



SUSTAINABILITY REPORT

Protecting the environment is an integral part of our vision and a commitment that we convert into meaningful actions.

MESSAGE FROM THE EXECUTIVE CHAIRMAN

Presenting our 7th Sustainability Report (the “Report”), we affirm our unequivocal commitment on sustainable development. We are living through an intensifying climate crisis with devastating weather events, deteriorating natural habitats, depletion of resources, and growing pollution and waste. The crisis casts its shadow over every living creature on this planet.

Given our diversified businesses, our operations are being exposed to the climate risks in varying degrees. In response to these climate risks, we work along with our dedicated team to form solutions that can expedite the transition to net-zero. Our aim is to be part of a global community working together to solve sustainability issues. To this end, we have highlighted our contributions to the United Nations Sustainable Development Goals in this Report.

Environmental practices targeted at enhancing resource and energy efficiency are being incorporated into our day-to-day operations and decision-making process. As a people-oriented employer, we strive to provide training and development opportunities to our employees and to care for their overall well-being. We give a strong emphasis on corporate governance, which has placed us in good stead as we operate in multiple jurisdictions.

Innovation sits at the heart of our work. We invest in technological advancement to ensure that our products and services will always meet the high quality and safety standards. We have been diligent in harnessing technology and improving production efficiency.

On behalf of the Board, I would like to take this opportunity to express our gratitude to our employees, customers and business partners for their continuous support over the past years in the realm of sustainability. With our collective efforts, we foresee a brighter future for our future generations.

MAK LYE MUN
Executive Chairman

ABOUT THIS REPORT

Reporting Principles and Statement of Use

This Report contains information about Intraco Limited’s (“Intraco”) commitment, corporate governance, sustainability policies, performance and targets in managing the Environmental, Social and Governance (“ESG”) factors for FY2023. Intraco has reported in accordance with the Global Reporting Initiatives (“GRI”) Standards.

The GRI Standards are selected as it is a widely used and globally recognised sustainability reporting standard that has a broad selection of topics for reporting on economic, environmental and social impacts. The Board has reviewed and approved the reported information, including the material topics, metrics and targets.

We have applied the GRI Standards in ensuring the quality and proper presentation of the reported information. Reporting principles for sustainability reporting as stipulated in GRI 1: Foundation 2021 include accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. For more information on GRI disclosures, please refer to the GRI Content Index.

This Report is compliant with Listing Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“SGX-ST”). The United Nations Sustainable Development Goals have also been incorporated into the Report, highlighting our contributions to sustainable development.

Reporting Scope

The scope of this Report considers key business activities and associated sustainability concerns related to the following entities which are based in Singapore:

- Intraco Trading Pte Ltd (“ITPL”);
- Intrawave Pte Ltd (“Intrawave”);
- K.A. Group Holdings Pte Ltd and its subsidiaries (“K.A. Group”);
- Taurus Point Capital Pte. Ltd. (“Taurus”); and
- Provenance Treasures (“Provenance”).

Assurance

Internal controls and verification mechanisms have been established by the management to ensure the accuracy and reliability of narratives and data. We have also considered the recommendations of an external ESG consultant for the selection of material topics as well as compliance with GRI Standards and SGX-ST Listing Rules. The Boards has therefore assessed that external assurance is not required for the Report. The Group will continue to assess the need to further enhance the credibility of our sustainability reports through internal review or external assurance.

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Availability and Feedback

Intraco welcomes any feedback on this Report and any aspects concerning its sustainability. Engaging with each of our stakeholders is essential to operating Intraco’s business responsibly. Please send your comments and suggestions to investor.relations@intraco.com.

SUSTAINABILITY STRATEGY OVERVIEW

Focus and Strategy

We integrate ESG considerations into our business strategy and operations. Our strong emphasis on corporate governance provides guidance and a strong foundation to manage and monitor our economic, environmental and social impacts. Good governance increases transparency, accountability and corporate planning, and ensures that we always comply with relevant laws and regulations.

Innovation and product quality have always been a key focus of our business. This commitment remains a perpetual target as we expand into new revenue streams and capture sustainable opportunities in the market. A key driver behind this goal is our robust quality management system which helps ensure high quality standards and continual improvement. Our quality management system is ISO 9001:2015 Quality Management Systems certified.

We are aware of the environmental impacts of our operations. Our employees are encouraged to practise energy saving habits in our offices, and machinery are well maintained to prevent excessive energy consumption. We actively monitor energy and water consumption as well as waste generation and strive for improvements to our environmental sustainability metrics.

As the demand for sustainable products and services continue to surge, regulators and investors will place higher expectations on the Group. We will continue to review our sustainability governance strategy and refine our ESG policies and measures.

ESG Performance Highlights

Environmental



Zero incident of environmental non-compliance

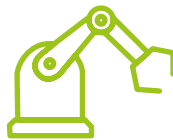
People and Wellness



324 training hours, equivalent to approximately 3.2 hours of training per employee

Zero workplace fatalities or injuries that caused disabilities

Innovation and Quality Improvement



Maintained ISO 9001:2015 Quality Management Systems certification and complied with relevant industry standards

Community



Supported the local community by participating in volunteer activities.

Product Responsibility



100% supplier environmental and social assessments for new major suppliers

Governance



Zero case of service recall and complaints

Zero material non-compliance with relevant laws and regulations

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Contribution to the UN SDGs

The Group contributes to United Nations Sustainability Development Goals through our daily operations, strategy development and collaboration with our stakeholders. The following table highlights the Group's contributions to the attainment of these common goals.

UN SDGs	The Group's Contribution	Read more in the following sections
 <p>4 QUALITY EDUCATION</p>	Provide training on sustainable development and skills upgrading, vocational and technical training.	Focus 6: Human Capital
 <p>5 GENDER EQUALITY</p>	Ensure access to career advancement and fair remuneration regardless of gender.	Focus 6: Human Capital
 <p>6 CLEAN WATER AND SANITATION</p>	Implement water resource management and conservation practices and systems.	Focus 4: Environmental Responsibility
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Provide productive employment and jobs with equal pay for equal work.	Focus 2: Economic Performance Focus 6: Human Capital
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Develop information and communications technology and infrastructure in Singapore; maintain high product quality and relevant certifications.	Focus 3: Innovation and Quality Improvement Focus 5: Product Responsibility
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reduce waste generation through recycling and reuse; integrate sustainability reporting into the Group's annual reporting cycle.	Focus 4: Environmental Responsibility
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Comply fully with all social, economic and environmental laws and regulations; promote strong corporate governance practices.	Focus 1: Governance and Ethics

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STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Intraco’s vision and the success of its business is closely aligned with the interests and needs of its key stakeholders. In FY2023, stakeholder engagement was performed to understand their expectations and capture feedback for our sustainability initiatives.

The Group has identified five key stakeholder groups based on their relevance to Intraco’s business. They include customers, employees, shareholders, suppliers and government/regulators.

The Group engages with these stakeholders through various informal and formal channels of communication to learn and understand about their concerns. The following table presents Intraco’s stakeholder engagement methods, areas of concerns, and how the Group has responded to the identified concerns.

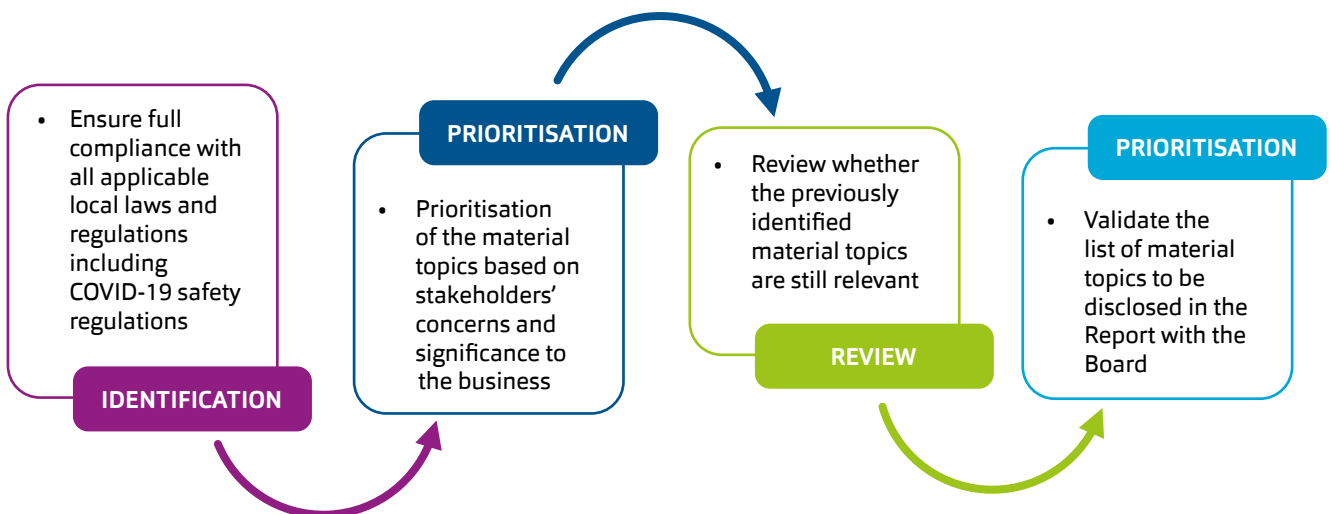
Key Stakeholders	Engagement Methods	Areas of Concern	Our Response	Section Reference
Customers	<ul style="list-style-type: none"> Frontline interaction by sales managers Email queries Contact form on company website Customer feedback 	<ul style="list-style-type: none"> Customer health and safety Pricing and quality of products and services 	<ul style="list-style-type: none"> Respond promptly to customer feedback Maintain certifications and ensure quality of products 	Focus 5: Product Responsibility
Employees	<ul style="list-style-type: none"> Open dialogue among teams Training and development programmes Employee social events Employee feedback mechanism 	<ul style="list-style-type: none"> Training and education Personal development Safe and conducive work environment Fair compensation and benefits 	<ul style="list-style-type: none"> Provide fair remuneration and benefits Provide meaningful feedback to employee through well-structured and open performance appraisals Provide regular training Send staff to relevant courses 	Focus 6: Human Capital
Shareholders	<ul style="list-style-type: none"> Annual General Meeting Annual Report SGX-ST Corporate Announcements Company website Press releases 	<ul style="list-style-type: none"> Economic performance Shareholders’ returns 	<ul style="list-style-type: none"> Provide informative corporate communication and reports 	Focus 1: Governance and Ethics Focus 2: Economic Performance Focus 3: Innovation and Quality Improvement Focus 4: Environmental Responsibility



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Key Stakeholders	Engagement Methods	Areas of Concern	Our Response	Section Reference
Suppliers	<ul style="list-style-type: none"> Face-to-face meetings Supplier assessment 	<ul style="list-style-type: none"> Product quality requirements Certificate of Analysis requirements 	<ul style="list-style-type: none"> Engage and evaluate suppliers regularly and provide meaningful feedback 	Focus 5: Product Responsibility
Government/Regulators	<ul style="list-style-type: none"> Meetings and consultations Regular reports 	<ul style="list-style-type: none"> Compliance with SGX-ST Listing Rules Fair market practices Regulatory and legal compliance Government requirements and guidelines on COVID-19 	<ul style="list-style-type: none"> Ensure full compliance with all applicable local laws and regulations including COVID-19 safety regulations 	Focus 1: Governance and Ethics Focus 4: Environmental Responsibility

Stakeholders’ concerns identified as well as business priorities are incorporated into Intraco’s materiality assessment which consists of a systematic process to identify, prioritise, review and validate the ESG factors. In FY2023, Intraco conducted a materiality assessment survey to identify its material topics, which were reviewed and updated with the recommendations of an external consultant and validated by the Board to ensure that these factors remain relevant to the Group.



The following table illustrates the identified GRI material topics after the conclusion of the materiality assessment process, and where the impacts occur for each material topic.



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Focus Areas	Material Topics	Where the impact occurs
Focus 1: Governance and Ethics	<ul style="list-style-type: none"> GRI 205: Anti-corruption 2016 GRI 207: Tax 2019 GRI 408: Child Labour 2016 GRI 409: Forced or Compulsory Labour 2016 GRI 418: Customer Privacy 2016 	<ul style="list-style-type: none"> Group wide
Focus 2: Economic Performance	<ul style="list-style-type: none"> GRI 201: Economic Performance 2016 	<ul style="list-style-type: none"> Group wide
Focus 3: Innovation and Quality Improvement	<ul style="list-style-type: none"> GRI 203: Indirect Economic Impacts 2016 	<ul style="list-style-type: none"> K.A. Group
Focus 4: Environmental Responsibility	<ul style="list-style-type: none"> GRI 302: Energy 2016 GRI 303: Water and Effluents 2018 GRI 305: Emissions 2016 GRI 306: Waste 2020 Responding Actions to Climate Change 	<ul style="list-style-type: none"> Group wide
Focus 5: Product Responsibility	<ul style="list-style-type: none"> GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016 GRI 416: Customer Health and Safety 2016 	<ul style="list-style-type: none"> Group wide
Focus 6: Human Capital	<ul style="list-style-type: none"> GRI 401: Employment 2016 GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 413: Local Communities 2016 	<ul style="list-style-type: none"> Group wide

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FOCUS 1: GOVERNANCE AND ETHICS

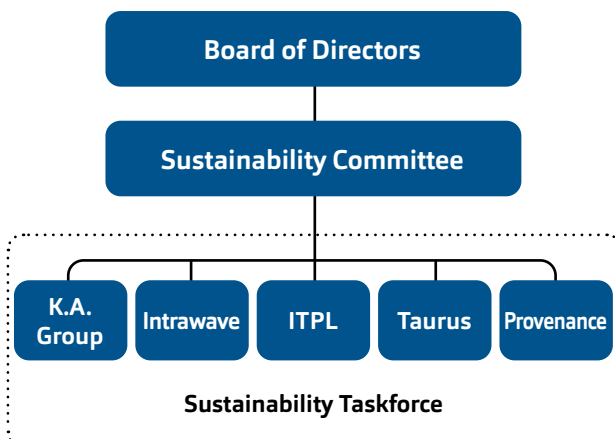
Strong corporate governance practices are integral in enhancing the Group's adaptability to policy changes and trends in the industry as well as helping the Group align its operations and business activities with the interests of all key stakeholders.

Sustainability Governance Structure and Statement of the Board

The Board has the oversight and ultimate responsibility on the Group's sustainability reporting. It oversees the sustainability efforts of the Group and monitor the material ESG factors with the support of the Sustainability Committee ("SC"). It stipulates the Group's sustainability strategies and goals, and periodically assesses its targets, progresses, as well as the corresponding policies that support their achievement.

The SC is responsible for reviewing and making recommendations to the Board on sustainability matters including policies, practices, targets and performance. It identifies various business risks, implements strategies and sustainability frameworks, tracks the performance of the material ESG factors, and reviews the sustainability reports. The SC consists of the Chief Operating Officer, Group Financial Controller and representatives of other business unit, and is chaired by the Group Senior Human Resource Manager.

The SC is supported by the Sustainability Task Force ("STF") which consists of executives of the Group who work with personnel of the relevant business units. The STF is responsible for the implementation of sustainability initiatives within their business units.



Corporate Compliance

The laws and regulations that are applicable to the Group include the Code of Corporate Governance 2018, regulations by the Monetary Authority of Singapore, Listing Rules of the SGX-ST, the Accounting and Corporate Regulatory Authority ("ACRA") and the Securities and Futures Act, amongst others.

Review of new regulations and updates to existing regulations are regularly conducted by our employees, our secretarial firm and our auditors. Updates are disseminated to relevant staff and processes are in place to monitor the activities and associated performance on a regular basis.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to the Board by email, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the ACRA which are relevant to the Board.

Risk Management

The Group Risk Committee has adopted a precautionary approach in strategic decision making by implementing a comprehensive risk management framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organization's overall risk management framework.

Please refer to the Corporate Governance Report section in the Annual Report for more information on the Group's risk management practices.

Anti-corruption

Disclosures 205-1, 205-2, 205-3

The Group takes a strong stand against corrupt practices and strategies, and this value has been communicated to all of our employees, major suppliers and business partners. Our employees are educated on our anti-corruption stance upon induction and reinforced when necessary. Any forms of corruption within the Group will not be tolerated, and will be escalated to the Chairman of the Board.

During FY2023, all of the ITPL, Intrawave, Taurus and Provenance's operations were assessed for risks related to corruption. No significant risks related to corruption were identified through the risk assessment. There was zero confirmed incident of corruption for the Group in FY2023 (FY2022: Nil).

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All Board members, employees and major business partners have received training and have been communicated to on the Group's anti-corruption policies and procedures.

Our whistleblowing policy also ensures that stakeholders can report any corrupt practices or violations to the Group's Chief Operating Officer and Chairman of the Audit Committee. The complaint will be independently investigated and addressed. Any staff of the Group and other persons making such reports will be treated fairly and, to the extent possible, protected from reprisal. Anonymous complaints may be considered, taking into account factors such as the seriousness of the issues raised, the credibility and the likelihood of confirming the allegation from attributable sources. No critical concerns were communicated to the Chief Operating Officer and Chairman of the Audit Committee during FY2023.

Ethical Labour Practices

Disclosures 408-1, 409-1

The Group is committed to following the highest standards of business ethics. We are fully aware of our responsibilities as an enterprise, always upholding and maintaining the principle of fair employment in the workplace, and have always abided by the laws, regulations and rules of the place of operation. We have formulated the Employee Handbook, focusing on the rights that employees can exercise, and covering general principles of fair employment. The Employee Handbook states the Group's expectations and requirements for fair employment, protecting the human rights of employees. These expectations and requirements are in line with the "United Nations Guiding Principles on Business and Human Rights". The Group also complies with relevant principles in the International Bill of Human Rights and the International Labour Organisation's "Declaration on Fundamental Principles and Rights at Work" to formulate this policy.

The Group has a zero tolerance towards child labour and forced labour. Our employment practices are guided by local laws and regulations. The principle of employment equality is embedded in our recruitment practices. We employ regardless of nationality, race, religion, gender, age and disability, and encourage diversity and equal opportunities, and strictly prohibits discrimination, child labour and forced labour. We strive to create a safe, healthy workplace where everyone is treated with respect.

The Group strictly prohibits the employment of persons under the local legal employment age. Besides, the Group never employs any form of forced labour, including prison terms, indentured labour, slave labour, and any human trafficking. We do not tolerate any form of corporal punishment, threats of violence, or any form of physical,

mental, sexual, or verbal abuse as a means of discipline or monitoring in the workplace.

For the type of operations and geographic areas where we operate, we do not consider our operations or suppliers have a significant risk of child labour, forced labour, or young workers being exposed to work hazards. Our whistleblowing policy aforementioned also ensures that stakeholders can report any human rights violation and that the complaint will be independently investigated and addressed.

Customer Privacy and Data Protection

Disclosure 418-1

The Group is committed to protecting our customers' privacy and data. We have implemented a Data Protection Policy which governs the collection, handling and protection of our customers' personal information in a responsible manner, in accordance with the latest amendment of the Singapore Personal Data Protection Act. We have appointed Data Protection Officers to oversee and ensure full compliance with the Act in executing their duties. There were no reported data breaches in FY2023 (FY2022: Nil).

Tax Compliance

Disclosures 207-1, 207-2, 207-3

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in, which indirectly supports the local governments and authorities in their economic, environmental and social development objectives. The Group has zero tolerance for any intentional breach of tax laws and regulations.

The Group identifies tax related risks as part of its enterprise risk management framework which is reported regularly to the Audit Committee. Implementation of tax compliance related policies and procedures are delegated to the respective business units' finance and are monitored by the Group Financial Controller.

Relevant staff attended tax related training to keep themselves updated on key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings.

The Audit Committee may also from time to time engage the Group's internal auditor to monitor compliance with the tax governance and control framework. Any instances of non-compliance are reported to the Audit Committee and resolved promptly.

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Governance and Ethics Targets

FY2023 Performances	
Targets for FY2023	Status
Topic area: Anti-corruption <ul style="list-style-type: none"> Zero incident of non-compliance with SGX-ST listing rules or Code of Corporate Governance Zero reported corruption/whistle-blowing report 	Met
Topic area: Tax <ul style="list-style-type: none"> Zero significant tax related non-compliance 	Met
Topic areas: Child Labour; Forced or Compulsory Labour <ul style="list-style-type: none"> No breach of employment laws 	Met
Topic area: Customer Privacy <ul style="list-style-type: none"> Zero data privacy breaches 	Met

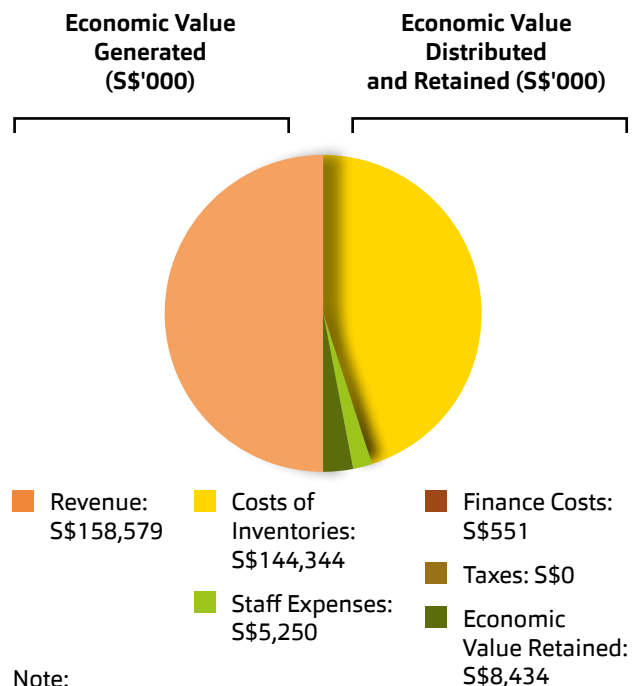
FY2024 Targets	
Material Topics	Targets
Material Topics	<ul style="list-style-type: none"> Zero incident of non-compliance with SGX-ST listing rules or Code of Corporate Governance Zero reported corruption/whistle-blowing report
Tax	<ul style="list-style-type: none"> Zero significant tax related non-compliance
Child Labour	<ul style="list-style-type: none"> Zero incident of non-compliance
Forced or Compulsory Labour	<ul style="list-style-type: none"> Zero incident of non-compliance
Customer Privacy	<ul style="list-style-type: none"> Zero incident of non-compliance

FOCUS 2: ECONOMIC PERFORMANCE

Disclosure 201-1

The Group strives to create long-term value for our stakeholders by delivering strong financial performance and prioritising sustainable growth. Sustained economic performance underpins the Group's ability to continue delivering sustainable dividends to investors, provide rewards to employees and gain confidence from stakeholders.

In FY2023, The Group generated direct economic value, or revenues, of SGD158.579 million, and retained economic value of S\$8.434 million, details of which are presented below:



Note:

Nil taxes paid due to tax credits received by the Group. There were no donations and dividends paid during the year.

The financial performance of the Group is reviewed by the Audit Committee and the Board on a regular basis. For more information on economic performance, please refer to the Operations and Financial Review, and Financial Statements of the Annual Report.

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Economic Performance Target

ECONOMIC PERFORMANCE	
FY2023 Target(s)	
Material Topic(s)	Target(s) for FY2023
Economic Performance	<ul style="list-style-type: none"> Zero incidents of economic non-compliance

FOCUS 3: INNOVATION AND QUALITY IMPROVEMENT

Disclosure 203-2

K.A. Group

As testament to the quality and safety of its products, K.A. Group has received accreditations from various organisations.

- Singapore Green Labelling Scheme administered by the Singapore Environment Council;
- Registered contractor with the Building and Construction Authority (“BCA”) and complies with BCA Contractors Registration System (“CRS”) requirement for Fire Prevention and Protection Systems; and
- Member of the Singapore Contractors Association Limited and have fulfilled the requirements to be admitted to the Registry of Singapore List of Trade Subcontractors (“SLOTS”).

As a commitment to continuing product quality enhancement, K.A. Group has constantly maintained its quality management system, the ISO 9001: 2015 Quality Management Systems certification, for the provision of passive fire protection application services for building and steel structures. The system undergoes regular review and ensures quality standards are continually improved.

ITPL, Intrawave, Taurus and Provenance

INNOVATION AND QUALITY IMPROVEMENT	
FY2023 Performances	
Targets for FY2023	Status
<ul style="list-style-type: none"> Maintain K.A. Group’s ISO 9001 Quality Management Systems certification 	Met
FY2024 Targets	
Material Topics	Targets
Indirect Economic Impacts	<ul style="list-style-type: none"> Maintain K.A. Group’s ISO 9001 Quality Management Systems certification

FOCUS 4: ENVIRONMENTAL RESPONSIBILITY

As an environmentally conscious and responsible business, we recognise that we have a part to play in combating climate change. Intraco ensures that any adverse environmental impacts are well managed and resource efficiency is explored as an area that can enhance operational efficiency.

Energy Management

Disclosures 302-1, 302-3, 302-4

The Group’s main environmental impact stems from fuel consumption for vehicles and production, as well as electricity consumption for lighting, air-conditioning and operating machinery such as air compressors and burners. As a testament to the continual improvement of our environmental practices, K.A. Group is ISO 14001:2015 Environmental Management System certified.

The Group recognises that good environmental practices will result in operational efficiencies. Improved energy efficiency will translate into lower operational costs and a reduced impact on the environment. We have also engaged a greener power supply vendor to manage our carbon footprint. Energy consumption is continuously tracked to identify potential areas for energy efficiency improvement.

The Group continues to increase employees’ awareness on energy reduction, and implement the following energy conservation practices:

- Switching off all lights and electronic equipment when not in use, including after office hours and during weekends;
- Enabling energy-saving features on all electronic equipment where available;
- Reminding employees to set their computers to sleep mode after 10 minutes of inactivity;
- Ensuring that external doors and windows are properly closed to prevent cool air from escaping;
- Encouraging telephone calls and video conferences to replace unnecessary travels;
- Maximising the use of natural lighting wherever possible;
- Maintaining temperature of the air-conditioning at 24 degrees Celsius; and
- Maintaining equipment regularly to ensure optimal performance and energy efficiency.

Whenever possible, energy efficient facilities such as air-conditioners that are certified under the Mandatory Energy Labelling Scheme (“MELS”) or equivalent COP (“Certificate of Performance”), and are installed with occupancy sensors and Light Emitting Diode (“LED”) lighting.

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The Group's total energy consumption in FY2023 is presented in the following table. Going forward, the Group will continue to monitor energy consumption as well as identify initiatives to reduce electricity consumption across its operations.

Energy Consumption	Targets	2023	2022
Total energy consumption	MWh	601.76	797.49
Energy consumption intensity	MWh per employee	6.02	6.13

Note:

In FY2022, the amount of goods produced by the Group was used as the metric for calculating intensity data. Due to the inclusion of service-based businesses, Taurus and Provenance, the Group considers that the amount of goods produced is no longer an applicable metric for its diversified businesses. The metric for calculating intensity data is therefore changed to total number of employees. The total number of employees in FY2023 was 100 (FY2022: 130). The FY2022 intensity data is therefore restated from 17.33MWh per 1,000 m² of goods produced to 6.13 per employee. The total number of employees for FY2023 is also used as the metric for calculating other intensity data.

Water and Effluents Management

Disclosures 303-5

The Group strives to consume water wisely and responsibly. The major water use is domestic use in the office buildings. The Group aims to cultivate a water-saving habits among all levels of its staff to achieve sustainable development. In FY2023, water withdrawal of the Group totalled 4,382.4 cubic meters, water withdrawal intensity amounted to 43.82 cubic meters per employee. Due to the business nature, the amount of water withdrawal is approximate to the amount of water discharge. No water was consumed from water stress areas. The Group has set a target to maintain or reduce the Group's total water consumption intensity in FY2024, using FY2022 as the base year for comparison.

Emissions

Disclosures 305-1, 305-2, 305-4

The Group's greenhouse gas ("GHG") emissions mainly consist of direct (Scope 1) GHG emissions and energy indirect (Scope 2) GHG emissions. The Group's GHG emissions were mainly attributable to the consumption of purchased electricity. The GHG emissions data is presented

in terms of tonnes of carbon dioxide equivalent ("tCO₂e").

In FY2023, the Group's total GHG emissions 1 were approximately 213.97 tCO₂e, which consists of approximately 176.81 tCO₂e of direct (Scope 1) GHG emissions and approximately 37.16 tCO₂e of energy indirect (Scope 2) GHG emissions. In FY2022, the Group's total GHG emissions intensity was approximately 4.65 tCO₂e per 1,000 m² of goods produced.

Energy Consumption	Targets	2023	2022
Direct GHG emissions (Scope 1)	tCO ₂ e	136.25	176.81
Indirect GHG emissions (Scope 2)	tCO ₂ e	29.18	37.16
Total GHG emissions (Scope 1&2)	tCO ₂ e	165.43	213.97
GHG emission intensity	tCO ₂ e per employee	1.65	1.65

Note:

- GHG emissions data are calculated based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Global Warming Potential Values" from the IPCC Fifth Assessment Report and the 2021 grid emission factor published by the Energy Market Authority of Singapore.
- As aforementioned, the metric for calculating intensity data is changed from amount of goods produced to total number of employees. The FY2022 GHG emission intensity data is therefore restated from 4.65 tCO₂e per 1,000 m² of goods produced to 1.65 per employee.

Responding Actions to Climate Change

The Group recognises the importance of developing a strategy and risk management framework that can help enhance the Group's climate resilience. The TCFD provides recommendations regarding disclosure of climate-related financial information. The TCFD recommends disclosures across four pillars, including governance, strategy, risk management and metrics and targets, to assess the impact of key climate-related risks and opportunities. We have included disclosure on these four pillars as below:



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Governance

The Board has an oversight on the Group’s sustainability strategy. The Board approves the Report which provides comprehensive disclosures, including disclosures on the Group’s climate-related risks and opportunities and its responding actions to enhance climate resilience.

The SC reports to the Board on climate-related matters and is responsible for developing metrics and targets so as to manage sustainability objectives and monitor the overall sustainability performance. In addition, the SC drives the implementation of the sustainability initiatives within the Group and advises the Board on the material sustainability matters.

Strategy

We have strengthened our understanding of risk, including physical risks and transition risks, and opportunities affecting our business. After the identification of climate-related risks and opportunities over the short, medium and long term, we have developed corresponding action plans to manage these risks and opportunities.

Physical Risks

Climate change may result in extreme weather events such as heavy rainfalls, heat waves and droughts. These events may affect the Group’s business in varying degrees. The Group has flexible work arrangements in place and will design contingency plans to manage any sudden disruption of operations.

Transition Risks

Climate change may result in transition risks to the Group. The Group may face more stringent laws and regulations on environmental protection, carbon emission, and waste generation in the future. It may lead to increased risks of non-compliance with the requirements of green standards.

With an increased awareness of climate change, our stakeholders are likely to demand products and services that are environmentally friendly. As a result, the transition to a low-carbon business model can bring opportunities. With the adoption of environmentally friendly practices in the Group’s operations, the Group may be able to convert more business opportunities from customers who appreciate the Group’s environmental initiatives, such as integrating different product materials to ensure better overall utilisation rates.

Risk Management

The SC was established to drive the Group’s sustainability performance, develop sustainability strategy, and manage climate risks. We will continue to review our climate risks and carry out the corresponding actions to manage them. For the identified physical and transition risks, we will undertake precautionary measures for all employees and workers during extreme weather and develop operation

continuity plans. The use of energy-efficient equipment and systems will be promoted. We will also monitor any changes in legal requirement or green standards to ensure compliance with laws and regulations at all times.

Metrics and Targets

We have measured and disclosed our Scope 1 and Scope 2 GHG emissions in this Report. GHG emissions data are calculated based on widely recognised standards. In FY2023, we set a target of maintaining or reducing the Group’s total GHG emission intensity using FY2022 as the base year for comparison.

Waste and Effluents Management

Disclosures 306-1

The Group adopts good corporate practices for waste management. Our practices are reviewed and improved regularly as an integral part of our environmental management system. We realize that the waste and effluents discharged by our Group may have an impact on the environment, therefore 100% of our chemical waste and general waste is subcontracted to a certified waste disposal company. We perform assessment on our waste operators and prefer them to have robust environmentally friendly practices with regard to their waste disposal methods.

ENVIRONMENTAL RESPONSIBILITY	
FY2023 Performances	
Targets for FY2023	Status
<ul style="list-style-type: none"> Maintain or reduce the Group’s total energy consumption intensity in FY2023, using FY2022 as the base year for comparison 	Met
<ul style="list-style-type: none"> Zero monetary fines from Building and Construction Authority for waste and effluent management 	Met
<ul style="list-style-type: none"> Maintain or reduce the Group’s total GHG emission intensity in FY2023, using FY2022 as the base year for comparison 	Met
<ul style="list-style-type: none"> Maintain 100% proper disposal for waste through licensed disposal companies 	Met
<ul style="list-style-type: none"> Continue to monitor any changes in laws or regulations relating to climate change 	Met



SUSTAINABILITY REPORT

FY2024 Targets	
Material Topics	Targets
Energy	<ul style="list-style-type: none"> Maintain or reduce the Group's total energy consumption intensity in FY2024, using FY2022 as the base year for comparison
Water and Effluents	<ul style="list-style-type: none"> Maintain or reduce the Group's total water consumption intensity in FY2024, using FY2022 as the base year for comparison
Emissions	<ul style="list-style-type: none"> Maintain or reduce the Group's total GHG emission intensity in FY2023, using FY2022 as the base year for comparison
Waste	<ul style="list-style-type: none"> Provide yearly performance data on waste management and water management
Climate Change	<ul style="list-style-type: none"> Continue to monitor any changes in laws or regulations relating to climate change

FOCUS 5: PRODUCT RESPONSIBILITY

Product responsibility entails the obligations and accountability that we have toward our customers and the broader society. We strive to ensure that our products are safe, reliable, and meet all applicable quality standards. Any product defects or safety issues will be addressed promptly. We also consider the environmental and social impacts of our products throughout the product lifecycle, and monitor our supply chains to ensure ethical practices of our suppliers.

Customer Health and Safety

Disclosures 416-1, 416-2

The Group upholds the highest standards on safeguarding customer health and safety. Our production process includes rigorous testing and compliance with regulations. We also exercise duty of care in enforcing protocols and in preventing any lapses in health and safety protection compliance. All of our major products and services are constantly assessed for improvement. There were no incidents of non-compliance with regulations or voluntary codes concerning health and safety impacts of our products and services that resulted in a fine, penalty, or warning during FY2023 (FY2022: Nil).

K.A. Group

K.A. Group views safety as a critical component of its business. In compliance with relevant industry-specific health and safety regulations, K.A. Group conducts regular quality control inspections on its products and services. It closely monitors the performance of its fire protection applications to ensure their effectiveness and adherence to local building regulations.

For example, the Insulated Fire rated Fabric Shutters or Fire Curtain is tested to Singapore Standard Specification for Fire Shutters SS 489:2001 for its compliance with the local building regulation for up to 4 hours for fire integrity and 2 hours for insulation. For cases that are brought up to K.A. Group, they will be filed in the incident reporting system for evaluation and risk assessment.

Furthermore, K.A. Group maintains its certification for important standards. Its production and storage of fireproofing materials is certified for ISO 14001:2015 by SOCOTEC Certification Singapore (formerly known as Certification International Singapore) for the scope of supply and installation of fireproofing system in building and construction.

ITPL

ITPL aims to provide high quality plastic resin products to its customers. It performs regular quality control inspections on its products and services through the use of Certificate of Analysis ("COA"). ITPL ensures that all suppliers are evaluated and assessed, and warrants the matching of product specifications with the COA, which accompanies each batch of products manufactured.

Material safety data sheets are also available from suppliers on demand. Besides the COA, ITPL is able to provide additional certifications and standards to meet the specific needs of its customers on demand such as the following:

- Restriction of Hazardous Substances ("RoHS") Standards;
- Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH"); and
- United States Food and Drug Administration ("FDA").

As the safety of plastic products is one of the main concerns of the industry, ITPL strives to go beyond standards and regulatory requirements. ITPL educates its customers on the proper use of products as well as potential risks and the precautions that they should undertake to minimise potential incidents. This is achieved through training and demonstrations carried out jointly with the manufacturers. To investigate



SUSTAINABILITY REPORT

identified issues and make constant improvements, ITPL communicates with the customers to obtain feedback on health and safety related issues.

Intrawave

As part of the telecommunication sector, Intrawave recognises that its core business requires the implementation of strict safety protocols. It has attained BizSafe Level 3 since May 2022, Intrawave is committed to safe operations by ensuring that its employees attend safety courses before they commence any work. Risks and possible hazards are therefore identified and evaluated, and safety precautions are put in place before the commencement of any projects. Intrawave also adheres to its hierarchy of controls and housekeeping rules to minimise installation related hazards when performing work.

Taurus and Provenance

As Taurus is engaged in the provision of corporate finance advisory services and Provenance is engaged in wholesale of wines, customer health and safety are not considered significant to these two businesses. The Group will continue to be aware of any health and safety issues when they arise.

Supply Chain Management

Disclosures 308-1, 308-2, 414-1, 414-2

Developing strong supplier relationships will ensure quality consistency and continuity of operations. Our suppliers include building maintenance material providers, contractors and suppliers for soft and hard services, as well as downstream services such as waste management and professional support services. We engage with our contractors on site regularly, with an emphasis on health and safety issues.

We adopt a risk-based approach to ensure that our supply chain is sustainable and reliable. Supply chain risk assessments are regularly carried out to evaluate the quality and regulatory compliance of our suppliers. In FY 2023, 100% of the 18 new major suppliers were screened using environmental and social criteria. No supplier was identified as having significant actual and potential negative environmental impacts nor were there any significant actual and potential negative environmental impacts being identified.

K.A. Group

K.A. Group ensures that proper documentation and authorisation processes for supplier engagement are

completed to mitigate any potential risks. Details of all existing suppliers are filed in a master list and approvals of major new suppliers are required. K.A. Group monitors the quality of its products by conducting random checks on the direct materials upon arrival and all material suppliers are screened.

ITPL

As a trading company, it is imperative that ITPL maintains the quality of its products. In FY2023, ITPL performed supplier assessments on major new suppliers as part of a comprehensive approach to manage sustainability impacts outside our organisation and along our supply chain. We evaluated suppliers based on pertinent environmental and social aspects, including suppliers waste management and workplace health and safety practices.

In line with the Group's practice, ITPL ensures that all its suppliers are COA compliant. It also adheres to the procurement practice that it will only procure from suppliers who are certified petrochemical producers. Such practice will be enforced and reviewed annually.

Taurus and Provenance

Taurus and Provenance do not have any major suppliers. Supply chain management is not considered significant to these two businesses. The Group will continue to be aware of any supply chain management issues when they arise.

PRODUCT RESPONSIBILITY	
FY2023 Performances	
Targets for FY2023	Status
• Perform environmental assessment for 100% of the new major suppliers	Met
• Perform social assessment for 100% of new major suppliers	Met
• Zero incident of non-compliance concerning the health and safety of products and services as well as zero significant incident of non-compliance that resulted in regulatory breaches	Met

SUSTAINABILITY REPORT

FY2024 Targets	
Material Topics	Targets
Supplier Environmental Assessment	<ul style="list-style-type: none"> Perform environmental assessment for new major suppliers
Supplier Social Assessment	<ul style="list-style-type: none"> Perform social assessment for new major suppliers
Customer Health and Safety	<ul style="list-style-type: none"> Zero incident of non-compliance concerning the health and safety of products and services as well as zero significant incident of non-compliance that resulted in regulatory breaches

FOCUS 6: HUMAN CAPITAL

Occupational Health and Safety

Disclosures 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9

We place a high priority on employee well-being and safety. We operate with strict adherence to relevant local regulations. Our goal is to ensure that we can continue to operate in a safe working environment through the implementation of safe management measures. These are guided by the advisories from the Ministry of Health ("MOH"), Ministry of Manpower ("MOM") and BCA.

A comprehensive Safe Management Plan was also created with an aim to enhance safety and identify and manage any health risks that may arise. It includes the following:

- Applying a monitoring plan for safety management measures at the workplace;
- Having two certified safety management officers;
- Appointing a safety distancing officer;
- Adopting a stringent approach to employee safety and health;
- Taking temperatures for employees;
- Placing hand sanitisers at high touch points;
- Communicating with employees on the development, implementation, and evaluation of the Safe Management Plan;
- Applying special arrangements (e.g. split teams) to limit the number of employees at the workplace at any time where possible; and
- Using of digital tools such as teleconferencing, where possible, to conduct daily business activities online.

Our office is equipped with first aid boxes to prepare for any emergency situations. Where applicable, we will provide workplace injury compensation for work accidents that occurred at the workplace according to local regulations. Moreover, all employees, whether full-time or part-time, are entitled to health care coverage by the Group, including Workmen Compensation, Hospitalisation Insurance, Group Personal Accident Insurance, Travel Insurance and Group Term Life Insurance.

In FY2023, the Group did not record any work-related injury, and therefore no lost days due to work-related injury. For the safety of employees, the Group will strive to minimise the potential occurrence of work-related injuries.

	Workplace Permanent Disabilities or Fatalities	0
	Workplace Injuries	0

K.A. Group

K.A. Group advocates safety consciousness and instils a zero-tolerance attitude towards safety accidents using channels such as regular briefings, safety posters and daily checks on safety and personal equipment. It has adopted a Quality, Operational Health and Safety and Environmental ("QOHSE") policy that outlines the compliance for local health and safety requirements. QOHSE specifies the responsibilities of supervisors and site workers to ensure workplace safety at every level. In addition, a 2-day mandatory Workplace Safety Orientation government course is provided prior to commencement of any project.

K.A. Group continues to be certified for its safety efforts as stipulated below:

- ISO 45001:2018 Occupational Health and Safety Management Systems for the scope of supply and installation of fireproofing system to building and construction, production and storage of fireproofing materials by Certification International Singapore for K.A. Fireproofing Pte Ltd's occupational safety and health management system;
- bizSAFE Level Star Certificate by the Workplace Safety and Health Council; and
- Compliance with BCA CRS requirement for Fire Prevention and Protection Systems.

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K.A. Group has achieved zero breaches of governmental rules and regulations regarding occupational health and safety and have no resulting closures of facilities due to noncompliance. K.A. Group works closely with the local authorities in Singapore, complied with all relevant health and safety regulations, and rendered the help necessary to support the mental and physical well-being of its foreign construction workers.

The Group's safe management officers will continue to actively monitor the implementation of safety management measures as stipulated by the MOM and BCA.

Intrawave

Intrawave specialises in designing and building of radio coverage infrastructure for telecommunication operators and is committed to the highest standards of safety. It complies with all local health and safety requirements and sub-contractors are engaged to do periodic maintenance of equipment.

At the same time, employees, sub-contractors and customers are provided with health and safety training courses to enhance their understanding of workplace safety issues and procedures.

Due to the nature of its work with Singapore's North East MRT line ("NEL"), the Group's employees working on NEL are required to pass training courses conducted by SBS Transit ("SBST"), the operator of NEL, or training refresher courses conducted once every three years. SBST's approval on risks identification, assessment and control of any health and safety risk is also required before commencement of work on NEL.

To enhance compliance with these regulatory requirements and encourage long-term integrity from stakeholders, the Group has assigned its own Engineering person in-charge and Track Protection Officer qualified by SBST to take charge of safety and efficient execution of engineering works in the NEL premises.

ITPL

Although ITPL's business scope is mainly commercial in nature, which does not require onsite work, it adopts a precautionary approach by ensuring health and safety risks are minimised in its business functions. For example, ITPL provides driver services for its sales staff in Vietnam and Indonesia to reduce fatigue for long distance driving. In 2023, a new car was procured to replace the old to ensure road and personal safety. ITPL has upgraded the office furniture and equipment by replacing computer screens with visual friendly LED monitors and purchasing ergonomically designed chairs for all employees.

Taurus and Provenance

Due to the business nature, all employees of Taurus and Provenance are office staff. The Group applies the same Safe Management Plan as described in this section to ensure the health and safety of its office employees.

Learning and Development Disclosures

404-1, 404-2, 404-3

We care about the development of our employees, and we provide them with the right tools and an environment in which they can grow professionally. Our employees are continuously motivated to improve and contribute their knowledge for our continuous success. To this end, the Group has allocated S\$500 training fees for each employee annually. Learning and development opportunities are provided to employees based on their strengths and the needs of their roles.

The average training hours per employee by gender and employee category are as follows:

Categories	FY2023		FY2022	
	Percentage of Employee Trained (%)	Average Training Hours per Employee (hours)	Percentage of Employee Trained (%)	Average Training Hours per Employee (hours)
Group Total	100.00	3.20	83.00	12.44
By Gender				
Female	100.00	3.60	15.00	3.37
Male	100.00	3.10	85.00	14.71
By Employment Type				
Senior Management	100.00	1.50	9.00	6.79
Middle Management	100.00	5.10	18.00	4.84
General staff	100.00	2.60	73.00	14.49

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Notes:

1. The average training hours per employee = Total training hours in FY2023 ÷ Total number of employees as at the end of FY2023.
2. The average training hours per employee by category = Total training hours in the category in FY2023 ÷ Total number of employees in the category at the end of FY2023.
3. The total percentage of employees trained = Total number of employees trained in FY2023 ÷ Total number of employees at the end of FY2023 × 100%.
4. The percentage of employees trained by category = Number of employees trained in the category in FY2023 ÷ Total number of employees in the category in FY2023 × 100%.

Some of the external and internal training highlights are as follows:

- Construction Safety Orientation Courses for employees who work at construction sites
- Renew CoreTrade and Structural - Waterproofing works and Structural Steel works
- Apply Workplace Safety and Health in Process Plant (AWSHPP)
- Occupational First Aid Refresher Course
- ISO 9001:2015 Awareness & Internal Audit
- Cyber Security Aware Training and assessment
- Training related to the Singapore Workplace Fairness Law and Tripartite guidelines
- Financial training on topics such as Enterprise Resource Planning, Financial Reporting Standards (FRS) Updates, and key GST changes
- Soft-skill training on topics such as the management of business in the COVID-19 crisis, building financial resilience and human capital
- Technical development training on boom lift, scissor lift operation, and risk management implementation plan
- Annual Investment Outlook 2023

Training programs undergo continual enhancement through feedback collected from participants by review forms. Feedback is reviewed to determine the adequacy and effectiveness of the training programmes.

In addition to the training and development programmes, the Group further expands employees' job exposures

through programmes such as job rotation and job enlargement. Currently, the management is in the process of developing a Group training plan to further upskill employees and provide relevant training for their careers.

The Group provides regular performance and career development review to its employees during the reporting period:

FY2023		
Categories	Number of Employees	Percentage of Employees (%)
Group Total	47	47%
By Gender		
Female	28	107.69
Male	19	25.68
By Employment Type		
Senior Management	6	100.00
Middle Management	26	89.66
General staff	15	23.08

Notes:

1. The percentage of employees who received regular performance and career development review by category = Number of employees who received regular performance and career development review in the category in FY2023 ÷ Total number of employees in the category at the end of FY2023 × 100%.
2. The number of employees who received regular performance and career development review includes employees that have left the Group during FY2023.



SUSTAINABILITY REPORT

Diversity and Inclusion

Disclosures 401-1, 401-2, 401-3, 405-1

FY2023			
Categories	Female	Male	Total
Total Number of Employees	26	74	100
By Age Group			
<30 years old	2	10	12
30-50 years old	21	54	75
>50 years old	3	10	13
By Geographical Region			
Singapore	17	20	37
India, Vietnam, Indonesia, and others	9	54	63

FY2023 Employment Type		
Categories	Full-time	Part-time
By Gender		
Female	25	1
Male	74	0
By Geographical Region		
Singapore	36	1
India, Vietnam, Indonesia, and others	63	0

The breakdown of the Group’s total number of new hires and employee turnover as of end FY2023 is as follows:

FY2023				
Categories	New Hires	Percentage of New Hires (%)	Turnover	Percentage of Turnover (%)
Total Number	25	25.00	55	52.00
By Gender				
Female	13	50.00	9	34.62
Male	12	16.22	43	58.11
By Age Group				
<30 years old	7	58.33	14	116.67
30-50 years old	17	22.67	34	45.33
>50 years old	1	7.69	4	30.77
By Geographical Region				
Singapore	12	32.43	14	37.84
India, Vietnam, Indonesia, and others	13	20.63	41	65.08

Notes:

1. Percentage of new hires for a specific category = Number of new hires in a specific category in the year / Total number of employees in that category at the end of FY2023.
2. Percentage of turnover = Number of employee turnover in a specific category in the year / Total number of employees in that category at the end of FY2023.



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For ITPL, Intrawave, Taurus, Provenance, all full-time and part-time employees receive life insurance, health care benefits, disability coverage, parental leave and stock ownership. For K.A. Group, there is no part-time employees therefore the related disclosure is irrelevant.

Furthermore, the Group has achieved diversity within its governance body, the Board, as follows:

FY2023 Board Diversity			
Categories	Female	Male	Total
Total	1	4	5
By Age Group			
<30 years old	0	0	0
30-50 years old	0	0	0
>50 years old	1	4	5

Employment Rights and Fair Recruitment

The Group adopts fair employment practices and is committed to creating an inclusive and performance-based culture which promotes diversity and equal opportunity. To this end, the Group complies with all relevant employment regulations when hiring, managing and terminating employees.

The recruitment of potential candidates is based on merit regardless of age, gender, religion, marital status or ethnicity. This is in line with the Tripartite Guidelines on Fair Employment Practices. The Group treats all employees fairly and provides them with equal opportunity to be considered for training and development based on their strengths and needs.

Positive Workplace Environment

Disclosures 404-3

A conducive working atmosphere is vital for the Group to thrive in the post-pandemic world and instil a sense

of belonging. The Board and management achieves this by promoting open discussions with the employees to understand and address their needs and concerns.

To promote social cohesiveness, regular staff engagement activities, such as virtual team meetings and one-on-one conversations were organised to keep employees informed on the latest updates, align goals and continuously establish ways to improve the organisation.

The Board and Executive Chairman are focused on aligning performance with incentives and setting clear key performance indicators and growth targets for employees. We closely track data such as employee turnover, number of training days to better grasp employee morale and evaluate policies. As a continuous effort, the human resources department also conducts exit interviews for all voluntary resignees. Furthermore, the Group conducts employee performance appraisals and obtains regular feedback on employee experience.

Community Giving

Disclosure 413-1

The Group believes in giving back to society and actively promotes community engagement. In November 2023, we participated in Let's Take A Walk, a non-profit endurance walking event organised by Raleigh Singapore to raise funds for Ray of Hope. In this meaningful event, our employees took the elderly out for a pleasant walk.

In October 2023, the Group received the ISCC Plus Certificate, which is an International Sustainability and Carbon Certification involving a voluntary scheme that is applicable for the bioeconomy and circular economy for food, feed, chemicals, plastics, packaging, textiles and renewable feedstock derived from a process using renewable energy sources.

During FY2023, all of the Group's operations implemented local community engagement. For instance, we have made public disclosure of our results of environmental and social impact assessments in our Report, participated in local community development programs based on local communities' needs, and engaged our stakeholders via our stakeholder assessment survey.

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HUMAN CAPITAL	
FY2023 Performances	
Targets for FY2023	Status
<ul style="list-style-type: none"> No breach of employment laws 	Met
<ul style="list-style-type: none"> Zero workplace fatalities or permanent disabilities and zero significant incident of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act 	Met
<ul style="list-style-type: none"> Provide training programs to all employees 	Met
FY2024 Targets	
Material Topics	Targets
Employment	<ul style="list-style-type: none"> No breach of employment laws
Occupational Health and Safety	<ul style="list-style-type: none"> Zero workplace fatalities or permanent disabilities and zero significant incident of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act
Training and Education	<ul style="list-style-type: none"> Invest in employee skills upgrade
Diversity and Equal Opportunity	<ul style="list-style-type: none"> Zero cases of discrimination or harassment in the workplace
Local Communities	<ul style="list-style-type: none"> Encourage employees to support the local community by donation or charity work

SGX-ST 6 PRIMARY COMPONENTS INDEX

Primary Component	Section Reference
Material environmental, social and governance factors	<ul style="list-style-type: none"> Stakeholder Engagement and Materiality Assessment
Climate-related disclosures consistent with the recommendations of the TCFD	<ul style="list-style-type: none"> Responding Actions to Climate Change
Policies, practices and performance	<ul style="list-style-type: none"> Sustainability Strategy Overview Focus 1 to 6
Targets	<ul style="list-style-type: none"> Governance and Ethics Targets Economic Performance Target Innovation and Quality Improvement Targets Environmental Responsibility Targets Product Responsibility Targets Human Capital Targets
Sustainability reporting framework	<ul style="list-style-type: none"> About this Report
Board statement and associated governance structure for sustainability practices	<ul style="list-style-type: none"> Sustainability Governance Structure and Statement of the Board



SUSTAINABILITY REPORT

GRI CONTENT INDEX

Statement of Use	Intraco has reported in accordance with the GRI Standards for the period 1 January to 31 December 2023.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location/Statement(s)
General disclosure		
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> Legal name: Intraco Limited Nature of ownership: publicly owned Legal form: incorporated entity Location of the Group's headquarters: Singapore The Group's countries of operation: Singapore
	2-2 Entities included in the organization's sustainability reporting	About this Report – Reporting Scope
	2-3 Reporting period, frequency and contact point	About this Report – Availability and Feedback Reporting date and frequency: In April every year
	2-4 Restatements of information	In FY2022, the amount of goods produced by the Group was used as the metric for calculating intensity data. Due to the inclusion of service-based businesses, Taurus and Provenance, the Group considers that the amount of goods produced is no longer an applicable metric for its diversified businesses. The metric for calculating intensity data is therefore changed to total number of employees. As a result, the FY2022 electricity consumption intensity data is restated from 17.33MWh per 1,000 m2 of goods produced to 6.13 per employee, and the FY2022 GHG emission intensity data is restated from 4.65 tCO2e per 1,000 m2 of goods produced to 1.65 per employee.
	2-5 External assurance	About this Report – Assurance
	2-6 Activities, value chain and other business relationships	About this Report – Reporting Scope Focus 5: Product Responsibility – Customer Health and Safety, Supply Chain Management 2023 Annual Report – About Intraco
	2-7 Employees	Focus 6: Human Capital – Diversity and Inclusion
	2-8 Workers who are not employees	The Group did not have workers who are not employees in FY2023.
	2-9 Governance structure and composition	Focus 1: Governance and Ethics – Sustainability Governance Structure and Statement of the Board 2023 Annual Report – Corporate Governance Report
	2-10 Nomination and selection of the highest governance body	2023 Annual Report – Corporate Governance Report
	2-11 Chair of the highest governance body	2023 Annual Report – Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement and Materiality Assessment Focus 1: Governance and Ethics – Sustainability Governance Structure and Statement of the Board

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GRI Standard	Disclosure	Location/Statement(s)
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics – Sustainability Governance Structure and Statement of the Board
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics – Sustainability Governance Structure and Statement of the Board
	2-15 Conflicts of interest	2023 Annual Report – Corporate Governance Report
	2-16 Communication of critical concerns	About this Report – Availability and Feedback Focus 1: Governance and Ethics – Anti-corruption 2023 Annual Report – Corporate Governance Report
	2-17 Collective knowledge of the highest governance body	2023 Annual Report – Corporate Governance Report
	2-18 Evaluation of the performance of the highest governance body	2023 Annual Report – Corporate Governance Report
	2-19 Remuneration policies	2023 Annual Report – Corporate Governance Report The objectives and performance on the management of ESG issues does not relate to the remuneration policies for members of the Board and the SC.
	2-20 Process to determine remuneration	2023 Annual Report – Corporate Governance Report
	2-22 Statement on sustainable development strategy	Message from the Executive Chairman Sustainability Strategy Overview
	2-26 Mechanisms for seeking advice and raising concerns	About this Report – Availability and Feedback Focus 1: Governance and Ethics – Anti-corruption
2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment	
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Materiality Assessment
	3-2 List of material topics	Stakeholder Engagement and Materiality Assessment
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Economic Performance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Focus 2: Economic Performance
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Innovation and Quality Improvement
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Focus 3: Innovation and Quality Improvement
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics – Anti-corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Governance and Ethics – Anti-corruption

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GRI Standard	Disclosure	Location/Statement(s)
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Focus 1: Governance and Ethics – Anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance and Ethics – Anti-corruption
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics – Tax Compliance
GRI 207: Tax 2019	207-1 Approach to tax	Focus 1: Governance and Ethics – Tax Compliance The approach to tax is not linked to the sustainable development strategies of the organization.
	207-2 Tax governance, control, and risk management	Focus 1: Governance and Ethics – Tax Compliance
	207-3 Stakeholder engagement and management of concerns related to tax	Focus 1: Governance and Ethics – Tax Compliance Stakeholder Engagement and Materiality Assessment
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Environmental Responsibility – Energy Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Focus 4: Environmental Responsibility – Energy Management
	302-2 Energy consumption outside of the organization	Focus 4: Environmental Responsibility – Energy Management
	302-3 Energy intensity	Focus 4: Environmental Responsibility – Energy Management
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Environmental Responsibility – Water and Effluents Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Focus 4: Environmental Responsibility – Water and Effluents Management
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Environmental Responsibility – Emissions
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Focus 4: Environmental Responsibility – Emissions
	305-4 GHG emissions intensity	Focus 4: Environmental Responsibility – Emissions
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Focus 4: Environmental Responsibility – Emissions
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Focus 4: Environmental Responsibility – Emissions
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Environmental Responsibility – Waste and Effluents Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 4: Environmental Responsibility – Waste and Effluents Management

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location/Statement(s)
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Product Responsibility – Supply Chain Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Focus 5: Product Responsibility – Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 5: Product Responsibility – Supply Chain Management
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Human Capital – Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 6: Human Capital – Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 6: Human Capital – Occupational Health and Safety
	403-3 Occupational health services	Focus 6: Human Capital – Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 6: Human Capital – Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Focus 6: Human Capital – Occupational Health and Safety
	403-6 Promotion of worker health	Focus 6: Human Capital – Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 6: Human Capital – Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Focus 6: Human Capital – Occupational Health and Safety The Group did not have any workers who were not employees in FY2023 and therefore this disclosure is not applicable.
	403-9 Work-related injuries	Focus 6: Human Capital – Occupational Health and Safety
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Human Capital – Learning and Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 6: Human Capital – Learning and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 6: Human Capital – Learning and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 6: Human Capital – Learning and Development

SUSTAINABILITY REPORT

GRI Standard	Disclosure	Location/Statement(s)
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Human Capital – Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 6: Human Capital – Diversity and Inclusion
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Human Capital – Ethical Labour Practices
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Focus 6: Human Capital – Ethical Labour Practices
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Human Capital – Ethical Labour Practices
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Focus 6: Human Capital – Ethical Labour Practices
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Human Capital – Community Giving
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 5: Human Capital – Community Giving
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Product Responsibility – Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Focus 5: Product Responsibility – Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Focus 5: Product Responsibility – Supply Chain Management
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Product Responsibility – Customer Health and Safety
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Focus 5: Product Responsibility – Customer Health and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 5: Product Responsibility – Customer Health and Safety
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics – Customer Privacy and Data Privacy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Governance and Ethics – Customer Privacy and Data Privacy