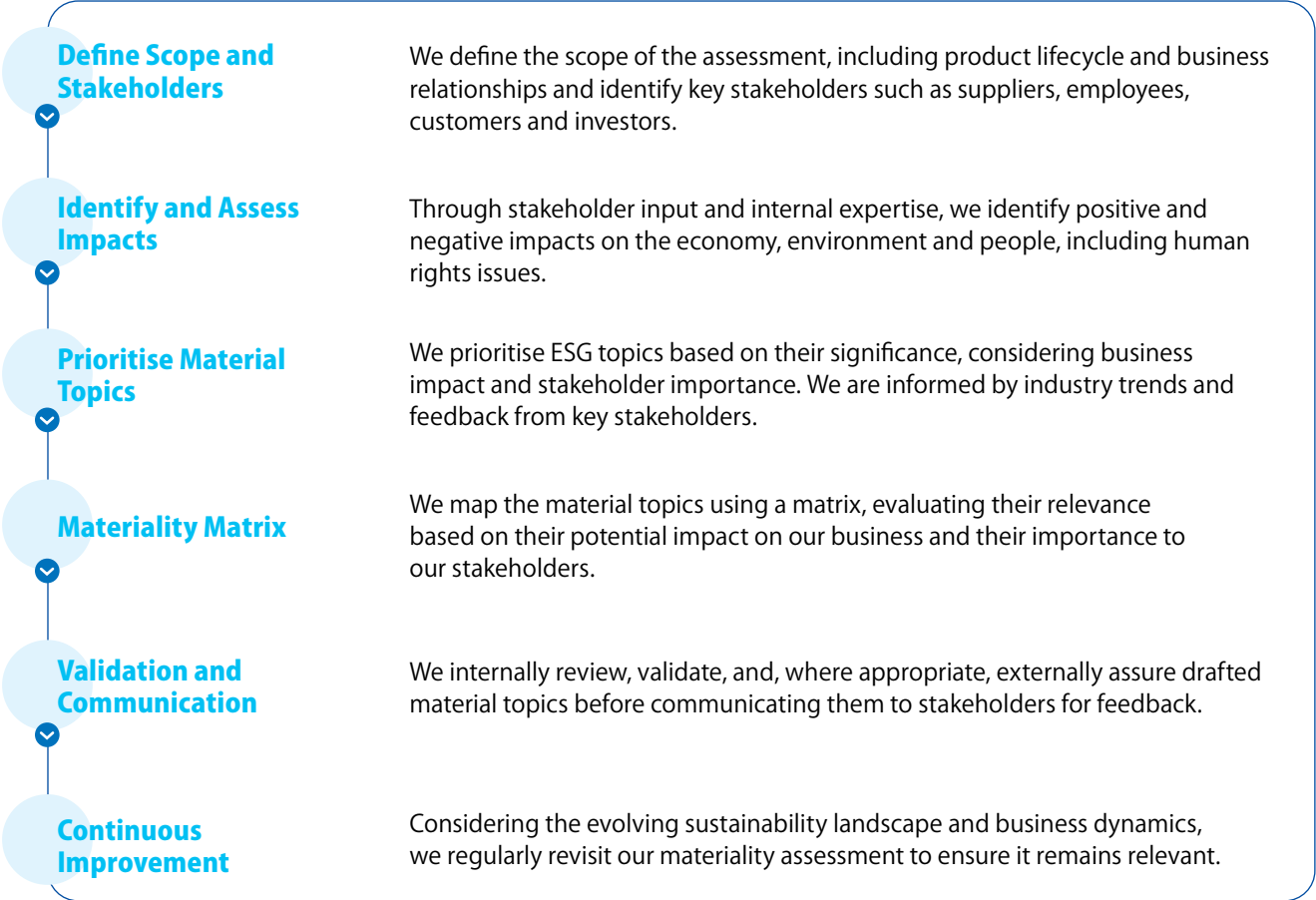
MATERIALITY ASSESSMENT

At Galaxy, we understand that identifying and addressing material topics is essential for sustainable growth. Our materiality assessment helps us focus on areas where strategic actions can create a significant, positive impact for our business and stakeholders.

Through active stakeholder engagement, detailed ESG risk assessments and thorough supply chain analysis, we identify and prioritise the most critical environmental, social and economic issues impacting both Galaxy and our partners. This collaborative approach ensures transparency and alignment with our long-term sustainability goals, enabling us to focus on areas of greatest impact and opportunity across our value chain.

To support this, we capture short- (1-2 years), medium- (3-5 years) and long-term (5-10 years) risk assessments covering our direct operations, upstream and downstream value chains and end-of-life product stages. These assessments are guided by CDP frameworks with medium-term targets serving as key checkpoints in our sustainability journey.

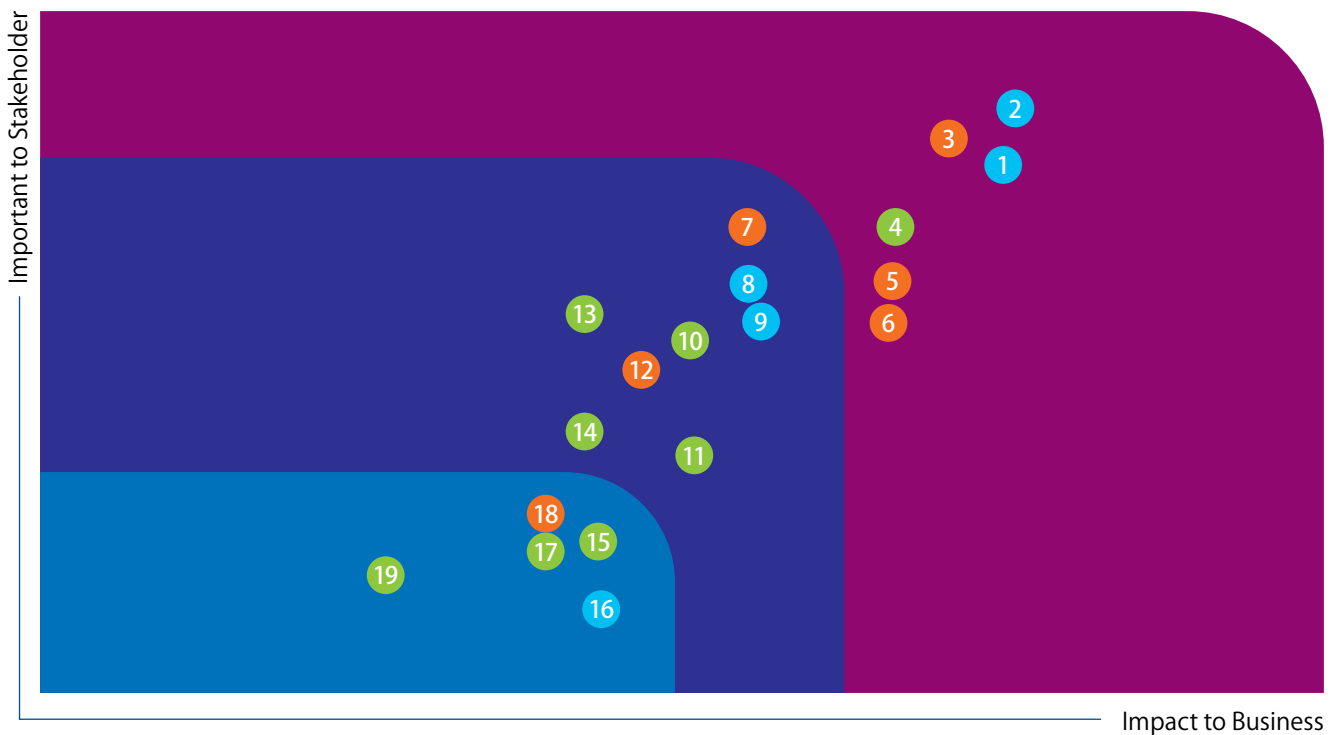
Assessment Process



Material Topics in Order of Priority

- | | | |
|---|--|---|
| 1 Compliances | 8 Data Security | 16 Digitalisation |
| 2 Business Ethics and Transparency | 9 Risk Management | 17 Efficiency Projects |
| 3 Employee Health and Safety, Well-being | 10 Increase in use of % of renewable sources of energy in overall energy consumption | 18 Diversity and Inclusion at the Workplace |
| 4 Water Security – Being Water-positive at the Respective Operational Sites | 11 Net-zero Carbon | 19 Biodiversity Impact |
| 5 Labour relations – Fair Labour Practices | 12 Engagement with Suppliers | |
| 6 Customer Privacy | 13 Sustainable Palm Oil | |
| 7 Customer Complaints Resolution | 14 Circular Economy | |
| | 15 Product Sustainability - Lifecycle Assessment Approach | |

Materiality Matrix



 Environment
  Social
  Governance

Materiality Assessment

Management of Material Topics

Economic Impact

- +

Galaxy's management contributes to economic progress through economic growth, job creation and contributions to innovation and technological advancements.
- −

Potential negative economic effects, such as unfair competition.
- ||

We prevent or mitigate negative impacts through strict compliance with business ethics, transparency and risk management. We ensure compliance with local laws and international standards to promote fair business practices.

Material Topics Mapped 1 2 9 17

Environmental Impact

- +

Galaxy promotes sustainable practices that reduce carbon emissions, conserve resources and preserve the environment through energy efficiency and waste management.
- −

As a chemical industry player, Galaxy's operations involve handling complex chemicals, which demand specialised expertise. This necessitates hiring professionals with highly technical skill sets and investing in their continuous training, sometimes leading to higher training costs.
- ||

Actions to manage environmental impacts include increasing the use of renewable energy, striving for net-zero carbon emissions and working towards a circular economy.

Material Topics Mapped 4 10 11 13 14 15 19

People Impact

- +

Galaxy provides fair labour practices, equal employment opportunities and a healthy work environment that promotes well-being.
- −

Unsafe working conditions, low wages and job insecurity can harm workers' well-being and livelihoods.
- ||

We mitigate negative impacts by ensuring fair wages, improving working conditions and maintaining a commitment to health and safety standards.

Material Topics Mapped 3 5 18

Human Rights Impact

- + Our management supports fair labour conditions and respects the rights of local communities, upholding human rights across operations.
- Exploitative labour practices, child labour and disregard for indigenous rights can lead to violations of human rights.
- || We commit to adhering to human rights policies and provide training on ethical practices, ensuring the elimination of forced and child labour.

Material Topics Mapped

5

6

Customer and Data Impact

- + Galaxy prioritises customer privacy and satisfaction, ensuring that customer information is handled responsibly and securely.
- Failure to protect customer data can lead to privacy violations and erosion of trust.
- || We implement secure data protection measures, ensure compliance with privacy laws and resolve complaints promptly.

Material Topics Mapped

6

7

8

11

16

Supply Chain Impact

- + We build enduring supplier relationships to ensure transparency and sustainability across our supply chain, driving mutual growth.
- Poor supplier practices can result in unethical sourcing and adverse environmental or social impacts.
- || We conduct regular audits and engage with suppliers to align on sustainability goals and performance metrics, improving supply chain transparency.

Material Topics Mapped

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