AEDGE

2024 SUSTAINABILITY REPORT



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INTRODUCTION

LETTER FROM OUR EXECUTIVE CHAIRMAN AND CEO

To our valued stakeholders,

The Board of Directors (Board) is delighted to present the Group's 2024 Sustainability Report, a testament to our ongoing dedication to driving positive societal impact through sustainable practices. As a Singapore-based multi-services provider, we are committed to delivering exceptional solutions to our diverse clientele while striving to operate with sustainability at the core of our business decisions.

We continue to emphasise the importance of sustainability in every facet of our business. We believe that growth and profitability must align with socially and environmentally responsible business decisions. Over the past year, the Board has diligently considered sustainability issues in shaping the Group's business strategy, identified material sustainability factors, and overseen their management and monitoring.

We are pleased to announce the successful completion of the acquisition of 9 Tuas South Street 11 on 9 October 2023. This acquisition allows us to repurpose the property into a workers' dormitory, supporting the well-being of our workforce, while also enabling the expansion of our engineering operations. This milestone underscores our commitment to continuous innovation and growth, as we strive to better serve both our team and clients.

Looking ahead, we are excited to share our plans for the proposed acquisition of a property at 4 Tuas South Street 11. This acquisition is a key component of our long-term growth strategy to expand our engineering business. The property will primarily serve our own operational needs, with additional space available for tenancy. With the proposed acquisition, along with planned asset enhancement initiatives, we will be able to re-purpose the building to accommodate the Group's evolving engineering demands.

In line with our ongoing commitment to sustainability and transparency, we are disclosing our Scope 3 carbon emissions for the first time. By reporting these indirect emissions across our value chain, including those from suppliers and transportation, we aim to provide a more comprehensive understanding of our carbon footprint, identifying areas where we can collaborate with stakeholders to reduce emissions and improve overall environmental performance.

We are also proud to disclose for the first time our alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (**TCFD**). This disclosure underscores our dedication to addressing climate-related risks and opportunities, ensuring that our stakeholders are well-informed about our approach to managing these critical issues.

Our progress continues to be guided by our overarching goal of maintaining a responsible and sustainable business model. We are building stronger relationships with our business partners, making prudent use of resources, and engaging with communities through job creation, learning opportunities, and support for local challenges.

The following sections of this report will further highlight the initiatives the Group has undertaken to ensure a sustainable and resilient future for both society and the environment. Together, we are making meaningful strides forward. Thank you for your continued trust and support as we advance on this journey.

Poh Soon Keng
Executive Chairman and Chief Executive Officer

INTRODUCTION

ABOUT THIS REPORT

Report scope and boundaries

The report covers information on material sustainability aspects of Aedge Group Limited (**Aedge** or the **Group**), including our engineering services, security and manpower services, and transport services from 1 July 2023 to 30 June 2024, unless stated otherwise. This should sufficiently address stakeholders' concerns about sustainability issues related to the Group's major business operations. For details on organisational reporting boundaries, please refer to **Appendix A**.

Reporting framework

This report has been prepared in accordance with the Global Reporting Initiative (**GRI**) Standards, which provide a comprehensive and internationally accepted framework for sustainability reporting. We have also incorporated the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited (**SGX-ST**) Listing Manual. In preparing our report, we adhered to GRI's principles for defining content and quality by assessing the Group's activities, impacts, and the key interests of our stakeholders. Please refer to **Appendix C** for the GRI content index.

The Group's climate-related disclosures were guided by the Task Force on Climate-related Financial Disclosures (**TCFD**). The Financial Stability Board (**FSB**) established the TCFD to create guidelines for corporate climate-related disclosures. Our compliance with TCFD recommendations is detailed in the **Environmental Protection** section of this report. For additional information on how the Group aligns with these guidelines, please refer to **Appendix D** of this report.

United Nations Sustainable Development Goals



INTRODUCTION

The 17 United Nations Sustainable Development Goals (**UN SDGs**) are central to the UN's 2030 Agenda, aiming to foster a sustainable future for both people and the planet. Our Sustainability Framework is crafted to support these goals. We recognise that we can significantly influence certain UNSDGs, particularly in the environmental and social spheres.

Independent verification

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy. The reporting process is also subjected to internal review.

Restatements

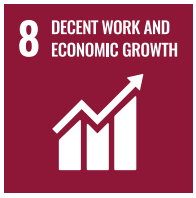
No restatements were made from the previous report.

Sustainability contact

We welcome your views and feedback on our sustainability practices and reporting at info@aedge.com.sg.

Supporting UN SDGs

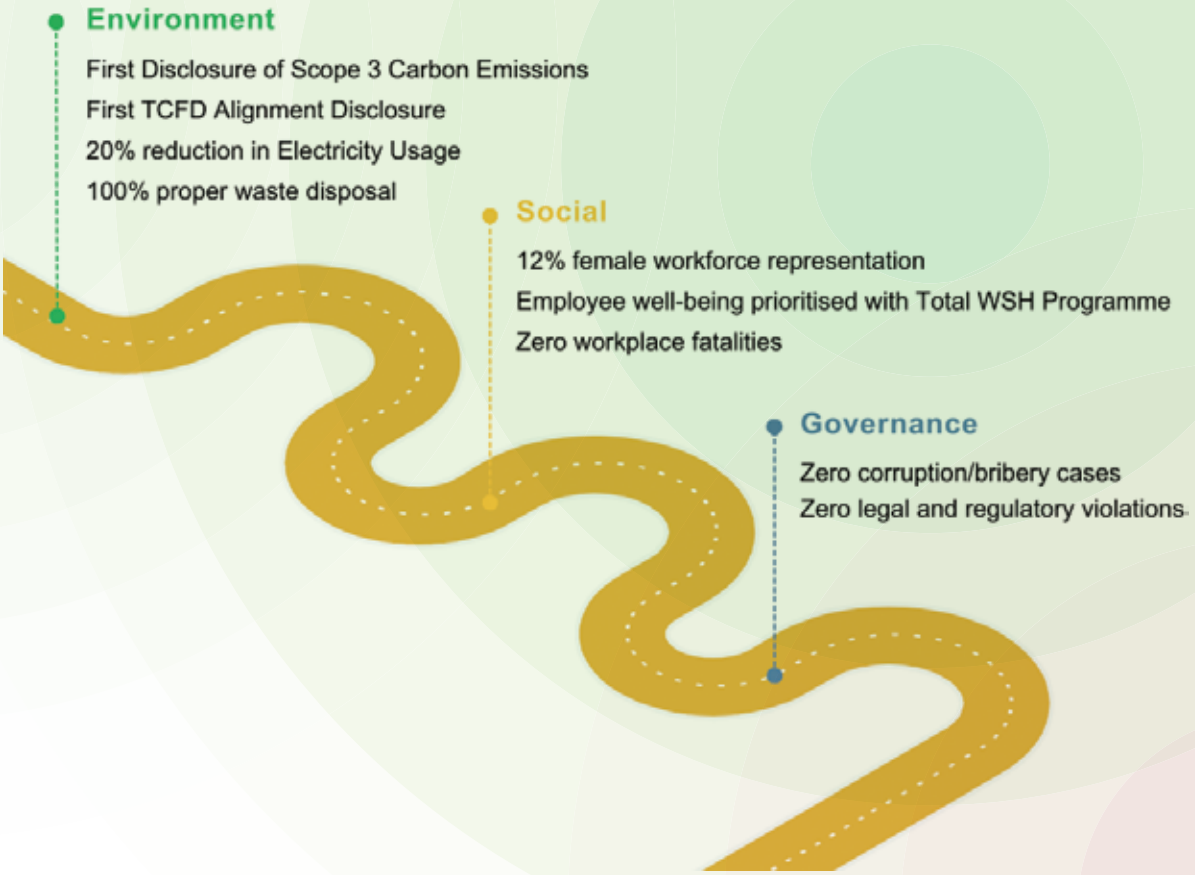
To create a truly effective and comprehensive sustainability strategy, we have infused our core commitments into every key area of our program. Guided by the UN SDGs, we align our objectives with these global targets to ensure a broad and meaningful impact. Our goal is to craft a resilient strategy that not only tackles environmental, social, and economic challenges but also serves the needs of both our organisation and its stakeholders.

Goals	How we support
	The well-being of our workforce is our foremost concern. We have implemented a comprehensive set of policies and procedures for workplace safety, from identifying hazards and assessing risks to preventing injuries and responding to emergencies. We offer wellness talks and health screenings as part of our Total Workplace Safety and Health Programme. These initiatives are designed to educate employees on practical nutrition, ergonomics, and preventive health measures, supporting their overall well-being. Our efforts are detailed in the **People Development** and **Workplace Safety** sections.
	We are committed to promoting gender equality and empowering women within our workforce. We uphold fair employment practices and actively work to increase female representation within our workforce. In FY2024, we achieved a 12% female representation, surpassing our previous target. We have set a new goal of 15% female representation by FY2025, reflecting our commitment to enhancing gender diversity and equality. For our commitment, please refer to the **People Development** section.
	We are deeply committed to promoting decent work and economic growth, and this is reflected in our ongoing efforts to make a positive impact on the communities and economies in which we operate. Our approach includes fostering fair employment practices, investing in the development of our employees, and engaging with local stakeholders to support and facilitate local economic development. For our commitment, please refer to the **People Development** section.
	We support the development of resilient infrastructure and innovative solutions through our engineering services and commitment to sustainability. We engage in green initiatives such as optimising scaffolding design to reduce waste and implementing energy-efficient technologies. These practices contribute to building sustainable infrastructure. This commitment is reflected in the **Environmental Protection** and **Workplace Safety** sections.

Goals	How we support
	We strive to reduce inequalities within our organisation and the communities we serve. Our recruitment and employment practices promote fairness and inclusivity, regardless of gender, race, disability, or age. We ensure that all employees have access to development opportunities and fair treatment. We implement comprehensive safety measures and provide equal access to training and resources, ensuring that all employees are equally protected and empowered to work safely. For our commitment, please refer to the **People Development** and **Workplace Safety** sections.
	We contribute to the development of sustainable and resilient communities through our operational practices, particularly in areas such as waste management and energy efficiency. In our Transportation services, all our buses adhere to the latest emission standards, and we implement efficient route planning and eco-friendly practices across our services. We sort and recycle materials, and non-recyclable waste is disposed of at authorised sites. We ensure that 100% of our waste is managed properly. Our efforts are detailed in the **Environmental Protection** section.
	We are dedicated to promoting sustainable practices and responsible resource management across our operations. We focus on waste management by ensuring proper disposal and recycling of materials. Our efforts include optimising resource use, reducing material waste, and implementing efficient waste management practices. This commitment is detailed in the **Environmental Protection** section.
	We recognise the urgent need for climate action and are committed to reducing our greenhouse gas (**GHG**) emissions through a range of measures, including energy-efficient building design and sustainable operations practices. We actively work towards reducing our environmental impact. This year, we also disclosed our Scope 3 emissions and committed to TCFD reporting. By doing so, we strive to gain a comprehensive understanding of our climate impact and enhance our risk management. Our efforts are detailed in the **Environmental Protection** section.
	We are committed to upholding the principles of transparency, integrity, and strong governance, which are essential to building peace and just institutions. Our Standard Operating Procedures (**SOPs**) provide a clear framework for governance, defining principles and practices that guide our operations and interactions with our stakeholders. We emphasise strict compliance with local laws and regulations, including the Prevention of Corruption Act and other relevant legislation, to foster a business environment characterised by fairness, ethics, and efficiency. For our commitment, please refer to the **Business Resiliency** section.

ESG PRIORITIES **AND PROGRESS**

2024 AT A GLANCE



ESG PRIORITIES **AND PROGRESS**

SUSTAINABILITY GOVERNANCE STRUCTURE

Our commitment to sustainability is deeply embedded within our corporate governance framework. The development of our sustainability governance structure reflects our dedication to integrating environmental, social, and governance (**ESG**) considerations into every aspect of our business operations. This structure was designed with a comprehensive approach, ensuring that sustainability is championed from the highest levels of leadership down to every operational unit. Each level of our governance structure works in tandem to ensure that sustainability remains a core focus in everything we do, from strategic planning to execution on the ground.



Leadership

The Board of Directors assisted by the Head of Finance and external CSR consultant to formulate related strategies and guidelines.

Organisers

Director (Special Project) helps to organise and coordinate the CSR work of all businesses and departments.





Executives

Assigned employee at the subsidiaries are responsible for the organisation and implementation of CSR works.

ESG PRIORITIES **AND PROGRESS**

SUSTAINABILITY STRATEGY

Our sustainability strategy is focused on generating integrated value across all facets of our operations. By combining disciplined execution with a strong commitment to responsible business practices, we pledge to deliver value to all our stakeholders through the following:



The sustainable strategy is underpinned by our comprehensive and extensive internal policies that cover the areas above.

- **Code of Corporate Governance and Code of Conduct** covers aspects of management of conflict of interest, anti-corruption, whistleblowing, sustainable development and operations and safeguarding of confidential information.
- **Vendor and Sub-contractor Selection and Assessment Policies**, cover aspects of vendor selection criteria, vendor performance evaluation and appraisal and sustainable sourcing.
- **Human Resources Policies** cover aspects of the employee handbook, training and development, employee performance evaluations, rewards and penalties.
- **Occupational Health, Safety and Security (OHSS) Policies**, cover aspects of safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.

The strategy is also guided by external sources, including ISO 9001, ISO 45001:2018, bizSAFE Level Star, Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Listing Rules.

CONSULTING OUR STAKEHOLDERS

We recognise the importance of continually refining our responsible business practices to address the increasing expectations of our stakeholders regarding our impact on the economy, environment, and society. To ensure our approach remains relevant and responsive, we regularly engage with our stakeholders to identify the issues that are most significant to both them and Aedge.

The aspect boundaries 'within' the organisation are limited to Aedge and our subsidiaries, whereas the aspect boundaries 'outside' the organisation include our customers, employees, suppliers, investors and regulatory authorities (Governments, SGX, MOM, IRAS).

An overview of our approach and rationale is provided below, with stakeholders listed in alphabetical order, along with the feedback we have received.

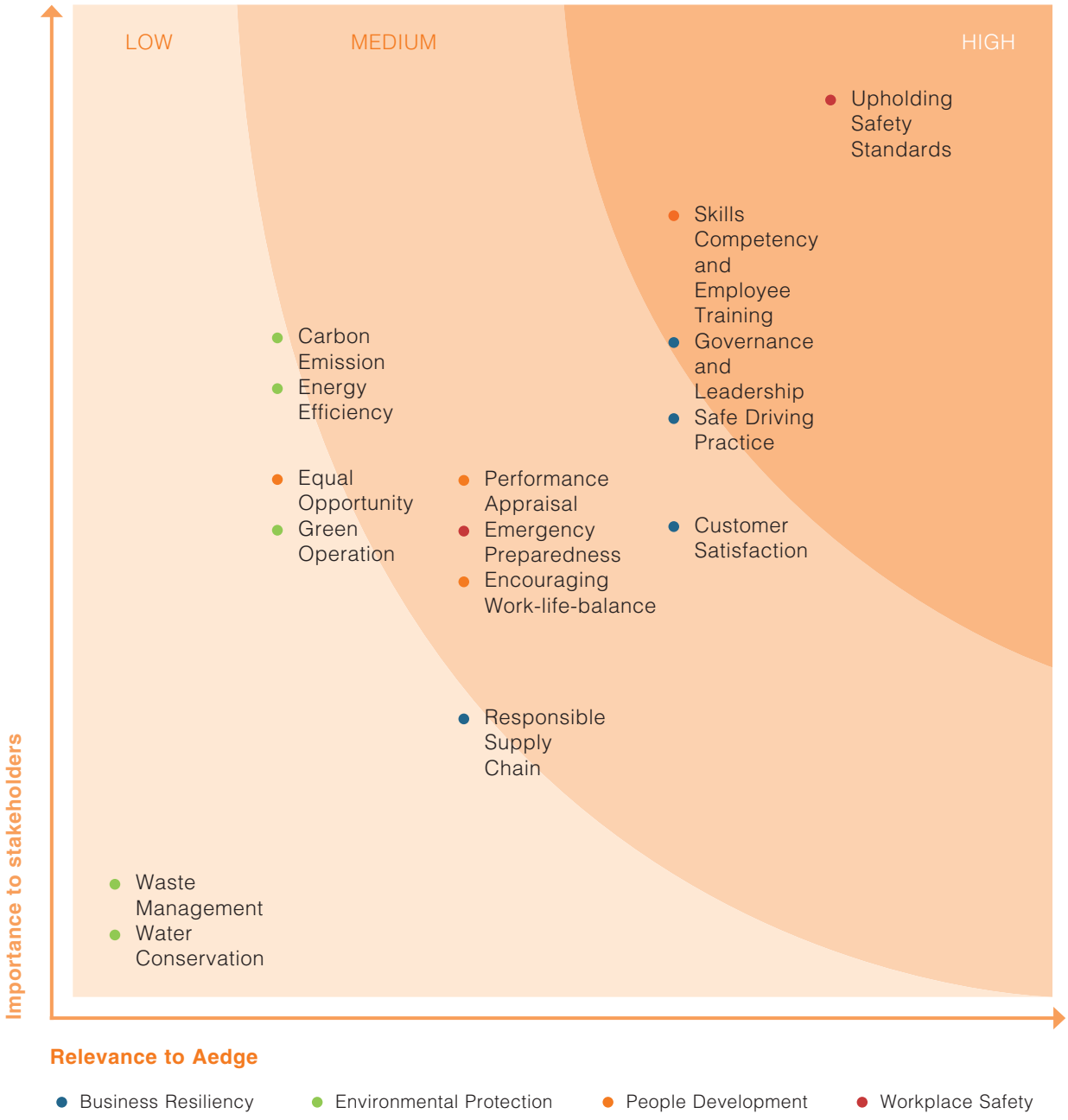
Stakeholders	How do we engage	How often do we engage	What they've told us
Customers	• Quality management system	• Perpetual	• High quality and reliability of our services • Timely response to customer complaints • Data protection and confidentiality
	• Project progress meeting and monitoring	• Monthly	
	• Customer feedback channels	• Ad-hoc	
Employees	• Performance appraisal	• Annual	• Employee safety and health • Training and development opportunities • Remunerations and welfares • Fair and competitive employment practices
	• Informal meetings and training	• Ad-hoc	
	• Feedback to supervisor	• Ad-hoc	
Government/ regulatory authorities	• Government's guidelines and circulars	• Ad-hoc	• Compliance with laws and regulations • Safe working environment • Environmentally sustainable business practices
	• Correspondences through emails and letters	• Ad-hoc	
Investors	• Annual/Extraordinary General Meeting	• Annual/Ad-hoc	• Compliance with listing requirements • Timely and transparent reporting
	• Financial result announcements	• Bi-annual	
	• SGX announcements	• Ad-hoc	
	• Annual Report	• Annual	
Suppliers	• Supplier meetings	• Ad-hoc	• Fair and robust procurement system • Prompt payment cycles

ESG PRIORITIES **AND PROGRESS**

MATERIALITY ASSESSMENT

Through our stakeholder engagement, we developed a sustainability materiality matrix that highlights the key material aspects aligned with our core business and operational risks. This matrix has informed the foundation of our sustainability strategy and guided our approach to sustainability reporting, as illustrated in the diagram below.

We are committed to regularly reviewing and adjusting the matrix each year, in response to evolving external factors and business dynamics.



OUR **PERFORMANCE**

HOW WE MEASURE OUR PERFORMANCE

Our sustainability strategy is integrated across key areas of our business, with dedicated teams driving progress in each focus area, guided by our departmental managers.

We have also established clear metrics to help us measure our progress effectively, as indicated in our sustainability scorecard in **Appendix B**.

We monitor our performance through two key lenses: measuring performance against metrics, and evaluating how well the programs have advanced, through a series of 'commitments'.

For each of the four focus areas identified in our sustainability strategy, we have set key performance indicators (**KPIs**) to measure our progress. To stay aligned with our long-term goals, we plan to periodically refresh our metrics and adjust targets as needed. Our sustainability efforts are reviewed by the Board of Directors at least annually, ensuring that we remain agile and aligned with our evolving strategic priorities.

To establish a strong and effective sustainability program, we have outlined the key commitments for each focus area above. Our progress toward achieving these commitments is represented by the symbols detailed in the table below.

Symbol	Meaning
N	The new commitment this year
○	Not started
◑	In progress
●	Complete
⟳	Ongoing commitment
↻	Revised target

Please refer to **Appendix E** for the Methodologies and Data Boundaries.



OUR **PERFORMANCE**

BUSINESS RESILIENCY

Overview

At our Group, business resiliency is more than a strategic goal – it is a fundamental principle that underpins everything we do. We are dedicated to upholding the highest standards of corporate governance, ensuring that our practices not only meet but exceed expectations of transparency, accountability, and ethical conduct. We believe that strong governance is the cornerstone of our resilience, ensuring that our business remains robust and adaptable in the face of challenges.

Customer satisfaction is central to our strategy, driving us to deliver exceptional service and create lasting value. This dedication extends to our safety practices, where we enforce stringent protocols to protect passengers, drivers, and communities alike, ensuring every journey upholds our high safety standards.

Our responsible supply chain practices further reinforce our resilience. By focusing on local sourcing and conducting regular evaluations of our suppliers, we support the local economy and maintain rigorous quality and reliability standards.

Together, these elements form a cohesive strategy that strengthens our business, enhances our reputation, and underscores our commitment to sustainable and ethical operations.

FY2024 Performance

23.9m
Revenue

0
Corruption/bribery cases and non-compliance with local laws and regulations

2
Cases of customer complaints

100%
Purchases from local supplier

Economic Value Generated and Distributed (S$ million)

In this sustainability report, we are disclosing our economic value generated and distributed for the first time, showcasing our commitment to supporting economic sustainability through our financial contributions.

	FY2024
Direct economic value generated	**25.6**
Revenue	23.9
Other income	1.6
Economic value distributed	**26.1**
Purchases of goods and services	5.1
Employee salaries and benefits	17.4
Depreciation	2.3
Administrative and Other Operating Expenses	1.0
Finance Cost	0.4
Economic value retained	**(0.6)**

* *The total in the figure does not add up due to rounding adjustments.*

Leadership and Governance

We have deepened our commitment to integrity and transparency by adopting robust business ethics and governance practices. These initiatives are central to building enduring trust with our stakeholders.

Strong corporate governance starts with visionary leadership. Our Board of Directors plays a crucial role in embedding these governance principles across all operations. This involves creating and maintaining effective risk management systems and internal controls to manage potential risks and ensure continuous business operations.

Our Standard Operating Procedures (**SOPs**) provide a clear framework for governance, defining the principles and practices we follow. These procedures are vital for directing our employees in their engagements with stakeholders, ensuring that our governance standards are consistently applied.

The essential SOPs we have established to ensure strong corporate governance and adherence to ethical practices are as follows:

- Enterprise Risk Management
- Employee Handbook and Code of Conduct
- Anti-corruption and Bribery Policy
- Conflict of Interest Policy
- Whistleblowing Policy
- Personal Data Protection Policy
- Business Continuity Plan and Disaster Recovery Plan

We are proud to announce that our commitment to integrity has resulted in a clean slate, with no incidents of corruption or bribery reported in FY2024.

Regulatory Compliance

To cultivate a business environment grounded in fairness, ethics, and efficiency, we place a strong emphasis on strict compliance with local laws and regulations. This includes, but is not limited to, the Prevention of Corruption Act, Personal Data Protection Act, Employment Act, and Workplace Safety and Health Act, among others.

In FY2024, we are pleased to report that we remained fully compliant with all relevant laws and regulations. Moving forward, we are committed to continuing this track record with zero violations.

Customer Satisfaction

Our fundamental objective is to make a substantial impact on society through the delivery of superior services to our esteemed customers. To achieve this, we have implemented a robust Quality Management System (**QMS**) that adheres to the principles outlined in ISO 9001:2015 (Quality Management System). This system is engineered to ensure that our services consistently exceed the highest customer expectations. Every aspect of our operations and the conduct of our employees is rigorously aligned with the principles of our QMS, underscoring our unwavering commitment to excellence and quality.

In our dedication to ongoing enhancement, we take great pride in actively seeking and valuing customer feedback through a range of formal and informal channels. We appreciate our customers' insights, gathering their opinions through structured surveys and informal conversations. This feedback is carefully analysed during our comprehensive management reviews, where we engage in in-depth discussions to uncover opportunities for enhancement. Our dedication to this process reflects our commitment to continually elevate our standards and deliver exceptional value.

OUR **PERFORMANCE**

We view customer feedback as a valuable insight for growth, using it to guide our continuous improvement efforts. By proactively addressing feedback, we can anticipate challenges and adapt our services to better meet customer needs, ensuring we stay ahead in delivering superior quality.

In FY2024, we achieved a reduction in customer complaints, lowering the number from 3 complaints in FY2023 to 2 complaints, reflecting our commitment to addressing customer feedback with responsibility and care. We do not just listen to feedback – we act on it, making improvements to ensure our customers' experiences are positive. Our goal is to consistently keep customer complaints below 3 cases in the upcoming financial years, and we are dedicated to creating a better experience for everyone we serve.

Safe Driving Practices

This year, we continue to uphold the comprehensive Safe Driving Practices that were established last year, reinforcing our commitment to the safety of passengers, drivers, and the communities we serve. These practices include managing driver fatigue through adequate rest, shift limits, regular breaks, and training on recognising signs of fatigue and stress. We maintain our focus on handling emergencies, with drivers receiving rigorous training, adhering to clear communication protocols, and prioritising passenger safety in critical situations. Our driving protocols remain stringent, encompassing regular vehicle maintenance, adherence to speed limits and road rules, defensive driving practices, and strict enforcement of seatbelt usage and alcohol/drug policies.

Our commitment to safe driving remains strong, with ongoing monitoring through various metrics and regular safety reviews. We uphold a proactive approach to addressing any breaches of safety protocols, ensuring they are handled with the utmost seriousness. Drivers who do not meet safety standards are promptly issued warning letters and provided with further training to enhance their safety practices.

In FY2024, we are proud to report zero driving offences, a testament to the effectiveness of our Safe Driving Practices. This achievement highlights the progress we have made in enhancing safety driving across our operations. We remain committed to maintaining this standard and will continue striving to achieve zero offences in the years to come.

Responsible Supply Chain

To guarantee the seamless and uninterrupted delivery of our services to our valued customers, we continue to adopt a meticulous and thorough evaluation process for our suppliers, ensuring they meet our stringent standards.

Our approach involves conducting regular assessments to ensure that the procurement of goods and services adheres to the highest levels of quality and reliability. This evaluation goes beyond merely inspecting the quality of products and services, extending to a comprehensive review of our suppliers' overall business practices, with a particular emphasis on their safety records.

In FY2024, we reached a notable achievement by increasing the proportion of suppliers undergoing regular evaluations to 28% of our total supplier base, an increase from 16% in the previous year. Building on this success, we aim to have 30% of our total suppliers subject to periodic evaluation in FY2025 as we continue to strengthen our supply chain practices.

In our efforts to maintain a responsible supply chain, we prioritise local sourcing to amplify our positive impact on the community. By embracing local supply chains, we strengthen our relationships with suppliers and ensure that our policies and values are closely aligned. This approach supports our commitment to upholding high standards of quality and integrity in the procurement of goods and services, while also delivering significant benefits to both our business and the local community.

In FY2024, we maintained our policy of sourcing exclusively from trusted local suppliers. We are proud of our success in achieving 100% local procurement, demonstrating our commitment to strengthening the local economy and nurturing robust partnerships within our community. Looking ahead, our target for FY2025 remains unchanged as we continue to prioritise 100% local sourcing of procurement.

Commitments: Business Resiliency

Regulatory Compliance

FY2024 progress	FY2025 target
• Zero violations of the relevant laws and regulations. We have met our FY2024 target by maintaining zero violations of relevant laws and regulations.	• Zero violations of the relevant laws and regulations

Customer Satisfaction

FY2024 progress	FY2025 target
• 2 customer complaints from our customers in FY2024. We have met our FY2024 target by maintaining customer complaints below 3 cases.	• < 3 customer complaints in a financial year

Responsible Supply Chain

FY2024 progress	FY2025 target
• 28% of total suppliers are subject to the periodical evaluation. We have met our FY2024 target by subjecting more than 20% of our suppliers to the periodical evaluation. • 100% local sourcing of procurement. We have met our FY2024 target by maintaining 100% local sourcing of procurement.	• 30% of total suppliers subject to the periodical evaluation • 100% local sourcing of procurement

Safe Driving Practices

FY2024 progress	FY2025 target
• Zero driving offences were reported.	• Zero driving offence

OUR **PERFORMANCE**

ENVIRONMENTAL PROTECTION

Overview

At the heart of our vision lies a commitment to environmental stewardship. We are at the forefront of reducing carbon emissions, preventing pollution, minimising waste, and enhancing resource efficiency. Our relentless pursuit of sustainability drives us to continuously seek and implement innovative, eco-friendly solutions in every facet of our business. In every action we take and every strategy we implement, we are moving forward to a brighter, greener future. Our commitment to environmental excellence is a call to action for others, a promise of innovation, and a testament to our enduring quest for a world where sustainability and success go hand in hand.

Green Operation

Our operations are designed to maintain a low environmental impact, with the notable exception of our transportation services. Despite this, we are steadfast in our commitment to adopting greener solutions and continuously working to reduce the environmental footprint of our transportation sector.

In our Transportation services, we have made significant strides to mitigate our ecological impact. All our buses adhere to Euro 5 emission standards and are equipped with AdBlue™ technology to minimise Nitrogen Oxide (**NOx**) emissions. We have also implemented efficient bus route planning to further cut down on emissions. Within our Security and Manpower services, we emphasise the importance of eco-friendly practices through comprehensive employee training and encourage environmentally responsible behaviour. Our Engineering services are guided by several green initiatives. We have optimised scaffolding design to reduce material waste and improve management practices. Additionally, our energy-efficient HVAC and refrigeration systems are tailored to lower energy consumption, and our lighting systems utilise LED technology to enhance energy efficiency. We also ensure the proper disposal and recycling of electrical equipment and waste, further diminishing our environmental impact.

FY2024 Performance

3,464 tCO_2e
Total carbon footprint

552,338 L
Total fuel consumption

64,532 kWh
Total electricity usage

100%
Waste disposed of via proper disposal channels

Climate Resilience and Action

We recognise the urgency of climate change and the immediate need for action. Therefore, we are fully committed to partnering with our stakeholders to counter its effects on the environment and society. Our goal is to actively tackle climate-related challenges while staying true to our principles of environmental responsibility. This section of our report highlights our initiative-taking efforts to address climate risks and embrace the opportunities they bring. By aligning with the TCFD's recommendations, we are not just adapting to change – we are forging a path toward a future where climate resilience and sustainable success are integral to everything we do.

Governance

The Board, supported by the Head of Finance and external consultants, plays a vital role in guiding the Group's strategy. They craft visionary plans, set ambitious goals, and review policies to ensure their effectiveness. Their oversight extends to monitoring performance and exploring both risks and opportunities related to sustainability. Working closely with Management, the Board delves into the impacts of climate change through a thorough Enterprise Risk Management review, seamlessly weaving these insights into their strategic framework. Meanwhile, subsidiary executives bring these climate initiatives to life, translating the Board's vision into tangible actions that drive the company's sustainability agenda forward.

Strategy

In FY2024, we undertook our first comprehensive re-assessment of climate-related risks and opportunities, working closely with management teams across our various business units. This thorough evaluation examined both the probability and potential impact of these climate factors on our operations. We categorised the identified risks and opportunities into three distinct time horizons: **Short-term (≤ 5 years), Medium-term (5 to 15 years), and Long-term (> 15 years)**, to better understand and address their implications for our business.

Climate scenario analysis

In 2024, we conducted our first climate scenario analysis, following TCFD recommendations. Although this analysis does not predict exact outcomes and is based on assumptions that may change, it helps us understand potential impacts on our business under various scenarios. The assessment explored both transition and physical risks and opportunities, providing an initial evaluation of their financial implications. By examining different scenarios, we aim to better grasp the risks and opportunities of climate change and use these insights to enhance our planning and decision-making.

We chose to focus on the **SSP1-2.6/RCP 2.6 scenario** for our climate scenario analysis due to its relevance to both global climate goals and emerging regulatory trends. The SSP1-2.6/RCP 2.6 scenario combines the Shared Socioeconomic Pathway 1 (SSP1) with the Representative Concentration Pathway 2.6 (RCP 2.6), both of which are frameworks developed by the Intergovernmental Panel on Climate Change (IPCC). SSP1 reflects a future where society transitions towards a sustainable, low-carbon economy with enhanced global cooperation and technological advancements. The RCP 2.6 aspect of this scenario is designed to limit the increase in global mean temperature to below 2°C above pre-industrial levels, aligning with the targets set by the Paris Agreement.

We selected this scenario because it provides a comprehensive framework for understanding the potential impacts of stringent climate policies and low-emission strategies on our operations. As governments worldwide tighten regulations and push for more sustainable practices, focusing on SSP1-2.6/RCP 2.6 helps us anticipate and prepare for the shifts in regulatory requirements and market demands for green solutions. By evaluating this scenario, we gain insights into the risks and opportunities associated with a future of aggressive climate action, enabling us to align our strategic planning with global climate goals and to ensure our resilience and competitiveness in a rapidly evolving landscape.

Under the low-emissions SSP1-2.6/RCP 2.6 scenario, which aligns with the Paris Agreement's goals, Singapore is projected to experience a sea level rise of 0.23 to 0.74 meters by the end of the century. Mean daily temperatures are expected to rise to 28.5°C to 29.5°C, with mean maximum daily temperatures reaching 31.9°C to 33.1°C. The frequency of very hot days (above 35°C) and warm nights (above 26.3°C) will increase. While detailed rainfall projections are not provided, it is anticipated that extreme daily rainfall and prolonged dry spells will occur more frequently, though less severely than in higher emission scenarios.

Under the SSP1-2.6 framework, we will need to comply with stricter SGX disclosure requirements, leverage green financing opportunities to fund their transition to sustainable solutions and respond to investor pressure to adopt sustainable business practices. Singapore implemented a carbon tax in 2019, starting at S$5 per tonne of greenhouse gas emissions, covering facilities emitting 25,000 tonnes or more annually. The tax will rise to between S$10 and S$15 per tonne in 2024 and is expected to increase to S$50 to S$80 per tonne by 2030. This carbon tax is likely to increase electricity costs as power generation companies pass on higher production expenses to consumers.

In this scenario, market demand for sustainable security solutions will rise due to increased regulatory pressure, growing consumer and corporate emphasis on sustainability, technological advancements, cost efficiency, and the need for resilient infrastructure. Businesses and governments will invest more in environmentally friendly and energy-efficient security technologies to align with global sustainability goals.

Similarly, stricter emissions regulations will require our transportation business segment to upgrade their fleets to low-emission technologies like electric vehicles (**EVs**) and adopt cleaner fuels such as electricity, hydrogen, or biofuels. Market demand will shift towards green and sustainable solutions, with clients preferring EV buses due to their lower environmental impact. Advancements in EV technology will phase out older vehicles, necessitating continuous investment in new technology to remain competitive and compliant with evolving regulations.

OUR **PERFORMANCE**

The following table details our key climate risks, and the mitigation actions and opportunities relative to each risk.

Climate-related Risks and Opportunities	Description of Risks and Opportunities	Impact	Our Strategy
 **Transitional Risk and Opportunity**	**SGX Disclosure Requirement** The Group must comply with SGX's regulations as a listed company and be equipped to handle regulatory requirements and changes. **Category:** Policy and Legal **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Regularly preparing and submitting required documents can be resource-intensive, increasing compliance costs. Non-compliance or delays can damage the company's reputation, undermine investor confidence, and potentially lower stock prices.	Our strategy focuses on enhancing our sustainability efforts through two key approaches. First, we will engage an external consultant to support our sustainability reporting, ensuring it meets the highest standards and aligns with best practices. Their expertise will help us present our progress transparently and accurately. Second, we will continue to proactively monitor regulatory changes and adopt new requirements early. By staying ahead of the curve, we aim to ensure compliance and demonstrate our commitment to leading in sustainability practices.
	Green financing opportunities Transitioning to greener solutions requires substantial funding. Compliance with sustainability regulations can increase the chances of securing green loans from banks. **Category:** Policy and Legal **Likelihood Rating:** Moderate **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Costs of capital may rise, and financial availability may decrease as banks increasingly require companies to demonstrate commitment to sustainability and meet specific criteria.	We are committed to setting, tracking, and publishing ESG targets to enhance our sustainability performance.

Climate-related Risks and Opportunities	Description of Risks and Opportunities	Impact	Our Strategy
 **Transitional Risk and Opportunity**	**Investor pressure** The gradual shift in shareholders' preference for sustainable businesses will push companies to adapt their operations. **Category:** Policy and Legal **Likelihood Rating:** Unlikely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Medium Term	As consumers and investors increasingly focus on sustainability, companies will be pushed to make their operations more sustainable. This shift may lead to increased capital investment in business development.	We will continue to publish our sustainability report on an annual basis to transparently communicate the company's sustainability goals and progress. This report serves as a vital tool for sharing our commitments and achievements with stakeholders, reinforcing our dedication to responsible and sustainable business practices.
	Rising cost of energy Increased energy costs are being passed on from power generation providers due to higher carbon taxes. **Category:** Policy and Legal **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Higher energy cost will directly increase the operational costs of running a business. This can reduce profit margins, especially for energy-intensive business segment.	We will continue to monitor our energy consumption closely and actively seek opportunities to reduce it. Additionally, we will explore opportunities in renewable energy projects to further enhance our sustainability efforts and reduce our environmental impact.
 **Transitional Risk and Opportunity**	**Regulatory changes in Engineering services** Regulatory changes, such as stricter environmental regulations, may require adjustments in materials or compliance practices. For instance, the Ministry of Manpower (**MOM**) regulation mandates enhanced measures to mitigate heat stress risks for outdoor workers, necessitating updates to our practices to ensure compliance and protect worker health. **Category:** Policy and Legal **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Medium Term	This results in increased operational and upfront costs, necessitating higher capital expenditure.	Our strategy involves continuously monitoring new regulations and adjusting our business operations to comply with the updated requirements.

Climate-related Risks and Opportunities	Description of Risks and Opportunities	Impact	Our Strategy
	Regulatory changes in Transportation services Regulatory changes, including stricter emissions regulations and policies focused on reducing greenhouse gas emissions, may require upgrades to our bus fleets and alterations in fuel usage. **Category:** Policy and Legal **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Medium Term	Increased compliance costs, potential investment in cleaner technologies or electric buses, and changes in operational practices.	Our strategy includes installing systems on buses to monitor idling time and energy usage, ensuring we can manage energy consumption effectively. We will also remind drivers about energy conservation practices to foster a culture of efficiency. To further reduce greenhouse gas emissions, we are committed to using greener bus engines that meet Euro5 or higher standards and AdBlue fuel. We will also conduct regular maintenance to ensure our buses operate at peak energy efficiency.
 **Transitional Risk and Opportunity**	**Market demand shifts and pricing adjustments in Transportation services** The increasing preference for green and sustainable solutions may lead to changes in client expectations, with a growing demand for electric buses over traditional fuel-powered models. Fluctuations in fuel costs, influenced by the global energy market, may necessitate adjustments in pricing strategies to remain competitive and maintain profitability. **Category:** Market **Likelihood Rating:** Moderate **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Medium Term	We may face a substantial impact due to the significant upfront investment required for procuring new vehicles and implementing sustainable practices.	Our strategy acknowledges that the private bus transport industry has yet to widely adopt EVs. To address this, we will explore the possibility of replacing conventional buses with EVs as their Certificate of Entitlement (**COE**) expires. This approach allows us to gradually transition to greener alternatives while aligning with evolving market demands and sustainability goals.
	Developing EV Technology in Transportation services Ongoing advancements in EV technology could rapidly render recently purchased vehicles obsolete. **Category:** Technology **Likelihood Rating:** Moderate **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Long Term	EVs purchased by the company may become obsolete more quickly, necessitating more frequent upgrades to newer vehicle fleets.	Our strategy focuses on two key actions: First, we will explore the adoption of EVs as replacements when the Certificate of Entitlement for our existing buses expire. We will then continue to assess the infrastructure necessary to support EV buses in Singapore to ensure a smooth transition to greener options.

Climate-related Risks and Opportunities	Description of Risks and Opportunities	Impact	Our Strategy
 **Transitional Risk and Opportunity**	**Transitional Opportunity in Engineering services** Investing in cutting-edge HVAC systems, such as smart and IoT-integrated solutions, presents an opportunity to significantly enhance operational efficiency. Improving the use of temporary tentages to shield scaffolding from rain and sun exposure offers a chance to protect the equipment from damage and extend its lifespan. **Category:** Market **Likelihood Rating:** Moderate **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Medium Term	This approach gives the company a competitive advantage over others providing similar services, potentially leading to increased revenue.	Our strategy focuses on two key areas: Firstly, we will use security equipment that is designed to consume less energy, promoting efficiency and reducing operational costs. Secondly, we will ensure that our risk assessments and Standard Operating Procedures (**SOPs**) are fully compliant with customer requirements, thereby maintaining high standards and meeting client expectations.
 **Physical Risk**	**Extreme weather events in Security Manpower services** The increasing frequency and intensity of rainfall and flooding present significant challenges by causing operational disruptions and posing safety hazards for security officers. Rising temperatures and prolonged heatwaves amplify health and safety risks, particularly for security personnel working outdoors. These evolving climate conditions demand heightened awareness and proactive measures to protect both operations and the well-being of our staff. **Category:** Acute **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Rising costs for emergency responses and repairs can result in decreased productivity. Additionally, the expense of purchasing cooling equipment adds to operational costs. The implementation of extra safety protocols may further affect operational efficiency.	Our strategy starts with conducting a comprehensive risk assessment before commencing any project, which includes installing shelters and cooling systems to mitigate safety hazards such as floods. We enforce compulsory rest breaks every six hours to prioritise worker well-being. Outdoor security officers are equipped with cooling equipment and lighter uniforms to enhance comfort and safety. Additionally, a contingency plan is in place to halt outdoor work during extreme heat, ensuring safety remains a top priority. We also ensure the implementation of Standard Operating Procedures (**SOPs**) that guide workers in preventing heatstroke, further reinforcing our commitment to their health and safety.

Climate-related Risks and Opportunities	Description of Risks and Opportunities	Impact	Our Strategy
 **Physical Risk**	**Increased rain and flooding in Transportation services** Increased rain and flooding can disrupt bus operations, causing damage or wear and tear on buses. These conditions may also lead to service delays due to slower driving speeds, which could pose safety risks for both passengers and staff. **Category:** Acute and Chronic **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Higher maintenance and repair costs, combined with operational disruptions, are likely to occur.	Our strategy encompasses several key measures to ensure bus safety and operational efficiency. We conduct regular maintenance, including thorough tyre checks, to keep our buses in optimal condition. During rainy seasons, drivers receive reminders to heighten their safety awareness. We also utilise a monitoring system that tracks driving behaviour, such as hard braking and speed, to ensure compliance with safety standards. Additionally, we require drivers to present a medical certificate confirming their fitness to drive, further safeguarding the well-being of both passengers and staff.
 **Physical Risk**	**Extreme weather events in Engineering services** The scaffolding business faces risks from increasingly frequent and severe storms, floods, and heatwaves, which can disrupt both ongoing scaffolding projects and maintenance activities for insulation and passive fire protection. Higher temperatures and humidity can accelerate the corrosion and degradation of scaffolding materials, leading to potential safety concerns and increased maintenance costs. Workplace safety is also at risk, as the likelihood of heat stress and heat-related illnesses rises, further exacerbated by wet weather conditions. **Category:** Acute **Likelihood Rating:** Likely **Impact Rating:** Minor **Risk Rating:** Low **Timeline:** Short Term	Rising operational costs, such as delays and increased labour expenses, may be passed on to customers. More frequent material degradation also leads to higher maintenance and replacement costs. Rising temperatures require more frequent rest breaks for workers to prevent heat stress, further impacting productivity.	Our strategy starts with conducting a comprehensive risk assessment before commencing any project, which includes installing temporary tentages, shelters and cooling systems to mitigate safety hazards such as floods. Temporary tentage helps protect both workers and scaffolding materials from harsh weather conditions, reducing the risk of corrosion and maintaining a safer work environment. We also enforce compulsory rest breaks every six hours to prioritise worker well-being. Additionally, a contingency plan is in place to halt outdoor work during extreme heat, ensuring safety remains a top priority. We also ensure the implementation of Standard Operating Procedures (**SOPs**) that guide workers in preventing heatstroke, further reinforcing our commitment to their health and safety.

Risk Management

We recognise the essential need for a robust strategy and risk management framework to bolster our sustainability initiatives. As regulatory bodies, investors, and stakeholders intensify their focus on sustainability and climate-related issues, integrating these factors into our decision-making process has become imperative.

To effectively address climate risks and opportunities, we have established a comprehensive enterprise risk management framework. This framework ensures that climate-related risks are systematically identified, assessed, and managed. Risks are evaluated based on their likelihood and impact, with impacts categorised into five tiers: **Severe (5), Major (4), Significant (3), Minor (2), and Insignificant (1)**. This tiered approach enables us to prioritise risks and initiatives according to their potential effect on our business, facilitating the efficient allocation of resources. The likelihood of each risk is assessed as **Rare (1), Unlikely (2), Moderate (3), Likely (4), or Almost Certain (5)**. To derive a comprehensive risk rating, the likelihood score is multiplied by the impact score, yielding a quantitative Risk Rating. The resulting Risk Rating is further categorised into three distinct risk levels: **Low Risk (1 to 8), Medium Risk (9 to 16), and High Risk (17 to 25)**. This methodology facilitates a structured approach to risk identification, assessment, and management, ensuring alignment with the Group's overall risk management framework. Based on this assessment, we implement various strategies to manage risks, including strengthening existing controls or introducing new measures to mitigate and transfer risks. We also develop monitoring mechanisms to evaluate the effectiveness of these strategies.

Impact Rating →

Likelihood Rating ↑

	Insignificant 1	Minor 2	Significant 3	Major 4	Severe 5
Almost certain 5	Low Risk 5	Medium Risk 10	Medium Risk 15	High Risk 20	High Risk 25
Likely 4	Low Risk 4	Low Risk 8	Medium Risk 12	Medium Risk 16	High Risk 20
Moderate 3	Low Risk 3	Low Risk 6	Medium Risk 9	Medium Risk 12	Medium Risk 15
Unlikely 2	Low Risk 2	Low Risk 4	Low Risk 6	Low Risk 8	Medium Risk 10
Rare 1	Low Risk 1	Low Risk 2	Low Risk 3	Low Risk 4	Low Risk 5

Understanding that climate-related risks are intertwined with other business risks, we incorporate climate considerations into our broader risk management strategy. This integrated approach ensures that both general and climate-related risks are managed consistently and effectively, aligning with our overall enterprise risk management framework.

Carbon Emissions

In FY2024, we expanded our carbon accounting to include Scope 3 emissions in addition to Scope 1 and Scope 2. Our total carbon emissions for FY2024 amounted to 3,464 tonnes of carbon dioxide equivalent (**tCO_2e**), including Scope 1, 2 and 3.

Our scope 1 and scope 2 carbon emissions amounted to 1,496 tCO_2e, reflecting an increase of 40% compared to FY2023. Carbon emissions intensity amounted to 63 tCO_2e/S$ million, representing an increase of approximately 58% compared to FY2023. This rise is primarily due to the increase in Scope 1 emissions. Notably, scope 3 emissions were excluded from the calculation of carbon emissions intensity, as they do not directly correlate with the operational intensity of our business activities.

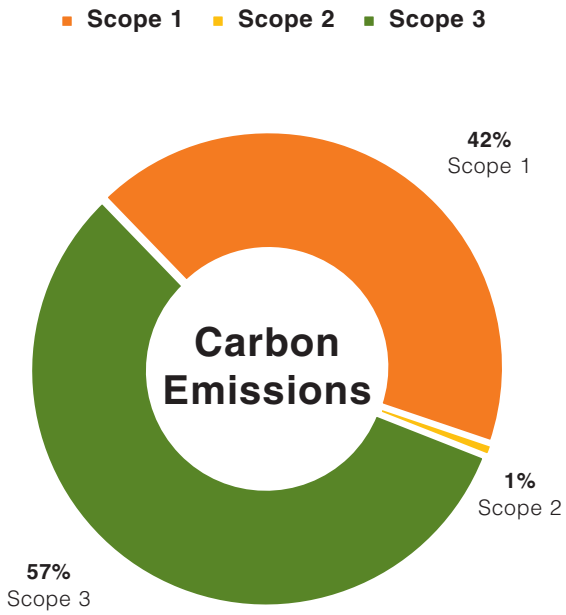
OUR **PERFORMANCE**

Scope 1

As a multi-services provider, our transportation services are major contributors to our Scope 1 emission. In FY2024, a substantial increase in business and revenue within this fuel-intensive department led to a total fuel consumption of 552,338 litres. This 49% rise in fuel use, driven by heightened activity in our transportation services, resulted in Scope 1 emissions totalling 1,469 tCO2e. Simultaneously, our Security and Manpower services, which are less fuel-intensive, saw a decrease in business and revenue. Consequently, the overall increase in fuel consumption, combined with reduced revenue from these less fuel-intensive services, impacted our emissions profile.

Scope 2

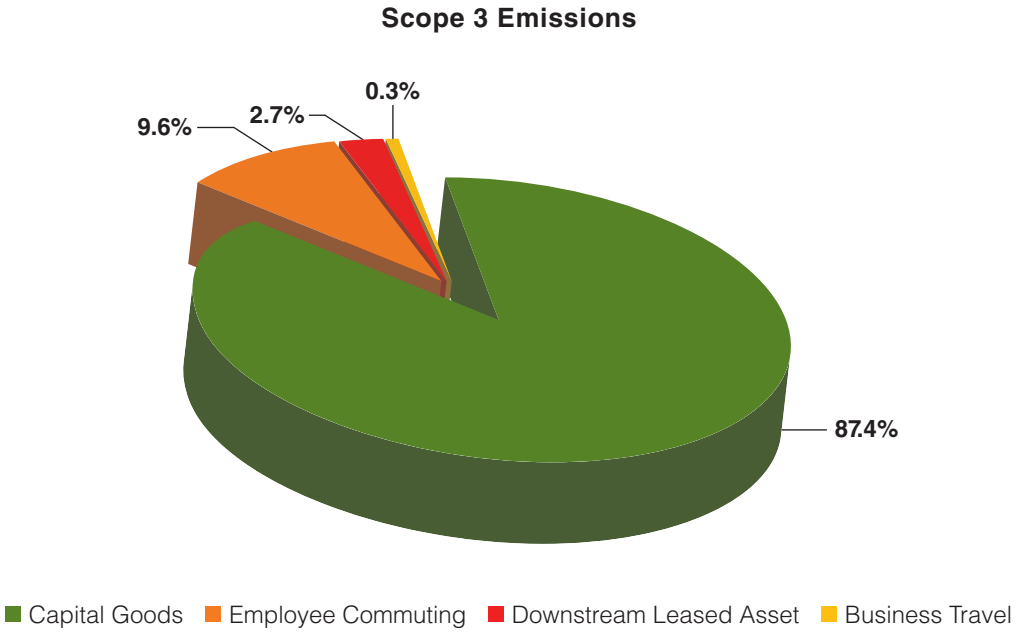
In FY2024, our Scope 2 emissions from electricity usage totalled 27 tCO_2e, based on 64,532 kWh of electricity consumed. This electricity supported the daily operations of both our office and worker dormitory. The 20% reduction in electricity usage from FY2023 reflects the successful implementation of our energy-saving measures, which contributed to our energy efficiency.



Scope 3

This year, we expanded our emissions reporting to include Scope 3 categories for the first time, providing a comprehensive view of our indirect carbon footprint across various activities and operations. In FY2024, our total Scope 3 emissions amounted to approximately 1,968 tCO_2e, distributed across four key categories: Capital Goods, Employee Commuting, Downstream Leased Assets and Business Travel.

This category rounds out our comprehensive Scope 3 emissions profile, providing valuable insights into the broader environmental impact of our operations and helping us to better target our sustainability initiatives:



- Capital goods contributed roughly 1,720 tCO_2e, representing the upstream emissions from producing capital goods we purchased or acquired, highlighting the environmental impact of investments in new equipment and infrastructure.

- Employee commuting contributed around 188 tCO_2e, underlining the environmental impact of employees travelling between their homes and workplaces, making daily commuting a noticeable part of our carbon footprint.

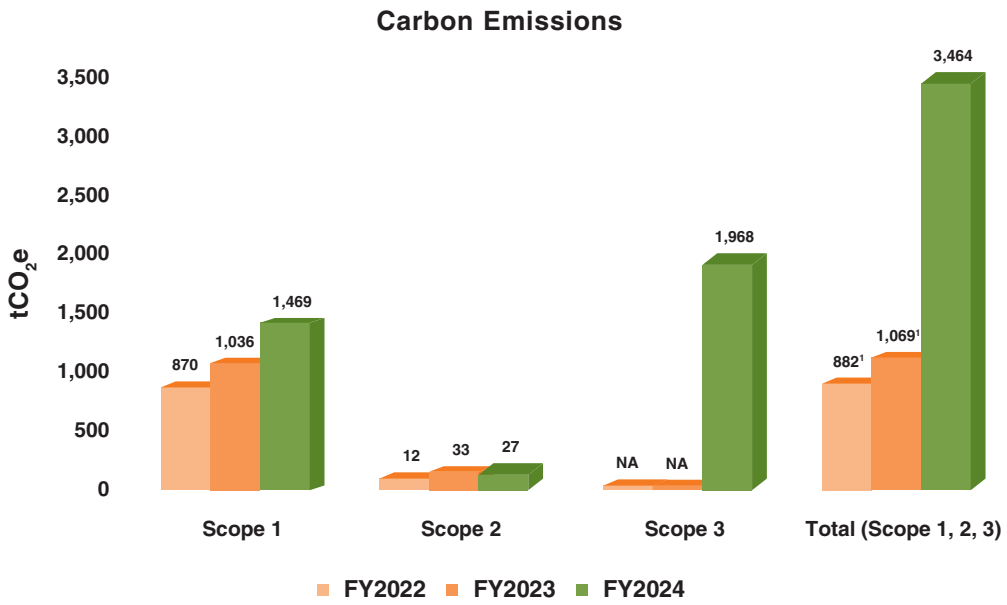
- Downstream leased assets produced approximately 54 tCO_2e, representing emissions from the operation of assets we lease out to other entities, specifically from warehousing/storage space at our investment property at 9 Tuas South from October 2023 to June 2024.

- Business travel accounted for approximately 6 tCO_2e, reflecting the emissions from employee travel in vehicles not owned or operated by us, illustrating the carbon footprint of our corporate travel activities.

Targets

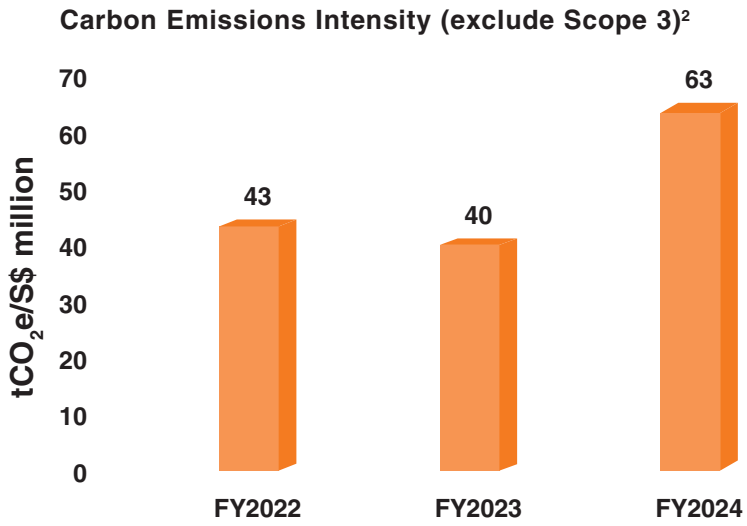
Our goal for FY2025 is to achieve a 3% reduction in carbon emission intensity, using FY2024 as the baseline. To meet this target, we are committed to enhancing our sustainable practices and optimising resource use. Our approach includes implementing efficient bus route plans, setting appropriate air-conditioning temperatures, minimising engine idling, and conducting regular bus inspections to ensure peak performance. Additionally, we will continue to foster a culture of sustainability among our employees through ongoing training and awareness initiatives.

In addition, we plan to establish medium and long-term carbon emissions reduction targets next year, allowing our management sufficient time to strategically discuss and define these objectives. This approach ensures that our goals are well-aligned with our broader business strategy and sustainability commitments.



[1] The total carbon emissions figure for FY2022 and FY2023 excludes Scope 3 emissions as Scope 3 emissions were not tracked in FY2022 and FY2023.

OUR **PERFORMANCE**

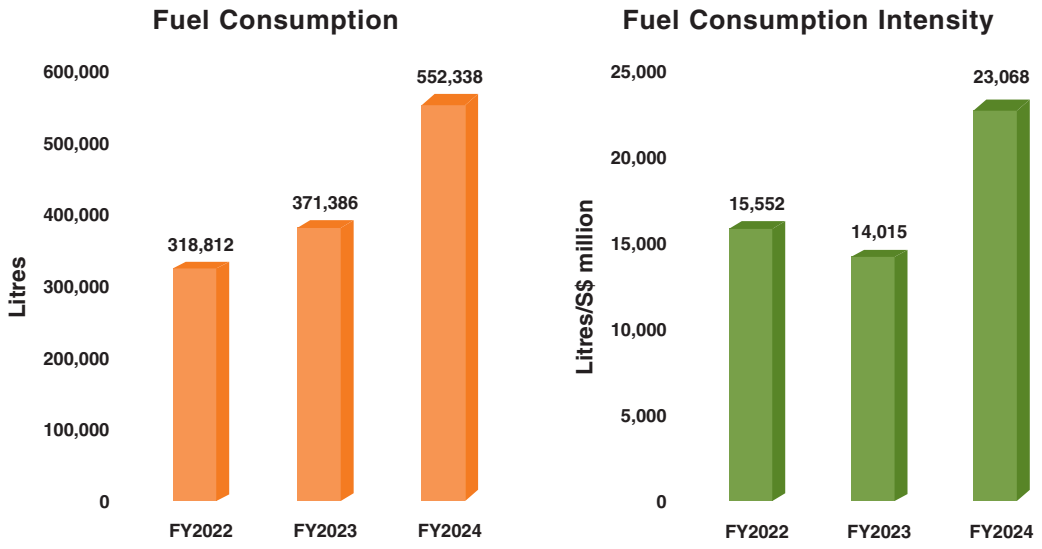


Fuel Efficiency

Fuel consumption is a significant aspect of our operations. As a multi-services provider, our transportation services are major contributors to this energy footprint. Acknowledging the impact of strategic route planning on fuel use and emissions, we have adopted advanced route optimisation software. This technology minimises unnecessary mileage and idling, while real-time tracking tools like Google Maps enable dynamic route adjustments based on traffic conditions.

In FY2024, our total fuel consumption amounted to 552,338 litres. Our fuel consumption intensity increased by approximately 65%, rising to 23,068 litres per million dollars of revenue from 14,015 litres per million dollars of revenue in FY2023. This increase in intensity is attributable to a significant rise in business and revenue within our transportation department, which is highly fuel-intensive. In contrast, our Security and Manpower services, which have lower fuel consumption, saw a decrease in business and revenue. Consequently, the overall fuel consumption increased while revenue decreased, leading to a higher fuel consumption intensity.

Although we did not meet last year's target of a 3% reduction in fuel consumption intensity with FY2023 as the baseline, we are maintaining this target for FY2025. Our commitment to improving energy efficiency and reducing our carbon footprint remains strong, and we are determined to achieve this goal in the coming year.



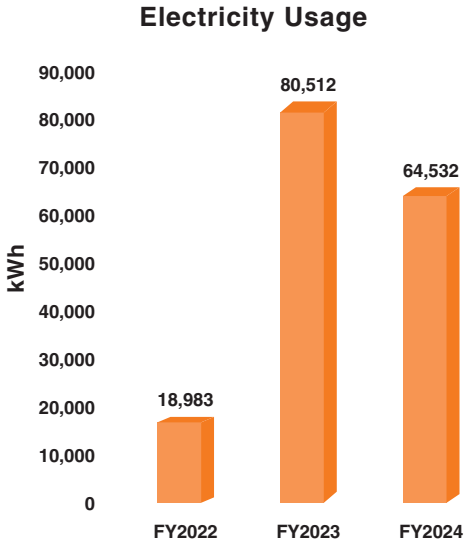
[2] Scope 3 emissions were excluded from the calculation of carbon emissions intensity because they do not directly correlate with the operational intensity of our business activities.

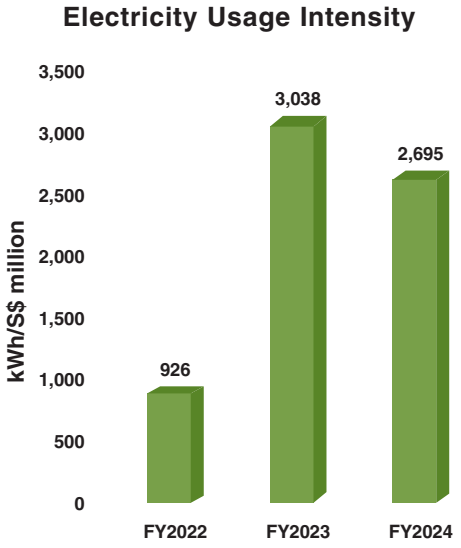
Electricity Usage

During FY2024, our electricity usage was primarily driven by the day-to-day operations of both our office and the worker dormitory. To effectively manage our energy consumption, we introduced comprehensive power management policies and procedures. These initiatives aimed to reduce electricity usage across both facilities, improve energy efficiency, and increase the adoption of clean energy where possible. We also set specific targets to monitor consumption and foster a culture of turning off electrical appliances when not in use. Our employees adhered diligently to these energy-saving measures, supporting our commitment to efficient energy management.

In FY2024, our total electricity consumption was 64,532 kWh. The electricity consumption intensity decreased by approximately 11%, falling to 2,695 kWh per million dollars of revenue from 3,038 kWh per million dollars of revenue in FY2023. This reduction is the result of various energy-saving measures implemented throughout the year. These measures included reminders for office staff to switch off air-conditioning units when not in use, turning off lights during lunch breaks, and restricting unnecessary air-conditioning in unoccupied areas such as product demonstration zones.

For FY2025, we aim to reduce electricity usage intensity by 3% from the FY2024 baseline. To achieve this, we will further improve our energy-saving practices, continue the LED lighting upgrade, and actively engage employees in conservation efforts.





Water Conservation

Our water consumption mainly stems from domestic use. We are committed to promoting responsible water use by educating our employees on conservation techniques and installing water-saving devices. We also conduct regular inspections to quickly resolve issues like leaking taps.

As the water used in our operations is provided by our suppliers or customers, we do not directly track our consumption. Nevertheless, we are devoted to encouraging water efficiency within our organisation through ongoing educational efforts and proactive strategies to minimise waste.

OUR **PERFORMANCE**

Waste Management

In our engineering projects, we continue to uphold rigorous sustainable waste management practices, underscoring our commitment to environmental stewardship. We prioritise the responsible disposal of scrap metal to reduce our environmental footprint, collaborating with licensed waste collectors who specialise in recycling and managing these materials.

In FY2024, we generated 30 tonnes of non-hazardous waste, a 15% increase from 26 tonnes in FY2023, while maintaining zero hazardous waste across both years. The rise in non-hazardous waste primarily results from the increased disposal of damaged or unserviceable scaffolding materials, which have reached the end of their useful life due to prolonged use since their initial purchase. Our waste management strategy involves sorting and recycling various materials: metal scraps from damaged scaffolding materials and insulation sheets are classified by type and sold to recycling companies; wood scraps from damaged pallets and cut timber used in scaffolding are collected in roll-on roll-off (**RoRo**) bins and sold to recycling companies once the bins are full; and non-recyclable general waste is disposed of at authorised waste collection sites or bins.

We are committed to ensuring that 100% of the waste generated from our operations is managed through proper disposal channels, reinforcing our commitment to environmental stewardship and sustainable practices.

Commitments: Environmental Protection

Carbon Emission

FY2024 progress	FY2025 target
• Our total carbon emissions for FY2024 amounted to 3,464 tonnes of carbon dioxide equivalent (tCO_2e). This figure encompasses Scope 1 emissions from diesel fuel used in our transportation services, Scope 2 emissions from purchased electricity, and Scope 3 emissions across various categories. We were unable to meet our target set for FY2024 as explained above.	• Reduce 3% of our carbon emission intensity with FY2024 as our baseline.

Fuel Efficiency

FY2024 progress	FY2025 target
• In FY2024, our total fuel consumption amounted to 552,338 litres. Our fuel consumption intensity increased by approximately 65%, rising to 23,068 litres per million dollars of revenue from 14,015 litres per million dollars of revenue in FY2023. We were unable to meet our target set for FY2024 as explained above.	• Reduce 3% of our fuel consumption intensity with FY2024 as the baseline.

Electricity Usage

FY2024 progress	FY2025 target
• In FY2024, our total electricity consumption was 64,532 kWh. The electricity consumption intensity decreased by approximately 11%, falling to 2,695 kWh per million dollars of revenue from 3,038 kWh per million dollars of revenue in FY2023. We have achieved our target set for FY2024 because of various energy-saving measures implemented throughout the year.	• Reduce 3% of our electricity usage intensity with FY2024 as the baseline.

Waste Management

FY2024 progress	FY2025 target
• We have met our target set for FY2024, with 100% of waste generated being disposed of through proper disposal channels.	• 100% of waste generated is disposed of via proper disposal channels.

PEOPLE DEVELOPMENT

Overview

At our company, we believe that investing in our employees is not just a commitment but also a core value that drives our success.

We understand that our people are the heartbeat of our organisation, and we are dedicated to creating an environment where they can truly thrive.

Our approach to people development focuses on delivering a rich and constructive working experience that empowers our employees to reach their full potential. We are committed to fostering a workplace that champions equal opportunity and non-discrimination. Our practices ensure that every employee is treated fairly and with respect, regardless of their gender, race, marital status, pregnancy, disability, age, or family situation.

We strive to ensure that our employees benefit from a culture of continuous growth and fair treatment, making our company not just a place to work, but a place to flourish.

FY2024 Performance

12
Training hours per employee

100%
Employees subject to regular performance appraisal

12%
Female representation in our total workforce

196
New employees hired

Skills Competency and Employee Training

We continued our strong commitment to fostering a culture of continuous learning and growth among our employees. Building on our success from previous years, we expanded our Training Needs Analysis (**TNA**) program to better identify and address skill gaps, ensuring that our workforce remains agile and well-equipped to meet the evolving demands of our industry. We maintained our approach to identifying training needs, utilising feedback from various sources, including informal performance reviews, annual appraisals, customer feedback, after-incident reviews, and mandatory training requirements.

In FY2024, we delivered 6,369 total training hours to our employees, representing a 7% increase from the previous year. On average, each employee received 12 training hours, with male employees receiving approximately 12 hours and female employees around 10 hours. We were unable to meet our target of 13 training hours per employee set for FY2024, primarily due to an increase in new hires, many of whom had not completed their training by the end of the FY2024 period. We plan to provide training for them shortly as we are fully committed to ensuring that all employees, regardless of gender, have access to learning opportunities.

Our training sessions continue to be a mix of in-house programs, such as on-the-job training and internal workshops, and sessions conducted by external providers. By engaging with external experts, we expose our employees to diverse perspectives, enriching their learning experiences and enhancing their skills. Key training sessions this year included:

- Handle Security Incidents and Services
- Demonstrate and Apply Understanding of Cleaning Chemicals
- WSQ Perform Work at Height Course
- SEC Certification from BCA

These sessions were designed to ensure and renew employee awareness in critical areas, keeping our team well-prepared and informed. Looking forward, we are setting our sights on a higher goal for FY2025: an average of 13 training hours per employee. We believe a well-supported workforce is the key to driving innovation and achieving excellence.

Performance Appraisal

We take pride in our comprehensive approach to performance appraisal, which reflects our commitment to valuing and developing our employees. Our performance evaluation process includes the annual performance appraisal, probation confirmation review, and performance corrective review.

Our annual performance appraisal and probation confirmation reviews are grounded in clear, quantifiable criteria to ensure objective assessment. Meanwhile, performance corrective reviews focus on identifying any performance gaps and crafting actionable plans based on detailed feedback. We actively seek insights from various sources, including line managers and employee feedback sessions, to gain a holistic view of each employee's strengths and development needs. This thorough approach enables us to identify precise training needs and design customised programs that not only enhance individual skills but also boost overall productivity.

In FY2024, we continue to achieve our goal of evaluating 100% of our employees, reinforcing our dedication to their professional development and growth. This milestone reflects our commitment to fostering a thriving environment where every employee can excel. We are resolute in our ongoing mission to sustain this practice, ensuring that each team member continues to benefit from a supportive and empowering performance evaluation process.

Diversity and Equal Opportunity

We believe fair human resource practices are the cornerstone of our ability to attract a diverse and talented workforce. We continue to uphold the Employer's Pledge of Fair Employment Practices organised by the Tripartite Alliance for Fair & Progressive Employment Practices (**TAFEP**) and abide by their Tripartite Guidelines on Fair Employment Practices. These policies are rigorously implemented across our organisation to ensure fairness and non-discrimination in all our HR practices.

Our recruitment policies are designed to promote fairness at every stage of the hiring process, from crafting job descriptions to extending job offers, all based on objective evaluation criteria. We regularly review remuneration to keep salaries competitive with market and industry standards, and promotions are awarded based on performance and merit, fostering a culture of excellence and equity.

In FY2024, we successfully increased female representation within our workforce to 12%, achieving our FY2024 target. This achievement reflects our ongoing efforts to enhance diversity, particularly in sectors traditionally dominated by men, such as engineering, transport, security, and manpower solutions. We remain dedicated to further advancing gender diversity and have set a new target of achieving 15% female representation by FY2025.

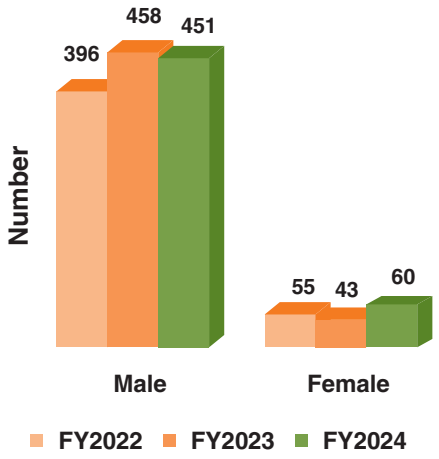
Attraction and Retention

We are committed to offering competitive remuneration packages and a comprehensive array of benefits to attract and retain exceptional talent. Our benefits include performance incentives, medical expense reimbursements, annual leave, and various allowances. Opportunities for annual bonuses, salary increments, and promotions are directly tied to the outcomes of our performance appraisals.

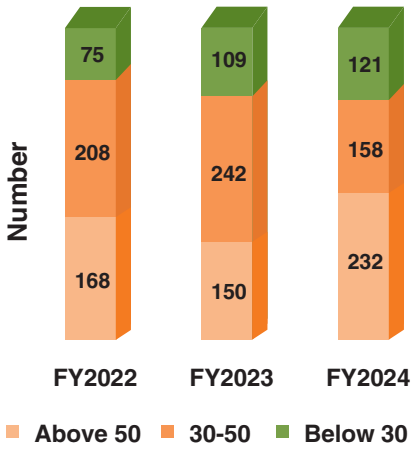
In FY2024, we significantly expanded our team, onboarding 196 new employees – nearly tripling our previous year's total new hires of 63. This growth reflects the industry's typical gender distribution, with approximately 81% of new hires being male. During the same period, 90 employees resigned, 78% of whom were male.

Our workforce is predominantly comprised of individuals over the age of 50. Notably, 35% of our new hires and 67% of resignations were from this age group. However, we have also made considerable progress in diversifying age representation by hiring 89 employees under the age of 30, a significant increase from last year's figure of zero. This advancement underscores our commitment to building a diverse and dynamic workforce that spans all age groups.

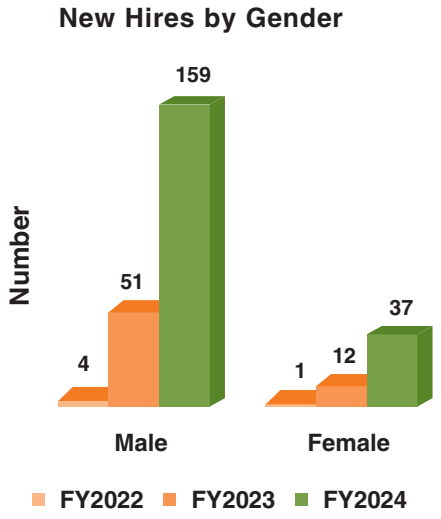
Total Employees by Gender

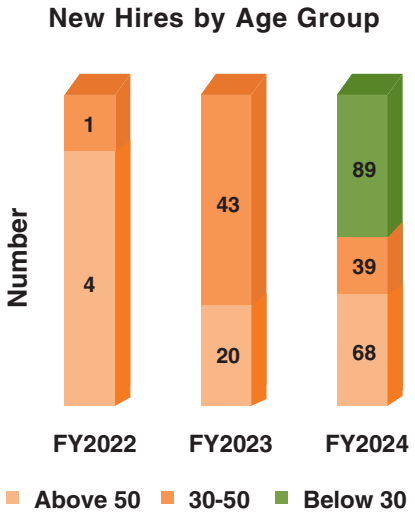


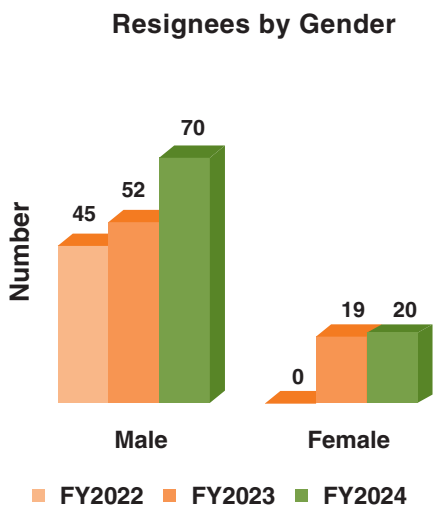
Total Employees by Age Group

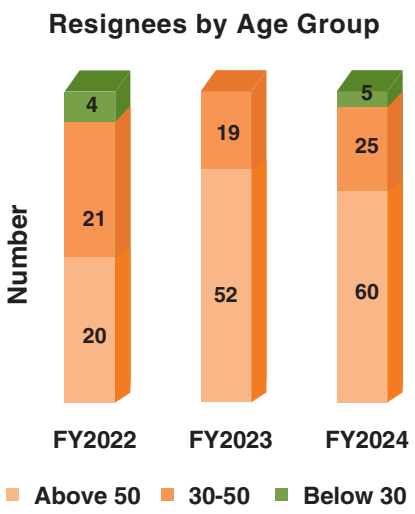


OUR **PERFORMANCE**









Encouraging work-life-balance

We emphasise a healthy work-life balance by offering flexible working arrangements and engaging activities throughout the year. Our flexible working arrangements enable employees to tailor their schedules to accommodate family commitments, whether it is caring for a sick family member or taking children to childcare. One of our main events, Lunar New Year Lo Hei 2024 goes beyond celebration – it creates spaces for our team to unwind and build connections. We cultivate positivity that extends from the workplace to everyday life.

In FY2024, we prioritise the well-being of our employees through the Total Workplace Safety and Health (**WSH**) Programme. We provided a series of wellness talks designed to inform and educate our staff on various health-related topics, including practical nutrition, work-related musculoskeletal disorders (**MSD**) and ergonomics, safe manual handling and back injury prevention, and healthy sitting postures. These sessions aimed to equip our employees with the knowledge and tools necessary to lead healthier lifestyles and prevent common health issues. Complementing these talks, we offered a robust Health Screening and Coaching Package, which included pre-health screening, personalised health coaching, and post-health screening. These screenings covered essential health metrics such as blood count, BMI, glucose level, and cholesterol levels, ensuring that our employees are well-informed about their health status and can take proactive steps toward improvement. Furthermore, our physical wellness programs featured activities like yoga, Zumba, Pilates, and aerobics, promoting physical fitness and mental well-being. Through these efforts, we strive to create a workplace where everyone feels valued, healthy, and empowered to perform at their best.



Lunar New Year Lo Hei 2024



Total Workplace Safety and Health Programme

OUR **PERFORMANCE**

Commitments: People Development

Skills Competency and Training

FY2024 progress	FY2025 target
• 12 training hours per employee. We have not achieved our target set for FY2024 as explained above. • We have provided a total of 6,369 training hours to our employees.	• 13 hours of training per employee.

Performance Appraisal

FY2024 progress	FY2025 target
• 100% of the employees are subject to regular performance evaluation. We have achieved our target for FY2024 by subjecting all our employees to regular performance evaluations.	• 100% of the employees are subject to regular performance evaluation.

Diversity and Equal Opportunity

FY2024 progress	FY2025 target
• Increased to 12% female representation in the total workforce. We have achieved our target for FY2024 of increasing the representation of women to more than 10% of our total workforce.	• 15% female representation in the total workforce.

WORKPLACE SAFETY

Overview

As we operate as a multi-service provider with a focus on engineering services, security and manpower services, and transport services, workplace safety is paramount to our success and sustainability. Given the inherent risks associated with industrial operations, prioritising safety is not just a regulatory requirement but a fundamental aspect of our business strategy. By maintaining stringent safety standards, we protect our most valuable assets – our employees – ensuring their well-being and preventing accidents that could disrupt operations.



FY2024 Performance

0
Fatalities

0
High-consequence injuries

3
Recordable injuries

0
Recordable work-related ill health cases

0
Regulatory and compliance incidents relevant to work safety

Upholding Safety Standards

We continue to maintain our established Occupational Health and Safety Management System (**OHSS**) and a corresponding policy. Our OHSS framework is designed to steer our employees toward safe working practices, ensuring alignment with both national and international safety regulations and standards, including compliance with bizSAFE and ISO 45001:2018 requirements.

In FY2024, we recorded three work-related injuries, each of which prompted immediate and targeted actions to prevent future occurrences:

- Cable handling incident: A worker sustained a minor hand injury while handling cables inside a cable trunking without wearing gloves. We reinforced the importance of wearing appropriate personal protective equipment (**PPE**) and instructed on-site supervisors to conduct more frequent checks to ensure compliance.
- Staircase slip: A staff member experienced a slight bruise and swelling after slipping while carrying documents down a staircase. We emphasised the need for proper footwear with adequate grip and advised carrying fewer documents per trip to minimise risk.
- Tool handling injury: A worker incurred a minor hand cut when retrieving tools from a toolbox without gloves. We reiterated the necessity of using PPE when handling tools and mandated regular PPE compliance checks by on-site supervisors.

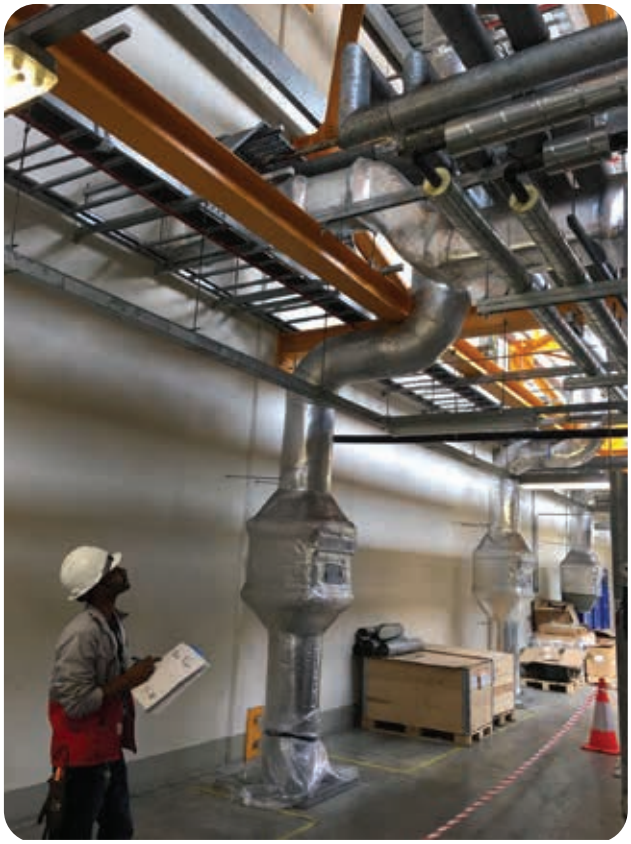
These incidents have driven us to enhance our safety measures and protocols, reinforcing our ongoing commitment to creating a safer work environment for everyone involved.

Promoting Workplace Safety Awareness

We believe safety is not just a policy – it is a mindset that must be ingrained in every employee. Equipping our team with this mindset is crucial to ensuring that safety becomes second nature in everything we do.

We conduct regular internal and external workplace safety training sessions tailored to those working in high-risk environments. These programs go beyond standard instruction; they are designed to instil a deep awareness of safety in every employee. From mastering the complexities of working at heights to executing safe lifting operations, handling chemicals with care, and practising defensive driving, our training covers essential skills that empower our workforce to perform their duties safely and confidently.

The three work-related incidents recorded this year have further motivated us to better promote workplace safety awareness. For us, every lesson learned is an opportunity to improve, and every improvement brings us closer to our goal of zero incidents.



OUR **PERFORMANCE**

Emergency Preparedness

Rather than reacting to emergencies as they arise, we prioritise being fully prepared. We continue to implement the practices that ensure the security of our workforce and stakeholders. Our Multi-Department Emergency Response Team, headed by our Chief Operating Officer (**COO**) remains fully equipped to handle any crisis. Each team member's roles and responsibilities are clearly defined to ensure prompt and effective action during any crisis.

We continue to maintain our comprehensive emergency preparedness and response plans, outlining step-by-step procedures for various scenarios. These plans empower our response team to act decisively and effectively, following established protocols to manage situations systematically. To ensure our plans are effective, we conduct annual emergency drills. These practical exercises allow us to test our readiness, assess our strategies, and make continuous improvements. By simulating real-life scenarios, we refine our approach and strengthen our emergency response capabilities.

Safety and preparedness remain central to our mission. By upholding these practices, we ensure the well-being of our employees and stakeholders, while strengthening Aedge's resilience against any challenge that may arise.

Commitments: Workplace Safety

Upholding Safety Standards

FY2024 progress

- We have achieved our target for FY2024 by maintaining zero fatalities, high-consequence injuries, recordable work-related ill health cases and regulatory and compliance incidents relevant to workplace safety. However, we were unable to achieve the target of maintaining zero recordable injuries. Our team has implemented a stringent workplace protocol to prevent reoccurrence.

FY2025 target

- Zero fatalities
- Zero high-consequence injuries
- Zero recordable injuries
- Zero recordable work-related ill health cases
- Zero regulatory and compliance incidents relevant to workplace safety

APPENDIX A:
LIST OF ENTITIES INCLUDED IN THIS REPORT

Company name	Principal activities	Principal place of business
Aedge Holdings Pte. Ltd.	Provision of transport and cleaning services	Singapore
Aedge Technologies Pte. Ltd.	Provision of engineering services	Singapore
Aedge Services Pte. Ltd.	Provision of security and manpower services	Singapore
Gems Dormitory Pte Ltd	Provision of property management	Singapore
Subsidiary of Aedge Technologies Pte. Ltd.		
SAE Resources and Technologies Pte. Ltd.	Provision of engineering services; sales of scaffolding and insulation equipment	Singapore
GPF Holdings Pte. Ltd.	Investment Holding	Singapore
Subsidiaries of Aedge Services Pte. Ltd.		
Aedge Global Resources Pte. Ltd.	Provision of manpower services	Singapore

APPENDIX B:
SUSTAINABILITY SCORECARD

GOVERNANCE

Performance indicators	Units	FY2022	FY2023	FY2024
Independent Directors	Number (%)	3 (60%)	3 (60%)	3 (60%)
Female on the Board of Directors	Number (%)	0 (0%)	0 (0%)	0 (0%)
Females in Senior Management	Number (%)	10 (28%)	10 (28%)	10 (28%)
Whistleblowing complaints	Number (%)	0 (0%)	0 (0%)	0 (0%)
Confirmed incidents of corruption	Number (%)	0 (0%)	0 (0%)	0 (0%)
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Number (%)	0 (0%)	0 (0%)	0 (0%)
Employees who received anti-corruption training	Number (%)	0 (0%)	0 (0%)	0 (0%)

BUSINESS RESILIENCY

Performance indicators	Units	FY2022	FY2023	FY2024
Revenue	S$ million	20.5	26.5	23.9
Violations of the relevant laws and regulations	Number	0	0	0
Customer complaints	Number	4	3	2
Driving offence	Number	–[3]	1	0
Suppliers subject to the periodical evaluation	Number (%)	13 (5%)	39 (16%)	61 (28%)
Total purchases from local suppliers	S$ million (%)	4.5 (100%)	3.5 (100%)	5.1 (100%)

[3] This data was not disclosed in FY2022 Report.

APPENDIX B: SUSTAINABILITY SCORECARD

ENVIRONMENTAL PROTECTION

Performance indicators	Units	FY2022	FY2023	FY2024
Carbon emissions	tCO_2e	882[4]	1,069[4]	3,464
Carbon emissions intensity	tCO_2e/ S$ million	43[5]	40[5]	63[5]
Fuel consumption	Litres	318,812	371,386	552,338
Fuel consumption intensity	Litres/ S$ million	15,552	14,015	23,068
Electricity usage	kWh	18,983	80,512	64,532
Electricity usage intensity	kWh/ S$ million	926	3,038	2,695
Water consumption	Litres	–[6]	–[6]	–[6]
Water consumption intensity	Litres/ S$ million	–[6]	–[6]	–[6]
Non-hazardous waste	Tonnes	20	26	30
% waste disposed of via proper disposal channels	%	100	100	100

PEOPLE DEVELOPMENT

Performance indicators	Units	FY2022	FY2023	FY2024
Female employee	Number (%)	55 (12%)	43 (9%)	60 (12%)
New female employee	Number (%)	1 (20%)	12 (19%)	37 (19%)
Female employee turnover	Number (%)	0 (0%)	19 (27%)	20 (22%)
Current employee by age group				
• Above 50	Number (%)	168 (37%)	150 (30%)	232 (45%)
• 30-50	Number (%)	208 (46%)	242 (48%)	158 (31%)
• Below 30	Number (%)	75 (17%)	109 (22%)	121 (24%)
New employee by age group				
• Above 50	Number (%)	4 (80%)	20 (32%)	68 (35%)
• 30-50	Number (%)	1 (20%)	43 (68%)	39 (20%)
• Below 30	Number (%)	0 (0%)	0 (0%)	89 (45%)

[4] The total carbon emissions figure for FY2022 and FY2023 excludes Scope 3 emissions as Scope 3 emissions were not tracked in FY2022 and FY2023.

[5] Scope 3 emissions were excluded from the calculation of carbon emissions intensity because they do not directly correlate with the operational intensity of our business activities.

[6] Water consumed by our operation is supplied by our suppliers or customers. Hence, we do not monitor water consumption.

APPENDIX B:
SUSTAINABILITY SCORECARD

Performance indicators	Units	FY2022	FY2023	FY2024
Employee turnover by age group				
• Above 50	Number (%)	20 (44%)	52 (73%)	60 (67%)
• 30-50	Number (%)	21 (47%)	19 (27%)	25 (28%)
• Below 30	Number (%)	4 (9%)	0 (0%)	5 (6%)
Employee turnover	Number (%)	45(10%)	71 (14%)	90 (18%)
Total number of employees	Number	451	501	511
Total training hours	Hours	3,784	5,930	6,369
Average training hours per employee	Hours	8	12	12
Average training hours per female employee	Hours	0	1	10
Employees subject to regular performance appraisal	%	99	100	100

WORKPLACE SAFETY

Performance indicators	Units	FY2022	FY2023	FY2024
Fatalities in the workplace	Number	0	0	0
High-consequence injuries in the workplace	Number	0	0	0
Recordable injuries in the workplace	Number	0	1	3
Recordable work-related ill health cases in the workplace	Number	0	0	0
Regulatory and compliance incidents relevant to workplace safety	Number	0	0	0

APPENDIX C:
GRI CONTENT INDEX

GRI STANDARDS CONTENT INDEX

The GRI Content Index references the Aedge Group Limited Sustainability Report 2024 (**SR**), and the Annual Report 2024 (**AR**).

Disclosure number	Disclosure title		Reference and remarks
GRI 2: General disclosures			
Organisational profile	2-1	Organisational details	• AR: Corporate Profile
	2-2	Entities included in the organisation's sustainability reporting	• SR: Appendix A – List of entities included in this report
	2-3	Reporting period, frequency and contact point	• SR: About the report
	2-4	Restatements of information	• SR: About the report
	2-5	External assurance	• No external assurance
Activities and workers	2-6	Activities, value chain and other business relationships	• SR: Introduction
	2-7	Employees	• SR: People Development
	2-8	Workers who are not employees	• Not applicable
Governance	2-9	Governance structure and composition	• AR: Report on Corporate Governance
	2-10	Nomination and selection of the highest governance body	• AR: Report on Corporate Governance
	2-11	Chair of the highest governance body	• AR: Report on Corporate Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	• AR: Report on Corporate Governance
	2-13	Delegation of responsibility for managing impacts	• AR: Report on Corporate Governance
	2-14	Role of the highest governance body in sustainability reporting	• SR: Sustainability governance structure
	2-15	Conflicts of interest	• AR: Report on Corporate Governance
	2-16	Communication of critical concerns	• AR: Report on Corporate Governance
	2-17	The collective knowledge of the highest governance body	• AR: Report on Corporate Governance
	2-18	Evaluation of the performance of the highest governance body	• AR: Report on Corporate Governance

APPENDIX C:
GRI CONTENT INDEX

Disclosure number	Disclosure title	Reference and remarks
	2-19 Remuneration policies	• AR: Report on Corporate Governance
	2-20 The process to determine the remuneration	• AR: Report on Corporate Governance
	2-21 Annual total compensation ratio	This disclosure is withheld due to competitive business confidentiality.
Strategy, policies and practices	2-22 Statement on sustainable development strategy	• SR: Sustainability Strategy
	2-23 Policy commitments	• SR: Sustainability Strategy
	2-24 Embedding policy commitments	• SR: Materiality Assessment
	2-25 Processes to remediate negative impacts	• SR: Our performance
	2-26 Mechanisms for seeking advice and raising concerns	• SR: Sustainability Strategy
	2-27 Compliance with laws and regulations	• SR: Sustainability Strategy
Stakeholder engagement	2-29 Approach to stakeholder engagement	• SR: Sustainability Strategy
GRI 3: Material topics		
Disclosures on material topics	3-1 The process of determining material topics	• SR: Materiality Assessment
	3-2 List of material topics	• SR: Materiality Assessment
	3-3 Management of material topics	• SR: Materiality Assessment
GRI 200: Economic disclosures (applicable sections only)		
Economic performance	201-1 Direct economic value generated and distributed	• SR: Business Resiliency
Market presence	202-2 The proportion of senior management hired from the local community	• Our senior management is 100% hired from the local community
Procurement practices	204-1 Proportion of spending on local suppliers	• 100% of our business expenditure in Singapore is on locally-registered companies
Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	• There are no incidences of corruption.
Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	• There are no legal actions for anti-competition.

APPENDIX C:
GRI CONTENT INDEX

Disclosure number	Disclosure title	Reference and remarks
GRI 300: Environment disclosures (applicable sections only)		
Energy	302-1 Energy consumption within the organisation	• SR: Environmental Protection
	302-4 Reduction of energy consumption	• SR: Environmental Protection
Water	303-3 Water withdrawal	• SR: Environmental Protection
	303-4 Water discharge	• SR: Environmental Protection
	303-5 Water consumption	• SR: Environmental Protection
Emissions	305-1 Direct (Scope 1) GHG emissions	• SR: Environmental Protection
	305-2 Energy indirect (Scope 2) GHG emissions	• SR: Environmental Protection
	305-3 Other indirect (Scope 3) GHG emissions	• SR: Environmental Protection
	305-4 GHG emission intensity	• SR: Environmental Protection
GRI 400: Social disclosures (applicable sections only)		
Employment	401-1 New employee hires and employee turnover	• SR: People Development
Occupational health and safety	403-1 Occupational health and safety management system	• SR: Workplace Safety
	403-2 Hazard identification, risk assessment, and incident investigation	• SR: Workplace Safety
	403-3 Occupational health	• SR: Workplace Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	• SR: Workplace Safety
	403-5 Worker training on occupational health and safety	• SR: Workplace Safety
	403-6 Promotion of worker health	• SR: Workplace Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• SR: Workplace Safety
	403-9 Work-related injuries	• SR: Workplace Safety
	403-10 Work-related ill health	• SR: Workplace Safety

APPENDIX C:
GRI CONTENT INDEX

Disclosure number	Disclosure title	Reference and remarks
Training and education	404-1 Average hours of training per year per employee	• SR: People Development
	404-2 Programs for upgrading employee skills and transition assistance programs	• SR: People Development
	404-3 Percentage of employees receiving regular performance and career development reviews	• SR: People Development
Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	• SR: People Development
	405-2 The ratio of basic salary and remuneration of women to men	• Workers' remunerations are ascertained based on work experience, academic qualifications and individual work performance, without any gender consideration.
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	• There are no incidents of discrimination.
Child labour	408-1 Operations and suppliers at significant risk for incidents of child labour	• Child labour is strictly prohibited.
Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	• Forced and compulsory labour is strictly prohibited.

APPENDIX D:
TCFD RECOMMENDATIONS CONTENT INDEX

TCFD RECOMMENDATIONS CONTENT INDEX

The TCFD Recommendation Content Index indicates our current implementation status for climate reporting.

TCFD Thematic Areas	Recommended Disclosures	Reference and Remarks
Governance		
Disclose the organisation's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	SR: Environmental Protection, Climate Resilience and Action, Governance
	Describe management's role in assessing and managing climate-related risks and opportunities	SR: Environmental Protection, Climate Resilience and Action, Governance
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	SR: Environmental Protection, Climate Resilience and Action, Strategy, Climate-related risks and opportunities
	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning	SR: Environmental Protection, Climate Resilience and Action, Strategy, Climate-related risks and opportunities
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	SR: Environmental Protection, Climate Resilience and Action, Climate scenario analysis
Risk Management		
Disclose how the organisation identifies, assesses, and manages climate-related risks	Describe the organisation's processes for identifying and assessing climate-related risks	SR: Environmental Protection, Climate Resilience and Action, Risk Management
	Describe the organisation's processes for managing climate-related risks	SR: Environmental Protection, Climate Resilience and Action, Risk Management
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	SR: Environmental Protection, Climate Resilience and Action, Risk Management
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	SR: Environmental Protection, Carbon Emission
	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks	SR: Environmental Protection, Carbon Emission
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	SR: Environmental Protection, Carbon Emission

APPENDIX E:
METHODOLOGIES AND DATA BOUNDARIES

This section details key definitions, methodologies and data boundaries applied to the Aedge Group Limited Sustainability Report, as we endeavour to elevate transparency and facilitate comparability of our data disclosed. These definitions and methodologies are adapted with reference to the GRI Standards Glossary 2021, Reporting Recommendations and Guidance set out in the respective GRI disclosures and various authoritative intergovernmental instruments.

CARBON EMISSIONS

In the scope of this reporting, scope 1 emissions are emissions generated from the consumption of fuels for our operations. The emission factor used for calculating carbon emission is obtained from the Department for Energy Security and Net Zero of the United Kingdom. Carbon emissions are expressed in tonnes of carbon dioxide equivalent ("**tCO_2e**").

The scope of this reporting, scope 2 emissions are emissions that result from the generation of purchased or acquired electricity, by the Group. The Grid Emission Factor (**GEF**) used for calculating carbon emissions is obtained from the Singapore Energy Market Authority. Carbon emissions are expressed in tonnes of carbon dioxide equivalent ("**tCO_2e**").

The scope of this reporting, scope 3 emissions are emissions that result from the generation of the following categories:

1. ***Category 2 – Capital Goods:*** emissions from producing capital goods we purchased or acquired.

   Emissions from capital goods are calculated using the average spend-based method, based on their cost in USD, multiplied by the emission factors of the respective capital goods. The emission factors, developed via Environmentally Extended Input-Output (**EEIO**) Models, are sourced from the United States Environmental Protection Agency's (**US EPA**) Supply Chain Emission Factors 2023.

2. ***Category 6 – Business travel:*** emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars.

   Emissions from business travel are calculated using the average spend-based method, based on the amount spent in USD, multiplied by the emission factors of the respective activities. The emission factors, developed via EEIO Models, are sourced from the US EPA Supply Chain Emission Factors 2023.

3. ***Category 7 – Employee Commuting:*** emissions from the transportation of employees between their homes and their worksites.

   Emissions from employees commuting are then calculated using the average daily travel distance, multiplied by the average number of working days to derive the activity data in kilometres (**km**). The activity data is then multiplied by the emission factors of the respective types of vehicles used. The emission factors are sourced from the UK Defra's Greenhouse Gas Reporting: Conversion Factors 2023.

4. ***Category 13 – Downstream leased assets:*** emissions from the operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2. This category applies to lessors (i.e., companies that receive payments from lessees).

   Emissions from electricity usage of these activities are calculated based on the quantity of electricity consumption in kilowatt-hours (**kWh**), multiplied by the respective national **GEF**. Emissions from fuel usage of these activities are calculated based on the quantity of fuel consumption in litres, multiplied by the emission factors for the respective type of fuel consumed. The emission factors are sourced from the UK Defra's Greenhouse Gas Reporting: Conversion Factors 2023.

APPENDIX E:
METHODOLOGIES AND DATA BOUNDARIES

CARBON EMISSIONS INTENSITY

This is the ratio of carbon emissions relative to the revenue of the Group. Scope 3 emissions were excluded from the calculation of carbon emissions intensity because they do not directly correlate with the operational intensity of our business activities. Carbon emissions intensity is expressed in tonnes of carbon dioxide equivalent per million of revenue (**tCO_2e/S$ million**).

ELECTRICITY USAGE

Energy consumed results from purchased electricity consumed by the operations of the Group. Electricity consumed is expressed in kilowatt-hours (**kWh**).

ELECTRICITY USAGE INTENSITY

This is the ratio of electricity usage consumed relative to the revenue of the Group. Electricity usage intensity is expressed in kilowatt-hours per million of revenue (**kWh/S$ million**).

FUEL CONSUMPTION

Energy consumed results from fuel consumed by the operations of the Group. Fuel consumed is expressed in litres (**l**).

FUEL CONSUMPTION INTENSITY

This is the ratio of energy consumed relative to the revenue of the Group. Fuel consumption intensity is expressed in litres per million of revenue (**l/S$ million**).

NEW HIRES AND TURNOVER

New hires are defined as new employees who have joined the Group during the financial year.

Turnover is defined as all employees who have left the Group voluntarily, or due to dismissal, retirement or death in service during the financial year.

The new hires/turnover rate is the total number of new hires/employee turnovers in the financial year, relative to the total number of employees recorded at financial year-end.

The new hires/turnover rate by age group is the total number of new hires/employee turnovers for each age group in the financial year, relative to the total number of new hires/resignees recorded at financial year-end.

New hires/turnover rate by gender is the total number of female/male new hires/employee turnovers for each gender in the financial year, relative to the total number of new hires/resignees recorded as at financial year-end.

TRAINING HOURS

Average training hours per employee is the total number of training hours provided to employees, relative to the total number of employees recorded as of financial year-end.

Average training hours per female/male employee is the total number of training hours provided to female/male employees, relative to the total number of female/male employees recorded as of financial year-end.

APPENDIX E:
METHODOLOGIES AND DATA BOUNDARIES

LOCAL SUPPLIER

Organisation or person that provides a product or service to the reporting organisation and that is based in the same geographic market as the reporting organisation.

FATALITIES IN WORKPLACE

The number of fatalities as a result of work-related injury during the reporting period across the organisation.

HIGH-CONSEQUENCE INJURIES IN THE WORKPLACE

Number of high-consequence work-related injuries (an injury that results in a fatality from which the worker cannot recover fully to pre-injury health status within 6 months) excluding fatalities during the reporting period.

RECORDABLE INJURIES

The number of recordable work-related injuries during the reporting period.

RECORDABLE WORK-RELATED ILL HEALTH CASES

The number of recordable work-related illnesses or health conditions arising from exposure to hazards at work during the reporting period.