

# Sustainability Report

## About this Report

### Reporting Principles & Statement of Use

This Report is produced with reference to the Global Reporting Initiative (“GRI”) Standards covering our Group’s performance from 1 January 2022 to 31 December 2022. The GRI standards were selected as it is a globally recognised sustainability reporting standard that is recommended by the Singapore Exchange Securities Trading Limited (“SGX-ST”) and represents the global best practices for reporting on economic, environmental and social topics.

The following GRI reporting principles were applied to guide the Group in ensuring the quality and proper presentation of the information in this Report: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability. For more information on GRI disclosures, please refer to the GRI Content Index.

To provide transparency on our climate-related risk exposures, this Report presents the Group’s climate-related financial information in line with the recommendations of the Taskforce for Climate-related Financial Disclosures (“TCFD”) framework.

The United Nations Sustainable Development Goals (“UN SDGs”) have also been incorporated into the Report to highlight the Group’s contributions to sustainable development.

The Board has reviewed and approved the reported information, including the material topics.

### Reporting Scope

The Report covers the Group’s performance for the Property Development, PBSA, Building Construction and Workers’ Dormitory business segments. The following properties are included in the Report as they are representative of the overall profile of properties in their respective business segments:

Segments			
Property Development (Local)	PBSA	Building Construction	Workers’ Dormitory
<ul style="list-style-type: none"><li>• Bartley Vue</li><li>• Parc Botannia</li></ul>	<ul style="list-style-type: none"><li>• UniLodge Park Central, Brisbane</li><li>• UniLodge City Gardens, Adelaide</li><li>• Y Suites on Waymouth, Adelaide</li><li>• Y Suites on A’Beckett, Melbourne</li></ul>	<ul style="list-style-type: none"><li>• Parc Botannia</li><li>• Bartley Beacon</li></ul>	<ul style="list-style-type: none"><li>• Tuas View Dormitory</li></ul>

### Restatements

A restatement was made for the Group’s FY2021 data on the number of non-compliances with environmental regulations. Please refer to **Focus 1: Governance and Ethics** for more information.

### Assurance

Internal controls and verification mechanisms have been established by management to ensure the accuracy and reliability of narratives and data. We have also considered the recommendations of an external Environmental, Social and Governance (“ESG”) consultant for the selection of material topics as well as compliance with GRI Standards and SGX-ST Listing Rules and alignment to TCFD recommendations.

The sustainability report is subjected to review by our internal auditors, a requirement as stipulated in the SGX-ST Listing Rule 711B (3).

### Availability and Feedback

This report is available online at SGXNet and <https://www.weehur.com.sg/csr-sustainability/sustainability/>. Please send your comments or feedback by email to [general@weehur.com.sg](mailto:general@weehur.com.sg).

Detailed section reference with GRI Standards is found within the GRI Content Index.

# Sustainability Report

## Sustainability Strategy Overview

Sustainability is prioritised across the organisation and we remain committed to advancing ESG goals across our business segments. We have also enhanced our sustainability strategies by embedding climate-related risks and opportunities and implementing the TCFD Recommendations within this Report. The following seven focus areas form our sustainability strategy:

<b>Focus 1: Governance and Ethics</b>	Strong corporate governance enables the Group to address concerns of stakeholders and incorporate ESG considerations during decision making.
<b>Focus 2: Climate Risks &amp; Opportunities</b>	The Group recognises that ESG-related matters have an impact on our financial performance. We have embarked on our climate reporting journey in alignment with TCFD recommendations.
<b>Focus 3: Quality and Innovation</b>	To enhance the efficiency of our operations, the Group is exploring technologies to reduce the use of manpower and streamline manual processes through automation.
<b>Focus 4: Environment</b>	The Group is committed to climate-related action and reducing our environmental impact. In support of the global movement to address climate change, we have implemented measures across our operations to manage our environmental impact.
<b>Focus 5: Health and Safety</b>	The Group places importance on the health and safety of our employees and workers. Our project sites are well-managed to reduce potential risks and hazards to the surrounding communities. Our buildings comply with the highest safety standards to ensure the safety of occupants.
<b>Focus 6: Human Capital</b>	Employees are core to the Group's ability to innovate. They are also key resources to the long-term viability of our business. The Group practices non-discriminatory hiring and remunerates our employees fairly based on performance.
<b>Focus 7: Community Engagement</b>	The Group aims to create a positive impact on the local community wherever we operate. We believe in giving back to society and empowering individuals.

# Sustainability Report

## Sustainability Strategy Overview

### Contribution to the United Nations Sustainable Development Goals

The Group strives to implement sustainable practices across our business segments. We have aligned our ESG disclosures with the UN SDGs which sets out global targets for sustainable development by 2030.

The Group contributes to the UN SDGs through our daily operations, strategy development and collaboration with our stakeholders. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The following table highlights the Group's contributions to the attainment of the relevant UN SDGs.

Relevant UN SDGs	The Group's contribution	Read more in the following sections
 <p>Goal 3: Good Health and Well-Being</p>	Prioritise employee's health and safety in our daily operational work.	Focus 5: Health and Safety
 <p>Goal 5: Gender Equality</p>	Provide equal opportunities in employment, training and career development regardless of gender	Focus 6: Human Capital
 <p>Goal 6: Clean Water and Sanitation</p>	Provide clean water and sanitation to all occupants at our properties	Focus 4: Environment
 <p>Goal 8: Decent Work and Economic Growth</p>	Provide productive employment and jobs with equal pay for equal work	Focus 6: Human Capital
 <p>Goal 9: Industry, Innovation and Infrastructure</p>	Adopt innovative technologies across work sites to improve efficiency	Focus 3: Quality and Innovation
 <p>Goal 11: Sustainable Cities and Communities</p>	Mitigate negative impacts from activities within the work sites on surrounding communities	Focus 4: Environment Focus 7: Community Engagement
 <p>Goal 12: Responsible Consumption and Production</p>	Wherever possible, promote responsible consumption of energy and environmentally-friendly practices	Focus 1: Governance and Ethics Focus 4: Environment
 <p>Goal 13: Climate Action</p>	Strengthen resilience and enhance adaptive capacity to climate-related risks. Incorporate sustainable features in our buildings to enhance energy efficiency.	Focus 2: Climate Risks & Opportunities Focus 4: Environment
 <p>Goal 16: Peace, Justice and Strong Institutions</p>	Comply fully with all socioeconomic and environmental laws and regulations and promote strong corporate governance practices.	Focus 1: Governance and Ethics

# Sustainability Report

## Sustainability Strategy Overview

### ESG Performance Highlights



Zero incidents of customer data privacy breaches.



Received the SCAL Green and Gracious Builder Award 2022 – Excellent.



Achieved 5\* Greenstar design and construction certification for eligible PBSA properties.



Our Building Construction's environmental management system is ISO 14001: 2015 certified.



Implemented electric vehicle charging stations at our development properties, Bartley Vue and Parc Botannia.



Implemented recycling initiatives such as reverse vending machines at our PBSA properties as well as recycling bins at Parc Centros and Parc Botannia.



# Sustainability Report

## Stakeholder Engagement

We value input from all stakeholder groups and engage with them as well as receive their feedbacks through multiple channels. We identify stakeholders as groups that have an impact on, or have the potential to be impacted by our business. The feedbacks we receive from our stakeholders helps to determine our material topics and focus areas.

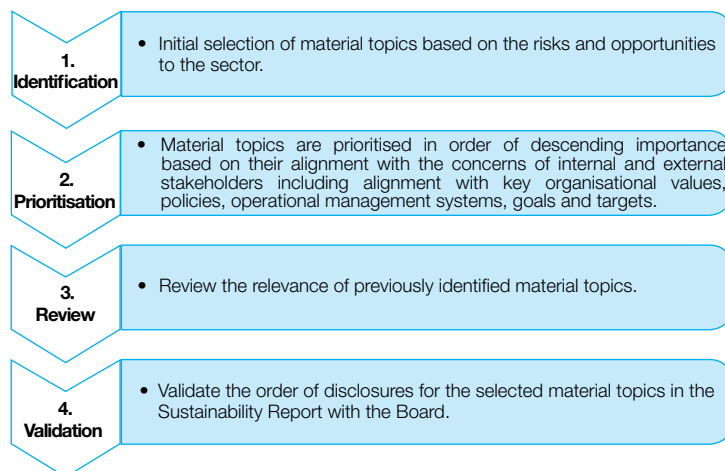
Stakeholders	Issues of concern	Engagement platforms	Our response	Read more in these sections
Employees	<ul style="list-style-type: none"> <li>Remuneration and benefits</li> <li>Trainings and development</li> <li>Ethics and conduct</li> <li>COVID-19 safety measures</li> </ul>	<ul style="list-style-type: none"> <li>Open annual performance appraisal system</li> <li>Trainings</li> </ul>	<ul style="list-style-type: none"> <li>Link performance with remuneration</li> <li>Conduct training to update employee skills and brief them on the latest COVID-19 rules and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Focus 5: Health and Safety</li> <li>Focus 6: Human Capital</li> </ul>
Contractors, suppliers and subcontractors	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Environmental compliance</li> <li>COVID-19 safety measures</li> </ul>	<ul style="list-style-type: none"> <li>Contractual agreements</li> <li>Regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate supplier's health and safety and environmental practices in supplier assessments</li> </ul>	<ul style="list-style-type: none"> <li>Focus 1: Governance and Ethics</li> <li>Focus 4: Environment</li> <li>Focus 5: Health and Safety</li> </ul>
Occupants	<ul style="list-style-type: none"> <li>Data Privacy</li> <li>Quality of occupants' living conditions</li> </ul>	<ul style="list-style-type: none"> <li>Dialogues and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Implement adequate data privacy and occupants' hygiene policies and practices</li> </ul>	<ul style="list-style-type: none"> <li>Focus 1: Governance and Ethics</li> <li>Focus 5: Health and Safety</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>Environmental compliance</li> <li>Regulatory and industry requirements</li> <li>Tax compliance</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability reporting</li> <li>Ongoing dialogues</li> <li>Applications for necessary permits from relevant authorities</li> </ul>	<ul style="list-style-type: none"> <li>Promote good corporate governance and meet regulatory requirements</li> <li>Comply with all relevant laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Focus 1: Governance and Ethics</li> <li>Focus 4: Environment</li> </ul>
Community	<ul style="list-style-type: none"> <li>Social development</li> <li>Noise management</li> <li>Vector controls</li> <li>Public safety</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement programmes</li> <li>Feedback</li> </ul>	<ul style="list-style-type: none"> <li>Conduct corporate social responsibility programs to encourage community service engagement</li> </ul>	<ul style="list-style-type: none"> <li>Focus 4: Environment</li> <li>Focus 7: Community Engagement</li> </ul>
Shareholders and investors	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Corporate governance</li> <li>Anti-corruption</li> <li>Climate change resilience</li> </ul>	<ul style="list-style-type: none"> <li>Annual Reports</li> <li>Investor relations management</li> <li>Annual General Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Keep shareholders and investors well informed through informative annual reports and annual general meetings</li> <li>Strive for excellence in investor relations management</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Focus 1: Governance and Ethics</li> <li>Focus 2: Climate Risks and Opportunities</li> <li>Focus 3: Quality and Innovation</li> <li>Focus 7: Community Engagement</li> </ul>

# Sustainability Report

## Materiality Assessment

To identify our material ESG topics and focus areas, we begin with gaining an understanding of the Group's overall risk environment and subsequently identifying the actual and potential impacts to our stakeholders. The significance of these impacts are assessed in relation to the key concerns raised by our internal and external stakeholders gathered during stakeholder engagements.

We have taken the steps as summarised in the chart on the right to identify and present the relevant material topics in this Report, facilitated by an external ESG consultant:



The table below lists focus areas, GRI Topic Standards and their relevance to each of the Group's operating segments. In FY2022, we have made the following changes:

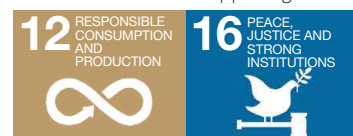
- Re-categorised topic disclosure GRI 308: Supplier Environmental Assessment 2016 and GRI 414: Supplier Social Assessment 2016 under Focus 1: Governance and Ethics to reflect our commitment in upholding our business ethics; and
- Included 'Climate Risks and Opportunities' as a new material topic for our climate reporting journey in line with TCFD recommendations.

Focus Area	GRI Topic Standards	Where the impacts occur
Focus 1: Governance and Ethics	GRI 205: Anti-corruption 2016	Across the Group
	GRI 207: Tax 2019	
	GRI 308: Supplier Environmental Assessment 2016	
	GRI 414: Supplier Social Assessment 2016	
	GRI 417: Marketing and Labelling 2016	
	GRI 418: Customer Privacy 2016	
Focus 2: Climate Risks and Opportunities	GRI 201: Economic Performance 2016	
Focus 3: Quality and Innovation	GRI 203: Indirect Economic Impacts 2016	Across the Group
Focus 4: Environment	GRI 301: Materials 2016	<ul style="list-style-type: none"> <li>Building Construction</li> <li>PBSA</li> <li>Workers' Dormitory</li> </ul>
	GRI 302: Energy 2016	
	GRI 303: Water and Effluents 2018	
	GRI 305: Emissions 2016	
	GRI 306: Waste 2020	
Focus 5: Health and Safety	GRI 403: Occupational Health and Safety 2018	<ul style="list-style-type: none"> <li>Building Construction</li> <li>Property Development</li> <li>PBSA</li> <li>Workers' Dormitory</li> </ul>
	GRI 416: Customer Health and Safety 2016	
Focus 6: Human Capital	GRI 401: Employment 2016	Across the Group
	GRI 404: Training and Education 2016	
	GRI 405: Diversity and Equal Opportunity 2016	
Focus 7: Community Engagement	GRI 413: Local Communities 2016	Across the Group

# Sustainability Report

## Focus 1: Governance and Ethics

Supporting SDGs:



Strong corporate governance has enabled the Group to navigate and manage key sustainability issues. We consider the interests of all relevant stakeholders when making business decisions.

### Corporate Compliance

The laws and regulations that are applicable to the Group include the Code of Corporate Governance 2018, Listing Rules of the SGX-ST and the Securities and Futures Act, amongst others.

Our employees, secretarial firm and auditors regularly review new regulations and updates to existing regulations. 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 Directors 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 Accounting and Corporate Regulatory Authority which are relevant to the Directors.

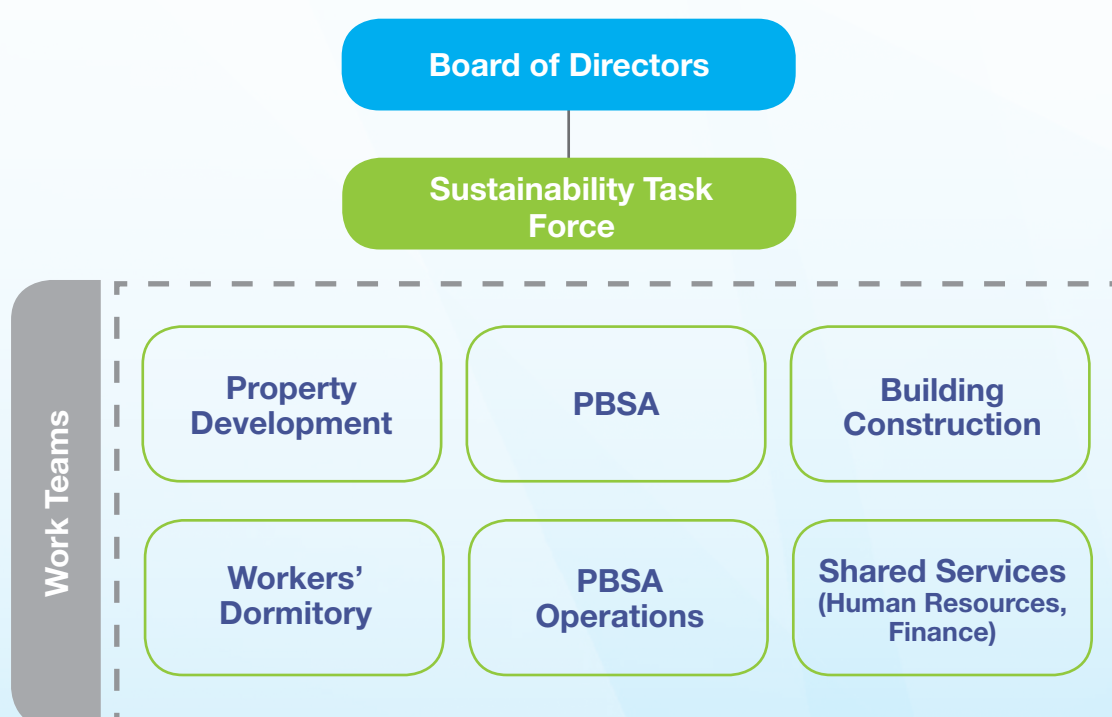
In FY2022, Wee Hur received eight fines for non-compliance with environmental regulations from the National Environmental Agency ("NEA") and PUB, the national water agency which amounted to a total of \$47,300. Breeding of mosquitoes and working on Sunday or public holidays were among the top two offences fined. We have put in place an overall monitoring structure to ensure that corrective actions are implemented to effectively reduce future occurrences.

#### Restatement:

Descriptions	FY2021 (Reported)	FY2021 (corrected)
Number of fines received	Not disclosed	18
Total amount of fines (S\$)	Not disclosed	111,500

### Governance and Statement of the Board

The Board has considered sustainability issues as part of the strategic formulation of the Group. We have established the Sustainability Task Force which comprise of senior management to oversee the efforts of work teams from different business segments.



# Sustainability Report

## Focus 1: Governance and Ethics

The Sustainability Task Force reviews the Group's sustainability objectives, challenges, targets and progress to align with the strategic direction of the Group, and supervises the work teams in implementing and tracking sustainability data and progress.

The Board incorporates sustainability issues into the Group's strategy formulation. With the assistance of the Sustainability Task Force, the Board determines the material environmental, social and economic factors, and ensures that these factors identified are well-managed and monitored.

The Group adopts a precautionary approach in strategic decision and day-to-day operation by implementing a comprehensive enterprise risk management ("**ERM**") framework.

Please refer to the section "**Corporate Governance Report**" for more information on corporate governance practices and our risk management structure.

In 2022, all Board directors have attended sustainability training recognised by SGX.

### Risk Management

ESG risk assessments and management form part of the Group's ERM framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organisation's overall ERM framework. Please refer to the section "**Corporate Governance Report**" for more information on the Group's risk management practices.

### Ethics and Integrity

#### Ethics and Compliance

The Group places importance on our business ethics and our compliance programme plays an integral role in the Group's operations. We strive to ensure that our employees understand and comply with applicable regulations and adhere to the highest standards of ethics and integrity.

#### Whistle-blowing Policy

The Group has implemented a whistle-blowing policy which provides well-defined and accessible channels through which employees and third parties may raise concerns about improper conduct within the Group. No reports were received by the Group during FY2022. Please visit our website for more information on our Whistle-blowing policy.

#### Anti-corruption

The Group is committed to running our business operations on a foundation of Integrity, Transparency and Honesty. The Group has assessed all operations for risks related to corruption. In 2022, the Board signed off on a Financial Crimes Compliance Policy which covers areas such as anti-money laundering, sanctions and anti-corruption. We will review and improve our processes continuously to prevent direct or indirect bribery, in order to safeguard and uphold our values.

We adopt a zero-tolerance policy towards any forms of corruption and bribery in our business. Our employees have to observe and comply with anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities.

We have an internal reporting structure, procedure and channels that are secure and accessible for all employees to raise concerns and report violations or suspicious activities. The Group will also strive to ensure that our business partners share our zero tolerance policy against corruption and bribery. The Group will avoid engaging in business dealings with those known or reasonably suspected to be engaging in corruption and bribery. As of FY2022, all employees and Board members have been informed of the Group's anti-corruption policies and procedures. All employees and Board members have also received training on anti-corruption.

In FY2022, there have been no incidents of corruption and no public legal cases brought against the organisation or its employees. We will continue to be vigilant in ensuring that our employees conduct themselves with the highest integrity.

# Sustainability Report

## Focus 1: Governance and Ethics

### Customer Data Privacy

The Group aims to protect our customers' privacy and data and strives for full compliance with the Personal Data Protection Act (2012). There were no reported breaches in FY2022.

### Tax Compliance

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 local government and authorities in their economic, environmental and social development and 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 Group's Audit Committee. Implementation of tax compliance-related policies and procedures are monitored by the Group's Chief Financial Officer.

Relevant staff attend tax-related trainings to keep updated on key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction level and to fulfill required tax filings. Any instances of non-compliance are reported to the Audit Committee and resolved promptly.

### Supplier Management

The Group strives to ensure that suppliers throughout our supply chain meet our expected practices and standards.

Suppliers and subcontractors are required to declare and acknowledge their responsibilities in ensuring compliance to local regulations. Suppliers and subcontractors are assessed based on their environmental and social criteria. Such criteria include the use of Green Label products endorsed by the Singapore Green Labelling Scheme and compliance with bizSAFE Level 3 standards.

To prevent, mitigate, and address actual and potential negative environmental and social impacts in the Group's supply chain, we shall subject new suppliers in FY2023 to due diligence processes for environmental and social impacts prior to engagement.

### Marketing and Labelling

The Group aims to be compliant with all marketing and product information requirements for our development listings. We ensure that all development listings comply with the Housing Developers (Control and Licensing) Act and its Rules in Singapore.

To provide clear and accurate information to our customers, details of our properties and projects are disclosed on our advertisements and marketing materials. This includes but not limited to:

- the name and the licence number of the housing developer;
- the tenure of the land and encumbrances, if any, to which the land is subject;
- the expected date when the purchasers of the units in the housing project will be able to take vacant possession of the units;
- the expected date when the legal title of the units sold will be conveyed to the purchasers;
- the location of the housing project including the lot number and Mukim/Town Subdivision

There have been zero incidences of non-compliance relating to product and service information and labelling and marketing communications in FY2022.

# Sustainability Report

## Focus 1: Governance and Ethics

### Governance and Ethics Targets

Segment	FY2022 Targets	Status	Performance in FY2022
Group	<b>Zero</b> incidents of non-compliance with environmental rules and regulations for the Group and along the supply chain.	●	Eight fines were received for environmental non-compliance. The Group has put in place an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.
	<b>Zero</b> incidents of non-compliance with socioeconomic rules and regulations.	●	<b>Zero</b> incidents of non-compliance with socioeconomic rules and regulations.
	<b>Zero</b> complaints concerning breaches of customer privacy and losses of customer data.	●	<b>Zero</b> complaints concerning breaches of customer privacy and losses of customer data.
	<b>Zero</b> incidents of significant tax-related non-compliance.	●	<b>Zero</b> incidents of significant tax-related non-compliance.
Building Construction	Screen <b>80%</b> of new subcontractors using environmental and social criteria. <sup>1</sup>	●	The Group is in the progress of implementing due diligence processes to screen significant new subcontractors for environmental and social impacts in FY2023.

**Status**   ● Met   ● Partially Met   ● Not Met

FY2023 Targets	
Group	<b>Zero</b> incidents of non-compliance with environmental laws and regulations for the Group and along the supply chain.
	<b>Zero</b> incidents of non-compliance with socioeconomic laws and regulations.
	<b>Zero</b> incidents of significant tax related non-compliance.
	<b>Zero</b> complaints concerning breaches of customer privacy and losses of customer data.
Building Construction	Screen significant new subcontractors using environmental and social criteria.

<sup>1</sup> This target was previously set under "Focus 7: Supply Chain" in FY2021 Report.



## Focus 2: Climate Risks and Opportunities

The Group acknowledges that climate risks are business risks. Climate change is a long-term global risk that could potentially affect the Group's assets, revenue, operations, supply chain, stakeholder engagement, and investor communication. The Group understands that in addition to climate-related physical risks, transitional risks can also result in stricter emission standards and increased carbon tax, amongst others.

The Group strives to build resilience against climate change. Over the past year, we have witnessed the impact of climate change on our stakeholders which has given us the impetus to increasingly consider climate-related risks and opportunities in our business decisions. To provide greater accountability and transparency in our sustainability reporting, we will be disclosing our first TCFD report which highlights the Group's climate-related risks and opportunities amidst rising temperatures, evolving climate-related policy and emerging technologies.

### Taskforce on Climate-related Financial Disclosures Recommendations

Climate risks can lead to tangible financial impact on our business operations. Beyond the impact of the Group's operations on the environment and society, we need to consider the impact of climate change on our business operations, assets and stakeholders such as our employees, audiences and shareholders. The Group will progressively enhance our climate-related disclosures and begin implementing the TCFD recommendations as per SGX's phased approach. In accordance with the recommendations of TCFD, we have assessed the impact of climate-related risks and opportunities, and proposed mitigating responses to cushion against the impact of climate change on our operations.

The four core elements of the TCFD Recommendations provide an appropriate structure to identify, disclose and manage climate-related risks and opportunities. The following table summarises our considerations of each element in our disclosures.

● Completed ● Commenced, in progress

TCFD Recommended Disclosures	FY2022 Status	Summary and Next Steps
<b>Governance</b>		
Describe the Board's oversight of climate-related risks and opportunities	●	<p>The Board is responsible for the governance of risk across the Group, while ensuring that the management maintains a sound system of risk management and internal controls.</p> <p>Climate risks and opportunities were discussed and identified by the senior management based on the TCFD framework. Management has also presented their strategies and mitigation plans for these risks and opportunities to the Board for review and approval.</p> <p>Board meetings to discuss the ESG agenda are convened at least once annually. We will continue to monitor the effectiveness of our governance structure for managing climate-related risks and opportunities and update the Board on the risk mitigation progress at least annually or whenever necessary.</p>
Describe management's role in assessing and managing climate-related risks and opportunities	●	<p>The management identifies the climate-related risks and opportunities and supports the Board on the implementation of the respective climate-related strategies. The management surfaces significant risk issues for discussion with the Board to keep them fully informed in a timely manner. Any critical decisions pertaining to climate-related risks and opportunities will be escalated to the Board immediately for review and approval.</p>

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

● Completed ● Commenced, in progress

TCFD Recommended Disclosures	FY2022 Status	Summary and Next Steps
<b>Strategy</b>		
Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	●	Please refer to the section “ <b>Climate-related Risks</b> ” and “ <b>Climate-related Opportunities</b> ” for more information.
Describe the impact of climate-related risks and opportunities on the organisation’s business, strategy and financial planning	●	
Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	●	In line with SGX’s phased implementation approach for TCFD adoption, the Group will incorporate scenario analysis in our subsequent sustainability reports.
<b>Risk Management</b>		
Describe the organisation’s processes for identifying and assessing climate-related risks	●	<p>The Group has conducted an annual discussion on climate change risks and opportunities involving senior management across business units. This is facilitated by an independent ESG consultant to determine the key sustainability issues that are crucial to our stakeholders.</p> <p>The Group has identified the relevant climate-related risks and opportunities as outlined in the section “<b>Climate-related Risks</b>” and “<b>Climate-related Opportunities</b>” below. Each identified risk is assessed based on: 1) the likelihood of occurrence; and 2) the severity of potential impacts arising from the risk.</p>
Describe the organisation’s processes for managing climate-related risks	●	The climate-related risk assessment process detailed above provides input for the Group to determine our risk management strategy. In addition to the likelihood and impact of the risk, we have also taken into consideration other relevant factors such as cost and time period involved.
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation’s overall risk management	●	The Board and management team will undertake a periodic review of the identified climate-related risks and the risk management approach.
<b>Metrics and Targets</b>		
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	●	For information on our energy consumption and emissions performance, please refer to section “ <b>Energy and Emissions Management</b> ” under Focus 3: Environment.
Disclose Scope 1 <sup>2</sup> , Scope 2 <sup>3</sup> , and if appropriate, Scope 3 <sup>4</sup> greenhouse gas (GHG) emissions, and the related risks	●	The Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks. In line with SGX’s phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in the subsequent sustainability report. We shall also continue to monitor our emissions before setting any quantitative emissions reduction targets.
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	●	

<sup>2</sup> Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.

<sup>3</sup> Scope 2 GHG emissions are emissions resulting from the generation of purchased electricity consumed by the Group.

<sup>4</sup> Scope 3 emissions are emissions from sources not owned or controlled by the Group such as the Group’s value chain.

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

### Climate-related Risks

In line with our commitment to align with the TCFD recommendations, our identification and assessment of climate-related risks considers:

- **Transition risks:** include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- **Physical risks:** risks relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.

The table below presents our analysis of our most significant and relevant climate-related risks. The Group recognises that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Transition Risks	Description	Risk Mitigation		
		Building Construction	Investment Property (PBSA & Workers' Dormitory)	Property Development
Policy and Legal	<b>Increased carbon taxes leading to higher operational expenses</b> <ul style="list-style-type: none"> <li>Increasing carbon taxes could result in higher energy and operational expenses.</li> <li>There could also be more expectations or regulatory requirements on emissions reporting which may require additional human resources or technology investment.</li> </ul>	<ul style="list-style-type: none"> <li>Where possible and available, use electricity from the power grid to minimise diesel consumption.</li> <li>Use more efficient equipment such as generator sets and passenger hoist, which consume less diesel.</li> <li>Use energy efficient light fittings on site to minimise energy consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Adjust rental rates to account for higher operational expenditure.</li> </ul>	<ul style="list-style-type: none"> <li>Improve energy efficiency through measures such as:                             <ol style="list-style-type: none"> <li>Adopting energy efficient light fittings, appliances and air-conditioning.</li> <li>Improving building orientation to reduce solar heating.</li> </ol> </li> <li>Deployment of solar energy where possible.</li> </ul>
	<b>Time horizon*:</b> Short, Medium, Long			
	<b>Likelihood**:</b> Certain			
	<b>Financial impact:</b> Increased operational expenses			

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Transition Risks	Description	Risk Mitigation		
		Building Construction	Investment Property (PBSA & Workers' Dormitory)	Property Development
<b>Policy and Legal</b>	<b>Regulatory changes and updates to energy and resource efficiency standards and project requirements</b> <ul style="list-style-type: none"> <li>The Group may face more stringent green building requirements.</li> <li>This includes mandates to increase energy efficiency and reduce both waste and water consumption.</li> <li>For example, requirements under Housing Development Board's ("HDB") Green Town Programme include reduction of energy consumption, recycling rainwater, reducing waste, promoting green commute, and cooling HDB Towns.</li> <li>This could lead to an increase in investment and operating expenses.</li> </ul>	<ul style="list-style-type: none"> <li>Keep track of latest regulatory requirements to ensure compliance.</li> <li>Update project teams on regulatory changes and provide training to ensure project teams are able to fully comply.</li> <li>Where required or possible, invest in technology to improve productivity and efficiency to reduce operational cost.</li> </ul>	<ul style="list-style-type: none"> <li>Work closely with relevant consultants and experts to understand such changes.</li> </ul>	<ul style="list-style-type: none"> <li>Comply with changes required by the relevant authority.</li> <li>Incorporate sustainability consideration and features into the design phase of our development.</li> </ul>
	<b>Time horizon*</b> : Short, Medium, Long			
	<b>Likelihood**</b> : Certain			
	<b>Financial impact:</b> <ul style="list-style-type: none"> <li>Increased operational and investment costs</li> <li>Reduced revenue if the Group fails to remain competitive and meet client's requirements</li> </ul>			

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Transition Risks	Description	Risk Mitigation		
		Building Construction	Investment Property (PBSA & Workers' Dormitory)	Property Development
Technology	<b>Increased use of technology and sustainable solutions such as low carbon construction materials and off-site manufacturing</b> <ul style="list-style-type: none"> <li>Changes in building design to accommodate technology adoption will have an impact on the Group's procurement and skills strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Make prudent investment in suitable technology to reduce operational cost.</li> <li>Promote reusing and recycling at all project sites.</li> <li>Where feasible, give preference to low carbon construction material.</li> <li>Where feasible, adopt Design for Manufacturing and Assembly solutions to increase productivity.</li> </ul>	<ul style="list-style-type: none"> <li>Work with forward thinking builders and work collaboratively with them to implement sustainable solutions.</li> </ul>	<ul style="list-style-type: none"> <li>Parc Botannia has adopted prefabricated prefinished volumetric construction method.</li> <li>Bartley Vue has adopted prefabricated bathroom units as well.</li> <li>Bartley Vue adopted virtual tour for all unit types to minimise the need of physical show units as well as an online sales booking system and online balloting before sales launch to reduce carbon footprint.</li> </ul>
	<b>Time horizon*</b> : Short, Medium, Long			
	<b>Likelihood**</b> : <ul style="list-style-type: none"> <li>For operations in Australia: Likely</li> <li>For operations in Singapore: Certain</li> </ul>			
	<b>Financial impact</b> : Increased operational expenses			

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Transition Risks	Description	Risk Mitigation		
		Building Construction	Investment Property (PBSA & Workers' Dormitory)	Property Development
Market	<b>Shifts in investor and financier preference and expectations in relation to ESG</b> <ul style="list-style-type: none"> <li>Failing to meet changing investor and financier expectations may result in reduced valuation. This could impact the Group's market capitalisation and access to capital.</li> </ul>		<ul style="list-style-type: none"> <li>Be at the forefront of sustainability efforts, have a robust framework and documentation in place to showcase efforts to stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Our development will comply with the requirement by relevant authority. For instance, our past projects Parc Centros and Parc Botannia, achieved Green Mark Gold Plus. Barley Vue is Green Mark certified.</li> </ul>
	<b>Time horizon*:</b> Medium, Long			
	<b>Likelihood**:</b> Certain			
	<b>Financial impact:</b> Reduced access to capital and financing			
Market	<b>Changing customer and stakeholder expectations in relation to ESG</b> <ul style="list-style-type: none"> <li>Failing to meet shifting customer and stakeholder expectations in relation to ESG may reduce demand for the Group's properties and impact the Group's reputation.</li> </ul>			
	<b>Time horizon*:</b> Medium, Long			
	<b>Likelihood**:</b> Possible			
	<b>Financial impact:</b> Reduced revenue due to reduced demand			



# Sustainability Report

## Focus 2: Climate Risks and Opportunities

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Physical Risks	Description	Risk Mitigation
Acute	<b>Extreme rainfall and increased flooding events resulting in higher operational and maintenance expenses.</b> <ul style="list-style-type: none"> <li>Extreme rainfall and increased flooding events can lead to physical infrastructure damage, supply chain disruption which in turn increases the operational and maintenance expenses.</li> </ul>	<ul style="list-style-type: none"> <li>The Group shall continue to consider factors such as temperature, rainfall, flash floods events, and water supply in Singapore and Australia when planning projects and developing contractual agreements, in addition to other factors such as location of the Group's properties, energy consumption and building materials.</li> <li>Risks such as disruptions to business, physical infrastructure damage, value chain disruptions and negative health impacts shall be mitigated appropriately, in addition to ongoing climate adaptation measures implemented by the local government e.g. Considerations for the 100-year flood levels in Australia during planning and construction and compliance with PUB's flood prevention regulations</li> <li>Ensure adequate insurance coverage.</li> <li>Develop contingency plans for operations.</li> </ul>
	<b>Time horizon*:</b> <ul style="list-style-type: none"> <li>Short, Medium, Long (Australia)</li> <li>Long (Singapore)</li> </ul>	
	<b>Likelihood**:</b> <ul style="list-style-type: none"> <li>Likely (For operations in Singapore)</li> <li>Certain (For operations in Australia)</li> </ul>	
	<b>Financial impact:</b> Increased operational expenses	
Chronic	<b>Increasing mean temperatures will require increased energy consumption, affect the vulnerability of the labour force and have an impact on the building materials and durability.</b> <ul style="list-style-type: none"> <li>Rising temperatures will require increased energy consumption (and associated costs) for cooling needs of the properties.</li> <li>Extreme temperature changes may also affect employees' health. This could include increased thermal discomfort and the risks of heat-related illnesses.</li> <li>It will also have an impact on the selection of building materials and its life cycle.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to use appropriate building management systems to monitor performance of major services in the buildings as major equipment such as chillers have settings and design that are based on historical climate information.</li> </ul>
	<b>Time horizon*:</b> <ul style="list-style-type: none"> <li>Short, Medium, Long (Australia)</li> <li>Long (Singapore)</li> </ul>	
	<b>Likelihood**:</b> <ul style="list-style-type: none"> <li>Likely (For operations in Singapore)</li> <li>Certain (For operations in Australia)</li> </ul>	
	<b>Financial impact:</b> Increased operational expenses	
Chronic	<b>Rising sea levels may cause damage to properties and result in supply chain and operational disruptions.</b> <ul style="list-style-type: none"> <li>Rising sea levels may cause land area to be inundated and properties damaged by water, and lead to supply chain and operational disruptions.</li> </ul>	
	<b>Time horizon*:</b> Medium, Long	
	<b>Likelihood**:</b> Possible	
	<b>Financial impact:</b> Increased operational expenses	

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

### Climate-related Opportunities

The Group is well-positioned to seize opportunities in the green economy as businesses shift towards adoption of low carbon technologies. The Group has several avenues to capture such opportunities outlined below:

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Opportunities	Description	Management's response
<b>Resource Efficiency/ Resilience</b>	<b>Decarbonise operations through adoption of energy efficient equipment and processes.</b> <ul style="list-style-type: none"> <li>The Group can decarbonise its operations and adopt energy efficient equipment and processes. This will increase resilience to fluctuations in electricity prices and lower operational costs through energy savings.</li> </ul>	<ul style="list-style-type: none"> <li>The Group shall continue to adopt more energy efficient measures to reduce electricity consumption and lower emissions.</li> <li>The Group shall also monitor the developments of low-carbon and energy efficient technologies for the built environment sector and consider opportunities for adoption where feasible.</li> </ul>
	<b>Time horizon*:</b> Short, Medium, Long	
	<b>Likelihood**:</b> Certain	
	<b>Financial impact:</b> <ul style="list-style-type: none"> <li>Reduced energy and operational expenses through efficiency gains</li> <li>Reduced exposure to future fossil fuel price increases</li> <li>Reduced exposure to greenhouse gas emissions and less sensitivity to changes in cost of carbon</li> </ul>	
<b>Market</b>	<b>Enhance access to funding through green financing.</b> <ul style="list-style-type: none"> <li>Green financing for the real estate sector is becoming mainstream, with developers taking green or sustainability-linked loans or bonds, and local banks increasingly looking at ESG risks when financing projects.</li> <li>The Group can increase its access to funding and gain potential savings in financing costs by complying with sustainability practices and meeting investor expectations.</li> </ul>	<ul style="list-style-type: none"> <li>The Group shall explore green loans and continue to improve our ESG disclosures to meet investor expectations for sustainability-related information.</li> <li>The Group shall also explore opportunities to green our assets and adopt low-carbon features where possible.</li> </ul>
	<b>Time horizon*:</b> Short, Medium, Long	
	<b>Likelihood**:</b> Certain	
	<b>Financial impact:</b> <ul style="list-style-type: none"> <li>Lower costs of financing</li> <li>Increased access to capital</li> </ul>	

# Sustainability Report

## Focus 2: Climate Risks and Opportunities

\*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

\*\*Likelihood: Certain, Likely, Possible

Opportunities	Description	Management's response
<b>Products and Services</b>	<b>Increase revenue by offering green buildings and spaces to tenants and buyers.</b> <ul style="list-style-type: none"> <li>The Group can offer green buildings and spaces which may command price premiums due to increased demand for sustainability rated buildings among tenants and buyers.</li> <li>This would also allow the Group to cultivate a positive image, and enhance returns on both the leasing rate and resale value of their properties.</li> </ul>	<ul style="list-style-type: none"> <li>The Group shall continue to explore incorporating sustainability features across our portfolio and adopt green building certifications where possible.</li> </ul>
	<b>Time horizon*:</b> Short, Medium, Long	
	<b>Likelihood**:</b> Likely	
	<b>Financial impact:</b> <ul style="list-style-type: none"> <li>Increased revenue due to increased demand for buildings with green features</li> <li>Higher investment property valuation</li> </ul>	
<b>Products and Services</b>	<b>Increase revenue by meeting customer's environmental requirements.</b> <ul style="list-style-type: none"> <li>Meeting customers' environmental requirements could result in greater competitiveness to secure construction contracts.</li> <li>E.g. Environmental requirements under HDB's Green Towns Programme, large public sector construction tenders will include up to 5 per cent tender evaluation points for environmental sustainability from 2024 onwards</li> </ul>	<ul style="list-style-type: none"> <li>The Group shall continue to work closely with customers and building authorities to understand and integrate their requirements.</li> </ul>
	<b>Time horizon*:</b> Short, Medium, Long	
	<b>Likelihood**:</b> Certain	
	<b>Financial impact:</b> Increased revenue as a result of meeting customers' requirements and securing a higher volume of contracts	

# Sustainability Report

## Focus 3: Quality and Innovation

Supporting SDG:



### Innovation and Excellence

#### Building Construction

To enhance the efficiency of our construction operations, the Group aims to reduce the use of manpower and streamline manual processes by using automation technology. The Group has implemented a biometric authentication system across all construction projects to automate the entry and exit of personnel at the worksites. This has improved the level of security and reduced the need for manual recording and compilation of records.

The Group also leverages on a web-based mobile application to manage our Permit-to-Work system, quality control inspections, site safety inspections and corrective actions. This has substituted the traditional paper-based system which has enabled the safety team to perform their work more efficiently and productively. Video conferencing is used for site inspections where acceptable by consultants.

#### PBSA

One of the key objectives of building up our own PBSA brand, Y Suites, is to ensure that we are able to utilise technology to improve a student's experience while staying at any one of our properties. We provide a few examples of how this is achieved at our properties:

Ease of Reservation	Ease of Check Ins	Ease of Paying Rent	Collecting Parcels
<ul style="list-style-type: none"><li>It takes less than 7 clicks for a student to go through our website to make a successful reservation.</li></ul>	<ul style="list-style-type: none"><li>We make available to students the ability to upload soft copies of key identification documents into an online portal, which allows us to check them in within 15 minutes.</li></ul>	<ul style="list-style-type: none"><li>Our online resident's portal enables students to fully understand their rental profile and make payments to us at their convenience.</li></ul>	<ul style="list-style-type: none"><li>All our properties are fitted with digital parcel lockers which automate the entire process of parcel dropping and collection by residents. Students can now enjoy the convenience of collecting their parcel at any time of the day.</li></ul>

#### Property Development

To facilitate the management of sales for Bartley Vue, the Group utilises a sales booking system. This system allows the Group to conduct electronic balloting before a sale launch. The Property Details Information will be sent to the Purchasers by email and signed digitally thus reducing paper wastage. The system increases our efficiency as the inventory is digitally managed and provides our appointed sales agents with real-time data thus eliminating the need to manually track the status of sold units.

### Quality and Innovation Targets

Segment	FY2022 Targets	Status	Performance in FY2022
Group	Automate operations and facilities management by using automation technology.	●	Leveraged on technology to streamline processes across our building construction, PBSA and property development operations.

**Status** ● Met ● Partially Met ● Not Met

FY2023 Targets	
Group	Strive to explore ways to automate operations and facilities management by using automation technology.

# Sustainability Report

Supporting SDGs:



## Focus 4: Environment

The Group remains committed to minimising negative impacts on the environment. With the launch of the Singapore Green Plan 2030 and the global climate action movement gaining momentum, the Group is well-positioned to seize opportunities in sustainable construction and green buildings both locally and overseas.

To help manage environmental issues within the Building Construction segment, the Group has implemented a robust environmental management system (“**EMS**”) that is certified ISO 14001: 2015 Environmental Management System. The EMS ensures that the Group continually monitors and improves its environmental performance on a regular basis. This provides a streamlined process for the Group to manage our environmental impact.

### Energy and Emissions Management

The Group’s energy supply comprise both non-renewable diesel consumption to produce energy onsite and grid electricity consumption. The Group’s Scope 1 direct emissions result from the combustion of diesel in power generators across our project sites while our Scope 2 indirect emissions result from the consumption of purchased electricity.

### Property Development

The Group incorporates energy efficient features across our property development portfolio, including Bartley Vue. To reduce energy consumption, the Group has installed energy saving lightings. An alternate circuit and timer control system are also used at common areas such as lift lobbies and landscape areas. In addition, energy efficient air-conditioning units are installed for residential units. To support the adoption of electric vehicles (“**EV**”), we have provided two EV charging stations at the property. Carbon monoxide sensors are installed in the basement carpark to monitor indoor air quality. The sensors will activate the mechanical ventilation system upon exceeding the carbon monoxide threshold which helps to reduce energy consumption.

### PBSA

Sustainability features are incorporated into the design phase of each PBSA property. Each development has high performance building envelopes and glazing selected according to acoustic, aspect, shading and climatic conditions. The properties are also designed to meet the required environmental sustainability standards in each jurisdiction prior to construction. For example, the A’Beckett development (Y Suites on A’Beckett) in Melbourne achieved a 5-star standard in the Greenstar Rating system. Large green courtyards and sky gardens have been included to create a conducive and sustainable living environments. At UniLodge City Gardens, green facades provide passive shading to East and West facing areas.

The Group strives to improve energy efficiency in the properties by implementing some of the following initiatives when applicable:

Incorporate innovative technologies and leveraging on natural lighting and air.

The properties are managed by a Building Management System that monitors energy performance.

A swipe card system controls the power supply to lights and air-conditioning in each apartment.

Motion detectors or occupancy sensors have been implemented to reduce the wastage of energy in common areas.

Lifts are installed with regenerative drives to convert excess energy generated into reusable energy.

The main corridors of all our developments are designed to be naturally ventilated instead of using air-conditioning.

Air-conditioning is based on highly efficient air cooled and water cooled Variable Refrigerated Flow.

Every habitable room has a window to provide a great view and maximum natural light.

Energy efficient lighting such as fluorescent and LED lightings are installed at student accommodation units with a minimum output of 27 lumens per Watt.

# Sustainability Report

## Focus 4: Environment

Energy and Emissions Metrics	PBSA	
	FY2022	FY2021
Total electricity consumption (MWh)	6,793	3,303
Total energy consumption (TJ)	24	12
Energy intensity (kWh/occupant)	2,352	4,119
Scope 2 emissions (tonnes CO <sub>2</sub> e), location-based <sup>5</sup>	4,981	2,642
Total GHG produced (tonnes CO <sub>2</sub> e)	4,981	2,642
GHG intensity (kg CO <sub>2</sub> e/occupant)	1,725	3,295

<sup>5</sup> In accordance with the operational control approach and the GHG Protocol, Scope 2 emissions are calculated using Australian National Greenhouse Gas Account factors for grid emissions relating to the corresponding states in Australia.

With the inclusion of Y Suites on A'Beckett in the Group's PBSA portfolio in FY2022, the total energy consumption increased by 12TJ in FY2022 compared to FY2021. One of the key drivers was Australia's reopening of international borders in December 2021 which led to a strong recovery of occupancy rates in all properties and drove an increase in energy consumption. Emissions intensity however decreased in FY2022 to 2,352kWh/occupant compared to 4,119 kWh/occupant in FY2021. This was due to the Group's energy conservation and efficiency initiatives, as well as an increase in the total number of occupants.

The Group will continue with our efforts to reduce energy consumption and encourage occupants to live sustainably. We have been exploring the options of installing water efficient equipment and fittings at taps and showerheads. Initiatives such as raising the environmental awareness of our occupants through targeted campaigns to incentivise residents to reduce their consumption are also on our roadmap.

### Building Construction

The following measures have been implemented as part of our efforts to reduce our energy consumption:

- Installed electricity meters at every project site to track and monitor our electricity consumption
- Energy efficient lighting and air conditioner for site office
- Deploy alternate circuit for lighting systems at common areas to reduce energy consumption
- Energy efficient equipment such as passenger and material hoist

Energy consumption and GHG emissions of the Group's completed construction projects during FY2022 are shown in the table below. The total energy consumption increased in FY2022 compared to FY2021 due to larger projects completed in FY2022.

Energy and Emissions Metrics	Building Construction
	FY2022
Total diesel consumption (TJ)	35
Total energy consumption (TJ)	35
Scope 1 emissions (tonnes CO <sub>2</sub> e) <sup>6</sup>	2,587
Total GHG produced <sup>3</sup> (tonnes CO <sub>2</sub> e)	2,587

<sup>6</sup> In accordance with the operational control approach and the GHG Protocol, Scope 1 direct emissions are calculated using emission factors from IPCC Guidelines for National Greenhouse Gas Inventories, 2006 and global warming potentials from the IPCC 6<sup>th</sup> Assessment Report.



# Sustainability Report

## Focus 4: Environment

### Workers' Dormitory

Energy and Emissions Metrics	Workers' Dormitory	
	FY2022	FY2021
Total electricity consumption (MWh)	6,185	4,827
Total energy consumption (TJ)	22	17
Energy intensity (kWh/occupant)	565	–
Scope 2 emissions (tonnes CO <sub>2</sub> e), location-based <sup>7</sup>	2,509	1,969
Total GHG produced (tonnes CO <sub>2</sub> e)	2,509	1,969
GHG intensity (kg CO <sub>2</sub> e/occupant)	229	–

<sup>7</sup> In accordance with the operational control approach and the GHG Protocol, Scope 2 emissions are calculated based on the operating margin grid emission factors from the Energy Market Authority, Singapore for the relevant time period.

In FY2022, there was a 29% increase in energy consumption compared to FY2021 due to an increase in occupancy rates in the workers' dormitory which results in an overall increase in energy usage. This also resulted in an overall increase in GHG emissions from 1,969 tonnes CO<sub>2</sub>e in FY2021 to 2,509 tonnes CO<sub>2</sub>e in FY2022.

### Water and Effluents Management

To improve water efficiency and minimise the occurrence of water leakages, the Group focuses on providing quality fittings. As part of our water management measures, all water efficient fittings having a minimum of PUB's Water Efficiency Labelling Scheme ("WELS") "Very Good" (2 ticks) rating or better. The Group monitors water usage and manages water discharge in accordance with local regulations. The discharge of the Group's wastewater goes into the public sewerage system and is strictly regulated by local authorities.

### PBSA

The Group has incorporated various design features across our PBSA properties to conserve water. Each property is equipped with water efficient fixtures and fittings with the following proposed efficiency rating in accordance with the Australian Water Efficiency Labelling and Standards WELS scheme:

- 5 star taps (6.0L/min);
- 3 star showerheads (9.0L/min); and
- 4 star water closets (3.5L/flush, dual flush)

Our PBSA properties incorporate rainfall capture systems that slow the entry of water into the storm water system. Drought-resistant plants are also used for landscaping to reduce water consumption particularly during dry seasons.

Water Metrics (potable water only)	PBSA	
	FY2022	FY2021
Total water consumed (m <sup>3</sup> ) <sup>8</sup>	–	–
Total municipal water withdrawn (m <sup>3</sup> )	171,590	62,303
Total water discharged <sup>9</sup>	171,590	62,303
Water use intensity (m <sup>3</sup> /occupant)	59	78

<sup>8</sup> As water consumed is negligible, no such data is tracked within the Group.

<sup>9</sup> Given that water consumed is negligible, the total volume of water discharged into third-party water (i.e. public drains) is the same as the total volume of water withdrawn.

# Sustainability Report

## Focus 4: Environment

Total water usage in FY2022 increased compared to FY2021. One of the key drivers was Australia's reopening of international borders in December 2021 which led to a strong recovery of occupancy rates in all properties and drove an increase in water usage. On the contrary, water intensity decreased due to an increase in occupancy rates despite an overall increase in water usage.

Water efficient fittings and water management measures have led to better water consumption performance against average residential water consumption rates.

Device	Average Residential Unit	PBSA	
	Flow Rate (litres/minute) <sup>10</sup>	Water Efficiency Labelling Scheme	Flow Rate (litres/minute)
Taps	5.0	5 star	4.5
Water closets	12.0	4 star	3.5
Showers	25.0	3 star	7.5

<sup>10</sup> Average flow rate of daily water usage activities across Moreton Bay, Sunshine Coast and Noosa in Australia by Unitywater Australia.

### Building Construction

The Group aims to promote water conservation and utilise innovative technologies to achieve water efficiency where possible. To reduce water usage, taps are fitted with water reducers and water meters are installed at our project sites to monitor water usage. All water outlets are inspected regularly to ensure that there are no water leakages or to ensure that water leakages are detected early. Water is reused at project sites to wash vehicles exiting project site.

All our projects sites are equipped with Earth Control Measure as part of the requirement to control earth and silt from being discharged into public drains that lead to water catchment areas. The collected water which contains mud and silt will be treated and filtered before being discharged into public drains. Water usage in FY2022 increased compared to FY2021 due to larger projects completed in FY2022.

Water Metrics <sup>11</sup>	Building Construction	
	FY2022	FY2021
Total water consumed (m <sup>3</sup> ) <sup>12</sup>	–	–
Total water withdrawn (m <sup>3</sup> )	66,416	27,300
Total water discharged <sup>13</sup>	66,416	27,300

<sup>11</sup> Water withdrawn is for both potable water and construction use.

<sup>12</sup> As the amount of water consumed is negligible, no such data is tracked within the Group.

<sup>13</sup> Given that water consumed is negligible, the total volume of water discharged into third-party water (i.e. public drains) is the same as the total volume of water withdrawn.

# Sustainability Report

## Focus 4: Environment

### Workers' Dormitory

The sewage and sanitary drainage system at Tuas View Dormitory is designed and operated in accordance to the requirements and provisions of the Sewerage and Drainage Act. All wastewater generated onsite are discharged into the public sewer system in accordance with the requirements and provisions of the Sewerage and Drainage Act.

Water usage in FY2022 increased compared to 2021 due to an increase in occupancy rates leading to an overall increase in water usage.

Water Metrics (potable water only)	Workers' Dormitory	
	FY2022	FY2021
Total water consumed (m <sup>3</sup> ) <sup>14</sup>	–	–
Total water withdrawn (m <sup>3</sup> )	922,060	691,261
Total water discharged (m <sup>3</sup> ) <sup>15</sup>	922,060	691,261
Water use intensity (m <sup>3</sup> /occupant)	84	–

<sup>14</sup> As water consumed is negligible, no such data is tracked within the Group.

<sup>15</sup> Given that water consumed is negligible, the total volume of water discharged into third-party water (i.e. public drains) is the same as the amount of water withdrawn.

### Waste Management

The Group prioritises proper waste management and effective segregation of waste for recycling. For example, we will provide recycling bins within Bartley Vue to promote the importance of the three R's – Reduce, Reuse and Recycle.

### PBSA

We strive to manage waste generated by occupants in an environmentally responsible manner. The sewage and sanitary drainage systems are designed and operated in compliance with requirements and provisions of each state, such as Plumbing and Drainage Act in Queensland and South Australian Public Health (Wastewater) Regulations 2013 in South Australia. The Group commissions a waste management consultant in the early design stages to formulate a waste management system for the building.

Key elements of our waste management plan include:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>Implementing co-mingled recycling bins and organic recycling collection points to allow occupants and retail tenants to consolidate food waste more efficiently</li><li>Introducing cardboard recycling points for retail tenants</li><li>Educating occupants on segregation of waste, recyclable materials and food waste</li></ul> | <ul style="list-style-type: none"><li>Engaging competent vendors with sufficient resources to ensure cleanliness and good waste management for the building</li><li>Locating bin chute rooms centrally to minimise likelihood of spillage and to increase convenience for occupants</li></ul> |
|--|---|

# Sustainability Report

## Focus 4: Environment

The Group promotes recycling and strives to minimise waste generation through monitoring our waste disposal on a daily basis. Dual recycling bins and general waste chutes are available at every floor to encourage residents to categorise and separate their waste before disposal. Furthermore, waste compacting is performed several times a day to maximise the usage of bin space, and large or bulky items are disassembled.

The waste generated at our PBSA properties in FY2022 is summarised in the table below. The properties generated a total of 578 tonnes of waste in FY2022, which is an increase compared to FY2021 mainly due to Australia's reopening of international borders in December 2021 resulting in a strong recovery of occupancy rates in all properties. This drove an increase in occupancy rates which led to an overall increase in onsite waste generated.

Water Metrics	PBSA	
	FY2022	FY2021
<b>Total waste generated (tonnes)</b>	578	296
Total non-hazardous waste generated (tonnes)	578	296
Total hazardous waste generated (tonnes)	–	–
<b>Total waste recycled offsite (tonnes)</b>	112	60
<b>Total co-mingled recycled waste i.e. glass, metal, plastic (tonnes)</b>	99	37
<b>Total recycled paper waste (tonnes)</b>	13	23

We will continue to raise awareness among our residents on recycling and explore ways to help divert waste such as packaging cardboard from landfills. To incentivise students to participate in recycling, UniLodge Park Central, Brisbane has implemented reverse vending machines. Residents are encouraged to deposit their recyclables into the machines in return for a small incentive. Furthermore, we have two designated areas for large waste disposals located at the carpark and loading bay which facilitate the collection of waste and recycled materials.

# Sustainability Report

## Focus 4: Environment

### Building Construction

The Group aims to control and manage concrete, rebar and other wastes generated through our construction operations. We work closely with disposal contractors for proper disposal and processing.

Recycling of waste	Use of sustainable materials	Use of pre-fabrication to reduce waste	Establish policies for our subcontractors
We encourage our subcontractors to recycle their waste materials. This includes short lengths of waste rebars which can be used as hooks or level pegs.	We prioritise the use of construction materials which are certified under the Singapore Green Labelling Scheme by the Singapore Environment Council.	We use pre-cast elements to reduce the use of timber formwork.	We ensure that our subcontractors segregate waste for different materials on site. This includes hardcore waste, metal waste, general construction waste and food waste.

Information on the dollar value of waste disposed from the waste generated at the Group's completed construction projects is shown in the following table. The dollar value of waste disposed is representative of the Group's waste footprint at the project sites and is regularly monitored.

Water Metrics	Building Construction	
	FY2022	FY2021
Total waste generated (\$)	217,538	166,870

### Eco-Friendly Construction Materials

The Group uses construction materials that are sustainably sourced where possible. In addition, low volatile organic component paints and adhesives are used in the construction of our developments where possible.

We strive to use environmentally friendly materials whenever possible. For the Group's projects in Australia, we use timber and composite timber products that come from a combination of post-consumer re-used timber or Forest Stewardship Council certified timber during the construction of our buildings.

Segment	FY2022 Targets	Status	Performance in FY2022
Building Construction	Energy and emissions, water consumption and waste generation to be lower than industry average.	●	Industry average data was not available at the time of reporting. Notwithstanding the above, the Group shall continue to monitor and reduce energy, emissions, water and waste consumption where possible.
	Maintain our ISO 14001:2015 Environmental Management Systems certification.	●	Maintained our ISO 14001:2015 Environmental Management Systems certification.

**Status** ● Met ● Partially Met ● Not Met

# Sustainability Report

## Focus 4: Environment

Segment	FY2022 Targets	Status	Performance in FY2022
Workers' Dormitory	Continue to review and identify energy, water and waste saving measures.	●	<p>Reviewed and identified energy, water and waste saving measures such as:</p> <ul style="list-style-type: none"> <li>• Installing dimple in kitchen taps to reduce water flow</li> <li>• Educating workers to minimise water wastage</li> <li>• Progressively installing LED lights and using a timer to conserve electricity in common areas</li> <li>• Reduced trash bag usage by 30%</li> <li>• Recycling waste into compost for landscaping</li> </ul>
PBSA	All new projects to achieve Greenstar 5-star rating.	●	Y Suites on A'Beckett achieved a 5-star standard in the Greenstar Rating system.

**Status**   ● Met   ● Partially Met   ● Not Met

FY2023 Targets	
Building Construction	Maintain our ISO 14001:2015 Environmental Management Standards.
Workers' Dormitory	Continue to review and identify energy, water and waste saving measures.
PBSA	All new projects to achieve Greenstar 5-star rating.



# Sustainability Report

Supporting SDG:



## Focus 5: Health and Safety

The Group places importance on the health and safety of our employees and workers. Our project sites are well-managed to reduce potential risks and hazards to the surrounding communities. We comply with the highest safety standards to ensure the safety of our occupants in all of our properties.

### Design for Safety

GRI 416-1

We prioritise our occupant's safety and well-being. In addition, the Group's quality management system is ISO 9001 certified. The health and safety impacts for all of our properties are assessed for improvement as early as during the design stage. We undertake an assessment of foreseeable design risks in our development and incorporate measures to reduce such risks. The following measures have been implemented to improve the safety and well-being of all occupants:

- Creation of barrier-free design for people with disabilities
- Implementation of traffic management measures
- Cat ladders and safety hooks are provided to minimise risk of fall
- Flooring materials are selected to minimise slip and fall
- Development of adjacent park with lush greenery and facilities for occupants

### Occupant Health and Safety

The Group places an emphasis on occupant health and safety at the Tuas View Dormitory. To ensure the cleanliness of the living environment, safety measures ranging from pest control to risk assessment are conducted frequently.

Mosquito Control	<ul style="list-style-type: none"><li>• Periodic checks on building facilities, upkeep and maintain buildings and its surroundings</li><li>• Engage pest control for weekly mosquito larvaciding and fortnightly fogging</li></ul>
Preventive Measures	<ul style="list-style-type: none"><li>• Carry out risk assessment for office environment</li><li>• Ensure all furniture and office equipment are in working condition</li></ul>
Trainings	<ul style="list-style-type: none"><li>• Conduct safety awareness briefing to new staff</li><li>• Provide office safety awareness briefing to all staff</li></ul>

We conduct induction programmes for occupants during check-in where our safety rules and regulations are communicated to them. We have also placed information posters on safety and health awareness around nearby residential areas to educate occupants about safety precautions. Regulatory bodies such as the Singapore Police Force, NEA and Ministry of Manpower ("MOM") are invited to conduct roadshows to educate the occupants on safety and legal obligations in Singapore.

The Group also ensures that fogging, larvicides and pest controls are conducted regularly to ensure cleanliness of premises. Clean room awards are given to occupants to recognise outstanding efforts in maintaining cleanliness of their dormitory.

The Tuas View Dormitory operator will continue to maintain strict compliance with COVID-19 safety regulations as mandated by authorities to ensure the safety of dormitory inhabitants.

### Construction Site Safety

Our Quality, Environmental, Health and Safety ("QEHS") policy provides the overall framework to ensure effective measures for health and safety as well as environmental management. This includes:

- Compliance with regulatory requirements/guidelines
- Energy and water conservation
- Minimisation of waste generation through reduce, reuse and recycle
- Minimisation of injury and incident rates through upholding of health and safety best practices
- Management and monitoring of our suppliers and subcontractors
- Use of sustainable materials
- Noise and vector management programmes
- Engagement and communication with surrounding communities

# Sustainability Report

## Focus 5: Health and Safety

The Group remains committed to ensuring public safety. We are fully aware of the potential risks that project sites might pose to the public. We comply strictly with relevant health and safety regulations and endeavour to reduce safety risks.

Our public safety measures include managing site access to ensure that site boundaries are clearly and physically defined with suitable hoarding. We also ensure that scaffolding is properly constructed and maintained, and open floor edges are properly blocked off with barriers or a suitable covering.

### Workplace Health and Safety

#### Building Construction

The Group has put in place a risk management plan for all of our project sites to identify, analyse and manage the risks throughout the lifecycle of the project. The project manager works closely with the project team members to ensure that risks are managed during the construction process. Risk are identified and mitigated as early as possible.

To uphold best practices for workplace safety, the Group has implemented an Environment, Health and Safety (“EHS”) Management System which covers all onsite personnel and is certified ISO:45001 for Occupational Health and Safety. We are also certified bizSAFE Partner and bizSAFE Star by the Singapore WSH Council. A safety committee is formed for every project site, chaired by the project manager and assisted by the Workplace Safety and Health Officer (“WSHO”). A Safety Committee site-walk and meeting is conducted every fortnightly to ensure all procedures are in place. Non-compliances are identified and action plans are formulated to prevent any recurrence.

The Group also receives feedback on work-related hazards and hazardous situations from site personnel who may communicate such concerns to their supervisors and the project manager. The Group takes into account staff feedback and findings of our safety inspections to evaluate, review and improve our EHS management system.

The contact details of the relevant WSHO staff are displayed at the worker rest area to allow workers to raise any concerns on EHS matters directly. There are also feedback boxes located at the worker rest area which enables workers to provide feedback anonymously and remain protected against reprisals.

All new workers will undergo a safety induction briefing conducted by the project safety team before being allowed to commence work on site. For contractors, all personnel and workers entering project sites will have to undergo a safety orientation by the site WSHO before they are allowed to work. Daily toolbox meetings are conducted where safety issues are communicated to workers.

Mass exercise and safety talks are conducted twice a week at all project sites for all contractors. Safety briefings, demonstrations and talks are conducted for all workers to educate and remind them on safety. For all high risk activities, a permission-to-work system has been implemented that entails a checklist which needs to be checked by the Safety Assessor and approved by the project manager before work commencement. Site safety inspections are conducted for all sites and reported by project managers during the monthly senior management review meeting.

The Group facilitates workers’ access to non-occupational medical and healthcare services through the provision of medical insurance which covers reimbursement of visits to the General Practitioner and Dentist.

Regular safety promotion campaigns are conducted at project sites to raise awareness and remind workers of the best practices expected of them. Emergency drills are conducted to ensure that workers remain vigilant and are operationally ready to respond effectively to emergencies at project sites.

During the dry and hot season in June 2022, our projects implemented the Heat Stress Management Programme to educate workers about dangers of heat stress and ways to manage heat stress. Water parades were carried out during all mass exercises and safety talks to encourage workers to drink more water during hot weather.

During the Heightened Safety Period in September 2022, Safety Time-Out was carried out at all our project sites and attended by the Top Management. All workers were briefed and encouraged to surface their safety concerns and were assured that they would not be subjected to any penalty or reprisal for reporting any safety concerns.

# Sustainability Report

## Focus 5: Health and Safety

In FY2022, we embarked on the Total Workplace Safety and Health programme and a third party partner was brought in to carry out various training sessions for our staff. The following sessions were conducted for the safety and health benefit of our staff.

- Stress Away in a Fun Way
- Know Your Risk
- Stretch and Rejuvenate
- Eat Right, Know What's Right
- Posture Perfect: Pain Management

To further promote safety awareness, corporate safety will conduct monthly safety audits and evaluate the safety performance at every site.

	Building Construction
Health and Safety Metrics	FY2022
Total hours worked	979,694
Near Misses	–
Number of fatalities as a result of work-related Injury	–
Number of high-consequence work-related injury (excluding fatalities)	–
Number of reportable incidents <sup>16</sup>	4
Rate of reportable incidents <sup>17</sup>	0.8
Stop work incidents	–
Stop-work days	10
Reportable work-related ill health	–
Fatalities as a result of work-related ill health	–

<sup>16</sup> Covers all employees and personnel on site for FY2022. Number of reportable incidents only covers major injuries that resulted in four or more days of medical leave, or at least 24 hours of hospitalisation.

<sup>17</sup> Rate is calculated based on 200,000 hours worked.

The four reportable incidents in FY2022 were generally due to unsafe practices by workers. The types of incidents included being struck by falling object, cut by objects and struck by moving objects. The impacted workers received prompt medical attention and we have provided follow-up trainings on the required safety practices to prevent reoccurrence of similar incidents. The Group was issued a total of two stop work orders totalling 10 days due to incidents of mosquito breeding and safety non-compliance audits.

A near miss is an unplanned event that did not result in any injury, illness or damage, but had the potential to do so. By tracking near misses, we can take pre-emptive action before an incident happens. The Group abides by MOM regulations regarding the reporting requirements for work-related incidents. All relevant incidents have been filed for reports.

To minimise workplace incidents, the Group has implemented an incident investigation process to determine the necessary corrective actions and improvements needed in the EHS management system.

# Sustainability Report

## Focus 5: Health and Safety

### Vector Control

Vector control plans are implemented at every project site to prevent mosquito breeding. Worksites are divided into different zones where the personnel-in-charge is assigned to each zone to monitor and prevent mosquito breeding. External pest control companies are also engaged to carry out checks and apply insecticide to prevent mosquito breeding.

As part of our annual campaign to prevent mosquito breeding, concrete slabs are designed to have sufficient fall where possible to ensure proper drainage and minimize stagnant water at the design stage. The project teams conduct daily checks and inspections as well as cross check audits by other teams to check for stagnant water across the site.

The Group takes mosquito breeding incidents seriously as dengue fever poses serious health hazard to our workers. Three instances of mosquito breedings were discovered at our project sites in FY2022.

### Health and Safety Targets

Segment	FY2022 Targets	Status	Performance in FY2022
Group	<b>Zero</b> occupational health and safety incidents	●	<b>Zero</b> workplace fatal injury in FY2022 but there was a total of four recordable workplace major injuries.  Overall, the Group's health and safety performance in FY2022 has improved compared to FY2021 and the Group shall continue to strive for zero health and safety incidents.

**Status**   ● Met   ● Partially Met   ● Not Met

FY2023 Targets	
Building Construction	Zero fatalities and high-consequence work-related injuries.
	To keep workplace injuries rate lower than national average.

# Sustainability Report

Supporting SDGs:



## Focus 6: Human Capital

The Group believes that employees are important drivers of innovation and key resources to the long-term viability of our business. We have adopted measures to ensure their safety, well-being and remain committed to developing their knowledge and skills.

### Employee Diversity

The Group recognises that its success depends on our employees and the contributions they make. We are an employer that believes in providing equal opportunities and remain fully committed to maintaining an organisation that embraces diversity.

Employees are recruited based on merit, regardless of age, ethnicity, gender, religion, marital status and disability, and the Group treats each individual with equal respect. Diversity allows the Company access to a greater pool of talent and can help to drive better business performance over time. While we do not have any female director at the board level currently, we are open to having them in the future if there is a suitable candidate.

The table below provides a breakdown of our Board's diversity by age and gender

Board Diversity	As at 31 December 2022	
	Number	%
Independent board directors	3*	50
<30 years old	–	–
30-50 years old	–	–
>50 years old	3	100
Male	3	100
Female	–	–

\* This does not include three Executive Directors (male, >50 years old) who are considered as employees (Senior Management) for this reporting purpose.

All our employees are hired on a full-time, permanent basis. The following table provides the breakdown of our employees by gender, age and region as at the end of the financial year end.

Workforce Diversity	Unit	As at 31 December 2022
<b>Total employees (all full-time, permanent)</b>	Number	210
<b>Workforce by gender</b>		
Female	Number	50
Male	Number	160
<b>Workforce by region</b>		
Singapore	Number	210
<b>Workforce age diversity</b>		
Senior Management (<30 years old)	%	–
Senior Management (30-50 years old)	%	37
Senior Management (>50 years old)	%	63
Middle Management (<30 years old)	%	5
Middle Management (30-50 years old)	%	79
Middle Management (>50 years old)	%	16
Other employees (<30 years old)	%	25
Other employees (30-50 years old)	%	64
Other employees (>50 years old)	%	11
<b>Workforce gender diversity - female</b>		
Senior Management	%	16
Middle Management	%	19
Other employees	%	26
<b>Workforce gender diversity - male</b>		
Senior Management	%	84
Middle Management	%	81
Other employees	%	74

# Sustainability Report

## Focus 6: Human Capital

In FY2022, the Group welcomed 53 new hires while 59 employees left the Group. As at 31 December 2022, the breakdown of our new employee hire and departures according to gender and age group are as follows.

Employment Metrics	As at 31 December 2022	
	Number	%
<b>Total new employee hire</b>	53	25
New employee hire by age group		
<30 years old	22	41
Between 30 and 50 years old	28	53
>50 years old	3	6
<b>New employee hire by gender</b>		
Female	15	28
Male	38	72
<b>New employee hire by region</b>		
Singapore	53	100
<b>Total employee turnover</b>	59	28
<b>Employee turnover by age group</b>		
<30 years old	22	37
Between 30 and 50 years old	33	56
>50 years old	4	7
<b>Employee turnover by gender</b>		
Female	20	34
Male	39	66
<b>Employee turnover by region</b>		
Singapore	59	100

## Employee Benefits

The Group strives to provide competitive benefits to our employees to retain talent. All permanent and full-time employees of the Group are entitled to the following benefits.

Healthcare	Disability and Invalidity Coverage	Parental Leave	Others
<ul style="list-style-type: none"> <li>Provision of medical insurance which covers reimbursement of visits to the General Practitioner and Dentist.</li> </ul>	<ul style="list-style-type: none"> <li>Provision of Personal Accident Insurance and Work Injury Insurance.</li> </ul>	<ul style="list-style-type: none"> <li>Eligible staff are entitled to Maternity Leave, Paternity Leave, Shared Parental Leave, Childcare Leave, Extended Childcare Leave, Unpaid Infant Care Leave and Adoption Leave where applicable.</li> </ul>	<ul style="list-style-type: none"> <li>Meal allowance</li> <li>Sports allowance</li> <li>Wedding and baby gifts</li> <li>Christmas luncheon</li> </ul>

By engaging staff, there will be more intra- and inter-department interaction, as well as between staff and management. The Group has also rolled out initiatives like meals and sports allowances to promote cohesiveness amongst staff and to promote active and healthy lifestyles. With these initiatives, the Group ensures the staff's well-being and all-round personal development are taken care of. Staff will also be able to better understand the Group's policies and direction and provide feedback or suggestions to improve areas that may be lacking.



# Sustainability Report

## Focus 6: Human Capital

The Group supports the government's pro-family policies and adheres to MOM regulations with regards to parental leave. In FY2022, 6 of eligible employees were entitled to parental leave and 6 employees took parental leave. As part of our employee welfare and goal to stay competitive with the current market, we have also increased the leave entitlement for all staff.

Parental Leave Metrics	FY2022
<b>Total number of employees that were entitled to parental leave</b>	6
Male	3
Female	3
<b>Total number of employees that took parental leave</b>	6
Male	3
Female	3
<b>Total number of employees that returned to work in the reporting period after parental leave ended</b>	6
Male	3
Female	3
<b>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</b>	4
Male	3
Female	1
<b>Return to work rate</b>	100%
<b>Retention rate</b>	67%

## Employee Development

The Group recognises that employees drive the innovation and performance of the respective business units. By having a robust training program, the Group keeps staff abreast of the latest developments in the industry and upgrades their productivity and skills.

The Group rewards good work performance by offering competitive remuneration packages. Staff remuneration is compensated based on employees' performance, expected roles and responsibilities. This is reinforced by a well-structured and open annual performance appraisal system to link performance with remuneration.

Our compensation packages are benchmarked against the market rate and aligned with the Group's salary guide. This maintains our ability to attract talent, which is the key to sustaining growth.

The Group recognises that our older workers bring with them a wealth of experience and we retain these workers if they choose to continue working beyond the retirement age.

Some of the trainings provided to staff include:

Health and Safety	Construction and Project Management
<ul style="list-style-type: none"> <li>Construction Safety Course For Project Managers</li> <li>Design for Safety for PMEs</li> <li>BCA-REDAS Quality &amp; Productivity Seminar</li> <li>Legal Aspects of Design for Safety in Buildings &amp; Structures</li> <li>Occupational First Aid Course</li> <li>Workplace Safety and Health Management in Construction Industry</li> <li>WSH Coordinator Refresher Training</li> </ul>	<ul style="list-style-type: none"> <li>BCA-REDAS Built Environment and Property Prospects Seminar</li> <li>CONQUAS Training for Builders</li> <li>Certified Scrum Master</li> <li>Certified Scrum Product Owner</li> <li>Introduction to FEDA &amp; Dormitory Management</li> </ul>

# Sustainability Report

## Focus 6: Human Capital

### Others

- Digital User Experience Design
- Employment Act & Its Practical Applications Workshop
- Essential Employment Laws and Guides
- Fundamentals of the Personal Data Protection Act (2020)
- HRLAW Aust Seminar
- Managing Digital Products
- NICF WSQ Social Media Marketing
- Product Thinking for Organisations
- Transforming your HR practice: De-construct and re-construct
- Retirement and Re-Employment Act
- Principles of Integrated Digital Delivery
- WSQ Digital Marketing Strategy
- WSQ Search Engine Optimisation

Staff Training Metrics	As at 31 December 2022
<b>Total number of training hours conducted for all employees</b>	855
<b>Average hours of training per employee</b>	4.1
<b>Total number of training hours by gender</b>	
Male	688
Female	167
<b>Average hours of training by gender</b>	
Male	4.3
Female	3.3
<b>Total training hours by employment category</b>	
Senior Management	235
Middle Management	197.5
Other Employees	422.5
<b>Average training hours by employee category</b>	
Senior Management	14.7
Middle Management	4.6
Other Employees	2.9

### Human Capital Targets

Segment	FY2022 Targets	Status	Performance in FY2022
Group	Provide at least 15 hours of staff training per employee	●	The Group achieved an average of 4.1 hours of training per employee. The Group shall continue to explore and enrol staff for more training and upskilling in FY2023.

**Status**   ● Met   ● Partially Met   ● Not Met

### FY2023 Targets

Group	Provide at least 4 hours of staff training per employee
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# Sustainability Report

Supporting SDG:



## Focus 7: Community Engagement

### Giving Back to our Community

The Group recognises that our activities can have significant economic, social, cultural, and environmental impacts on local communities. We strive to anticipate and avoid any negative impacts on local communities where possible.

The Group is committed to stewarding our corporate social responsibility. Community building is a key pillar of our sustainability strategy and we participate in local community engagement programmes across all of our operations. Our Group also makes monetary donations to charity events every year in support of various charities and social causes. We actively reach out to the community and have built strong social capital and goodwill for the Group.

### Positive Impacts to Surrounding Communities

The Group strives to positively impact the development of surrounding communities. To achieve this aim, we have incorporated requirements into our PBSA construction contracts. Stakeholder engagement plans are formulated to identify key people and businesses affected by construction. Varying levels of monitoring and controls are put in place with active communications maintain through websites, letter drops and 24-hour call centres.

Recognising the potential impact of developments on local Aboriginal communities, in certain states the Group has engaged with local Aboriginal elders and completed the new connection with country framework which seeks to incorporate Aboriginal knowledge in the design and planning of places. This allows us to integrate a theme or story into our development and work with local artists to deliver meaningful public art into the development.

### Scholarships and Sponsorship

In 2018, the Group set up a \$150,000 Wee Hur Scholarship with the National University of Singapore (NUS) to award one merit-based scholarship per academic year to Year Three student(s) in the Bachelor of Science (Project and Facilities Management) Programme. The scholarship provides an impetus for students to excel academically, support NUS' mission to advance knowledge, foster innovation and nurture talented leaders of the future. Since its inception we have awarded the scholarship to three students pursuing studies in BSc (Project and Facilities Management) programme.

In collaboration with Building Construction Authority, the BCA-Industry iBuildSG Undergraduate Scholarship/Sponsorship programmes provide financial incentives to students of high calibre to pursue full-time Built Environment courses in local universities. In FY2022, we awarded two scholarships totalling \$27,000 to two students.

### Donations and Community Engagement Events

Since 2017, the Group has established a Corporate Social Responsibility Committee that aims to develop initiatives to support the community, promote good moral and encourage volunteerism through participation in charitable causes. In FY2022, the Group donated a total of \$52,300 to various charities and social causes. Some of our community engagement events and donations include:

- Singapore Thong Chai Medical Institution 155<sup>th</sup> & Thong Chai Institute of Medical Research 20<sup>th</sup> Anniversary Charity Dinner
- Arc Children's Centre Co Ltd - Arc Charity Gala Lunch - More Arc Years 2022
- The New Charis Mission
- Singapore Contractor Association Ltd – Donation to Boon Lay CCC CDWF
- Singapore Contractor Association Ltd - Donation to New Town Primary School (School Pocket Money)
- Singapore Contractor Association Ltd - Donation to Queenstown Town Primary School (School Pocket Money)
- REDAS – Fundraising for Community Link (ComLink) to aggregate and coordinate support to assist low-income families with young children in public rental housing
- Singapore University of Social Sciences (SUSS) Inaugural Charity Golf 2022 Donation - Fund raising to support SUSS undergraduates with financial needs
- SGX Cares Bull Charge Ultimate Quiz Challenge 2022 - All funds raised will go towards beneficiaries, namely AWWA Ltd, Autism Association (Singapore), Fei Yue Community Services, HCSA Community Services, and Shared Services for Charities
- SIM-RMIT - Sponsorship of Graduation Award for SIM-RMIT Bachelor of Applied Science (Construction Management) (Honours) programme

# Sustainability Report

## Focus 7: Community Engagement

### Noise Management

We actively engage occupants of any upcoming construction works in the vicinity and where possible, to minimise the inconvenience caused to them. We strive to respond to any feedback received promptly.

We have also implemented a noise management programme to minimise noise levels at project sites.

Identify Noise Levels	Minimise Noise Impact	Public Relations
<ul style="list-style-type: none"><li>• Real time noise monitoring to ensure noise does not exceed allowable limit</li></ul>	<ul style="list-style-type: none"><li>• Limit noisy activities to daytime and avoid work at night</li><li>• Provide noise barriers and use a silencer on equipment to reduce noise generated</li><li>• Where possible, adopt alternative construction methods to reduce level of noise generate</li></ul>	<ul style="list-style-type: none"><li>• Engage members of public residing in the surrounding areas to seek their understanding on the ongoing works</li><li>• Provide feedback avenue by displaying phone number of hotline</li><li>• Respond promptly to any complaints or feedback</li></ul>

In FY2022, our construction projects exceeded the permissible noise limits set by the NEA on two occasions that totalled in \$7,500 in fines.

# Sustainability Report

## SGX-ST Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	Materiality Assessment
2	Climate-related disclosures consistent with the TCFD recommendations	Focus 2: Climate Risks and Opportunities
3	Policies, Practices and Performance	<ul style="list-style-type: none"> <li>• Sustainability Strategy Overview</li> <li>• Focus 1: Governance and Ethics</li> <li>• Focus 2: Climate Risks and Opportunities</li> <li>• Focus 3: Quality and Innovation</li> <li>• Focus 4: Environment</li> <li>• Focus 5: Health and Safety</li> <li>• Focus 6: Human Capital</li> <li>• Focus 7: Community Engagement</li> </ul>
3	Board Statement	Annual Report Page 2-3 (English), Page 4-5 (Chinese)
4	Targets	<ul style="list-style-type: none"> <li>• Governance and Ethics Targets</li> <li>• Environmental Targets</li> <li>• Quality and Innovation Targets</li> <li>• Health and Safety Targets</li> <li>• Human Capital Targets</li> </ul>
6	Framework	Reporting Principles and Statement of Use

## Taskforce on Climate Financial Disclosures Index

TCFD Disclosure		Section reference
<b>Governance</b>		
a)	Board's oversight of climate related risks	Focus 2: Climate Risks and Opportunities
b)	Management's role in assessing and managing climate-related risks	
<b>Strategy</b>		
a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Focus 2: Climate Risks and Opportunities
b)	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	
c)	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 degree or lower scenario	The Group is taking a phased approach to TCFD adoption. The Group will incorporate scenario analysis and planning into our subsequent sustainability reports when more information and tools are available for greater accuracy and relevant analysis.
<b>Risk Management</b>		
a)	Describe the organisation's processes for identifying and assessing climate-related risks.	Focus 2: Climate Risks and Opportunities
b)	Describe the organisation's processes for managing climate-related risks.	
c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	
<b>Metrics and Targets</b>		
a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Focus 2: Climate Risks and Opportunities
b)	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Focus 4: Environment The Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks. In line with SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in the subsequent sustainability report. We shall also continue to monitor our emissions before setting any quantitative emissions reduction targets.
c)	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	

# Sustainability Report

## GRI Content Index

<b>Statement of use</b>	Wee Hur Holdings Ltd has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI Standard	Disclosure	Section Reference / Reason for omission
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	Operation Review, page 16-25
	2-2 Entities included in the organisation's sustainability reporting	About This Report <ul style="list-style-type: none"> <li>Reporting Scope</li> </ul>
	2-3 Reporting period, frequency and contact point	About This Report <ul style="list-style-type: none"> <li>Reporting Principles and Statement of Use</li> <li>Availability and Feedback</li> </ul>
	2-4 Restatements of information	About This Report <ul style="list-style-type: none"> <li>Restatements</li> </ul>
	2-5 External assurance	About this Report <ul style="list-style-type: none"> <li>Assurance</li> </ul>
	2-6 Activities, value chain and other business relationships	Operation Review, page 16-25
	2-7 Employees	Focus 6: Human Capital <ul style="list-style-type: none"> <li>Employee Diversity</li> </ul>
	2-8 Workers who are not employees	Focus 6: Human Capital <ul style="list-style-type: none"> <li>Employee Diversity</li> </ul>
	2-9 Governance structure and composition	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Governance and Statement of the Board</li> </ul>
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report, page 69-86
	2-11 Chair of the highest governance body	Corporate Governance Report, page 69-86
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Governance and Statement of the Board</li> </ul> Focus 2: Climate Risks and Opportunities
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Governance and Statement of the Board</li> </ul> Focus 2: Climate Risks and Opportunities
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Governance and Statement of the Board</li> </ul>
	2-15 Conflicts of interest	Corporate Governance Report, page 69-86
	2-16 Communication of critical concerns	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
	2-17 Collective knowledge of the highest governance body	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Governance and Statement of the Board</li> </ul>
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report, page 69-86
	2-19 Remuneration policies	Corporate Governance Report, page 69-86
	2-20 Process to determine remuneration	Corporate Governance Report, page 69-86
	2-22 Statement on sustainable development strategy	Chairman's Message, page 2-3 (English), page 4-5 (Chinese)
	2-23 Policy commitments	Focus 1 to 7
	2-24 Embedding policy commitments	Focus 1 to 7



# Sustainability Report

## GRI Content Index

GRI Standard	Disclosure	Section Reference / Reason for omission
<b>GRI 2: General Disclosures 2021</b>	2-25 Processes to remediate negative impacts	Focus 1 to 7
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
	2-27 Compliance with laws and regulations	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
	2-28 Membership associations	Wee Hur is the member of: <ul style="list-style-type: none"> <li>The Singapore Contractors' Association</li> <li>Singapore Business Federation</li> <li>Real Estate Developers' Association of Singapore</li> </ul>
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Focus 7: Community Engagement
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
<b>Governance and Ethics</b>		
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
	205-2 Communication and training about anti-corruption policies and procedures	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Ethics and Compliance</li> </ul>
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Tax compliance</li> </ul>
	207-2 Tax governance, control, and risk management	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Tax compliance</li> </ul>
	207-3 Stakeholder engagement and management of concerns related to tax	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Tax compliance</li> </ul>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Supplier Management</li> </ul>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Supplier Management</li> </ul>
<b>GRI 417: Marketing and Labelling 2016</b>	417-1 Requirements for product and service information and labelling	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Marketing and Labelling</li> </ul>
	417-2 Incidents of non-compliance concerning product and service information and labelling	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Marketing and Labelling</li> </ul>
	417-3 Incidents of non-compliance concerning marketing communications	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Marketing and Labelling</li> </ul>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Governance and Ethics <ul style="list-style-type: none"> <li>Customer Data Privacy</li> </ul>

# Sustainability Report

## GRI Content Index

GRI Standard	Disclosure	Section Reference / Reason for omission
<b>Climate Risks and Opportunities</b>		
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Climate Risks and Opportunities
<b>Quality and Innovation</b>		
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	Focus 3: Quality and Innovation <ul style="list-style-type: none"> <li>• Innovation and Excellence</li> </ul>
<b>Economic Performance</b>		
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Consolidated Statement of Comprehensive Income, page 95
	201-4 Financial assistance received from government	Notes to the Financial Statements, page 121
<b>Environment</b>		
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	Information unavailable. Metric is currently not tracked, management may disclose in the subsequent years.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	Focus 4: Environment <ul style="list-style-type: none"> <li>• Energy and Emissions Management</li> </ul>
	302-3 Energy intensity	Focus 4: Environment <ul style="list-style-type: none"> <li>• Energy and Emissions Management</li> </ul>
	302-4 Reduction of energy consumption	Information unavailable. Metric is currently not tracked, management may disclose in the subsequent years.
	302-5 Reductions in energy requirements of products and services	Information unavailable. Metric is currently not tracked, management may disclose in the subsequent years.
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Focus 4: Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
	303-2 Management of water discharge-related impacts	Focus 4: Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
	303-3 Water withdrawal	Focus 4: Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Focus 4: Environment <ul style="list-style-type: none"> <li>• Energy and Emissions Management</li> </ul>
	305-2 Indirect (Scope 2) GHG emissions	Focus 4: Environment <ul style="list-style-type: none"> <li>• Energy and Emissions Management</li> </ul>
	305-4 GHG emissions intensity	Focus 4: Environment <ul style="list-style-type: none"> <li>• Energy and Emissions Management</li> </ul>
	305-5 Reduction of GHG emissions	Information unavailable. Metric is currently not tracked, management may disclose in the subsequent years.
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Focus 4: Environment <ul style="list-style-type: none"> <li>• Waste Management</li> </ul>
	306-2 Management of significant waste-related impacts	Focus 4: Environment <ul style="list-style-type: none"> <li>• Waste Management</li> </ul>
	306-3 Waste generated	Focus 4: Environment <ul style="list-style-type: none"> <li>• Waste Management</li> </ul> Note: Building Construction has not started tracking this metric.
	306-4 Waste diverted from disposal	Focus 4: Environment <ul style="list-style-type: none"> <li>• Waste Management</li> </ul>

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## GRI Content Index

GRI Standard	Disclosure	Section Reference / Reason for omission
<b>Human Capital</b>		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Focus 6: Human Capital • Employee Diversity
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 6: Human Capital • Employee Benefits
	401-3 Parental leave	Focus 6: Human Capital • Employee Benefits
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Focus 6: Human Capital • Employee Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 6: Human Capital • Employee Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Focus 6: Human Capital • Employee Diversity
<b>Health and Safety</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Focus 5: Health and Safety • Workplace Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 5: Health and Safety • Workplace Health and Safety
	403-3 Occupational health services	Focus 5: Health and Safety • Workplace Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 5: Health and Safety • Workplace Health and Safety
	403-5 Worker training on occupational health and safety	Focus 5: Health and Safety • Workplace Health and Safety
	403-6 Promotion of worker health	Focus 5: Health and Safety • Workplace Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 5: Health and Safety • Workplace Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Focus 5: Health and Safety • Workplace Health and Safety
	403-9 Work-related injuries	Focus 5: Health and Safety • Workplace Health and Safety
	403-10 Work-related ill health	Focus 5: Health and Safety • Workplace Health and Safety
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Focus 5: Health and Safety • Design for Safety
<b>Community Engagement</b>		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 7: Community Engagement • Giving back to Our Community • Impacts from our Operations • Scholarships and Sponsorship • Donations and Community Engagement Events