



*Sustainability Report*

# 2024

Shaping a Sustainable Tomorrow

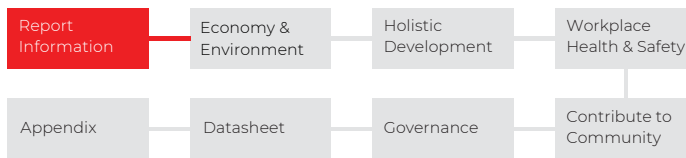


**Nanyang Tech Pte Ltd**

46 Lorong 17 Geylang #08-01, Singapore 388568  
Bridging Business With Technology

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## About Us

Nanyang Tech Pte Ltd ("NYT") is a leading provider of IT asset management solutions and technology services, supporting businesses across Southeast Asia. Headquartered in Singapore, Nanyang Tech is strategically positioned to cater to the dynamic needs of organizations in the region's key growth markets.

Renowned for our commitment to quality and innovation, Nanyang Tech delivers end-to-end IT asset solutions, including the supply, management, and optimization of devices such as laptops, workstations, and essential IT hardware. By combining flexibility with sustainability, we enable businesses to maximize efficiency while minimizing operational costs.

Nanyang Tech has been recognized for its expertise in empowering businesses through technology, offering solutions that are both reliable and forward-thinking.

Our focus on leveraging digital tools ensures that organizations stay ahead in an ever-changing technological landscape. With a steadfast dedication to customer satisfaction and sustainable practices, we aim to redefine IT asset management and drive growth for businesses across the region.

## Sustainability Report Archive

This is the 4th Sustainability Report from Nanyang Tech. It records and details our company's environment, social, and governance (ESG) actions and strategies for Financial Year 2024 (1 January 2024 - 31 December 2024). [View Archive](#)

## In This Report

This Sustainability is approved and reported in accordance with, and taking reference to, the following regulation, standard and guideline:

- The Global Reporting Initiative (GRI) Universal Standards 2021 (Effective Date: 1 January 2023)

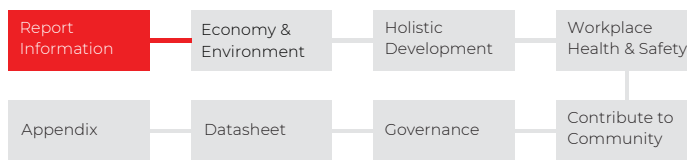
## Feedback

For queries or feedback regarding our sustainability report, you may get in touch with us at [info@nyt.com.sg](mailto:info@nyt.com.sg).

## Reporting Coverage

This is the fourth Sustainability Report from Nanyang Tech. It records and details our company's environment, social, and governance (ESG) actions and strategies for Financial Year 2024 (1 January 2024 - 31 December 2024).





## Message From Our Managing Director (MD)

At Nanyang Tech Pte Ltd (NYT), sustainability is an essential part of our long-term vision and business strategy. We believe that responsible growth is the key to building a resilient future for both our business and the communities we serve. In the past year, we have strengthened our commitment by adopting the **GRI** (Global Reporting Initiative) reporting framework, which now guides our sustainability efforts. Our focus is on reducing our environmental footprint while improving operational efficiency and fostering innovation.

Over the years, our dedication to sustainable practices has shaped many of our decisions, driving us to adopt cleaner energy sources and more eco-conscious processes. One of the most significant steps we took toward sustainability was the installation of solar panels at our facilities several years ago. These solar panels have enabled us to generate renewable energy on-site, significantly reducing our reliance on conventional electricity. By using this clean energy source, we have not only lowered our carbon emissions but also mitigated the rising costs of traditional energy, creating a more sustainable and cost-effective operation. We plan to target a **10%** carbon reduction by **2026**, striving to lower our carbon emissions even further.

Energy conservation remains at the heart of our workplace culture. Beyond renewable energy, we have encouraged simple yet impactful practices, such as switching off lights and equipment when not in use. While these habits may seem small, they have contributed to consistent reductions in our energy consumption over time and raised environmental awareness among our employees. These collective actions serve as a reminder that everyone plays an essential role in our sustainability journey.

Looking to the future, we will build on these strong foundations to further integrate sustainability into our operations. One key focus area is reducing our paper usage, which remains a challenge in certain aspects of our business. Rather than eliminating paper entirely, we are adopting a **phased approach by transitioning specific paper-based operations—such as administrative processes, documentation, and internal reporting—to digital platforms**. This strategy ensures that we maintain flexibility where paper is still necessary while achieving significant reductions in overall paper consumption.

By the start of **2025**, our goal is to reduce paper usage by **10% annually** through the digitalisation of workflows and improved document management systems. This initiative will not only minimize waste but also streamline our operations, improve data security, and reduce costs associated with printing, storage, and paper procurement.

Our sustainability journey is not just about short-term goals—it is about positioning ourselves for the long term. Our ultimate aim is to achieve **net-zero energy consumption by 2050**, an ambitious but necessary target that aligns with global climate action efforts. Achieving this goal will require continuous improvements across all aspects of our operations, from energy management and waste reduction to supply chain optimization and green innovation.

To succeed, we must invest in innovative solutions and collaborate with all our stakeholders—employees, partners, and clients. We plan to expand our use of renewable energy sources, adopt smart building technologies for efficient energy management, and strengthen our partnerships with sustainable suppliers and recycling programs. At the same time, we will focus on educating and empowering our employees to embrace sustainability in both their professional and personal lives.

Our progress to date is a testament to the dedication of our team and the support of our partners. I am proud of how far we have come and excited about the opportunities that lie ahead. Sustainability is a journey, and while there is still much work to be done, I am confident that together, we can make a real difference.

Thank you for your continued support and commitment as we work toward a more sustainable, greener future for all.



Managing Director

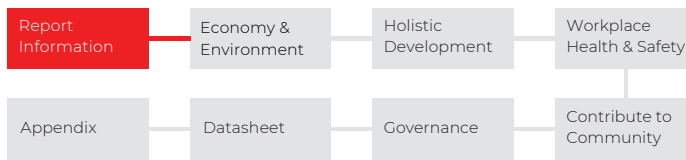
**Oh Kwang Leong**



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## Sustainability Report Highlights

Nanyang Tech Pte Ltd continues to make remarkable strides in integrating sustainability into its business operations. One of its key achievements is the installation of solar panels, which significantly reduced the company's carbon footprint by generating renewable energy on-site.

Alongside solar energy, Nanyang Tech has promoted energy conservation practices, encouraging employees to adopt simple but effective habits such as switching off lights when not in use and maximizing natural light. These collective efforts have contributed to a consistent reduction in energy consumption while fostering an environmentally conscious workplace culture.

The company is also taking firm steps to reduce its paper usage, aiming for a 10% annual reduction through the digitalization of workflows and the adoption of improved document management systems by 2025. Furthermore, the sale of 9,485 Lenovo laptops with carbon credit offsets has retired a total of 7,775.5 tons of CO<sub>2</sub>, reinforcing the company's commitment to offering eco-friendly solutions to customers.

The company has also demonstrated strong social responsibility through various initiatives that support employees and the broader community. Nanyang Tech earned the prestigious Progressive Wage Mark Plus accreditation, reflecting its dedication to paying fair wages and supporting lower-wage workers.

Employee development is prioritized, with sponsorship for education through the Work-Study Programme, exemplified by Hani's successful graduation. Community involvement remains a core focus, as seen in the company's participation in the HP & Partners' Giving Day, where employees packed and distributed goodie bags to underprivileged families. In addition, Nanyang Tech's scholarship program awarded six deserving students from Nanyang Polytechnic, easing their financial burdens and supporting their academic journeys in engineering and IT.

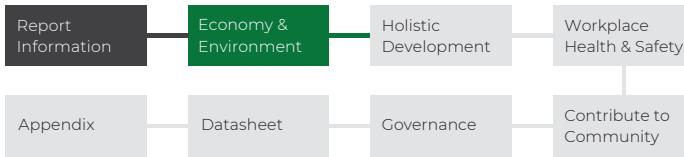
In fostering a holistic and inclusive work environment, Nanyang Tech places a high value on employee well-being and growth. Events like the Employee Appreciation Dinner offer a platform to recognize individual achievements and strengthen team cohesion. The company emphasizes continuous learning through hosting cybersecurity and cloud security sharing sessions, promoting knowledge-sharing, and enhancing employees' technical skills. By encouraging open dialogue and providing a safe, inclusive workplace, Nanyang Tech creates an environment where employees thrive both professionally and personally.

Workplace health and safety are at the core of Nanyang Tech's operations, as demonstrated by its achievement of bizSAFE Level 3 certification. This certification highlights the company's proactive approach to workplace safety through comprehensive risk assessments and regular safety training.

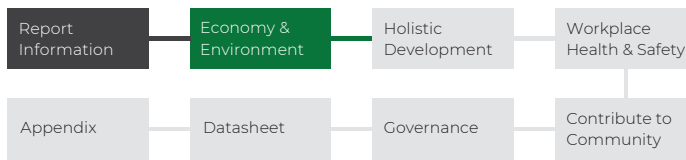
Employees are equipped with the knowledge and tools needed to manage workplace risks effectively, ensuring a safe and secure environment. The company's robust Safety and Health Management System integrates safety protocols into daily operations, reinforcing the importance of safety as a shared responsibility across all organizational levels.

The company's governance structure underscores its commitment to ethical business practices and sustainability reporting. By aligning with the Global Reporting Initiative (GRI) standards, Nanyang Tech ensures transparency and accountability in its sustainability efforts.

The adoption of a comprehensive Code of Conduct further reflects the company's dedication to integrity, with strong measures in place to prevent bribery, corruption, and conflicts of interest. With clearly defined policies on privacy protection and employee well-being, the company is firmly rooted in ethical practices and continues to uphold the highest standards of governance.



# Economic



## Economic

### Supply & Value Chain



Nanyang Tech Pte Ltd (NYT) operates primarily in the asset management and turnkey solutions sectors. Our company provides comprehensive, end-to-end services, including the management of technology assets throughout their lifecycle, from procurement and installation to maintenance and decommissioning.

Additionally, we offer turnkey solutions, wherein we manage the entire process for our clients, covering everything from design and procurement to the implementation and support of systems. Our primary markets are situated in the Asia-Pacific region, where we serve a wide array of industries, including telecommunications, manufacturing, and information technology. Our clients include large enterprises, government organizations, all of whom rely on our expertise in optimizing and managing their technology infrastructure.

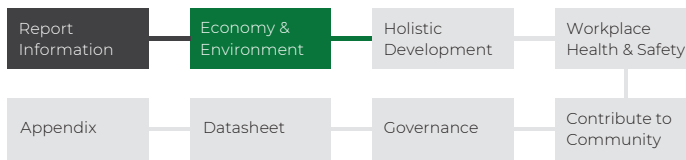
We maintain strong and strategic partnerships with OEM (Original Equipment Manufacturer) partners, who provide essential components and products that are integral to the solutions we offer. These partnerships are crucial in ensuring that we can deliver high-quality and reliable products that meet the specific needs of our clients. Our supply chain management is structured to ensure that the sourcing of components is efficient and that the products we use align with our high standards for quality and sustainability.

Downstream entities in our value chain include the clients who receive our turnkey solutions and asset management services. These clients, ranging from large enterprises to governmental organizations, utilize our services to manage and optimize their technology infrastructure effectively. Additionally, we engage with service providers and maintenance partners who support the ongoing installation, maintenance, and optimization of the systems we implement. These downstream entities play a vital role in ensuring the continued functionality and performance of our solutions over time.

In addition to the direct value chain, Nanyang Tech maintains several other relevant business relationships that contribute to the success and sustainability of our operations. These include strategic partnerships with technology providers, which enable us to integrate innovative and advanced technologies into our solutions, thereby enhancing the value we deliver to our clients. Furthermore, our ongoing relationship with service providers ensures that the solutions we deploy remain operational and effective over the long term.

When assessing the period under review, there have been no significant changes in our sectors, value chain, or business relationships. The relationships with our OEM partners and other stakeholders have remained consistent, providing stability in our operations. This continuity enables us to maintain the high standards of service delivery and quality that our clients expect, ensuring ongoing success in meeting their needs.





## Environment

The Managing Director plays a key role in developing strategic sustainability plans that benefit the environment, reduce company wastage, and lower operational costs.

The Managing Director is responsible for creating, reviewing, approving, and updating sustainability plans as needed. Ensuring the company remains aligned with its sustainability goals and make adjustments to strategies whenever required.

To ensure smooth implementation, sustainability policies are communicated to all NYT staff, ensuring everyone is aware of the company's sustainability priorities. This transparency helps foster a company-wide understanding of the importance of these initiatives and their direct impact on both the environment and the bottom line.

In addition to policy dissemination, the MD delegates specific sustainability-related tasks to NYT staff. These tasks may include developing or creating the necessary resources or tools required to implement sustainability strategies.

### Energy Conservation & Sustainability effort

As part of our ongoing effort, employees are encouraged to switch off the lights when leaving their workstations or communal areas, whether for lunch, breaks, or at the end of the workday. By reducing unnecessary lighting, the company can significantly lower its energy consumption, reduce utility costs, and minimize its environmental footprint.

As one of our NYT workers shared, "By practicing the habit of switching off lights when not in use at NYT, it has helped me build a good habit that I now continue at home."

This practice not only conserves energy but also raises awareness about the importance of being mindful of everyday actions that contribute to sustainability.

Refer to Datasheet, Page 29 for detailed data on our energy consumption.

The company continues to promote energy-saving behaviors, such as using natural light where possible, and supports staff with energy-efficient infrastructure to further reduce overall energy usage across the organization.

Furthermore, we continued its commitment to recycling by ensuring that all ink cartridges are properly recycled. We have partnered with certified recycling programs to collect used cartridges and reduce waste, ensuring that valuable materials are reused or repurposed, rather than ending up in landfills.

In addition to these efforts, we continue to harness power from the solar panels we've installed on our premises. This renewable energy source helps to reduce our reliance on conventional electricity, lower our carbon emissions, and decrease operational costs.

By investing in solar energy, the company not only supports its sustainability goals but also demonstrates its commitment to clean, renewable energy solutions that contribute to a greener future.



Ink Cartridges Recycling Bin



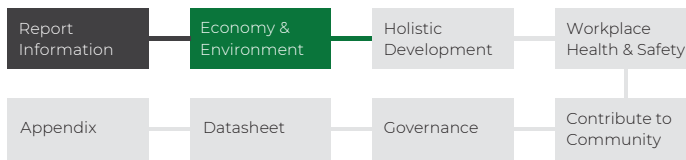
Harnessing Power From Solar Panel



Nanyang Tech Green Wall



Nanyang Tech Garden



## Environment

### Our Plan For Sustainability - Electronic record-keeping In 2025

As part of our operations, we currently use a significant amount of paper — **estimated at 2,500 sheets, equivalent 11.74kg CO2 annually** — for record-keeping. Recognizing the environmental impact of paper waste, we are committed to shifting toward more sustainable practices. Moving forward, we plan to transition to electronic records for all relevant documentation and data storage. This transition will not only reduce paper wastage but also streamline our operations, enhance efficiency, and lower costs associated with paper, printing, and storage.

By adopting electronic record-keeping, we aim to significantly reduce our carbon footprint, contribute to environmental sustainability, and foster a paperless culture within the organization. This initiative plays a crucial role in supporting our broader sustainability goals while allowing us to remain agile and responsive to the evolving needs of the business.

Wei Cong was appointed for the development of the program for electronic record-keeping, a pivotal project aimed at streamlining the company's data management and ensuring compliance with industry standards. Recognizing the importance of the project's success, we established a robust framework for communication and collaboration throughout its development process.

To maintain transparency and ensure alignment with the company's strategic goals, weekly meetings were scheduled with the Managing Director. These meetings provided a platform for Wei Cong to present updates on the program's progress, address challenges, and receive valuable feedback and guidance. The Managing Director's involvement was crucial in ensuring that the electronic record-keeping system was designed with both operational efficiency and long-term scalability in mind, while also aligning with the company's broader vision.

### Our Effort

On Earth Day, April 22, 2024, NYT marked the occasion by conducting a meaningful energy conservation exercise. As part of the initiative, all non-essential office lights were switched off for a **two-hour duration, from 12:00 PM to 2:00 PM**.

This symbolic act served as a reminder of the importance of reducing energy consumption and its impact on the environment. By participating in this exercise, NYT emphasized its commitment to sustainability and encouraged employees to adopt eco-friendly practices in their daily lives.

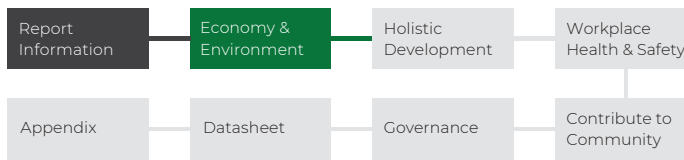
The initiative also provided an opportunity to reflect on how small, collective actions can contribute to a larger global effort to combat climate change. By aligning this activity with Earth Day, NYT reinforced its dedication to promoting environmental awareness and fostering a culture of responsibility towards the planet.

Further cementing our dedication to sustainability, NYT proudly achieved the **EcoVadis Bronze Rating** in August 2024. This recognition reflects our ongoing efforts to improve corporate social responsibility practices and underscores our commitment to integrating sustainability into every aspect of our operations.

Additionally, we were honored to receive the **HP Amplify Impact 4-Star Partner 2024** status. This prestigious recognition highlights our active participation in HP's Amplify Impact program and reflects our dedication to driving positive change in environmental, social, and governance (ESG) initiatives.

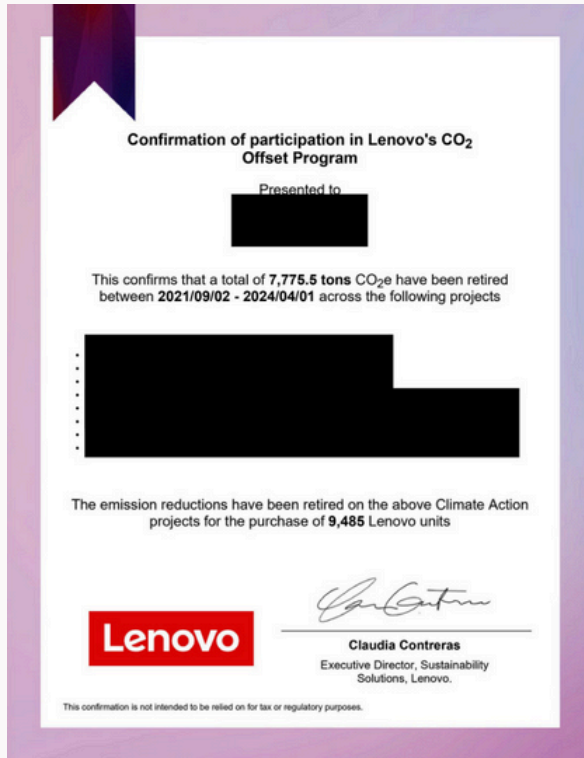
Being a 4-Star Partner signifies our alignment with HP's sustainability goals and our consistent efforts to champion sustainability within our operations and among our stakeholders.





## Environment

### Sales Of Laptop With Carbon Credit Offset



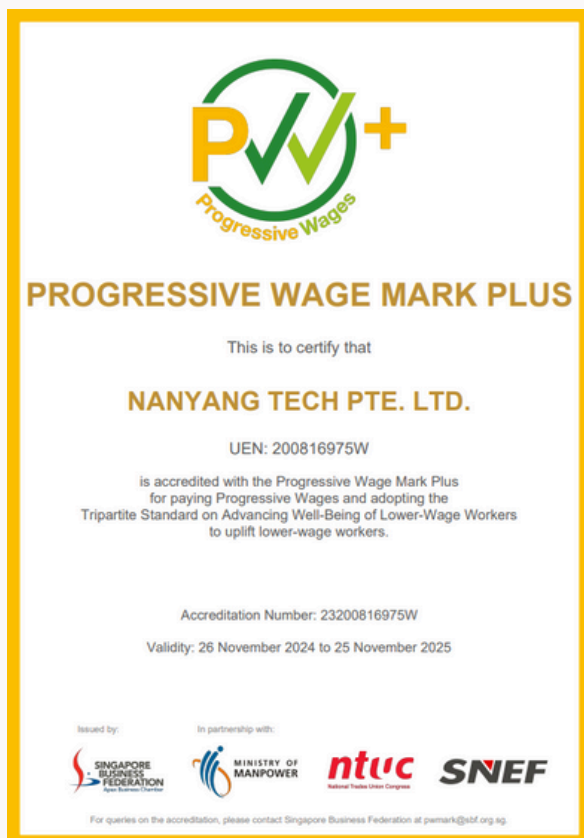
Nanyang Tech is committed to providing environmental services and advocating for sustainability through innovative solutions. By offering Lenovo laptops with carbon credit offsets, we enable our customers to mitigate their environmental impact.

From September 2, 2021, to April 1, 2024, we have sold 9,485 laptops with carbon offsets, retiring a total of 7,775.5 tons of CO<sub>2</sub>e.

This initiative supports our objective of making changes to increase environmental sustainability like helping customers reduce their carbon footprint and promoting responsible consumption.

Through transparent and meaningful climate action projects like this, we strive to inspire others and contribute to a sustainable future

### Progressive Wage Mark PLUS Certificate (PWM+)



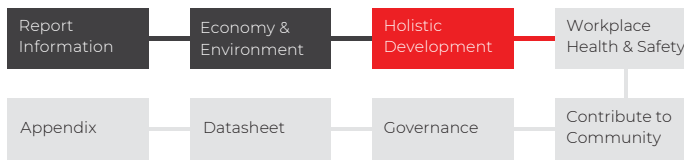
Our company is proud to have received the Progressive Wage Mark Plus (PW Mark Plus) accreditation, which recognises our commitment to paying progressive wages to lower-wage workers.

This prestigious accreditation highlights our dedication to fair and equitable compensation, enhancing our visibility and support from consumers. By meeting the PW Mark Plus requirements, we ensure our eligibility for government contracts, in line with the new government procurement mandates.

This achievement underscores our adherence to sectoral and occupational wage standards, as well as our commitment to paying all local workers at least the Local Qualifying Salary (LQS). Through this milestone, we reaffirm our commitment to fostering a supportive and progressive workplace for all employees.







## Holistic Development

As part of our commitment to fostering a culture of accountability, growth, and sustainable development, we conduct annual internal reviews. These reviews serve two primary purposes: to evaluate individual and team performance and to gather meaningful feedback from employees about the organization's policies, culture, and operations.

This dual approach ensures a comprehensive understanding of the organization's performance and areas for improvement, fostering collaboration between leadership and employees to drive positive change.

### Annual Performance Review

Performance reviews are designed to assess how employees and teams contribute to the organization's goals, particularly in achieving sustainability, operational efficiency, and innovation.

#### Assessing Individual and Team Contributions

Employees and teams are evaluated based on their responsibilities, with a focus on measurable outcomes such as resource optimization, reduction of waste, and alignment with sustainability initiatives.

#### Recognizing Achievements and Addressing Development Needs

Reviews highlight individual and team accomplishments while providing constructive feedback to identify areas for growth. This ensures employees have actionable steps to enhance their performance.

#### Aligning Personal Growth with Organizational Objectives

Development plans are tailored to support employees in achieving their career aspirations while ensuring their efforts contribute to the organization's long-term sustainability goals.

#### Fostering Engagement and Motivation

By recognizing the critical role of employees in driving success, performance reviews reinforce a sense of purpose and encourage a high level of engagement across the workforce.

### Employee Feedback on the Organization

In parallel with performance evaluations, the organization actively seeks feedback from employees to better understand its operational strengths and areas for improvement. This two-way communication fosters a collaborative environment where employees feel empowered to contribute to organizational progress.

#### Identifying Organizational Areas for Improvement

Employees provide insights on various aspects of the company, including workplace culture, operational inefficiencies, and the effectiveness of sustainability practices.

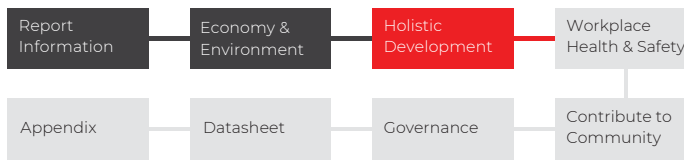
#### Promoting Open and Inclusive Dialogue

A safe and inclusive platform is provided for employees to share their perspectives. Leadership encourages transparency, ensuring that all feedback is valued and considered without fear of reprisal.

#### Incorporating Feedback into Strategic Adjustments

Employee feedback is systematically analyzed to inform decisions on policy updates, resource allocation, and process enhancements. This ensures the organization remains adaptable and responsive to workforce needs.





## Holistic Development

### Appreciation Dinner & CNY Celebration

At NYT, we kicked off the year by celebrating Chinese New Year in February 2024. This annual tradition is a vibrant and meaningful event that fostering a sense of togetherness.

The celebration featured festive decorations, traditional dishes, and engaging activities that allowed our team to bond while honoring this important cultural occasion. Starting the year with such a joyous event set the tone for collaboration and positivity throughout the months ahead.

We concluded the year with our Employee Appreciation Dinner, a special occasion to honor the dedication, hard work, and teamwork that drive our ongoing success. This event provided a platform to express heartfelt gratitude to our team for their unwavering commitment and outstanding contributions.

During the dinner, awards were presented to Cheryl, Desmond, and Wei Cong in recognition of their exemplary efforts, highlighting our emphasis on acknowledging and celebrating excellence. Moments like these reaffirm the importance of cultivating a supportive and inclusive workplace, forming the bedrock of our long-term success and sustainability.

### Networking Session, SME Conference and Work-Study Programme (WSP) Graduate

As we progress through 2024, we've taken significant strides in fostering collaboration, innovation, and personal growth.

We partnered with leading organizations to host a networking session, bringing together professionals from various industries to exchange ideas, share experiences, and build meaningful connections.

The session served as a platform for thought-provoking discussions, fostering new opportunities for growth and collaboration. These events not only strengthen our ties within the industry but also reflect our dedication to staying at the forefront of technological advancements and professional development.

At the SME Conference, held in partnership with Lenovo, we proudly showcased our initiatives through a dedicated booth. The booth focused on the transformative role of Artificial Intelligence (AI) in enhancing productivity and driving innovation. Attendees engaged in insightful conversations and interactive demonstrations, exploring how AI is reshaping the business landscape and empowering SMEs to achieve greater efficiency and growth.

On a personal milestone, we celebrated the success of our staff member Hani, who graduated from her Work-Study Programme (WSP) while under contract with NYT. Fully sponsored by NYT, her tuition fees were covered as part of our commitment to employee development.

Hani's achievement exemplifies our belief in nurturing talent and investing in the growth of our team, ensuring they are equipped with the skills and knowledge to excel in their careers.



NYT Employee Appreciation Dinner  
Dec, 2024



HP Networking Session  
Nov, 2024



SME Conference  
Aug, 2024



NYT Chinese New Year Celebration  
Feb, 2024

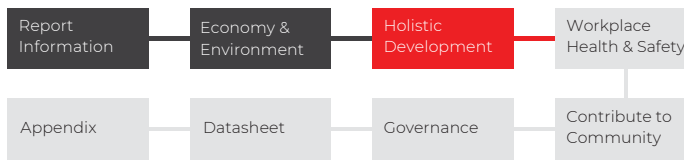


Work-Study Programme Graduation  
May, 2024



INGRAM Networking Session  
March, 2024





## Holistic Development

### Sharing Session

As part of our unwavering commitment to fostering continuous learning and promoting meaningful collaboration, we organized a series of highly impactful sharing sessions throughout the year, in partnership with our esteemed collaborators, to address some of the most pressing industry challenges.

These sessions were meticulously curated to tackle critical topics such as security endpoint management, providing participants with not only the knowledge but also the practical tools required to stay ahead of the rapidly evolving and increasingly sophisticated cybersecurity landscape.

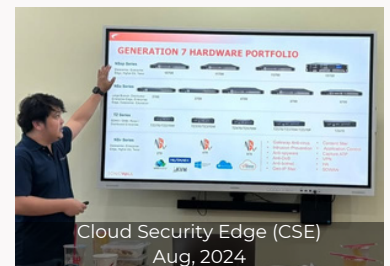
Through our strategic collaboration with a diverse range of partners, we brought together a wealth of expertise and perspectives, ensuring that each session offered a comprehensive and multi-dimensional approach, making the discussions both intellectually enriching and practically applicable.

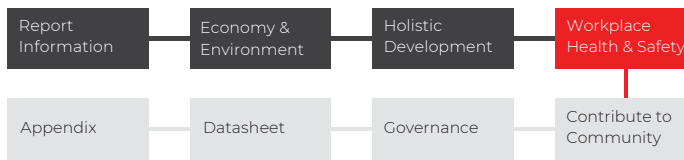
Led by renowned industry experts, the sessions delved deeply into pivotal areas such as the implementation of cutting-edge security technologies, advanced strategies to mitigate emerging threats, and the crucial importance of proactive measures in safeguarding digital assets. By incorporating real-world case studies and facilitating interactive Q&A segments, we created an environment where participants were able to seamlessly connect theoretical knowledge with actionable insights, translating complex concepts into practical, real-world solutions.

Moreover, these sessions served as invaluable platforms for networking and the exchange of innovative ideas. Attendees were provided with ample opportunities to engage directly with thought leaders, share their personal experiences, and glean new perspectives on addressing the most pressing challenges and identifying breakthrough solutions.

Beyond merely disseminating technical knowledge, these sessions played a pivotal role in strengthening relationships within the industry, nurturing a collaborative and cohesive community of professionals who are equally committed to excellence and progress.

By hosting these sessions, we reinforced our commitment to staying at the forefront of technological advancements and security innovations while empowering our team, partners, and stakeholders to lead with confidence in today's increasingly complex digital era. These initiatives, underpinned by our dedication to continual growth and development, reflect our steadfast commitment to cultivating a culture of innovation, resilience, and excellence that permeates every facet of our operations.





## Workplace Health & Safety

### Birthday Celebration

At NYT, we understand that celebrating personal milestones plays a significant role in fostering a positive and inclusive work culture. Our annual birthday celebration is one of the highlights of the year, serving as a special occasion to recognize and honor the birthdays of our team members.

This event is more than just a celebration of another year—it's a reflection of the appreciation we have for the individuals who contribute to the company's success and culture.

The birthday celebration is organized with thoughtful attention to detail, creating a warm and festive atmosphere that brings our team together. Personalized cakes, decorations, and even small tokens of appreciation are carefully chosen to make each birthday feel unique and special. The team gathers to share in the joy of the day, offering well-wishes and celebrating the achievements of those whose birthdays fall within the month.

Beyond just the festivities, the celebration serves as an important moment for strengthening the bonds within our team. It is an opportunity for colleagues to connect on a more personal level, fostering an environment of support and camaraderie. These celebrations encourage open communication and help to build a sense of belonging, ensuring that every team member feels valued and recognized for their individual contributions.

Moreover, the birthday celebrations act as a reminder of the company's commitment to nurturing a positive work-life balance. By taking the time to celebrate each person, we emphasize the importance of appreciating the whole individual—not just their professional accomplishments. This creates a culture where everyone feels supported, motivated, and recognized, which ultimately contributes to higher employee satisfaction and engagement.

Whether it's a small, intimate gathering or a larger team-wide celebration, each birthday event is an opportunity to reaffirm our collective values of teamwork, appreciation, and respect. The celebration reflects our ongoing commitment to building a workplace where every individual feels celebrated, valued, and motivated to contribute to our shared success.



B'day Celebration  
Nov, 2024



B'day Celebration  
Sept, 2024



B'day Celebration  
Sept, 2024



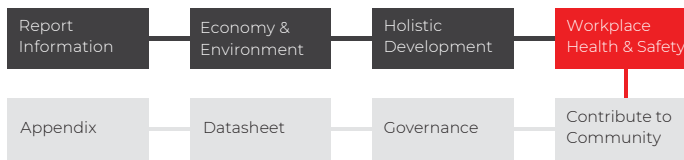
B'day Celebration  
Aug, 2024



B'day Celebration  
Aug, 2024



B'day Celebration  
July, 2024



## Workplace Health & Safety

### BizSafe Level 3

Nanyang Tech Pte Ltd is proud to announce that we have successfully attained bizSAFE Level 3 certification, reinforcing our commitment to providing a safe, healthy, and secure workplace for all employees. This achievement is a significant milestone that reflects our proactive approach to workplace safety and dedication to exceeding industry standards in occupational safety and health practices. Ensuring the well-being of our team is at the core of our operations, and this certification highlights our continuous efforts to uphold the highest safety standards.

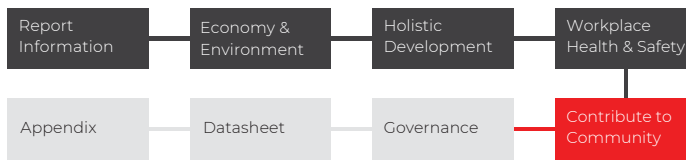
As part of the certification process, we have implemented a comprehensive Safety and Health Management System (SHMS) that serves as the foundation for our safety practices.

Our SHMS provides a structured approach to managing workplace risks and integrates safety protocols into our daily operations. We also conduct regular risk assessments to proactively identify, assess, and mitigate potential hazards in the work environment. These assessments ensure that we are well-prepared to address safety challenges while minimizing risks to our employees and stakeholders.

Employee training is a key component of our safety initiatives. We have invested significantly in safety education and awareness programs, equipping our team with the knowledge and skills necessary to manage workplace risks effectively. Through regular training and workshops, employees are empowered to follow best practices and respond appropriately to safety concerns. This ongoing commitment to training ensures that safety remains a shared responsibility across all levels of the organization.







## Contribute to Community

### HP & Partners' Giving Day

NYT management proudly participated in the HP & Partners' Giving Day, joining forces with other partners to make a meaningful impact on the community. As part of this initiative, we engaged in packing and distributing goodie bags to underprivileged families, aiming to bring smiles and relief to those in need.

The goodie bags were thoughtfully curated to include essential items and treats, carefully selected to support daily needs while also adding a touch of joy. Our team came together enthusiastically, dedicating time and effort to ensure each package was prepared with care and compassion.

This activity not only allowed us to directly contribute to improving the lives of the less fortunate but also reinforced our commitment to giving back to the community. By participating in this initiative alongside other partners, we were able to emphasize the importance of collective action in addressing social challenges and uplifting those in need.

Through the HP & Partners' Giving Day, NYT reaffirmed its dedication to fostering a culture of empathy and shared responsibility, reminding us all of the profound impact of small acts of kindness and collaboration in creating a better, more inclusive society.



### NYT Scholarships for Nanyang Polytechnic Students

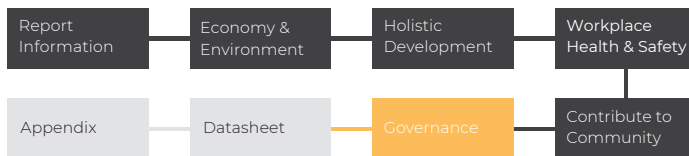
Since 2016, NYT has proudly provided scholarships to students from Nanyang Polytechnic's School of Engineering and School of Information Technology, reinforcing our commitment to nurturing future talent and empowering the next generation of innovators.

In 2024, we continued this meaningful tradition by awarding scholarships to six deserving recipients. These scholarships were thoughtfully designed to support their academic journey, alleviating financial burdens and allowing them to focus on excelling in their studies.

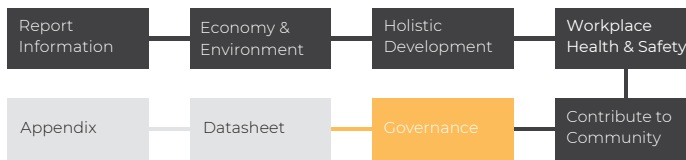
Our ongoing partnership with Nanyang Polytechnic underscores our dedication to investing in education and fostering opportunities for students to thrive in the ever-evolving fields of engineering and information technology. By supporting these aspiring individuals, we aim to contribute to their personal growth and equip them with the skills needed to succeed in their chosen careers.

This initiative reflects NYT's broader mission of giving back to the community and strengthening the talent pipeline for the industries we serve. It is a testament to our belief that education is a powerful tool for driving progress and shaping a brighter future.









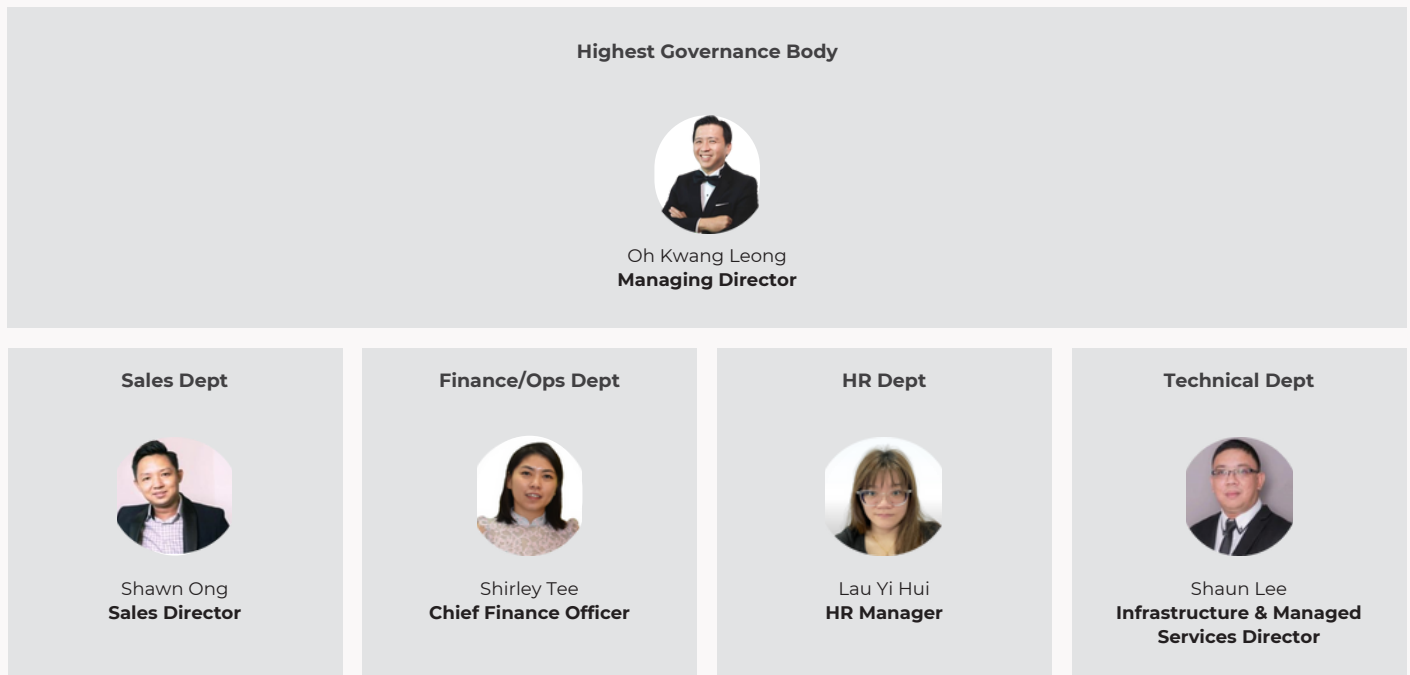
## Governance

### Governance Structure and Composition

NYT Managing Director, Oh Kwang Leong, is responsible for overseeing the company's performance and developing strategic plans aimed at adding value to the organization. He delegates tasks and ensures that all staff members have clearly defined roles and responsibilities within the company.

Each department within the company plays a critical role in fulfilling its duties and ensuring smooth daily operations. By performing their key responsibilities, departments contribute to the overall efficiency and success of the organization.

NYT follows standard chain of command. When a department identifies an issue or challenge that may affect the company's performance or reputation, the concern is initially raised within the department for discussion and potential resolution. If the matter is deemed significant or requires higher-level attention, it is escalated through the relevant department head or manager to the Managing Director.



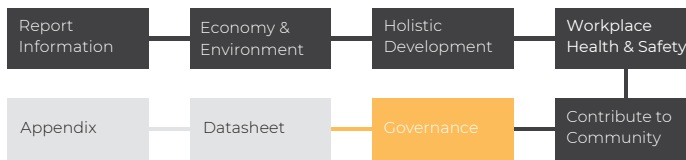
In Nanyang Tech Pte Ltd, the owner serves as both the chair of the highest governance body and the Managing Director. This structure reflects the owner's integral role in driving the strategic direction and overseeing the operational management of the business.

This arrangement ensures a unified approach to decision-making, leveraging the owner's comprehensive understanding of the company's operations and long-term objectives.

The delegation of operational authority to department heads or senior managers ensures that decision-making is effectively distributed across the organization. Each department head is granted the responsibility and authority to manage operations within their respective domains, such as finance, operations, sales, marketing, and human resources, without the need for constant approval from the Managing Director or the governance body.

This structure promotes accountability and operational efficiency by enabling department heads to address functional challenges and capitalize on opportunities in a timely manner. It also supports strategic alignment by ensuring that decisions made within individual departments contribute to the overall organizational objectives. Regular reporting and performance assessments are conducted to monitor the effectiveness of this delegation and to ensure that it adheres to the company's policies and long-term goals.





## Governance

### Governance of Sustainability

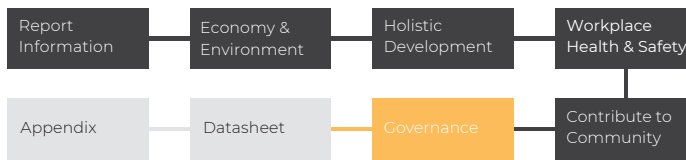
In NYT, we prioritize transparency, accuracy, and alignment in our sustainability efforts. For the 2024 sustainability report, the process of reviewing and approving all content, including material topics, was overseen by the Managing Director, ensuring that the report accurately reflects the company's commitment to sustainability and aligns with our overall strategy.

The process begins with gathering relevant data and information from various departments across the organization. This involves close coordination with each team to ensure that the most accurate, up-to-date, and relevant information is included in the report. In instances where clarification or additional details are required, the information is reviewed and verified with the Managing Director to ensure consistency and accuracy.

Once the necessary information has been gathered, assembled, and formatted into the report, it is submitted to the Managing Director for review. The Managing Director carefully examines all aspects of the report, including the material topics, to ensure that the content aligns with our sustainability goals and accurately reflects the company's achievements, challenges, and future objectives.

Throughout the process, feedback and suggestions from the Managing Director are incorporated into the report. If further clarifications or adjustments are needed, departments are contacted again to provide any missing or revised details. After all changes have been addressed, the final version of the sustainability report is resubmitted to the Managing Director for final approval.

This thorough and systematic process ensures that the sustainability report is not only accurate and comprehensive but also fully aligned with the company's values and strategic goals. The involvement of the Managing Director at each stage of the process underscores our commitment to maintaining a high level of oversight and accountability in our sustainability efforts, even without a formal sustainability committee.



## Governance

### Policy Commitment

At Nanyang Tech Pte Ltd, the process of formulating and approving company policies is collaborative and structured to ensure accountability and alignment with the organization's goals. The Human Resources (HR) department is responsible for drafting policies, leveraging their expertise to ensure that policies address employee needs, comply with legal and regulatory requirements, and reflect industry best practices.

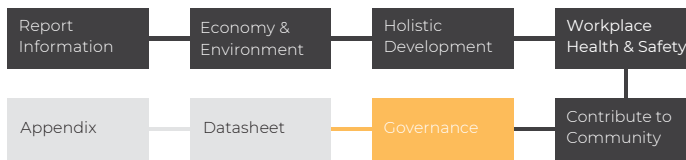
Once a draft policy is prepared, it undergoes an internal review within the HR department to confirm its accuracy, relevance, and feasibility. The draft is then presented to the Managing Director for final approval. The Managing Director, as the highest authority in the organization, carefully reviews each policy to ensure it aligns with the company's strategic objectives, operational priorities, and values.

This two-tiered process ensures that the policies are both professionally crafted and rigorously vetted at the highest level. By involving the HR department in drafting and the Managing Director in approving, Nanyang Tech Pte Ltd demonstrates its commitment to maintaining robust governance, clear accountability, and effective policy implementation. This approach ensures that all policies are comprehensive, practical, and aligned with the company's mission and vision, providing clarity and consistency across the organization.

### Scope and Applicability of Policy Commitments

The policy commitments at Nanyang Tech Pte Ltd apply comprehensively across all organizational activities and extend to its business relationships. Internally, these policies govern the company's operations, ensuring compliance with regulatory standards, alignment with corporate objectives, and consistency in practices across departments. They provide clear guidelines on employee conduct, operational processes, and resource management, fostering a unified and efficient workplace environment.

Externally, the policies extend to the company's business relationships, including partnerships, client engagements, and vendor agreements. These commitments ensure that all interactions with external stakeholders adhere to the company's values and ethical standards. By applying policies to its business relationships, the organization promotes transparency, accountability, and mutual trust, ensuring that partners and clients align with its principles and operational expectations.



## Governance - Ethical Business & Regulatory Compliance

### Our Approach

Nanyang Tech is dedicated to operating in a morally sound, legally compliant, and honest manner, having no patience for dishonest and unethical behaviour. Our Code of Conduct establishes a clear benchmark for professional conduct that serves as the cornerstone of our dedication to moral business practices and legal compliance.

#### Conflict of Interest

We have a conflict of interest policy that provides guidance when professional or personal interests prevent employees from fulfilling their duties properly. We recommend that employees recognise and avoid situations which may result in a conflict of interest. If a course of action they have pursued, are presently pursuing, or are contemplating pursuing will result in a conflict of interest, they should seek the counsel of their supervisor immediately.

#### Kickback Policy

Nanyang Tech firmly prohibits accepting kickbacks or commissions from vendors or any party we work with. Employees may not receive any remuneration or compensation for Nanyang Tech's business activities unless otherwise approved by Nanyang Tech's business and payroll policies.

#### Privacy & Confidentiality Policy

Our Privacy Policy sets out the principles regarding the types of information collected and how we handle or process them. We are committed to collecting only the necessary personal information and storing it in a safe environment for as long as required. It is also only accessible to those who have a valid business need for it.

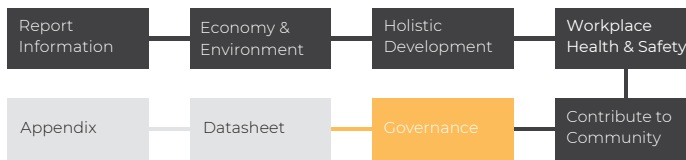
#### Professionalism With Clients & Suppliers

Employees are prohibited from acquiring any financial interest in organisations that we are in a contractual relationship with, providing goods or services, or both, to Nanyang Tech.

#### Grievances Policy

Nanyang Tech is committed to maintaining a respectful and supportive workplace by ensuring grievances are addressed promptly and fairly. This policy applies to all employees, applicants, management, and contractors, covering concerns such as workplace conditions, discrimination, harassment, and contract violations. Employees are encouraged to resolve grievances informally through dialogue or mediation, but can file formal grievances with HR if necessary. The company ensures a fair and confidential resolution process, where employees have the right to present their concerns, respond to allegations, and appeal decisions without fear of retaliation. Valid grievances may lead to actions ranging from warnings to disciplinary measures, depending on the severity of the issue, ensuring that all employees are treated with respect and their concerns are taken seriously.





## Governance - Human Rights

### Our Approach

At Nanyang Tech, we are deeply committed to upholding high standards of labor and human rights across all our operations. This commitment extends to our employees, contractors, suppliers, and business partners. Our policies are rooted in the core conventions of the International Labour Organization (ILO), and we ensure full compliance with all applicable labor laws and regulations. We are dedicated to promoting fair labor practices and safeguarding the welfare of everyone within our supply chain.

### Anti-Child Labor & Anti-Forced Labor

Nanyang Tech strictly prohibits all forms of child labor, defining a "child" as anyone under the age of sixteen unless local laws stipulate a higher minimum working age. This policy applies to all business partners, including suppliers and vendors, ensuring that no individual under this age is employed. Additionally, we do not tolerate any form of forced labor, including bonded, indentured, slave labor, or human trafficking. Workers must have the freedom to move and leave their place of work when their working hours end.

### Working Conditions

Nanyang Tech is committed to providing favorable working conditions, adhering to laws or industry standards relating to minimum wages, working hours, overtime, and benefits. Regular full-time staff undergo annual performance reviews to discuss performance, areas for improvement, developmental needs, and career plans. Employees are not required to work more than 60 hours a week, including overtime, and are entitled to legal breaks and rest periods.

### Health & Safety

We are committed to providing a secure, safe, and healthy workplace in compliance with the workplace safety and health legislations. We will maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. All employees shall receive the necessary health and safety training for their line of work. In accordance with our whistleblowing policy, employees can provide feedback to management in accordance to the Company's whistleblowing policy without fear of reprisal or retaliatory action.

### Fair Employment Practices

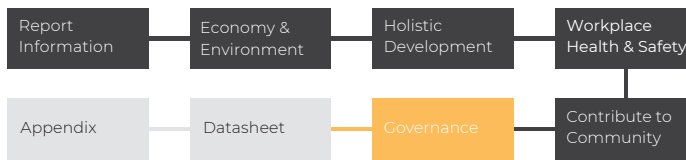
We adhere to key principles of fair employment, ensuring recruitment and selection are based on merit, such as skills, experience, and ability, without discrimination based on age, race, gender, religion, or family status. Our human resource management systems are progressive, promoting equal opportunities for training and development to help employees achieve their full potential. Staff are rewarded fairly based on ability, performance, contribution, and experience, and we strictly follow labor laws and Tripartite Guidelines to promote fair employment practices.

### Non-Discrimination & Anti-Harassments

Nanyang Tech maintains a workplace free of discrimination, harassment, violence, and intimidation. Employment decisions are made without regard to race, color, ethnicity, religion, gender, sexual orientation, gender identity and expression, age, national origin, citizenship status, disability, veteran status, marital status, or other protected classifications. We expect our vendors to uphold the same commitment.

### Freedom & Association

In Nanyang Tech, We encourage a collaborative work environment with direct communication between employees and the company's representatives. Employees are free to join or refrain from joining trade unions or similar organizations and engage in protected activities without fear of intimidation or reprisal. This right is also extended to our partners and suppliers.



## Governance - Anti-Bribery

### Our Approach

At Nanyang Tech, we are committed to conducting our business with integrity and maintaining the highest ethical standards. Our zero-tolerance stance on bribery and corruption is a cornerstone of our corporate governance framework. We believe that ethical behavior is essential to the success of our business and the trust of our stakeholders. Our Anti-Bribery and Corruption (ABC) Policy is designed to prevent, detect, and respond to bribery and corruption in all its forms.

### Risk Assessment

At Nanyang Tech, we conduct regular risk assessments to identify potential bribery and corruption risks within our operations and supply chain. Our risk profiles are updated based on changes in the business environment and regulatory landscape, ensuring that we remain vigilant and responsive to emerging threats.

### Training & Awareness

Training and awareness are key to our programme's success. We provide mandatory training programs for all employees to enhance their understanding of bribery and corruption risks. Additionally, we regularly communicate updates on relevant policies and procedures to raise awareness and reinforce the importance of ethical conduct.

### Third-Party Management

Managing third-party relationships is another critical aspect of our ABC Programme. We establish rigorous processes for vetting and monitoring third-party relationships to ensure compliance with our ABC Policy. Anti-bribery clauses are included in contracts with third parties, requiring them to adhere to our standards.

### Due Diligence

Thorough due diligence is performed on employees, agents, contractors, and other third parties to ensure they comply with our ABC Policy. This process is integrated into our recruitment and procurement activities, safeguarding our operations from potential bribery and corruption risks.

### Reporting & Whistleblowing

In Nanyang Tech, employees are encouraged to report any concerns or suspicions of bribery or corruption in accordance with the company's whistleblowing policy. Reports can be made confidential and without fear of retaliation.

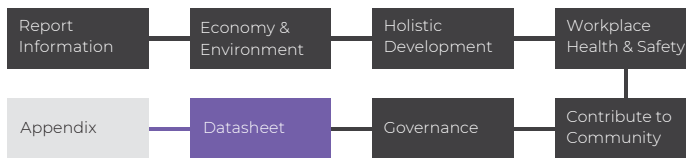
### Gifts & Hospitality

Gifts and hospitality can be part of building business relationships but must never influence business decisions or create an appearance of impropriety. Therefore, all gifts and hospitality must be reasonable, proportionate, and declared. Additionally, no gifts or hospitality may be given or accepted during any contract negotiation or tender process.









# Datasheet

## Our Company

### Information on Employees By **Gender**

| Number of employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-------------------------|--------|--------|--------|--------|
| Male                    | 60     | 61     | 61     | 64     |
| Female                  | 40     | 39     | 39     | 36     |

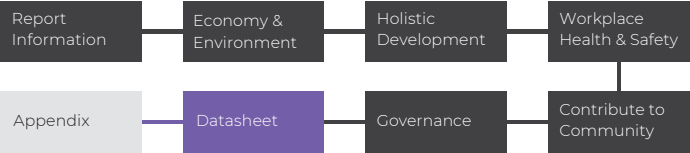
| Male Employees by Age Group (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|---------------------------------|--------|--------|--------|--------|
| < 30 Years of Age               | 40     | 22     | 28     | 33     |
| 30 - 50 Years of Age            | 50     | 54     | 54     | 49     |
| > 50 Years of Age               | 10     | 24     | 14     | 19     |

| Female Employees by Age Group (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-----------------------------------|--------|--------|--------|--------|
| < 30 Years of Age                 | 56     | 52     | 20     | 25     |
| 30 - 50 Years of Age              | 39     | 48     | 72     | 54     |
| > 50 Years of Age                 | 6      | 0      | 8      | 21     |

| Number of permanent employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-----------------------------------|--------|--------|--------|--------|
| Male                              | 100    | 100    | 57     | 100    |
| Female                            | 96     | 97     | 53     | 96     |

| Number of temporary employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-----------------------------------|--------|--------|--------|--------|
| Male                              | 0      | 0      | 0      | 0      |
| Female                            | 0      | 0      | 0      | 0      |

| Number of non-guaranteed hours employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|----------------------------------------------|--------|--------|--------|--------|
| Male                                         | 0      | 0      | 0      | 0      |
| Female                                       | 0      | 0      | 0      | 0      |



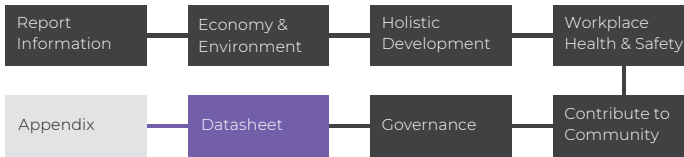
# Datasheet

## Our Company

Information on Employees By **Gender**

| Number of full-time employees (%) | FY2021 | FY2022                                                                                 | FY2023                                                                                 | FY2024                                                                                  |
|-----------------------------------|--------|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Male                              | 100    | 100                                                                                    | 57  | 100  |
| Female                            | 96     | 34  | 53  | 96   |

| Number of part-time employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-----------------------------------|--------|--------|--------|--------|
| Male                              | 0      | 0      | 0      | 0      |
| Female                            | 4      | 4      | 4      | 4      |



# Datasheet

## Our Company

### Information on Workers Who Are Not Employees

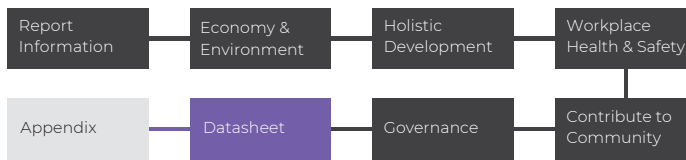
| Number of workers who are not employees (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|---------------------------------------------|--------|--------|--------|--------|
| Contractor                                  | 48     | 58     | 29     | 19     |
| Apprentices                                 | 0      | 0      | 0      | 0      |
| Interns                                     | 0      | 0      | 11     | 19     |
| Freelancer                                  | 0      | 0      | 0      | 0      |
| Sub-contractor                              | 0      | 0      | 0      | 0      |
| Volunteers                                  | 0      | 0      | 0      | 0      |

### Information on Holistic Development

| Average Training Hours Per Employee | FY2021 | FY2022 | FY2023 | FY2024 |
|-------------------------------------|--------|--------|--------|--------|
| Male                                | 16.4   | 37.9   | 70.6   | 71     |
| Female                              | 12.7   | 12.8   | 15.7   | 20     |

| Employees Trained (%) | FY2021 | FY2022 | FY2023 | FY2024 |
|-----------------------|--------|--------|--------|--------|
| Male                  | 23.3   | 60     | 48     | 64     |
| Female                | 20     | 40     | 52     | 36     |





# Datasheet

## Our Resources

### Information on Resource Consumption

| Operational Energy                                   | FY2021 | FY2022                                                                                       | FY2023                                                                                       | FY2024                                                                                       |
|------------------------------------------------------|--------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| Total Consumption (kWh)                              | 35,729 | 53,405    | 46,014    | 57,001    |
| Average Consumption Intensity (kWh/Workers)          | 714.58 | 797.08    | 422.15    | 419.13    |
| Water Consumption                                    | FY2021 | FY2022                                                                                       | FY2023                                                                                       | FY2024                                                                                       |
| Total Consumption (Cubic Meters)                     | 160.5  | 278.4     | 296.2     | 326.6     |
| Average Consumption Intensity (Cubic Meters/Workers) | 3.21   | 4.15      | 2.72      | 2.40      |
| Paper Usage (Ream)                                   | FY2021 | FY2022                                                                                       | FY2023                                                                                       | FY2024                                                                                       |
| Total Paper Consumption                              | 100.25 | 158.31  | 139.63  | 115.35  |

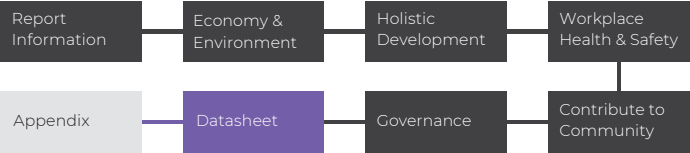
### Contextual Information On Data Reported Under “Our Resources”

Nanyang Tech’s resource consumption data reflects the organization’s ongoing efforts to support its growing business while balancing environmental responsibility.

The reported energy consumption figures indicate an increase due to operational expansion, primarily driven by the opening of new facilities. This growth necessitated a larger energy and water footprint to accommodate additional space and infrastructure needs.

Nevertheless, Nanyang Tech remains committed to mitigating its environmental impact through energy efficiency programs and the integration of renewable energy sources. The company’s paper usage, while consistent over the years, is being actively addressed through a digital transformation strategy aimed at reducing reliance on physical documentation.

These resource management initiatives reflect Nanyang Tech’s continuous drive toward sustainable business practices, optimizing operations while reducing its overall environmental footprint.

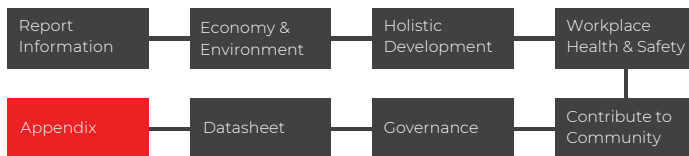


# Datasheet

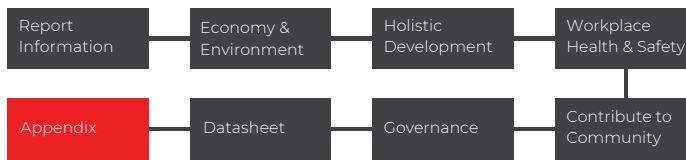
## Our Employee Safety

Information on Operation, Health and Safety (OHS)

| Work Related Injuries (head count)                   | FY2021 | FY2022 | FY2023 | FY2024 |
|------------------------------------------------------|--------|--------|--------|--------|
| Number of employee injuries or fatalities            | 0      | 0      | 0      | 0      |
| Number of reports related to whistleblower procedure | N/A    | 0      | 0      | 0      |
| Number of confirmed corruption incidents             | N/A    | 0      | 0      | 0      |
| Number of confirmed information security incidents   | N/A    | 0      | 0      | 0      |







## GRI Content Index

### Statement of use

Nanyang Tech Pte Ltd has reported the information cited in this GRI content index for the period 1 Jan to 31 Dec 2024 with reference to the GRI Standards.

### GRI 1 Used

GRI 1 : Foundation 2021

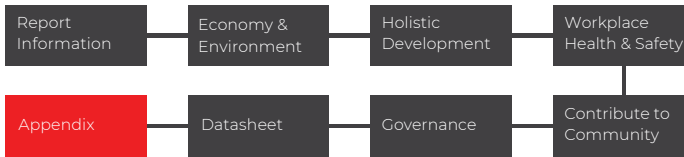
### Applicable GRI Sector Standard(s)

Not Applicable

**Nanyang Tech Sustainability Report** follows the GRI standards reporting principle

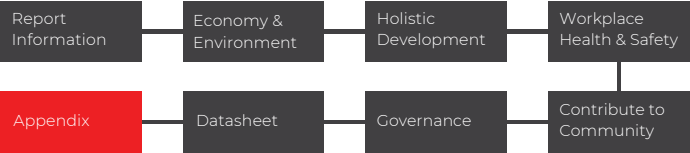
- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness

| GRI Standard                     | Disclosure                                                                                                                                                                                                         | Reference & Response                                                                                                                                                                                        |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2 : General Disclosures 2021 | <b>2-1 Organisation Details</b> <ul style="list-style-type: none"> <li>• Legal Name</li> <li>• Nature of Ownership and Legal form</li> <li>• Location of Headquarters</li> <li>• Countries of operation</li> </ul> | <ul style="list-style-type: none"> <li>• Nanyang Tech Pte Ltd</li> <li>• Exempt Private Company In Singapore</li> <li>• Page 3</li> </ul>                                                                   |
|                                  | <b>2-2 Entities Included In The Organization's Sustainability Reporting</b>                                                                                                                                        | <ul style="list-style-type: none"> <li>• Page 3</li> </ul>                                                                                                                                                  |
|                                  | <b>2-3 Reporting Period, Frequency and Contact Point</b>                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Sustainability and Financial Reporting Period: 1 Jan to 31 Dec 2024</li> <li>• This Sustainability Report is published on 14 Feb 2024</li> <li>• Page 3</li> </ul> |
|                                  | <b>2-4 Restatements of Information</b>                                                                                                                                                                             | <ul style="list-style-type: none"> <li>• No Restatement</li> </ul>                                                                                                                                          |
|                                  | <b>2-6 Activities, Value Chain and Other Business Relationships</b>                                                                                                                                                | <ul style="list-style-type: none"> <li>• Page 7</li> </ul>                                                                                                                                                  |
|                                  | <b>2-7 Employees</b>                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Page 26-30</li> </ul>                                                                                                                                              |
|                                  | <b>2-8 Workers Who Are Not Employees</b>                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Page 28</li> </ul>                                                                                                                                                 |
|                                  | <b>2-9 Governance Structure &amp; Composition</b>                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Page 19</li> </ul>                                                                                                                                                 |



## GRI Content Index

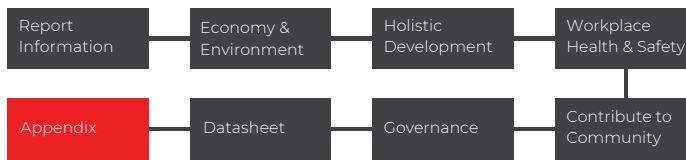
| GRI Standard                     | Disclosure                                                                              | Reference & Response                                                              |
|----------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| GRI 2 : General Disclosures 2021 | <b>2-10 Nomination and selection of the highest governance body</b>                     | <ul style="list-style-type: none"> <li>Not Applicable</li> </ul>                  |
|                                  | <b>2-11 Chair of the Highest Governance Body</b>                                        | <ul style="list-style-type: none"> <li>Page 17</li> </ul>                         |
|                                  | <b>2-12 Role of The Highest Governance Body In Overseeing The Management of Impacts</b> | <ul style="list-style-type: none"> <li>Page 8</li> </ul>                          |
|                                  | <b>2-13 Delegation of Responsibility For Managing Impacts</b>                           | <ul style="list-style-type: none"> <li>Page 9</li> </ul>                          |
|                                  | <b>2-14 Role of The Highest Governance Body In Sustainability Reporting</b>             | <ul style="list-style-type: none"> <li>Page 20</li> </ul>                         |
|                                  | <b>2-15 Conflicts of interest</b>                                                       | <ul style="list-style-type: none"> <li>Page 22</li> </ul>                         |
|                                  | <b>2-16 Communication of Critical Concerns</b>                                          | <ul style="list-style-type: none"> <li>Page 24</li> </ul>                         |
|                                  | <b>2-17 Collective Knowledge of The Highest Governance Body</b>                         | <ul style="list-style-type: none"> <li>Page 17</li> <li>Page 8 &amp; 9</li> </ul> |



GRI Content Index

| GRI Standard                     | Disclosure                                                     | Reference & Response |
|----------------------------------|----------------------------------------------------------------|----------------------|
| GRI 2 : General Disclosures 2021 | 2-22 <b>Statement on Sustainable Development Strategy</b>      | • Page 4             |
|                                  | 2-23 <b>Policy Commitments</b>                                 | • Page 21-24         |
|                                  | 2-24 <b>Embedded Policy Commitments</b>                        | • Page 21            |
|                                  | 2-25 <b>Processes To Remediate Negative Impacts</b>            | • Page 22            |
|                                  | 2-26 <b>Mechanisms For Seeking Advice And Raising Concerns</b> | • Page 22            |
|                                  | 2-28 <b>Membership Associations</b>                            | • Not Applicable     |
|                                  | 2-29 <b>Approach To Stakeholder Engagement</b>                 | • Page 12            |





## Omission

GRI 2 : General Disclosures 2021

| Disclosure                                                               | Requirement | Reason                      |
|--------------------------------------------------------------------------|-------------|-----------------------------|
| 2-5 <b>External Assurance</b>                                            | ALL         | Not Applicable              |
| 2-7 <b>Employees</b>                                                     | B (Gender)  | Not Applicable              |
| 2-9 <b>Governance Structure &amp; Composition</b>                        | C           | Not Applicable              |
| 2-15 <b>Conflicts of Interest</b>                                        | B           | Not Applicable              |
| 2-18 <b>Evaluation of The Performance of The Highest Governance Body</b> | ALL         | Not Applicable              |
| 2-19 <b>Remuneration Policies</b>                                        | ALL         | Confidentiality Constraints |
| 2-20 <b>Process to determine remuneration</b>                            | ALL         | Confidentiality Constraints |
| 2-21 <b>Annual Total Compensation Ratio</b>                              | ALL         | Confidentiality Constraints |
| 2-23 <b>Policy Commitments</b>                                           | C           | Confidentiality Constraints |
| 2-27 <b>Compliance With Laws &amp; Regulations</b>                       | ALL         | Confidentiality Constraints |
| 2-30 <b>Collective Bargaining Agreements</b>                             | ALL         | Not Applicable              |