

Sustainability Report 2025

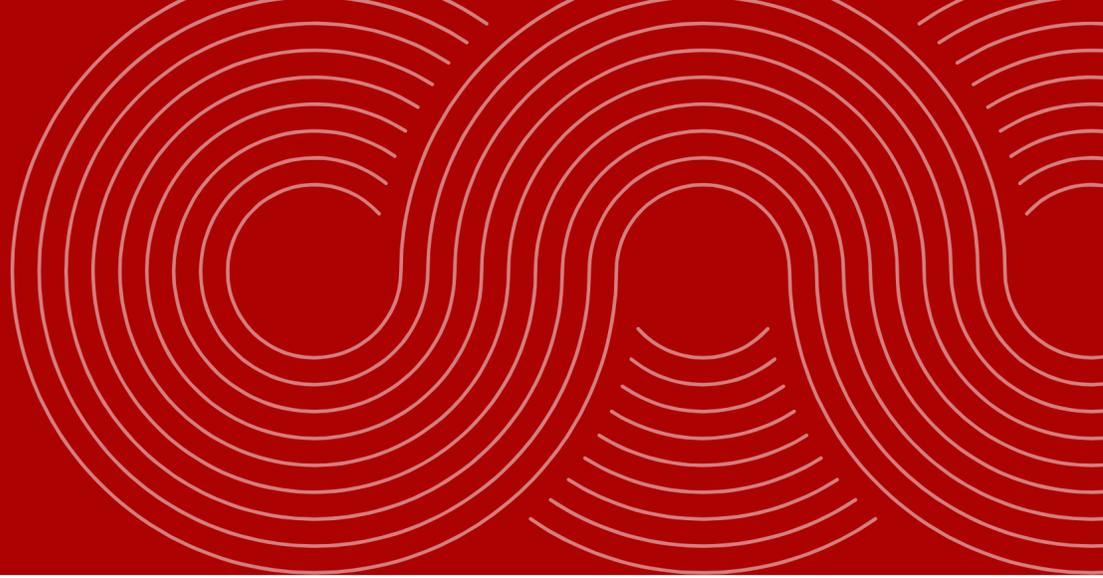
Smarter Tech, Greener Future



Nanyang Tech Pte Ltd

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

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About Us

Founded in 2004, Nanyang Tech Pte Ltd (“NYT”) is a Singapore-based IT solutions and services company operating across Southeast Asia. We are one of three authorized Warranty Service Providers for Lenovo, HP, and Dell, and an authorized reseller for leading IT brands including Lenovo, HP, Apple, Dell, and Microsoft Surface.

Our experienced technical team delivers professional IT services across the full lifecycle of IT assets. From procurement and deployment to maintenance, optimization, and responsible decommissioning, we help our clients manage technology efficiently while reducing environmental impact.

Sustainability is a core part of our operations. We focus on energy efficiency, responsible disposal, and circular practices, ensuring that technology use supports both business growth and environmental stewardship.

We are committed to transparent, responsible business practices, and to supporting our clients in enhancing technological capabilities while minimizing ecological footprint. This Sustainability Report shares our approach, actions, and progress in Environmental, Social, and Governance (ESG) performance.

Sustainability Report Archive

We are pleased to present Nanyang Tech's 5th Sustainability Report, detailing our commitment and progress within the Environmental, Social, and Governance (ESG) frameworks. This report documents the strategies and measurable actions taken by our company throughout Financial Year 2025 (January 1 – December 31, 2025).

[\[View Archive\]](#)

Reporting Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, an internationally recognized framework for sustainability reporting.

Feedback

For queries or feedback regarding our sustainability report, you may get in touch with us at info@nyt.com.sg

Our Mission

Be the leader in SE Asia that empowers businesses to operate efficiently with right technologies.

Our Vision

We will make our customer's operations frictionless.

Sustainability Report Highlights

Key performance for FY 2025

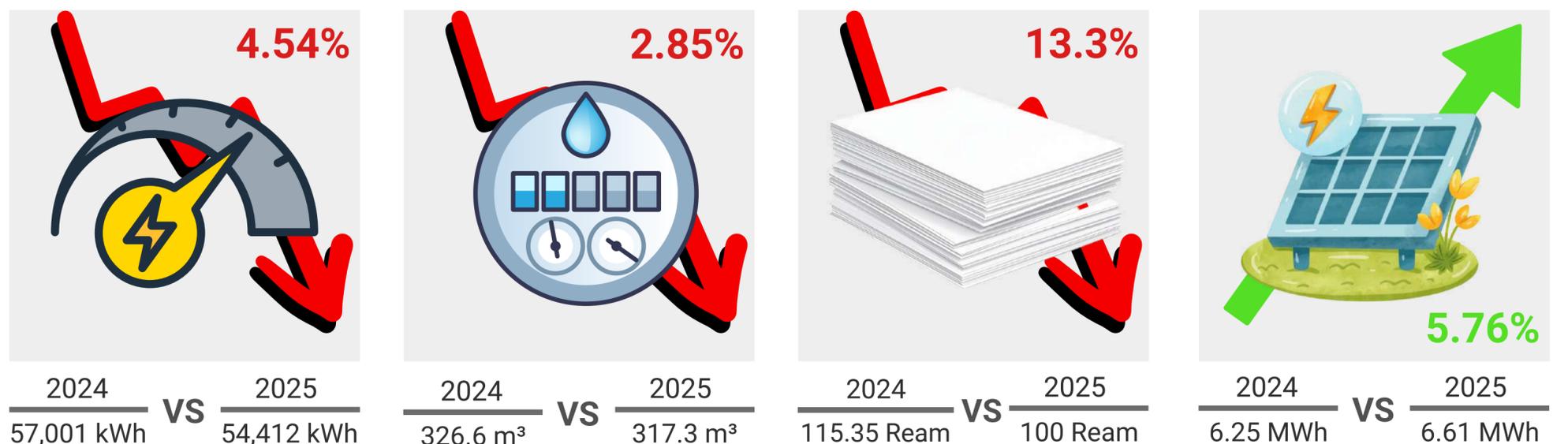
In 2025, Nanyang Tech Pte Ltd continued to strengthen its sustainability performance, building on the foundations established in previous years and translating commitments into measurable outcomes across environmental, social, and governance areas.

In FY2025, Nanyang Tech reached a key milestone by publishing its first formal carbon emissions disclosure, covering Scope 1, Scope 2, and Scope 3 emissions for FY2024, prepared in alignment with the GHG Protocol Corporate Accounting and Reporting Standard. Total greenhouse gas emissions for FY2024 were 25,070 tCO₂e, with Scope 3 emissions accounting for approximately 99.8% of the total, reflecting the downstream use of IT products by customers. Direct operational emissions remained low, with Scope 1 and Scope 2 emissions totaling 47.6 tCO₂e. FY2024 serves as Nanyang Tech’s baseline year for future emissions tracking, target setting, and performance benchmarking, reinforcing the Company’s commitment to transparent and meaningful climate reporting.

Nanyang Tech strengthened its leadership in sustainability and responsible business practices in 2025 through external recognition and enhanced governance efforts. As a proud partner of the HP Amplify Impact program since 2021, the company achieved the HP FY25 Amplify Impact 5-Star Recognition, the highest tier under the program.

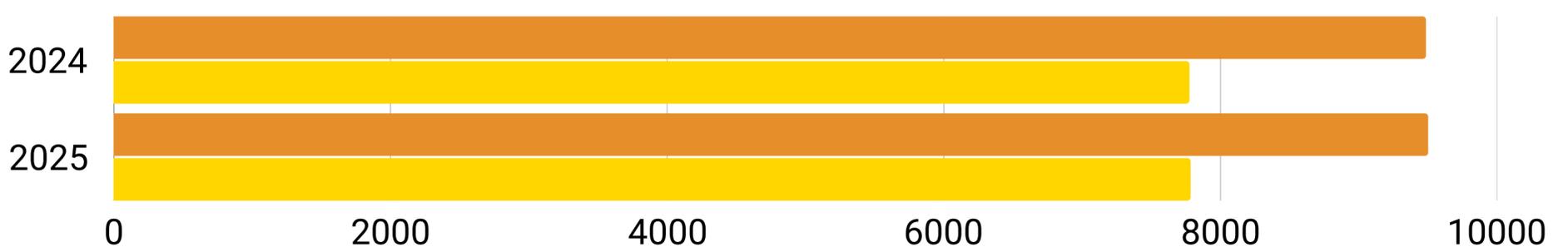
This prestigious achievement reflects Nanyang Tech’s strong commitment to sustainability, ethical operations, and positive ESG impact. The company is honored to be the first Singapore-based organization to receive this 5-Star distinction, positioning it as a leader in responsible technology solutions.

Environment



Sales Of Laptop With Carbon Credit Offset

● Laptops sold ● CO₂e



Nanyang Tech’s Lenovo carbon offset programme continues to deliver measurable climate benefits. By FY2024, the initiative had retired 7,775.5 tons of CO₂e. In FY2025, continued customer adoption increased the total retired emissions to 7,784.5 tons of CO₂e, reinforcing the programme’s role in helping customers reduce their carbon footprint through responsible technology choices.

Sustainability Report Highlights

Key performance for FY 2025

In December 2025, Nanyang Tech implemented a Mandatory Power-Off Policy to reduce unnecessary energy consumption from standby power (phantom load). All non-essential electrical equipment, including laptops, monitors, and chargers, must be switched off after working hours, as well as before weekends and public holidays.

A visual reminder card is used to reinforce compliance and encourage responsible energy habits among employees. This initiative supports reductions in overall electricity consumption and contributes to lower Scope 2 greenhouse gas emissions, reflecting Nanyang Tech's commitment to practical and cost-effective energy efficiency measures.

In 2025, Nanyang Tech was recognized as a Tripartite Standards Adopter by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). This recognition reflects the company's commitment to fair, inclusive, and progressive employment practices.

Employee development and well-being remained a key focus for Nanyang Tech in 2025. The Company continued to support education through its Work-Study Programme and scholarship initiatives, awarding four Engineering and IT students with financial assistance to support their academic journeys. Employee appreciation and engagement were also emphasized, with the Employee Appreciation Dinner providing an opportunity to recognize contributions and strengthen team cohesion.

Continuous learning was reinforced through skills development workshops, including HP training and ASUS product training, equipping employees with up-to-date technical knowledge and enhancing professional competencies. These initiatives support a culture of growth, knowledge-sharing, and long-term career development.

Workplace health and safety continued to be a priority in 2025, with bizSAFE Level 3 successfully renewed, reflecting the Company's ongoing commitment to maintaining a safe and healthy work environment. Through regular risk assessments, safety training, and a robust Safety and Health Management System, employees are empowered to manage workplace risks effectively, reinforcing safety as a shared responsibility across all levels of the organization.

Governance practices continue to be guided by transparency, integrity, and accountability. Alignment with the Global Reporting Initiative (GRI) standards ensures that sustainability disclosures remain consistent, credible, and meaningful to stakeholders.

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

Message From Our Managing Director (MD)

2025 marks an important milestone in Nanyang Tech's sustainability journey. As an SME, we have always believed that meaningful impact begins with intentional action, and I am proud of the progress we have achieved together.

At Nanyang Tech Pte Ltd, sustainability is now firmly embedded at the core of our operations. In 2025, we took a significant step forward by introducing carbon footprint reporting for the first time. This has given us clearer visibility into our environmental impact and strengthened our ability to set data-driven targets for responsible and sustainable growth.

We are honoured to have achieved the HP Amplify Impact 5-Star rating, a top-tier sustainability recognition awarded to partners that demonstrate exceptional commitment to environmental stewardship and social responsibility. This achievement reflects the dedication of our team and our alignment with global best practices in sustainable business.

We are also proud to be named one of the Fastest 100 Growing Companies. This recognition reinforces our belief that business growth and sustainability are not competing priorities—they are mutually reinforcing. Our sustainability initiatives have not only reduced our environmental footprint but also strengthened our resilience, competitiveness, and long-term value.

Our priorities remain clear:

- Reducing environmental impact through responsible resource use
- Enhancing transparency through measurable sustainability reporting
- Strengthening partnerships with organisations that share our values
- Building a culture where every employee contributes to sustainable innovation

Our sustainability journey began formally in 2020 with our first sustainability report. As part of our commitment to sustainable growth, we expanded our focus beyond operational performance to include environmental, social, health, and ethical considerations. This journey continues to be guided by our Corporate Social Responsibility (CSR) framework, reflecting our commitment to creating positive impact for our stakeholders and the wider community.

Sustainability is an ongoing journey. The achievements of 2025 represent meaningful progress, but they are only the beginning. With continued collaboration, accountability, and purpose, we will continue to build a future where Nanyang Tech grows responsibly while contributing positively to society and the planet.

Thank you for being part of this journey.

Managing Director

Oh Kwang Leong

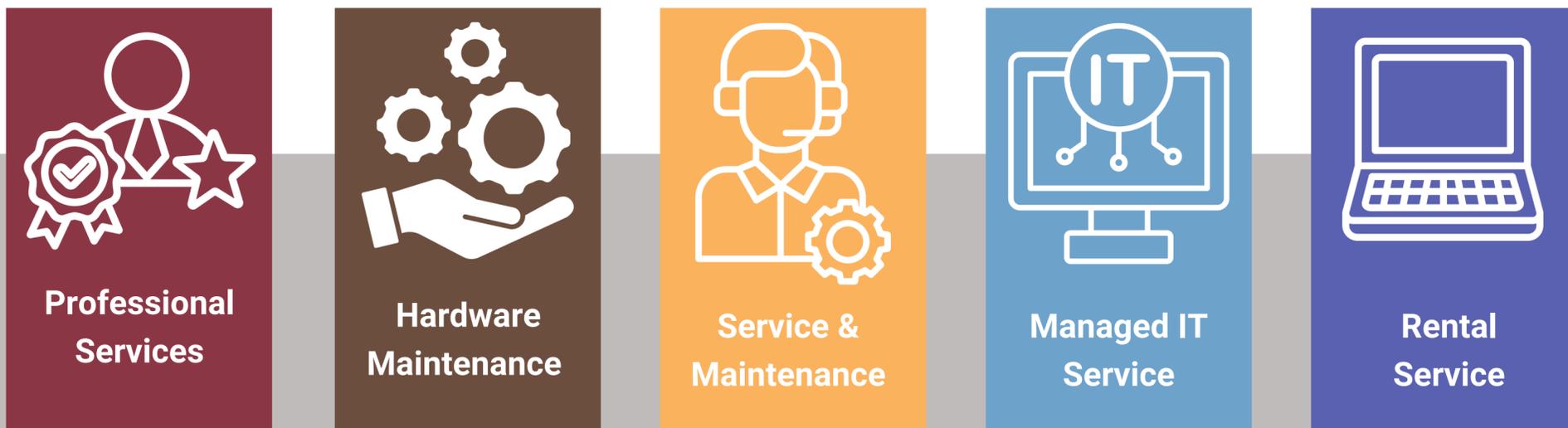
Nanyang Tech Pte Ltd





2.0 Economy & Environment

Economic



Our Four Foundational Enablers



Nanyang Tech Pte Ltd (NYT) operates in the IT asset management and turnkey solutions sectors, delivering end-to-end services across the full lifecycle of technology assets—from procurement and installation to maintenance and decommissioning.

We also manage complete turnkey projects, overseeing design, procurement, implementation, and ongoing support. Our primary markets are in the Asia-Pacific region, serving industries such as telecommunications, manufacturing, and information technology, including both large enterprises and government organizations.

We maintain strong partnerships with OEMs to source essential components that ensure the quality, reliability, and sustainability of our solutions. Our supply chain is structured to support efficient sourcing while meeting stringent quality standards.

Downstream, our clients rely on our turnkey and asset management services to optimize their technology infrastructure. We also work closely with service providers and maintenance partners who support system installation, maintenance, and performance optimization, ensuring long-term functionality of the solutions we deploy.

Beyond the core value chain, we have strategic relationships with technology providers that enable us to integrate advanced innovations into our offerings, enhancing value for clients. Continued collaboration with service partners ensures sustained operational effectiveness.

During the period under review, there were no significant changes to our sectors, value chain, or business relationships. Our OEM and stakeholder partnerships remained stable, enabling consistent service quality and continued success in meeting client expectations.

Environment



The Managing Director is the key driver of the organization's sustainability initiatives, focusing on strategic plans that deliver benefits across the environment, waste management, and cost reduction.

The MD's core responsibilities include the creation, governance, and continual review of these sustainability plans, ensuring the company's strategies are always aligned with its defined long-term sustainability goals.

For effective implementation, the MD ensures policies are clearly communicated to all NYT staff, promoting transparency and a shared understanding of the initiatives' importance. To facilitate action, the MD delegates practical tasks and resource development to staff members, enabling company-wide involvement in the execution of sustainability strategies.

Energy Conservation & Sustainability effort



Integration of Supplemental Fans with VRF Air Conditioning

The fan turns the VRF temperature up without losing comfort as it creates cooling breeze. This greatly cuts down how hard the main VRF unit has to work. The fan also spreads the cool air better. The result is a much more efficient system, which saves energy and lowers our electricity bills.



Ink Cartridges Recycling Bin

We continued our commitment to sustainability by implementing comprehensive waste and energy reduction efforts. This includes ensuring all ink cartridges are properly recycled through certified programs and using a dedicated recycling station. Furthermore, we also recycle used paper boxes for delivery.



Harnessing Power From Solar Panel

We demonstrate our environmental commitment by installing rooftop solar panels, a forward-thinking investment in renewable energy infrastructure. This action significantly reduces our reliance on conventional electricity, effectively lowers our carbon footprint, and decreases operational costs, paving the way for a more sustainable future.



Nanyang Tech Garden & Green Wall

We enhanced efficiency by replacing lights with LEDs and installing UV window filters to cut down on air conditioning and lighting electricity use. Furthermore, our Rooftop Garden and Green Wall actively combat the urban heat island effect, further reducing energy consumption while promoting biodiversity and employee well-being.

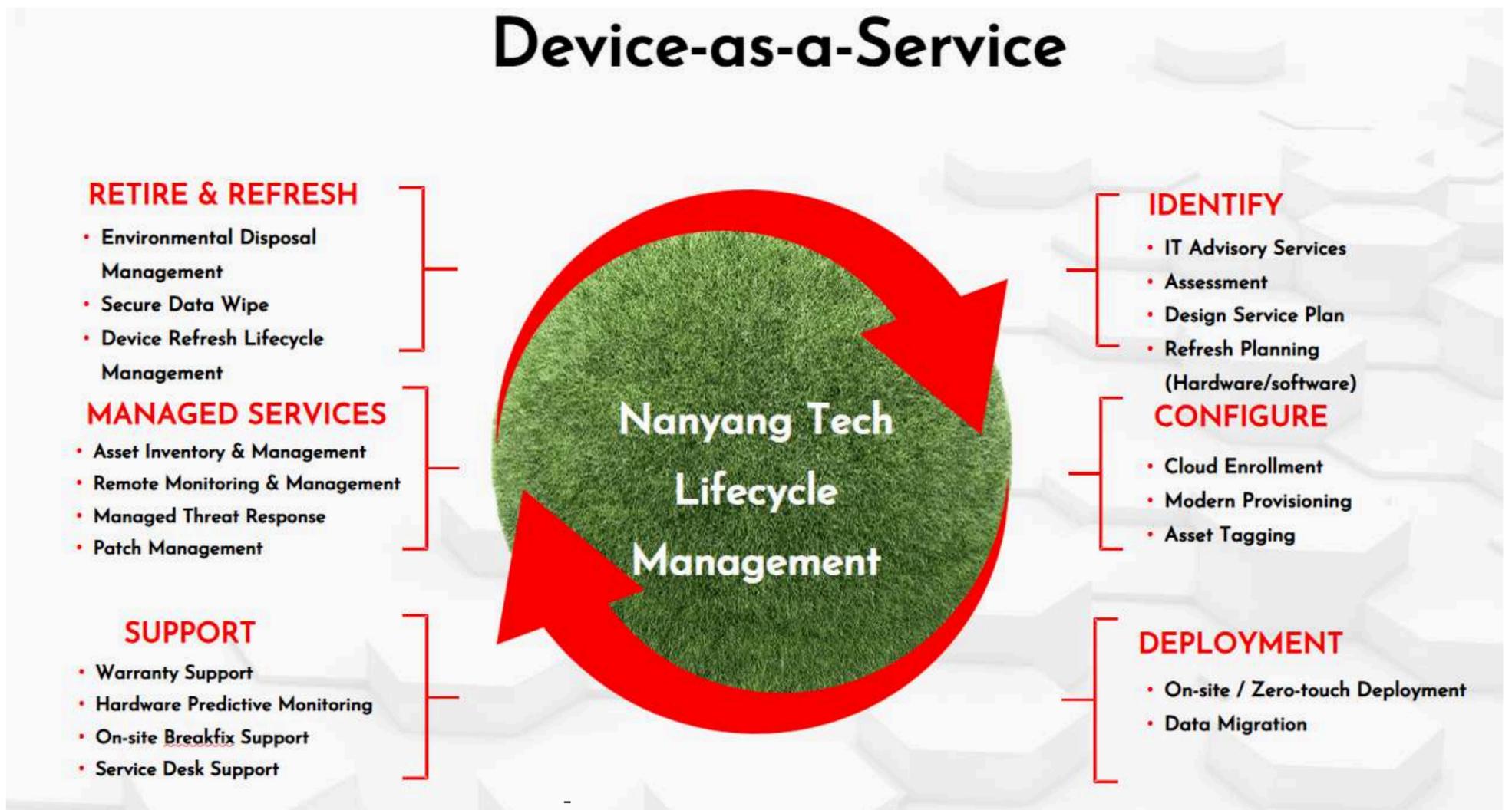
Environment

Circular Economy through Lifecycle Management

Nanyang Tech integrates sustainability into its core operations through the Device-as-a-Service (DaaS) model, utilizing our Nanyang Tech Lifecycle Management framework. This comprehensive, end-to-end approach manages technology assets efficiently from the initial phase (Identify and Configure) through to the end of their operational life.

The DaaS model is crucial to our environmental commitment, as it promotes resource efficiency and reduces electronic waste (e-waste). This is specifically addressed during the Retire & Refresh stage, which mandates both Environmental Disposal Management and Secure Data Wipe.

By facilitating the proper, responsible handling and disposition of retired devices, Nanyang Tech actively supports the transition to a circular economy and minimizes negative environmental impact.



Environment

Our Effort



HP Amplify Impact 5-Star Partner Aug, 2025

Nanyang Tech, a proud partner of the HP Amplify Impact program since 2021, has achieved the prestigious HP FY25 Amplify Impact 5-Star Recognition.

This top-tier accolade reflects our outstanding commitment to sustainability and responsible business leadership. We are particularly honored to be recognized as the first Singaporean company to receive this 5-Star distinction, positioning Nanyang Tech as a leader in driving meaningful, positive ESG impacts across our operations and the community.

EcoVadis Bronze Rating Aug, 2024

Solidifying our commitment to corporate social responsibility (CSR), NYT proudly achieved the EcoVadis Bronze Rating in August 2024.

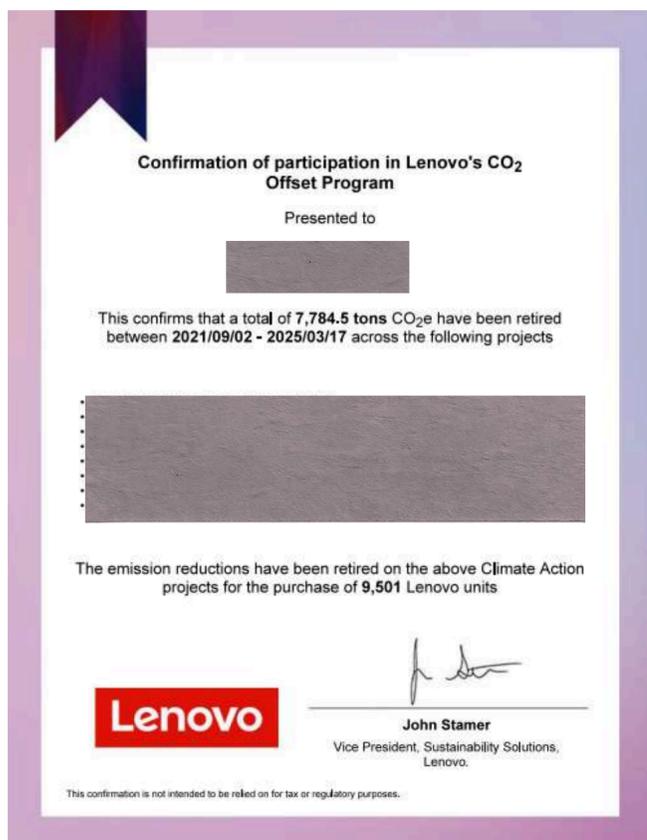
This recognition is a testament to our ongoing, systematic efforts to improve our sustainability management practices and underscores our integration of ESG principles across every facet of our operations.

Sales Of Laptop With Carbon Credit Offset

Nanyang Tech champions environmental services and sustainability by offering Lenovo laptops with verified carbon credit offsets.

This program enables our customers to mitigate their environmental impact and reduce their carbon footprint. As of March 17, 2025, we have sold 9,501 units, achieving the retirement of 7,784.5 tons of CO₂e.

We are dedicated to transparent, meaningful climate action and inspiring responsible consumption.



Environment

Our Plan For Sustainability - Electronic record-keeping In 2026

Paper used (thousand pieces)



Nanyang Tech continues to build upon the foundation established in the previous reporting year, prioritizing operational efficiency and environmental stewardship across the organization.

In 2025, we accelerated our transition toward a paperless operation, achieving a measurable reduction in our environmental footprint. Our total paper consumption decreased from 57,125 sheets in 2024 to 50,000 sheets in 2025, representing a 12.47% reduction.

This initiative directly translates to a significant decrease in our greenhouse gas emissions. By curbing our paper usage, we successfully avoided the emission of approximately 33.5kg CO₂ this year alone. This progress is a direct result of our digitalization strategy, which has transitioned core administrative functions—previously reliant on physical record-keeping into secure, scalable electronic formats.

The electronic record-keeping program, spearheaded by Wei Cong, is now a cornerstone of our sustainability framework. Beyond the immediate carbon savings, this shift has streamlined our data management, enhanced organizational agility, and fostered a culture of digital responsibility. We remain committed to further reducing our reliance on paper as we scale, ensuring that our growth is both efficient and aligned with our long-term environmental goals.

Our Plan For Sustainability - Energy Conservation & Plug-Off Policy In 2026

For 2026, Nanyang Tech will implement a Mandatory Power-Off Policy aimed at eliminating unnecessary energy consumption. The Company recognizes that "standby power" (phantom load) from devices—including laptops, monitors, and chargers—contributes to a significant portion of avoidable energy waste when equipment is left plugged in outside of operating hours.

Under this policy, all non-essential electrical equipment must be switched off at the end of each workday, as well as before weekends and public holidays. To ensure the success of this initiative and encourage behavioral change, a visual reminder system has been established. If a workstation is found with active power after hours, a dedicated "Reminder Card" will be placed on the employee's desk. This serves as a direct feedback mechanism to remind staff of the policy for the following day.

By eliminating standby electricity consumption, this measure is projected to deliver measurable reductions in overall energy use and contribute to lower Scope 2 greenhouse gas emissions. This initiative reflects Nanyang Tech's commitment to practical, low-cost actions that foster a culture of long-term environmental responsibility.



Environment

Energy & Emissions Performance

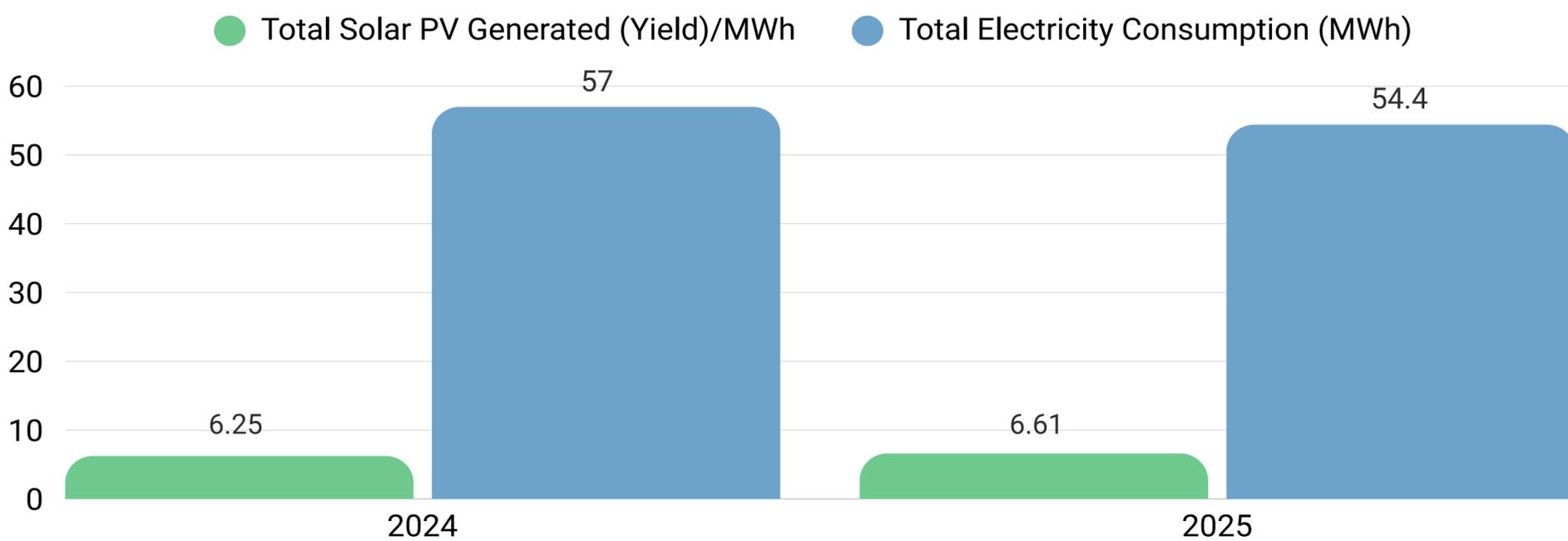
FY2024 represents Nanyang Tech’s baseline year for energy and emissions performance, following the installation of the Company’s rooftop solar photovoltaic (PV) system.

In FY2025, total electricity consumption decreased to 54.4 MWh, compared to 57.0 MWh in FY2024, representing a 4.6% year-on-year reduction. During the same period, the solar PV system generated 6.61 MWh of renewable electricity, an increase of 5.8% from 6.25 MWh in the baseline year.

On-site renewable generation accounted for approximately 12.1% of the Company’s total electricity consumption in FY2025, up from 11.0% in FY2024. This reflects the system’s stabilized performance following a full year of operation and a modest improvement in the Company’s energy mix.

The reduction in electricity consumption is attributable mainly to basic energy-saving practices introduced in the office, rather than changes in business activity. In 2025, these practices included switching off unnecessary lighting and equipment when not in use, particularly after office hours.

While these measures were limited in scope and informal in nature, they helped reduce avoidable electricity use. This was achieved despite an increase in employee headcount compared to FY2024, suggesting that the reduction reflects more mindful day-to-day energy use rather than reduced operational activity.

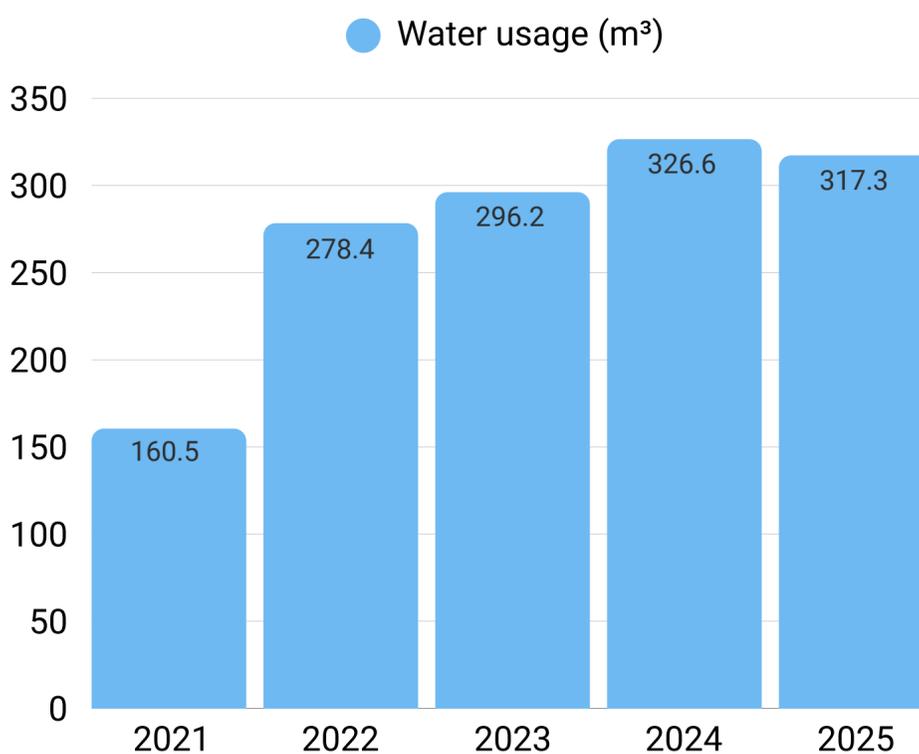


Water Consumption

The Company’s water consumption in FY2025 amounted to 317.3 m³, representing a 2.8% decrease compared to 326.6 m³ in FY2024.

Overall water usage remained stable during the year and continues to be primarily associated with general office activities, as the NYT’s operations are not water intensive.

The year-on-year change is considered marginal and reflects normal variations in office usage patterns, rather than any significant changes in operational practices.



Environment

Carbon Management

Carbon Disclosure (total, tCO ₂ e)	FY2024
Scope 1	17.04
Scope 2	30.55
Scope 3	25,020
Total (absolute emissions)	25,070

Nanyang Tech Pte. Ltd. (“NYT”) reported total greenhouse gas (GHG) emissions of 25,070 tCO₂e in FY2024, prepared in alignment with the GHG Protocol Corporate Accounting and Reporting Standard.

FY2025 marks the Company’s first formal carbon emissions disclosure, and as such, FY2024 serves as the baseline year for future emissions tracking, target setting, and performance benchmarking. Historical emissions data is not available prior to this reporting cycle.

NYT’s emissions profile is predominantly value-chain driven, with Scope 3 emissions accounting for approximately 99.8% of total emissions. This reflects the nature of our business as an IT asset management and technology services provider, where the majority of emissions arise from the use of IT hardware by customers over its lifecycle, rather than from internal operations.

Direct operational emissions remain very low, with combined Scope 1 and Scope 2 emissions totaling less than 50 tCO₂e, demonstrating NYT’s lean operating model and limited reliance on energy-intensive infrastructure.

This emissions structure is typical of technology and IT services companies in Singapore that deliver hardware-enabled solutions while maintaining minimal owned assets.

NYT is committed to improving emissions data quality, expanding Scope 3 coverage, and strengthening transparency as part of our ongoing sustainability journey.

Environment

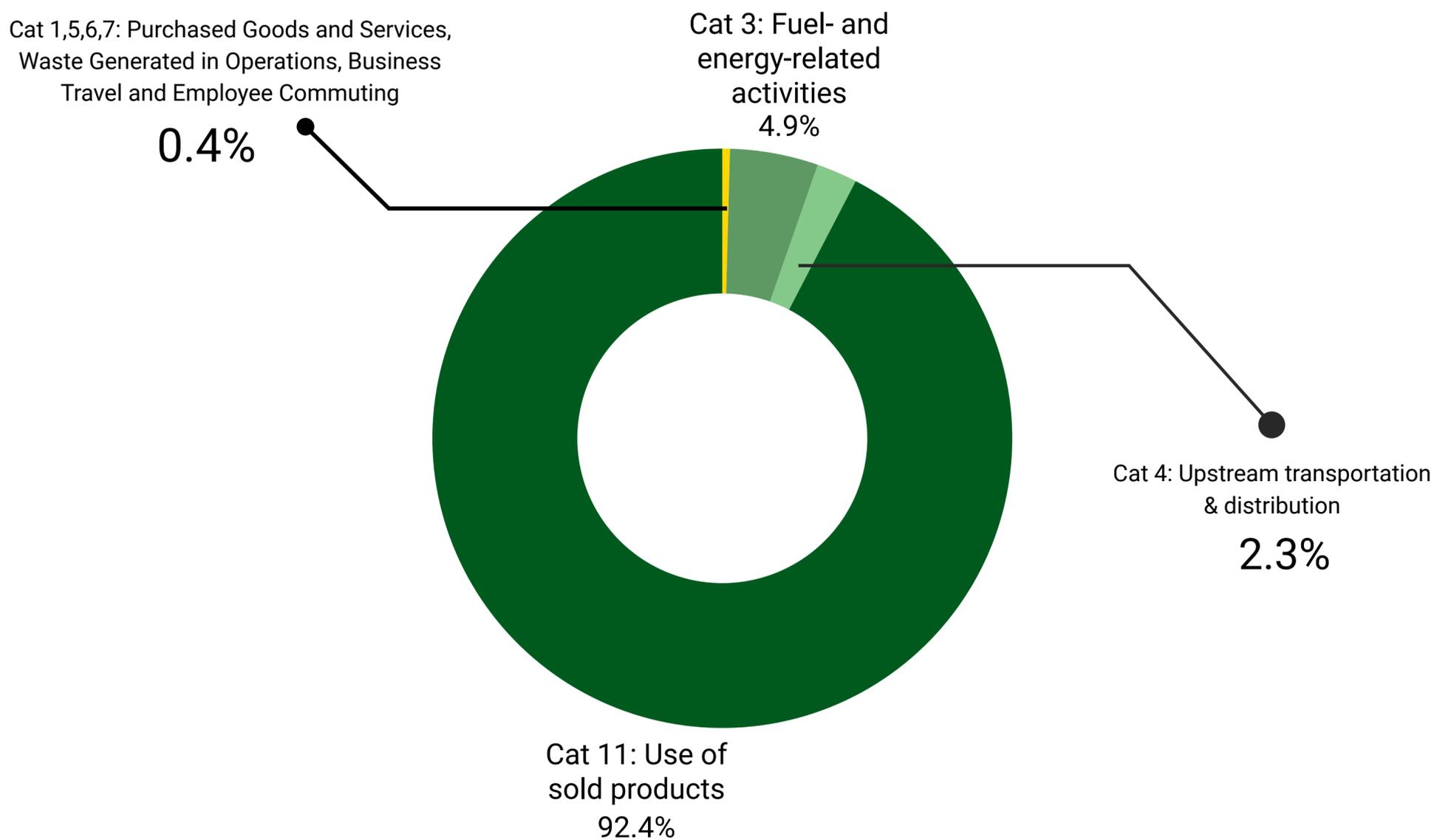
Scope 3 emission breakdown

The Company’s Scope 3 emissions are primarily driven by Category 11: Use of Sold Products, which accounts for 92.4% of total Scope 3 emissions.

These emissions arise from the electricity consumption associated with customer use of IT equipment, such as laptops, workstations, and network infrastructure, over their expected operational lifetimes.

Other Scope 3 categories—including upstream transportation and fuel- and energy-related activities—contribute a relatively small proportion of total emissions. Emissions associated with purchased goods and services, waste generated in operations, business travel, and employee commuting remain minimal.

This distribution underscores the importance of downstream engagement and product efficiency as key levers for emissions management, rather than internal operational controls alone.



NYT’s carbon emissions profile reflects our role as a regional technology solutions provider with significant product-related emissions but limited direct environmental impact from daily operations.

Our approach to carbon management focuses on supplier engagement, promotion of energy-efficient technologies, responsible asset lifecycle management, and collaboration with customers to encourage sustainable use of IT assets.

By establishing a transparent baseline and aligning our disclosures with internationally recognised standards, NYT positions itself to support Singapore’s broader climate objectives while enabling clients to achieve both operational efficiency and environmental responsibility.



3.0 Social

Holistic Development



To reinforce our culture of accountability and fuel continuous, sustainable development, Nanyang Tech conducts annual internal reviews. These reviews operate as a vital two-way mechanism, strategically designed to both assess the performance trajectory of individuals and teams, and gather substantive employee feedback on organizational policies, culture, and operations.

This integrated approach ensures that organizational strategy is refined using valuable employee insight, thereby driving measured, positive change and long-term business sustainability.

Annual Performance Review

The fundamental objective of our performance review process is to measure the contribution of every employee and team toward critical organizational outcomes, specifically in the areas of driving sustainability, maximizing operational efficiency, and fostering 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



NYT CNY Celebration Jan, 2025



NYT Employee Appreciation Dinner Nov, 2025

Nanyang Tech views its dynamic and supportive workplace culture as a strategic asset, crucial for team resilience and continuous operational success. The beginning of the year was marked by a celebration of cultural diversity and unity with the Chinese New Year event in January 2025. This deeply valued annual tradition effectively initiated the year by reinforcing a powerful sense of collective identity and collaboration, setting a positive trajectory for the months that followed.

To close the reporting period, we hosted the annual Employee Appreciation Dinner. This formal event served as a critical platform to publicly acknowledge the dedication, exceptional hard work, and synergy that underpin our achievements. We used this occasion to convey profound gratitude for our team's steadfast commitment.

Furthermore, Nanyang Tech highlighted individual excellence by presenting awards to Jason and Vincent for their exemplary contributions. These deliberate acts of recognition and cultural celebration are fundamental to sustaining an inclusive environment, which is the foundational strength supporting our long-term objectives and organizational health.



SME Conference July, 2025



ASUS Product Training, Feb 2025



HP training, Nov 2025



ASUS Product training, SME Conference and HP training

During this period, Nanyang Tech significantly advanced its strategic focus through key industry events and product training. We successfully partnered with Lenovo to exhibit at the SME Centre Conference 2025, where our booth highlighted intelligent, future-ready solutions for SMEs, including the Lenovo Daystar Robot Solution and AI-powered PCs.

Complementing this market engagement, we conducted focused product training with both ASUS and HP. The ASUS session provided valuable insights into Artificial Intelligence Optimization (AiO) for business improvement. Furthermore, training with HP offered a detailed walk-through of their security and management tools, including HP Wolf Security and the HP Workforce Experience Platform.

These engagements collectively reinforce Nanyang Tech's commitment to delivering cutting-edge, secure, and AI-driven solutions to the Singapore business community.

Holistic Development

Work-Study Programme Graduation Nov,2025



We are incredibly proud to celebrate the success of our recent Work-Study Programme (WSP) graduates from ITE, who officially completed their studies in November 2025. These graduates were employed under contract with Nanyang Tech Pte Ltd (NYT) during their programme.

As part of our commitment to employee development, NYT fully sponsored their tuition fees, ensuring they could focus on mastering their skills both on the job and in the classroom. This is a testament to our investment in nurturing dedicated, skilled talent through the Work-Study model.

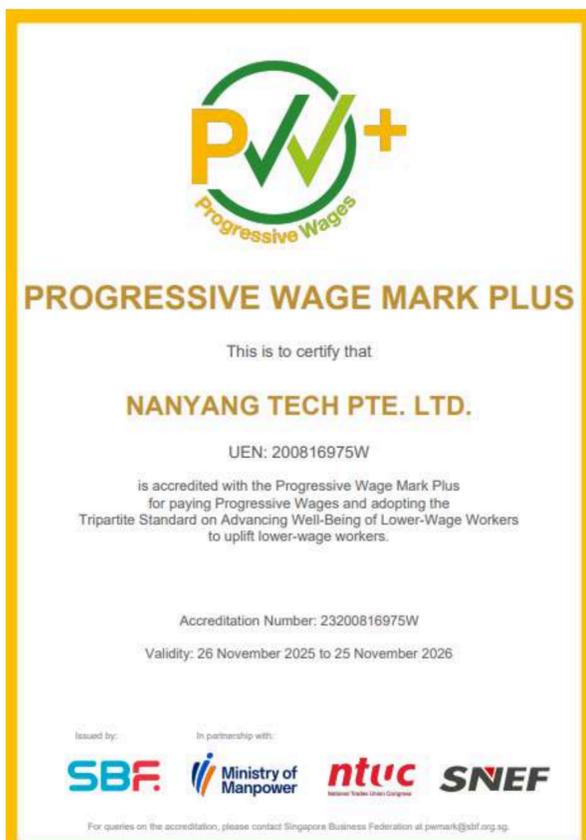
TAFEP Tripartite Standards



Nanyang Tech is recognized by TAFEP (Tripartite Alliance for Fair and Progressive Employment Practices) as a Tripartite Standards Adopter. This designation is a mark of progressive employers in Singapore, reaffirming our commitment to building a fair, inclusive, and supportive workplace.

We actively uphold key employment standards, including practices related to Work-Life Harmony, Flexible Work Arrangements, Age-Friendly Workplaces, and Advancing Well-Being of Lower-Wage Workers. Our culture ensures every employee has the opportunity to grow and succeed.

Progressive Wage Mark PLUS Certificate (PWM+)



Nanyang Tech is proud to be accredited with the Progressive Wage Mark PLUS (PW Mark Plus) Certificate.

This prestigious certification, valid from November 2025 to November 2026, recognizes our deep commitment to fair and equitable compensation by paying Progressive Wages and adopting the Tripartite Standard on Advancing Well-Being of Lower-Wage Workers.

This accreditation highlights our dedication to uplifting lower-wage workers and reinforces our adherence to key labor standards. By fulfilling the rigorous PW Mark Plus requirements, we ensure alignment with national efforts to foster a supportive and progressive workplace for all employees. This achievement underscores our commitment to the social pillar of sustainability.

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.



Contributions to Community

NYT Scholarships for Nanyang Polytechnic Students



NYT-NYP Scholarship Recipient Oct, 2025

NYT is deeply committed to nurturing the next generation of innovators through our long-standing partnership with Nanyang Polytechnic (NYP). Since 2016, we have proudly provided scholarships to excelling students within NYP's School of Engineering and School of Information Technology.

In 2025, we continued this meaningful tradition by awarding scholarships to five deserving recipients. This commitment was reaffirmed, with NYT continuing the scholarship awards, further strengthening our dedication to supporting students in their academic pursuits.

Our ongoing collaboration with Nanyang Polytechnic underscores our dedication to investing in education and fostering opportunities for aspiring individuals to thrive in the dynamic fields of engineering and information technology.

HP & Partners' Giving Day



HP & Partners' Giving Day, April 2025

In 2025, NYT continued its commitment to community engagement by participating once again in the HP & Partners' Giving Day. Our management and staff joined industry partners to support underprivileged families through the packing and distribution of essential care bundles. These bundles were prepared with daily necessities and small comfort items designed to provide practical support and uplift the recipients.

The initiative allowed our team to contribute meaningfully to the well-being of the community while strengthening our culture of service and social responsibility. Working alongside partner organisations reinforced the importance of collaboration in addressing community needs and driving positive social impact.

Through our involvement in the 2025 Giving Day, NYT reaffirmed its dedication to fostering compassion, partnership, and inclusive support for those in need, underscoring the continued value of collective action in building a stronger community.



4.0 Governance

Governance

Governance Structure and Composition

At Nanyang Tech Pte Ltd (NYT), the owner, Oh Kwang Leong, serves in the dual capacity of both the Chair of the highest governance body and the Managing Director. This unified leadership structure is strategically maintained to ensure that the company's core vision is seamlessly integrated into its operational execution, supported by the owner's deep institutional knowledge and commitment to maximizing organizational value.

In this dual role, Mr. Oh provides executive leadership and drives strategic development, while ensuring accountability through a rigorous framework of delegated authority. To mitigate potential conflicts of interest and ensure a balance of power, operational authority is formally decentralized to Department Heads and Senior Managers across functions such as Finance/Operations, and HR. These units are entrusted with fulfilling specific, critical duties that ensure seamless daily operations, while a standardized chain of command acts as a safeguard; issues affecting performance or reputation are raised and resolved at the departmental level, with significant matters formally escalated to the Managing Director to ensure multi-layered executive attention.

This structure is further supported by regular reporting and performance reviews, which monitor the effectiveness of this delegation and ensure all corporate activities remain strictly aligned with the company's long-term sustainability goals and ethical standards.

Highest Governance Body



Oh Kwang Leong
Managing Director

Sales Dept



Shawn Ong
Sales Director

Finance/Ops Dept



Shirley Tee
Chief Finance Officer

HR Dept



Lau Yi Hui
HR Manager

Technical Dept



Shaun Lee
**Infrastructure & Managed
Services Director**

Customer Success Dept



Kelly Lim
Sustainability Officer

Furthermore, NYT maintains a standardized escalation process and a clear chain of command that functions as a critical check and balance within the governance structure. This framework ensures that potential risks—including those related to operational performance, reputation, and sustainability impacts—are subjected to multi-layered scrutiny, beginning at the departmental level.

By resolving localized issues early, the organization ensures that only significant matters requiring strategic guidance are formally escalated via Department Managers to the Managing Director. This process guarantees that executive decisions are not made in isolation but are informed by diverse internal perspectives and accurate ground-level data.

To maintain the integrity of this leadership structure, NYT utilizes regular reporting and performance reviews as the primary mechanism for monitoring delegation effectiveness, ensuring that all corporate activities remain strictly aligned with the company's long-term ethical standards and sustainability commitments.

Governance

Governance of Sustainability

At Nanyang Tech, our sustainability reporting process is governed by principles of transparency, accuracy, and strategic alignment. While operating without a formal sustainability committee, the Managing Director (MD) maintains ultimate oversight, ensuring the integrity and reliability of the reported content, including the validation of all material topics.

The reporting cycle commences with a robust process of gathering relevant data and information from across all organizational departments. This necessitates close, cross-functional coordination to ensure that all data—including performance indicators, achievements, and challenges—is accurate, current, and relevant to the reporting period. Any data requiring clarification or validation is subject to rigorous review and verification with the MD to maintain consistency and accuracy throughout the document.

Once the report content is compiled and formatted, it undergoes a multi-stage review process led by the MD. The Managing Director meticulously examines all components, with particular focus on:

1. **Strategic Alignment:** Ensuring the content aligns precisely with Nanyang Tech's overarching sustainability goals and corporate strategy.
2. **Completeness:** Verifying that the report accurately reflects the company's performance, achievements, and future objectives for the reporting year.

Feedback and necessary adjustments from the MD are systematically incorporated. Departments are engaged iteratively to provide any revised or missing details. Upon satisfactory completion of all revisions, the final version of the Sustainability Report is submitted to the Managing Director for final, official approval.

This systematic and high-touch process ensures the Sustainability Report is not only comprehensive and verifiable but also fully endorsed by the highest governance level. The MD's direct involvement throughout the entire lifecycle of the report underscores Nanyang Tech's unwavering commitment to accountability and assurance in its sustainability disclosures.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.



5.0 Datasheet

Our Company

Information on Employees By Gender

Number of employees (%)	FY2022	FY2023	FY2024	FY2025
Male	61	61	64▲	77▲
Female	39	39	36▼	23▼

Male Employees by Age Group (%)	FY2022	FY2023	FY2024	FY2025
< 30 Years of Age	22	28▲	33▲	34▲
30 - 50 Years of Age	54	54	49▼	53▲
> 50 Years of Age	24	14▼	19▲	13▼

Female Employees by Age Group (%)	FY2022	FY2023	FY2024	FY2025
< 30 Years of Age	52	20▼	25▲	19▼
30 - 50 Years of Age	48	72▲	54▼	62▲
> 50 Years of Age	0	8▲	21▲	19▼

Number of permanent employees (%) *	FY2022	FY2023	FY2024	FY2025
Male	61	61	64▲	69▲
Female	35	35	32▼	27▼

Number of temporary employees (%)	FY2022	FY2023	FY2024	FY2025
Male	0	0	0	0
Female	0	0	0	0

Number of non-guaranteed hours employees (%)	FY2022	FY2023	FY2024	FY2025
Male	0	0	0	0
Female	0	0	0	0

Our Company

Information on Employees By Gender

Number of full-time employees (%) *	FY2022	FY2023	FY2024	FY2025
Male	61	61	64 ▲	69 ▲
Female	35	35	32 ▼	27 ▼

Number of part-time employees (%)	FY2022	FY2023	FY2024	FY2025
Male	0	0	0	3 ▲
Female	4	4	4	1 ▼

* Percentages do not sum to 100% because part-time employees are included in the total headcount

Our Company

Information on Operation, Health and Safety (OHS)

Work Related Injuries (head count)	FY2022	FY2023	FY2024	FY2025
Number of employee injuries or fatalities	0	0	0	0
Number of reports related to whistleblower procedure	0	0	0	0
Number of confirmed corruption incidents	0	0	0	0
Number of confirmed information security incidents	0	0	0	0

Our Company

Information on Resource Consumption

Operational Energy	FY2022	FY2023	FY2024	FY2025
Total Consumption (kWh)	53,405	46,014 V	57,001 A	54,412 V
Average Consumption Intensity (kWh/Workers)	797.08	422.15 V	419.13 V	788.58 A

Water Consumption	FY2022	FY2023	FY2024	FY2025
Total Consumption (Cubic Meters)	278.4	296.2 A	326.6 A	317.3 V
Average Consumption Intensity (Cubic Meters/Workers)	4.15	2.72 V	2.40 V	4.59 A

Paper Usage (Ream)	FY2022	FY2023	FY2024	FY2025
Total Paper Consumption	158.31	139.63 V	115.35 V	100 V

Contextual Information On Data Reported Under “Our Resources”

Nanyang Tech’s resource consumption data reflects the Company’s continued efforts to support increased business activity while maintaining a strong focus on environmental responsibility.

In FY2025, business operations expanded compared to the previous year, resulting in higher operational demands. Despite this increase in activity, overall electricity and water consumption remained stable and showed a slight reduction. This reflects improved day-to-day resource awareness and more efficient use of utilities across operations, rather than a slowdown in business growth.

Although no major new resource efficiency programmes were implemented during the year, the Company continued to benefit from existing initiatives such as renewable energy generation from its rooftop solar photovoltaic system. Paper usage also continued to decline, supported by ongoing digitalisation efforts and reduced reliance on physical documentation.

These developments highlight Nanyang Tech’s commitment to responsible resource management, demonstrating that operational growth can be supported while keeping environmental impact under control. They also provide a strong foundation for tracking future sustainability improvements as the Company continues to evolve.

Our Company

Information on Workers Who Are Not Employees

Number of workers who are not employees (%)	FY2022	FY2023	FY2024	FY2025
Contractor	58	29 V	19 V	7 V
Apprentices	0	0	0	0
Interns	0	11 A	19 A	21 A
Freelancer	0	0	0	0
Sub-contractor	0	0	0	0
Volunteers	0	0	0	0

Information on Workers Who Are Not Employees

Average Training Hours Per Employee	FY2022	FY2023	FY2024	FY2025
Male	37.9	70.6 A	71 A	72 A
Female	12.8	15.7 A	20 A	36 A

Employees Trained (%)	FY2022	FY2023	FY2024	FY2025
Male	60	48 V	64 A	77 A
Female	40	52 A	36 V	23 V



6.0 Appendix

GRI Content Index

GRI Standard	Disclosure	Reference & Response
GRI 2 : General Disclosures 2021	2-1 Organisation Details <ul style="list-style-type: none"> • Legal Name • Nature of Ownership and Legal form • Location of Headquarters • Countries of operation 	<ul style="list-style-type: none"> • Nanyang Tech Pte Ltd • Exempt Private Company In Singapore Page 3
	2-2 Entities Included In The Organization's Sustainability Reporting	<ul style="list-style-type: none"> • Page 3
	2-3 Reporting Period, Frequency and Contact Point	<ul style="list-style-type: none"> • Sustainability and Financial Reporting Period: 1 Jan to 31 Dec 2025 • This Sustainability Report is published on 12 February 2026 • Page 3
	2-4 Restatements of Information	<ul style="list-style-type: none"> • The gender distribution of full-time/permanent employees (%) reported in the FY2022 - 2024 Sustainability Report has been restated due to a calculation error in percentage totals. The corrected figures have been updated and do not affect total headcount or overall conclusions.
	2-5 External Assurance	<ul style="list-style-type: none"> • Nanyang Tech Pte Ltd does not currently have a policy regarding seeking external assurance for its sustainability report. • The 2025 Sustainability Report has not been externally assured.
	2-6 Activities, Value Chain and Other Business Relationships	<ul style="list-style-type: none"> • Page 7
	2-7 Employees	<ul style="list-style-type: none"> • Page 28 - 32
	2-8 Workers Who Are Not Employees	<ul style="list-style-type: none"> • Page 32
	2-9 Governance Structure & Composition	<ul style="list-style-type: none"> • Page 22
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> • Not Applicable
	2-11 Chair of the Highest Governance Body	<ul style="list-style-type: none"> • Page 22

GRI Content Index

GRI Standard	Disclosure	Reference & Response
GRI 2 : General Disclosures 2021	2-12 Role of The Highest Governance Body In Overseeing The Management of Impacts	<ul style="list-style-type: none"> • Page 8
	2-13 Delegation of Responsibility For Managing Impacts	<ul style="list-style-type: none"> • Page 11
	2-14 Role of The Highest Governance Body Sustainability Reporting	<ul style="list-style-type: none"> • Page 23
	2-15 Conflicts of interest	<ul style="list-style-type: none"> • Page 25
	2-16 In Communication of Critical Concerns	<ul style="list-style-type: none"> • Page 27
	2-17 Collective Knowledge of The Highest Governance Body	<ul style="list-style-type: none"> • Page 10
	2-22 Statement on Sustainable Development Strategy	<ul style="list-style-type: none"> • Page 6
	2-23 Policy Commitments	<ul style="list-style-type: none"> • Page 24 - 27
	2-24 Embedded Policy Commitments	<ul style="list-style-type: none"> • Page 24
	2-25 Processes To Remediate Negative Impacts	<ul style="list-style-type: none"> • Page 25
	2-26 Mechanisms For Seeking Advice And Raising Concerns	<ul style="list-style-type: none"> • Page 25 • Page 27
	2-28 Membership Associations	<ul style="list-style-type: none"> • Not Applicable
2-29 Approach To Stakeholder Engagement	<ul style="list-style-type: none"> • Page 16 	

Omission

GRI Standard	Disclosure	Requirement	Reason
GRI 2 : General Disclosures 2021	2-7 Employees	Gender	Information unavailable / incomplete <ul style="list-style-type: none"> Employee demographic data is presented in percentage terms. Absolute employee headcount by gender is not available for disclosure for the reporting period.
	2-9 Governance Structure & Composition	Ciii, Civ, Cvi	Not Applicable <ul style="list-style-type: none"> Nanyang Tech Pte Ltd (NYT) is a private company with a centralized leadership structure under the owner/Managing Director. The company does not currently track or report on board members' tenure, other significant positions, or under-represented social groups beyond gender.
	2-15 Conflicts of Interest	B	Not Applicable <ul style="list-style-type: none"> Nanyang Tech is a private company. We manage conflicts of interest internally through our "chain of command" and "delegated authority", but we do not have a process for disclosing these to external stakeholders.
	2-18 Evaluation The Performance of The Highest Governance Body	ALL	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons
	2-19 Remuneration Policies	ALL	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons
	2-20 Process to determine remuneration	ALL	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons
	2-23 Policy Commitments	C	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons
	2-27 Compliance With Laws & Regulations	ALL	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons
	2-30 Collective bargaining agreements	ALL	Confidentiality constraints <ul style="list-style-type: none"> This information is not disclosed due to confidentiality reasons



NANYANG TECH PTE LTD

Thank you for taking the time to read the Nanyang Tech Sustainability Report 2025.

This document represents our ongoing commitment to transparency and our journey toward a greener, smarter future in the IT sector.



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