STRENGTHENING **GROWTH** THROUGH **TECHNOLOGY**

Eneco ENERGY

SUSTAINABILITY REPORT 2025

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PREFACE

BALANCED REPORTING APPROACH

ENECO ENERGY LIMITED (the "**Company**", and together with its subsidiaries, the "**Group**" or "**EEL**") is a Singapore-based investment holding company that provides management services and is listed on the Mainboard of the Singapore Exchange Securities Trading Limited ("**SGX-ST**").

The Group remains committed to delivering reliable and high-quality logistics solutions both locally and internationally. Through a balanced reporting approach, The Group seeks to provide a transparent and objective account of its economic, environmental, social, and governance ("**EESG**") performance in its sustainability report.

KEY FRAMEWORKS APPLIED AND SCOPE OF THE REPORT

This report has been prepared in accordance with SGX-ST Listing Rules 711A and 711B, the 2021 Global Reporting Initiative ("**GRI**") sustainability reporting standards, and the relevant SGX-ST Practice Notes on the sustainability reporting guide.

This report outlines the sustainability performance and practices of the Group's operating segments within the logistics sector for the financial period from 1 January 2024 to 30 June 2025 ("**FY2025**"), unless otherwise stated. The Group adheres to the Singapore Financial Reporting Standards and the Companies Act 1967 of Singapore. The objective is to provide a comprehensive overview of the Group's sustainability initiatives across all its logistics operations.

ASSURANCE

The Group has implemented internal controls and verification processes to ensure the accuracy, reliability, and compliance of the information disclosed in this sustainability report. This internal assurance process has been designed to align with the SGX-ST Listing Rules and relevant sustainability reporting standards.

The Group intends to explore the engagement of an independent assurance provider in future reporting periods, as part of its ongoing commitment to improving the credibility and transparency of its sustainability reporting.

FEEDBACK

This report is available online via SGXNet and at www.enecoenergy.com. A detailed reference to the SGX Core environmental, sustainability and governance ("**ESG**") Metrics can be found in the Core Metrics Index section. The Group welcomes feedback from stakeholders as part of its continuous effort to enhance sustainability practices. For any questions or comments regarding this report, please get in touch with us at info@enecoenergy.com.

PREFACE

MATERIALITY

This report outlines the key issues that are most significant to both our business and stakeholders. The Group adopts a four-step materiality assessment process to identify, prioritise, and validate these critical matters. It also details our approach to managing six (6) material topics that have a substantial impact on our business operations and stakeholder value. We remain committed to continually enhancing the quality of our reporting and actively welcome stakeholder feedback to support ongoing improvements in this area.

DISCLAIMER

This report may contain forward-looking statements that involve assumptions, risks, and uncertainties. As a result of various factors, the Group's future performance, outcomes, and results may differ materially from those expressed or implied in such statements. These statements reflect the current views of management on future events and are subject to change. A range of factors could cause actual results to vary significantly from those anticipated in the forward-looking statements.

BOARD RESPONSIBILITY STATEMENT

We are pleased to present the annual sustainability report of the Group for FY2025. This report highlights our commitment to sustainable growth in the medical aesthetic sector. Sustainability is a fundamental component of our long-term strategy, contributing to the creation of value for our stakeholders. We have diligently identified and reviewed key EESG factors and ensured internal data was monitored for accuracy.

Moving forward, we are exploring the possibility of engaging external assurance to enhance the credibility of our sustainability reporting further. The Board continues to provide strong oversight, ensuring that sustainability remains embedded in the Group's strategic direction and decision-making processes.

This report also highlights the Group's commitment to the 17 United Nations Sustainable Development Goals ("**UN SDGs**"), aligning them with the Group's broader sustainability initiatives. By integrating these global goals into our strategic approach, the Group aims to create long-term value for stakeholders while making a positive contribution to the environment.

We welcome feedback from all stakeholders, including customers, business partners, and the wider public, as their insights play a vital role in enhancing our sustainability strategy and reinforcing our commitment to EESG reporting best practices. The Board has reviewed and approved all the topics addressed in this EESG report.

Mr. Ang Jun Long
Executive Director

WHO
WE ARE

The Company is listed on the SGX-ST and is the holding company of RichLand Logistics Services Pte Ltd, incorporated in Singapore. The Company has been in the logistics services sector since 1992 under the brand of RichLand Logistics. The Company is actively exploring ways to expand its core logistics business and enhance its market position, while also considering business diversification into new markets.

RichLand Logistics is a leading provider of comprehensive logistics solutions, offering high-quality, end-to-end services tailored to meet the specific needs of its clients. With extensive industry experience and a strong market presence in Singapore, RichLand Logistics delivers a wide range of supply chain services, including inbound and outbound transportation, distribution management, and cargo handling at both seaports and airports.

Through the use of bespoke in-house applications, RichLand Logistics is driving innovation and redefining traditional industry practices. EEL currently employs approximately 228 staff and completes over 30,000 deliveries each month. Supported by a modern fleet of over 150 trucks and trailers, RichLand Logistics also manages more than 250,000 square feet of warehousing space.

RichLand Logistics has earned prestigious recognition for its unwavering commitment to advancing trade facilitation, security, and sustainability. EEL's dedication to safeguarding the integrity of the global supply chain was exemplified through the attainment of the Secure Trade Partnership certification, aligning with the rigorous standards set by the World Customs Organisation SAFE Framework of Standards.

Further reinforcing our position as a sustainability-driven organisation, RichLand Logistics was proudly awarded the Silver Medal by EcoVadis, a testament to our ongoing efforts to embed sustainable practices throughout our supply chain.

Building on these achievements, EEL remains resolute in its mission to deliver exceptional and sustainable performance for all stakeholders. With a strategic focus on the logistics segment, we will continue to champion initiatives that drive innovation, sustainable growth, and operational excellence, strengthening our role as a trusted leader in the industry.

VISION, MISSION AND CORE VALUES

VISION

To be recognised as one of the most progressive organisations by our customers, industry peers and shareholders. Differentiated by our willingness to own and operate assets, utilise technology and provide customised solutions that improve our customers' business.

MISSION

We will become a great place to work, recognised for our resilience, integrity, teamwork and fun, with a professional culture that focuses on safety, environment, continual improvement, innovation and cost efficiency.

EEL is guided by six (6) core values that underpin its operations and define its corporate culture:

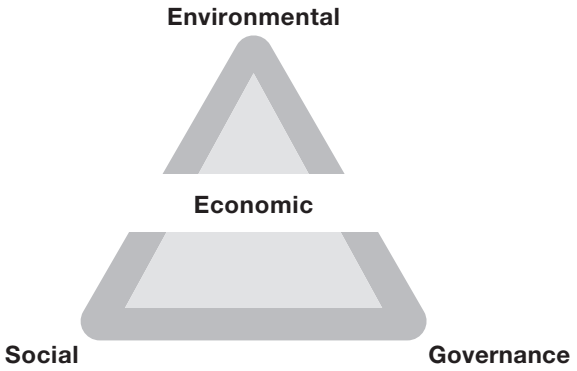
- Safety
  We put safety and our environment first.
- Professionalism
  We are professional at all times.
- Innovation
  We strive for continual improvement.
- Resilience
  We never give up.
- Integrity
  We do the right thing, always.
- Teamwork
  We work together for everyone's benefit.

SUSTAINABILITY

SUSTAINABILITY STRATEGY

Our business management and operations are fundamentally guided by a strong commitment to sustainability and the creation of value for both people and the planet. Central to this commitment is our focus on supporting the global transition to a low-carbon economy, in line with the Net Zero Emissions ("**NZE**") 2050 Roadmap set out by the United Nations.

Sustainability forms a central part of our business strategy and is embedded throughout EEL via a comprehensive framework built around four (4) key EESG pillars. This framework covers a range of focus areas and aligns with eleven (11) selected UN SDGs, ensuring a holistic approach to all four (4) EESG dimensions.



ECONOMIC

EEL recognises the critical importance of operating sustainably and responsibly within the logistics sector. Our commitment to strong economic performance is essential to long-term success and remains fundamental to delivering value to all stakeholders. We firmly believe that financial sustainability is the foundation of our business, and we are dedicated to maintaining the highest standards of corporate governance across our operations.

Our guiding principle is that long-term profitability and shareholder value are best achieved by balancing the interests of all stakeholders, including shareholders, employees, partners, customers, and the wider community. In the logistics sector, we prioritise innovation, service quality, and operational excellence, while upholding ethical practices and demonstrating environmental responsibility through efficient fleet management and sustainable logistics solutions.

We are committed to driving sustainable growth, managing risks effectively, and delivering value to all stakeholders. By continuously enhancing our economic performance and ESG practices, we aim to build a resilient and future-ready logistics business. With sustainability embedded in our core operations, we are confident in our ability to make a positive impact on the industry and the communities we serve.

ENVIRONMENTAL

EEL has adopted effective energy management practices to strengthen our Sustainability Strategy. In response to increasing stakeholder expectations, we are prioritising the reduction of Scope 1 and 2 emissions, supporting our goal of achieving NZE by 2050. This initiative is aligned with three (3) selected UN SDGs.

SOCIAL

EEL is committed to fostering an inclusive workplace built on the principles of respect, fairness, and equality. Recognising the vital contribution of its employees to overall success, the Group is dedicated to providing ongoing training and development opportunities. This empowers employees to enhance their skills and realise their full potential, supporting four (4) selected UN SDGs.

GOVERNANCE

EEL ensures adherence to various laws and regulations, including the Code of Corporate Governance 2018, SGX-ST Listing Rules, and the Securities and Futures Act. The management frequently evaluates regulatory updates, informs staff of relevant changes, and tracks activities and performance through established procedures. The Board is informed of legal, accounting, and regulatory updates, and EEL Secretary disseminates articles and reports through SGXNet. This commitment underscores our dedication to best practices and proactive sustainability, which are in line with two (2) chosen UN SDGs.

METHODOLOGY

The materiality assessment for FY2025 involved four (4) key steps: identifying relevant sustainability topics, engaging with stakeholders for input, evaluating the impact of these topics on the business, and prioritising them to guide our strategic direction.

STEP 1

We conducted a comprehensive analysis of the factors shaping our strategic direction, examining current trends, potential risks and promising opportunities.

Identify

STEP 2

We categorised the identified subjects into a matrix to prioritise the most significant concerns that impact both business expansion and stakeholder decision-making.

Prioritise

STEP 3

We presented the identified material matters to both the Sustainability Task Force ("**STF**") and the Board for in-depth discussion and validation.

Verify

STEP 4

By analysing feedback obtained from stakeholder engagement, we assessed and pinpointed the most notable concerns expressed by stakeholders.

Engage

SUSTAINABILITY

IDENTIFICATION: MATERIALITY ASSESSMENT

EEL places strong emphasis on conducting regular materiality assessments to ensure our sustainability initiatives remain aligned with our Business Continuity Planning. In our most recent annual evaluation for FY2025, six (6) key material matters were identified. The materiality matrix below highlights the relevance and impact of these matters on our sustainability strategy, ensuring we effectively address stakeholder needs and expectations.

Environmental	Energy management
Environmental	Emissions
Social	Employment relations
Social	Occupational health and safety
Social	Customer privacy
Governance	Anti-corruption

PRIORITISATION: MAPPING OF MATERIAL MATTERS

Key sustainability issues across the EESG pillars are vital to both our business and stakeholders, as they help identify industry trends and assess related risks and opportunities. In FY2025, EEL undertook a comprehensive review of six (6) material matters to ensure alignment with industry standards, guiding principles, and stakeholder expectations, while supporting EEL's strategic priorities. This review informed the development of our one (1) sustainability pillar and integrated relevant UN SDGs to align our focus with global sustainability objectives. The matrix below presents one (1) prioritised item highlighted in the accompanying table.

<table>
<tr><td rowspan="6">Prioritise</td><td>Very Significant</td><td></td><td></td><td></td><td></td><td>Customer privacy</td></tr>
<tr><td>Significant</td><td rowspan="4">Water consumption
Waste generation
Gender diversity
Age-Based Diversity
Development & Training
Board Composition
Management Diversity</td><td rowspan="2" colspan="2">Emissions
Energy Management
Employment Relations
Occupational Health and safety
Anti-corruption</td><td></td></tr>
<tr><td>Moderate</td><td></td></tr>
<tr><td>Low</td><td></td><td></td><td></td></tr>
<tr><td>Very Low</td><td></td><td></td><td></td></tr>
<tr><td></td><td>Very Low</td><td>Low</td><td>Moderate</td><td>Significant</td><td>Very Significant</td></tr>
<tr><td></td><td colspan="6">Significant</td></tr>
</table>

VERIFICATION: MATERIAL MATTERS

Following careful evaluation and validation, EEL has retained one (1) prioritised material matter and six (6) material matters detailed below. These matters reflect their respective impacts on key stakeholder groups, providing a comprehensive overview of each issue. Additionally, each material matter has been further developed to address actual and potential risks, EEL's response, and related opportunities.

Prioritised Material Matters

Social	Customer privacy

Pillars	Material Matters	Risks	Opportunities & responses	Policy	Stakeholders	UN SDGs
Environmental	1: Energy Management	**Actual Risk:** Rising fuel prices and inefficient fleet operations increase operating costs, carbon emissions, and the risk of regulatory non-compliance. **Potential Risk:** Overreliance on fossil fuels and tightening emissions regulations may result in increased costs, disrupted operations, and reduced competitiveness in a carbon-constrained economy.	**Opportunity:** Adopting energy-efficient vehicles, route optimisation systems, and renewable energy for facilities can cut fuel and electricity costs, reduce emissions, and improve brand image and access to ESG-focused funding. **Response/Strategy:** Invest in fleet electrification and renewable energy sourcing can further optimise energy use and support long-term sustainability goals.	Climate Change Policy	Employees, Vendors, Customers, Regulators, and Shareholders and Investors	13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND
	2: Emissions	**Actual Risk:** High greenhouse gas ("**GHG**") emissions can lead to regulatory penalties, increased operating costs due to carbon pricing, and reputational damage among environmentally conscious stakeholders. **Potential Risk:** Stricter future emissions regulations, rising carbon taxes, and pressure from investors or consumers for low-carbon practices may increase compliance costs and affect market access if companies fail to adapt.	**Opportunity:** Reducing emissions presents opportunities to lower energy costs, improve operational efficiency, access green financing, and enhance brand value by aligning with sustainability expectations. **Response/Strategy:** Implement emissions tracking systems, invest in energy-efficient technologies and renewable energy, set science-based reduction targets, and integrate low-carbon practices into operations and supply chains.			

Pillars	Material Matters	Risks	Opportunities & responses	Policy	Stakeholders	UN SDGs
Social	3: Employment relations	**Actual Risk:** Poor communication, unfair labour practices, or inadequate grievance handling can lead to low employee morale, industrial disputes, absenteeism, or high turnover, directly affecting productivity and reputation. **Potential Risk:** non-compliance with evolving labour laws, demographic shifts, or rising employee expectations regarding work-life balance, diversity, and mental well-being may lead to legal issues and reduced talent attraction or retention.	**Opportunity:** Strong employment relations can enhance employee engagement, loyalty, and performance. Promoting fair treatment, open dialogue, and an inclusive workplace culture improves employer branding and helps attract and retain top talent. **Response/Strategy:** Implement clear HR policies, regular staff engagement, effective grievance mechanisms, and compliance monitoring. Foster a collaborative culture through training, communication, and recognition programs to build trust and long-term workforce stability.	Human Resource Policy	Employees, Vendors, Communities, Customers, Regulators, and Shareholders and Investors	2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 10 REDUCED INEQUALITIES
	4: Occupational health and safety	**Actual Risk:** traffic accidents, manual handling injuries, and equipment misuse can lead to serious injuries, operational disruption, and legal liabilities. **Potential Risk:** fatigue from long shifts, and mental stress due to high workloads, and increased automation creating new safety challenges may lead to rising injury rates, reputational damage, and regulatory penalties.	**Opportunity:** Strong health and safety practices boost employee morale, improve efficiency, and enhance EEL's reputation, helping to attract and retain skilled talent. **Response/Strategy:** Regular safety training, proper handling practices, ergonomic investments, ongoing risk assessments, a safety-focused culture, and data-driven monitoring are key to preventing workplace incidents.	QHSSE General Rules and Guidelines		

Pillars	Material Matters	Risks	Opportunities & responses	Policy	Stakeholders	UN SDGs
	5: Customer privacy	**Actual risk:** The actual risks include data breaches from cyberattacks, system vulnerabilities, or staff mishandling, leading to regulatory penalties, reputational harm, and a decline in customer trust and business relationships. **Potential Risk:** Involve increasingly sophisticated cyber threats, inadequate third-party data protection, and stricter privacy regulations. Failure to anticipate and address these risks may result in legal non-compliance, operational disruption, and loss of competitive advantage in the market.	**Opportunity:** Strong data protection offers a competitive edge. Demonstrating privacy excellence can build trust, attract data-sensitive clients, and support long-term partnerships, particularly in industries where secure logistics solutions are essential for compliance and reputational assurance. **Response/Strategy:** EEL implements strict data policies, staff training, and secure IT systems. Regular audits, privacy-by-design practices, and third-party risk monitoring ensure compliance with regulations and maintain high standards of customer data protection across operations.	Privacy statement		
Governance	6: Anti-corruption	**Actual Risk:** Bribery can harm care quality, trigger legal consequences, damage the organisation's reputation, and erode trust among patients, staff, and regulators. **Potential Risk:** Adhering to global healthcare regulations and anti-corruption laws can be complex, with non-compliance posing risks of reputational harm, legal penalties, and fines, particularly in competitive or loosely regulated markets.	**Opportunity:** EEL can enhance its reputation and competitiveness by establishing an anti-corruption framework that fosters transparency, upholds ethical standards, builds trust, and attracts responsible partnerships and investments. **Response/Strategy:** EEL will implement a zero-tolerance anti-corruption policy supported by training, reporting mechanisms, and regular audits to prevent unethical conduct and foster transparency, trust, and sustainable success.	Anti-bribery and corruption policy	Employees, Vendors, Customers, Regulators, and Shareholders and Investors	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

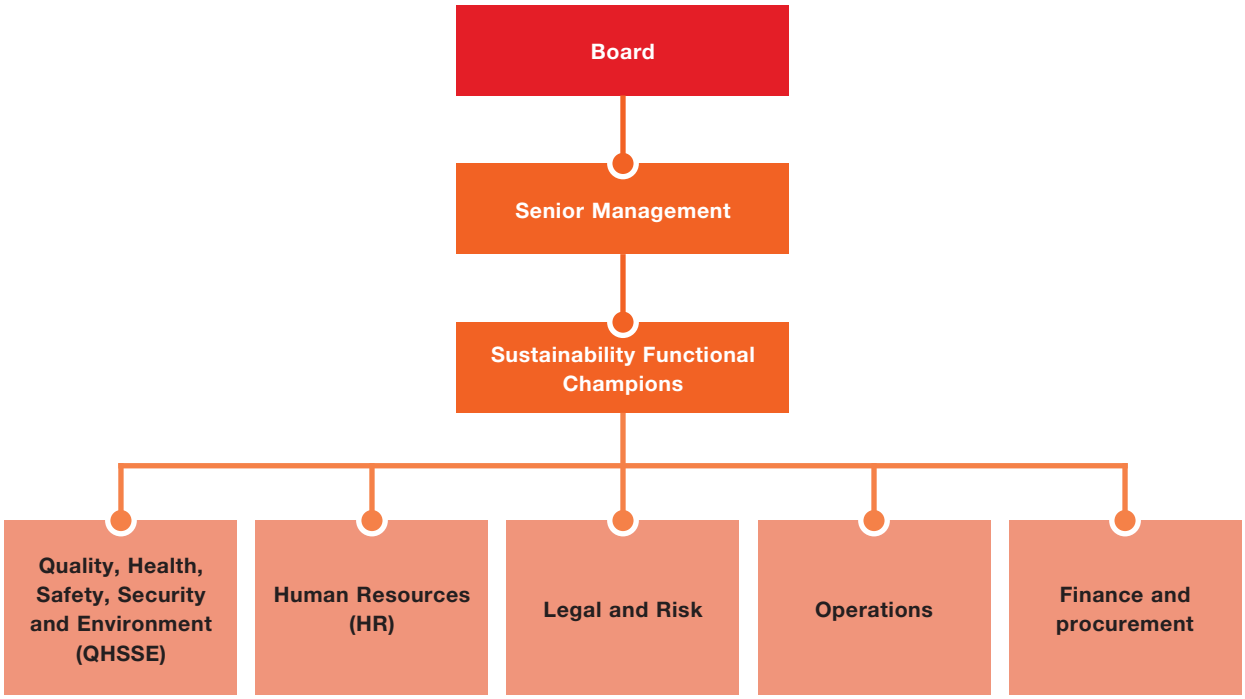
ENGAGEMENT: STAKEHOLDERS

EEL acknowledges that sustainable growth depends on understanding and meeting the expectations of its stakeholders. To address key concerns, EEL maintains open and constructive dialogue with stakeholders and takes part in relevant industry and governmental forums. The key stakeholder groups, which include those who influence or are affected by EEL, are outlined below, along with their engagement channels and main areas of concern.

Who	Why	When	How	What issues
Employees	EEL engages a skilled workforce to strengthen EEL's service offerings while actively seeking to understand employee needs to support the long-term sustainability of the business.	Yearly	Performance appraisal systems, professional training programmes, workshops, and industry conferences.	Employee health and safety, fair compensation, benefits, ethical behaviour, and adherence to local labour laws.
Vendors	EEL collaborates with logistics partners and service providers to ensure smooth supply chain operations and to minimise its environmental impact.	Ad-hoc	The supplier evaluation framework employs a tailored scoring approach that takes into account varying levels of information availability across different categories of logistics providers.	Compliance with safety standards and environmental regulations.
Communities	EEL ensures that its operations have no negative impact on the local community.	Ad-hoc	EEL seeks to prevent any adverse impact on local communities by implementing environmental monitoring, engaging with the community, and undertaking corporate social responsibility initiatives.	Environmental impact and community engagement.
Customers	EEL works closely with end-users to understand their operational requirements and service expectations.	Yearly	Customer surveys and feedback channels.	Reliability of delivery.
Regulators	EEL actively engages with formal institutions to communicate industry challenges and contribute to the development of relevant rules and regulations.	Yearly	Annual reports and sustainability statements.	Adherence to industry standards and compliance with environmental legislation.
Shareholders and investors	EEL engages with investors and shareholders to promote and enhance mutual understanding, transparency, and long-term value creation.	Mix	Annual reports, quarterly financial statements, investor relations management, and annual general meetings.	Upholding anti-corruption practices, regulatory compliance, financial performance, and long-term sustainability.

GOVERNANCE STRUCTURE

EEL is committed to maintaining integrity and accountability, with a strong focus on sustainability. EEL has established a dedicated Sustainability Functional Champion ("**SFC**"), who is tasked with engaging key decision-makers to drive the implementation of initiatives addressing economic, environmental, and social matters. The Senior Management, together with the Board, provides oversight and is accountable for the ongoing monitoring, evaluation, and refinement of action plans to ensure effective management of EESG risks. EEL upholds the highest standards of integrity and operational efficiency in executing its sustainability initiatives by clearly defining roles and responsibilities. The structure presented below outlines the specific responsibilities of each stakeholder involved in addressing sustainability and climate-related matters, in support of EEL's long-term sustainable growth.



The Board plays a critical role in overseeing EEL's approach to EESG matters. It is responsible for setting the overall strategic direction for sustainability and ensuring that EESG considerations are fully integrated into EEL's long-term business plans. The Board ensures that management identifies, assesses, and addresses material ESG risks and opportunities in a timely and effective manner. It regularly reviews EEL's sustainability performance, approves key EESG policies and targets, and monitors progress against them. In fulfilling its duties, the Board also evaluates the adequacy of internal controls and governance frameworks supporting EESG risk management. Through its oversight, the Board promotes a culture of accountability, ethical conduct, and responsible business practices across the organisation.

The Senior Management, responsible for the execution of EEL's sustainability strategy and the day-to-day management of EESG-related risks and opportunities. This includes developing and implementing action plans aligned with EEL's EESG objectives, policies, and regulatory requirements. Senior Management ensures that sustainability initiatives are integrated into operational practices across departments and business functions. They lead cross-functional coordination, allocate appropriate resources, and oversee the work of SFC to drive progress on key economic, environmental, and social issues. In addition, Senior Management is accountable for tracking EESG performance indicators, addressing any gaps or emerging risks, and reporting progress to the Board. By fostering a culture of continuous improvement and stakeholder engagement, Senior Management plays a pivotal role in ensuring EEL's sustainability goals are achieved effectively and responsibly.

SUSTAINABILITY FRAMEWORK

The SFC, serve as key drivers in advancing EEL's sustainability agenda within their respective areas of expertise. They are responsible for facilitating the implementation of EESG initiatives by engaging operational leaders and decision-makers across departments. SFC help translate EEL's sustainability goals into actionable plans, ensuring alignment with both corporate strategy and day-to-day operations. Their responsibilities include identifying EESG risks and opportunities relevant to their functions, supporting data collection and performance tracking, and ensuring compliance with sustainability policies and regulatory requirements. SFC also play a critical role in raising awareness, promoting a sustainability mindset among employees, and fostering cross-functional collaboration. Through regular reporting and communication with Senior Management, SFC ensure that progress is monitored and that feedback is incorporated into ongoing EESG efforts. Their work is instrumental in embedding sustainability into EEL's culture and operational framework.

RISK MANAGEMENT

EEL adopts a proactive approach to identifying and managing risks, including those related to sustainability. Acknowledging the importance of EESG factors, EEL is committed to enhancing organisational resilience and fostering stakeholder confidence. Our strategy is built on interconnected elements that align risks and opportunities with our sustainability pillars and selected UN SDGs. Each material matter is integrated into our risk management framework, reflecting our ongoing commitment to responsible and sustainable business practices (refer to pages 9-11).

SUSTAINABILITY POLICY

EEL's sustainability policy sets out guiding principles that promote responsible practices across environmental, social, and governance dimensions. These policies are intended to protect EEL's long-term interests while reducing negative impacts on the environment, society, and climate.

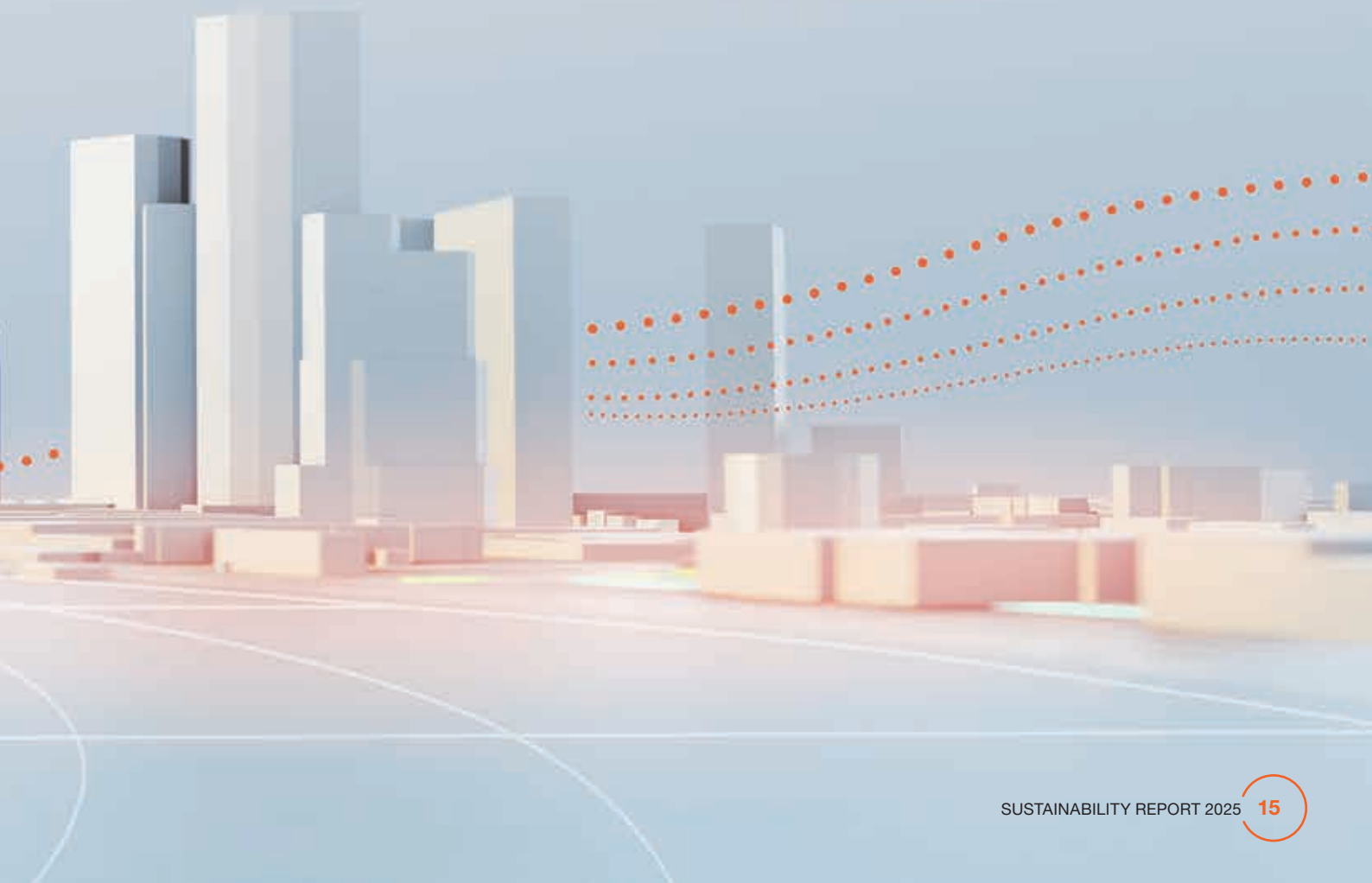
SUSTAINABILITY SCOREBOARD

The sustainability scoreboard is organised into three (3) clear categories: prioritised material matters, non-prioritised material matters, and other material matters. This structure helps focus attention and allows stakeholders to understand better the sustainability areas EEL is addressing. Prioritised material matters reflect the most critical issues that align with EEL's strategic objectives and sustainability priorities. Non-prioritised material matters, while less immediate, remain essential for continued monitoring and long-term management. Other material matters encompass topics that may not require urgent action but are still relevant for transparency and regulatory compliance, including alignment with SGX's core ESG metrics.

By clearly organising these focus areas, EEL enables key stakeholders such as investors, business partners, and regulatory authorities to understand EEL's primary areas of focus, while also acknowledging less immediate but still important matters. This approach demonstrates EEL's commitment to transparency and well-informed, balanced decision-making across its ESG efforts.

All material matters are organised under EEL's four (4) core sustainability pillars of EESG: economic performance, environmental stewardship, social responsibility, and governance excellence. This structured framework ensures that EEL's sustainability efforts are aligned with global best practices, providing a comprehensive perspective on EEL's impact and initiatives across key areas.

The scoreboard also features a comprehensive climate change disclosure, detailing EEL's strategies for mitigating and adapting to climate-related risks. This section reinforces EEL's commitment to addressing one of the most pressing global challenges and outlines concrete actions in support of international climate objectives.



ECONOMIC
SCOREBOARD

ECONOMIC PERFORMANCE

EEL's commitment to strong financial performance is closely aligned with its focus on creating long-term value for stakeholders and advancing sustainable logistics practices. Regular oversight by the Audit and Risk Committee and the Board ensures transparency and accountability, reinforcing stakeholder confidence. As part of its corporate responsibility, EEL adopts environmentally conscious practices across its logistics operations, recognising that sustainability enhances operational efficiency and strengthens competitive positioning. Key initiatives include reducing fuel consumption, optimising delivery routes, increasing the use of reusable packaging, and maintaining strict compliance with environmental regulations throughout the logistics supply chain.

EEL's sustainability approach extends beyond basic compliance, reflecting a proactive commitment to ethical and environmentally responsible logistics operations. EEL strategically invests in green transport solutions and energy-efficient technologies to drive environmental stewardship. These efforts aim to reduce EEL's carbon footprint and make a meaningful contribution to global climate change mitigation goals.

Alongside these efforts, EEL is deeply committed to delivering exceptional-quality goods and services to our valued customers. Our logistics business unit in Singapore proudly holds ISO 9001:2015 Quality Management System certification, a prestigious recognition that underscores our unwavering dedication to excellence. This achievement not only reflects the high standards of our services and solutions but also reinforces our customers' confidence in our ability to deliver with consistency, reliability, and superior performance. Looking ahead, we remain focused on continuous improvement and innovation, ensuring that we consistently exceed expectations and set new benchmarks for quality within the industry.

In FY2025, EEL's logistics operations continued to deliver measurable sustainability outcomes, reflecting EEL's ongoing commitment to responsible business practices and environmental stewardship. The revenue for FY2025 reflects 18 months due to a change in the financial year end, as disclosed in the Annual Report FY2025. By staying focused on sustainable logistics, EEL has demonstrated resilience in the face of challenges, supporting long-term value creation for stakeholders and contributing to broader environmental objectives.

SGD ('000)	FY2025 (18 months)	FY2023 (12 months)
Total Revenue	47,467	30,563

For further details of financial results, please refer to the Annual Report FY2025.

ENVIRONMENTAL SCOREBOARD

EEL acknowledges the environmental impact of its diesel and natural gas consumption and recognises the growing importance of sustainability. As a responsible corporate entity, EEL is committed to protecting the planet for future generations. EEL place strong emphasis on environmental stewardship and uphold the highest standards of quality in the logistics services.

To demonstrate our commitment to environmental management, RichLand Logistics (one of the subsidiary companies) has renewed its certification of the Environmental Management System under ISO 14001:2015, a globally recognised standard. This certification affirms the adoption of effective environmental management practices across our organisation, supporting responsible and sustainable operations that reduce GHG emissions, energy consumption and resource use.

RichLand Logistics has been awarded the Level Two Label Certificate by Green Freight Asia, a non-profit organisation that recognises sustainable freight practices since FY2020. This certification reflects Eneco Energy's initiatives to improve fuel efficiency and reduce emissions across our logistics operations.

Through the adoption of these environmental initiatives and practices, Eneco Energy seeks to reduce its environmental footprint and contribute to a greener, more sustainable future. EEL remains committed to fulfilling its environmental responsibilities and to the continuous improvement of its environmental performance.

MATERIAL MATTERS: ENERGY AND EMISSIONS

GHG emissions are a key metric in evaluating and mitigating environmental impact, classified into three scopes under the widely accepted GHG Protocol. This framework supports the development of effective emissions reduction strategies. Scope 1 encompasses direct emissions from sources directly controlled by EEL, while Scope 2 refers to indirect emissions resulting from energy usage. This structured approach enables informed decision-making and focused action in addressing climate change. All emissions are reported in metric tonnes of carbon dioxide equivalent ("**tonne CO_2e**"), providing a standardised measure for comparing the impact of different GHG.

SCOPE 1

In FY2025, EEL reaffirmed its commitment to sustainability by improving operational efficiency and enhancing competitiveness within its logistics operations. Scope 1 emissions, which primarily result from the combustion of fuel in vehicles, directly contribute to EEL's carbon footprint. As part of our sustainability efforts, these emissions are closely monitored and assessed to identify opportunities for reduction and optimisation. By actively managing Scope 1 emissions, EEL aims to reduce its environmental impact while advancing sustainable logistics practices, in line with our broader commitment to environmental stewardship and corporate responsibility.

EEL remains committed to operating sustainably and reducing its carbon footprint, particularly within the logistics sector, which is typically energy-intensive. Energy consumption, a key indicator of operational efficiency, is carefully monitored across our logistics activities. Our vehicle fleet and supporting facilities, primarily powered by biodiesel, diesel and petrol, recorded the energy usage outlined in the tables below. Emission calculations are based on recognised emission factors from the UK and Singapore and are aligned with the ISO 14064-1 standard.

Scope 1 emissions (tonnes CO_2e)	FY2025 (18 months)	FY2023 (12 months)
Petrol	1.09	0.44
Diesel	4,051.83	2,860.57
BioDiesel	67.99	83.77
Total Scope 1 emissions	**4,120.91**	**2,944.78***
Scope 1 emission intensity/revenue (tonnes CO_2e/SGD'000)	**0.087**	**0.096**

*Note: *FY2023 figures have been restated to allow comparison with FY2025, which covers an 18-month period.*

ENVIRONMENTAL
SCOREBOARD

Fuel Consumption (litres)	FY2025 (18 months)	FY2023 (12 months)
Petrol	1,522,358	1,074,775
Diesel	463	187
BioDiesel	27,059	33,336

SCOPE 2

Scope 2 emissions refer to indirect GHG emissions resulting from the purchase of electricity used across our logistics facilities, including corporate offices and worker dormitories. These emissions originate from the external generation of electricity that powers various operational activities. In line with our sustainability commitment, EEL actively tracks and manages Scope 2 emissions, recognising their contribution to our overall environmental impact. We are implementing energy-efficient technologies, optimising consumption patterns, and exploring renewable energy options to reduce dependence on conventional electricity sources. Additionally, we foster a culture of energy conservation and awareness among our employees. These collective efforts aim to reduce Scope 2 emissions, enhance operational efficiency, and reaffirm our commitment to environmental responsibility. Emissions data is calculated using grid emission factors provided by the Singapore Energy Market Authority. EEL monitors its energy consumption in kilowatt-hours ("**kWh**"), providing a consistent basis for assessing efficiency and environmental impact.

Scope 2 emissions (tonnes CO_2e)	FY2025 (18 months)	FY2023 (12 months)
Electricity	200.96	143.09
Total Scope 2 emissions	**200.96**	**143.09***
Scope 2 emission intensity/revenue (tonnes CO_2e/SGD'000)	**0.004**	**0.005**

*Note: *FY2023 figures have been restated to allow comparison with FY2025, which covers an 18-month period.*

Electric Usage and Sources (kWh)	FY2025 (18 months)	FY2023 (12 months)
Government electricity	487,763	347,299
Intensity: electricity consumption/revenue (kWh/SGD'000)	**10.276**	**11.363**

GHG INTENSITY

GHG emissions, or carbon intensity, represent the amount of greenhouse gases produced per unit of output or activity, serving as a vital indicator of environmental impact. EEL utilises this metric to identify opportunities to reduce its carbon footprint and advance sustainability. Given the urgent global challenge of climate change, lowering emissions intensity is essential for limiting global warming. EEL is dedicated to a low-carbon future by promoting efficient energy use and setting ambitious emission reduction targets. EEL's emission intensity/revenue (tonnes CO_2e/SGD'000) was recorded in the tables below.

Total emissions (tonnes CO_2e)	FY2025 (18 months)	FY2023 (12 months)
Scope 1 emissions	4,121	2,945
Scope 2 emissions	201	143
Total emissions	4,322	3,088
Total emission intensity/revenue (tonnes CO_2e/SGD'000)	**0.091**	**0.101**

The decline in emissions intensity demonstrates EEL's enhanced operational efficiency and steadfast commitment to sustainable growth, notwithstanding the extended 18-month data collection period arising from changes to the financial year. While the total reported emissions are higher due to the longer reporting timeframe, the reduction in emissions intensity underscores EEL's continued efforts to optimise resource utilisation, minimise environmental impact, and drive long-term sustainability performance.

WATER USAGE AND SOURCES

EEL recognises the importance of responsible water management, especially in water-scarce Singapore. The building landlord supplies water for our corporate office and warehouse through the Public Utility Board's utility network, which is primarily used to support business operations. The total water consumption, along with water use intensity per revenue, is detailed in the table below. Water consumption is measured in cubic metres ("**m^3**"), where one cubic metre equals 1,000 litres of water.

Water Usage and Sources (m^3)	FY2025 (18 months)	FY2023 (12 months)
Government water	1,639	1,519
Intensity: Water consumption/revenue (m^3/SGD'000)	**0.035**	**0.050**

WASTE GENERATION

Although not directly affecting daily logistics operations, effective waste management remains essential for long-term environmental sustainability. This includes the proper disposal and recycling of materials such as wood waste, fibre scrap and copper scrap. EEL is committed to reducing its environmental footprint and complying with relevant waste regulations by adopting responsible practices and continuously improving its sustainability efforts. Waste generation is measured in kilograms ("**kg**"), where one kilogram is equivalent to 1,000 grams.

Waste Generation (kg)	FY2025 (18 months)	FY2023 (12 months)
Generation	911,027	1,528,729
Intensity: Waste generation/revenue (kg/SGD'000)	**19.193**	**50.019**

SOCIAL
SCOREBOARD

SOCIAL DATA AND ANALYSIS

EEL is committed to fostering an inclusive workplace that is free from all forms of discrimination. We uphold fair employment practices, ensuring that gender, age, or background do not limit equal opportunities for all employees. This approach supports the development of a skilled and diverse workforce, strengthening innovation and progress across our logistics operations.

MATERIAL MATTER: EMPLOYMENT RELATIONS

EEL maintains that its working environment, remuneration, and employee benefits are competitive and aligned with industry norms. We place a strong emphasis on open communication and encourage staff to discuss any concerns regarding their working conditions or pay directly with their supervisors. Our experience shows that fostering honest and transparent dialogue supports a positive workplace culture, strengthens trust, and boosts overall morale.

EEL is committed to addressing employee concerns promptly, demonstrating its dedication to their well-being and satisfaction. To protect and strengthen this essential communication channel, we are committed to taking all necessary steps to ensure employees feel empowered to express their concerns openly. We believe this approach fosters a culture of transparency, mutual respect, and collaboration, which are fundamental to our organisational success. In FY2025, EEL employed two hundred and twenty-eight (228) employees (FY2023: 245*), with twenty-four per cent (24%) females (FY2023: 23%) and seventy-six per cent (76%) males (FY2023: 77%).

	Social Data	FY2025	FY2023
Diversity	Number of employees	228	245
	Number of employees with disabilities	0	0
	Percentage of employees with tertiary education (%)	74.56	73.47
	Number of foreign employees	104	102
	Number of female managers	6	7
	Percentage of female managers (%)	2.63	2.86
	Percentage of female C-suite members (%)	0	0
Safety and Health	Total work days per week	6	6
	Total overtime hours	45,560	71,442
	Total lateness hours	0	0
	Total medical leave taken (days)	1,416	1,583
	Average paid leave taken (days)	230	225
	Total Recordable Incident Rate	4	3
	Number of fatalities	0	0
Performance	Total training hours	1,792	1,816
	Annual training cost (SGD)	34,000	40,000

*Note: *FY2023 figures have been restated to allow comparison with FY2025, which covers an 18-month period.*

DIVERSITY AND EQUAL OPPORTUNITY

At EEL, we are committed to cultivating a diverse and inclusive workplace where equal opportunities for employment and career advancement are promoted across all levels, including the Board. We value leadership diversity and actively implement strategies to ensure balanced representation. Further details on the Board's composition, expertise, and diversity initiatives can be found in our Corporate Governance Report, which outlines our ongoing efforts to strengthen inclusive governance and support a culture of equality and integrity.

At EEL, we value diversity and encourage all officers and employees to align with EEL's vision and strategic direction. Performance appraisals and key performance indicators ("**KPIs**") are used to assess employee contributions effectively. Our team comprises individuals from a diverse range of nationalities and educational backgrounds, and we are committed to promoting fairness and equal treatment throughout the organisation. As of FY2025, EEL employed a total of 228 staff members (FY2023: 245).

We offer competitive remuneration and benefits to our employees while prioritising their health and safety by safeguarding against potential workplace hazards. Recruitment across EEL is based solely on relevant skills, experience, and qualifications. We are firmly committed to fair employment practices and uphold a zero-tolerance approach to workplace discrimination, irrespective of race, religion, or gender.

Looking ahead, we remain committed to providing competitive remuneration and benefits, protecting the health and safety of our employees, and upholding fair employment practices. Our ongoing goal across the short, medium, and long term is to ensure a discrimination-free work environment.

Diversity Data		**FY2025**			**FY2023**		
Gender		**Female**	**Male**		**Female**	**Male**	
Current employee	%	24	76		23	77	
New hires	%	35	39		37	30	
New hires	no.	19	68		21	57	
Net Separation	no.	21	83		23	112	
Employee at the start of the period	no.	57	188		59	243	
Employee at the end of the period	no.	55	173		57	188	
Net Turnover	%	38	46		40	52	
Age-based Diversity		**< 30**	**30 – 50**	**> 50**	**< 30**	**30 – 50**	**> 50**
Current employee	%	14	54	32	11	54	35
New hires	%	84	39	17	79	33	14
New hires	no.	27	48	12	22	44	12
Net Separation	no.	23	56	25	22	84	29
Employee at the start of the period	no.	28	132	85	28	172	102
Employee at the end of the period	no.	32	124	72	28	132	85
Net Turnover	%	77	44	32	79	55	31

SOCIAL
SCOREBOARD

Employment		FY2025			FY2023		
Net Separation	no.	104			135		
Net Turnover	%	44			49		
Total employee	no.	228			245		
Development & training		**FY2025**			**FY2023**		
Training hours	Hrs	192	1,600		248	1,568	
Average training hours/employee	Hrs/no.	3.4	9.3		4.7	8.3	
Average training hours/employee	Hrs/no.	7.9			7.5		

MATERIAL MATTER: OCCUPATIONAL HEALTH AND SAFETY

EEL recognises that workplace health and safety are essential to achieving corporate success. EEL is committed to building a workforce that contributes meaningful value to both the organisation and its customers by maintaining a safe and supportive working environment for all employees and workers. Ongoing enhancement of occupational health and safety management remains a key priority, with particular emphasis on training and equipping personnel to identify and eliminate work-related risks and hazards.

EEL has implemented management policies and systems that emphasise the shared responsibility of all employees in maintaining workplace health and safety. General rules and guidelines apply to both employees and contractors, providing clear protocols and procedures for ensuring a safe working environment and outlining appropriate actions to take in the event of potential hazards.

RichLand Logistics has renewed its ISO 45001:2018 certification in Occupational Health and Safety ("**OHS**") Management Systems, and EEL has also attained BizSafe Star status (equivalent to Level 5), in recognition of its proactive approach to OHS management and performance. EEL remains fully committed to complying with all applicable laws and regulations in the countries in which it operates.

EEL acknowledges the increase in work-related injuries, rising from three (3) cases to four (4) cases in FY2025, all of which were classified as minor injuries that were isolated and unforeseeable. These cases include incidents that occurred both at EEL's operated facilities and external customer premises, where environmental conditions and site factors are beyond EEL's direct control.

Every employee is equipped with the appropriate personal protective equipment ("**PPE**"), trained in accordance with EEL's strict safety protocols, and regularly reminded of safety standards through mandatory induction training for new hires and monthly Toolbox Meetings ("**TBMs**"). In addition, post-incident TBMs are held to reinforce safety guidelines and share the latest updates from the Workplace Safety and Health Council, ensuring continuous learning and awareness across the organisation.

Despite these measures, occasional incidents may still occur due to factors outside EEL's immediate control. For example, during heavy rainfall, an employee slipped on a wet loading bay floor at a customer site, despite wearing proper footwear and following safety procedures. Following this, EEL provided feedback to the customer to improve site conditions and minimise future risks. In another instance, a staff member sustained a minor foot injury when a colleague, unaware of his presence, accidentally made contact while manoeuvring cargo.

EEL treats every incident as an opportunity for learning and continuous improvement. Thorough investigations are conducted to determine root causes, and preventive measures are implemented immediately. Over the past six (6) years, EEL has achieved significant improvements in health and safety performance, driven by the joint efforts of management and employees.

Moving forward, EEL remains steadfast in its commitment to maintaining a strong safety culture, reducing risks, and safeguarding the wellbeing of all staff. Our ongoing goal, across the short, medium, and long term, is to maintain a zero workplace accident record.

Workplace Safety and Health Risk	Number	
	FY2025 (18 months)	FY2023 (12 months)
Fatalities as a result of work-related injury	0	0
High-consequence work-related injuries (Excluding fatalities)	0	0
Recordable work-related injuries	4	3
Fatalities as a result of work-related ill health	0	0
Recordable work-related health	0	0
Number of employees trained on health and safety standards	218	76
Lost time incident rate ("**LTIR**")	0	0

PRIORITISED MATERIAL MATTER: CUSTOMER PRIVACY

EEL has implemented a privacy statement to safeguard the security and confidentiality of personal data belonging to all stakeholders, including employees, clients, vendors, and trainees. Our core objective is to handle and use personal data responsibly, supported by robust measures that reflect our firm commitment to data protection and privacy.

As part of our onboarding process, data protection and cybersecurity requirements are outlined in our Code of Conduct. Additionally, we provide optional data security training and conduct random phishing email tests to evaluate employee awareness. These ongoing practices help reinforce a culture of data confidentiality in all communications with colleagues, clients, and stakeholders.

Our commitment to protecting personal data goes beyond regulatory compliance, reflecting our core values and dedication to building stakeholder trust. We regularly review our privacy policies to ensure alignment with evolving legal requirements and industry best practices. By prioritising data security, we uphold the highest standards of confidentiality and demonstrate our responsibility to safeguard stakeholder information.

Data Privacy and Security	FY2025 (18 months)	FY2023 (12 months)
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0

GOVERNANCE
SCOREBOARD

GOVERNANCE DATA AND ANALYSIS

EEL places strong emphasis on governance as a central pillar of its ESG framework, recognising its vital role in supporting effective social and environmental systems. While environmental and social considerations remain essential, sound governance is fundamental to long-term organisational success. Governance is embedded throughout EEL, from board-level oversight to daily operations. The board, comprising a majority of independent non-executive directors and supported by dedicated audit, nomination, and remuneration committees, ensures objectivity and accountability. The clear separation of the roles of Chairman and Executive Director, along with a 60% board independence ratio in FY2025, reflects our commitment to transparency and robust governance practices. These efforts underscore our commitment to sustainable growth and long-term value creation for all stakeholders.

Board Diversity	Number	%
Independent Non-Executive Directors	3	60%
Executive Director	1	20%
Non-Independent Non-Executive Director	1	20%
Foreign Independent Non-Executive Director	0	N.M.*
Foreign Executive Director	0	N.M.*
Foreign Non-Independent Non-Executive Director	0	N.M.*
<30 years old	0	N.M.*
30-50 years old	2	40%
>50 years old	3	60%
Male	4	80%
Female	1	20%
PhD	0	N.M.*
Master	1	20%
Degree	3	60%
Other	1	20%

* *Not meaningful*

MATERIAL MATTER: ANTI-CORRUPTION

EEL is committed to ethical business conduct and takes an active stance against corruption by promoting integrity and accountability across all operations. We require all employees and business partners to reject bribery and corruption and to comply fully with applicable laws and ethical standards. In FY2025, no incidents of corruption were reported (FY2023: Nil), reflecting the success of our efforts. We remain steadfast in our commitment to maintaining zero instances of corruption in the short, medium, and long term.

EEL has implemented a Whistleblowing and Anti-Bribery and Corruption Policy for its directors and employees, outlining the types of concerns that should be reported and the channels available for reporting them. A dedicated email address (ethics.committee@enecoenergy.com) has been established for whistleblowing purposes, accessible only by the Ethics Committee ("**EC**"). Alternatively, concerns may be submitted in writing and addressed to the EC via EEL's office address. All reports received will be reviewed by the EC and subsequently reported to the Audit Committee for further action, ensuring confidentiality and integrity in the reporting process. For further details, please refer to the Corporate Governance Report, which outlines EEL's whistleblowing procedures, oversight responsibilities, and the role of the Ethics Committee and Audit Committee in handling reported concerns.

As part of our commitment to sound corporate governance, EEL encourages all officers, employees, suppliers, and associated parties to report any suspected unlawful, unethical, or fraudulent activities. This policy provides a precise and confidential mechanism for raising concerns about potential misconduct. In FY2025, no whistleblowing cases were reported (FY2023: Nil), and we successfully achieved our target. Maintaining zero whistleblowing cases remains a key goal for both the short-term and long-term.

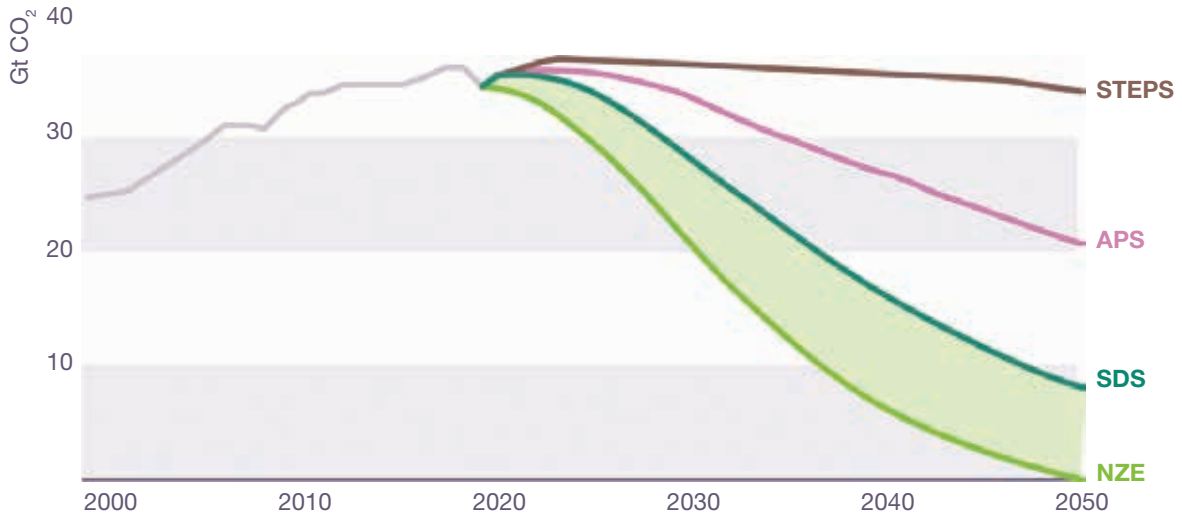
GOVERNANCE

As with other EESG risks, we systematically identify and assess climate-related risks in line with our corporate risk management procedures. To effectively manage EESG risks, the board and senior management regularly monitor, review and refine action plans. Through our strong governance framework and risk management practices, we ensure accountability and promote the responsible management of EESG risks across the organisation. Further details can be found in the Governance Structure on pages 13 to 14.

STRATEGY TO COMBAT CLIMATE CHANGE

Climate change poses substantial challenges to both society and businesses. While this report does partially include climate-related disclosures by the Task Force on Climate-related Financial Disclosures ("**TCFD**") recommendations, EEL is actively undertaking a thorough assessment of climate-related risks relevant to its operations. We are committed to a phased approach in evaluating these risks and plan to incorporate appropriate climate-related financial disclosures as part of our ongoing sustainability reporting journey.

EEL's strategy reflects its resilience through proactive adaptation to a range of climate scenarios, with a focus on supporting the global goal of limiting temperature rise to 2°C or below. By adopting a forward-looking approach, EEL aims to maintain operational resilience in the face of evolving climate challenges. Its scenario-based strategies are underpinned by thorough climate risk assessments, enabling business continuity and positioning the organisation to seize sustainability-related opportunities.



Notes:

- STEPS: Stated Policies Scenario (current policies continue).
- APS: Announced Pledges Scenario (countries implement their climate pledges).
- SDS: Sustainable Development Scenario (aligned with well below 2°C Paris goals).
- NZE: Net Zero Emissions by 2050 Scenario (aligned with limiting warming to 1.5°C).

This chart depicts global carbon dioxide emission pathways under various climate scenarios. It emphasises the emission reductions required to meet international climate targets, highlighting the ongoing need for energy efficiency improvements and the adoption of lower-carbon operations across industries.

CLIMATE CHANGE
AND TARGET

RISK MANAGEMENT

The identification, prioritisation, assessment, management and monitoring of climate-related risks are integrated into EEL's overall risk management processes, in line with the treatment of other material ESG risks. In fulfilling the requirements of International Financial Reporting Standards S1 and S2, EEL incorporates short-, medium- and long-term sustainability-related risks and opportunities ("**SrROs**") and climate-related risks and opportunities ("**CrROs**") into its governance and oversight structures. Oversight is provided by the senior management, which conducts risk assessments in accordance with EEL's sustainability framework and reports directly to the board.

These assessments are informed by operational data, stakeholder engagement, industry benchmarks and regulatory guidelines, and cover areas such as supply chain and compliance. Scenario analysis is applied to evaluate climate, regulatory and financial risks, which are prioritised according to their likelihood and potential impact. Climate-related risks and opportunities include acute and chronic physical risks, as well as transition risks linked to policy, legal, technological and market changes on the pathway to net zero by 2050.

EEL remains focused on mitigating these risks while also capturing opportunities, particularly those arising from the energy transition and efficiency improvements.

Time Horizon (IFRS S1-30(b))	Short-term	Medium-term	Long-term
	Within 1 year	> 1 year	> 5 years
Climate Barometer	2020	2030	2040 2050
Physical Risk (IFRS S2-3, Appendix A)	Acute		Chronic
Transition Risk (IFRS S2-3)		Policy, legal, technological, and market risks impact NZE by 2050	

TARGET AND SUSTAINABILITY PERFORMANCE

EEL views its targets and sustainability performance, as guided by the GRI Standards, as essential pillars in promoting transparency and accountability in its sustainability reporting. The GRI framework forms a core component of EEL's comprehensive approach to ESG matters, offering a globally recognised standard for reporting key performance indicators such as emissions reduction, resource efficiency, labour practices, and corporate governance. Through alignment with these guidelines, EEL ensures its sustainability objectives are clearly articulated, measurable, and consistently monitored, enabling ongoing enhancement across all areas of ESG performance.

By establishing clear targets and transparently reporting outcomes in line with the GRI framework, EEL reinforces its commitment to sustainability while enabling stakeholders – including investors, customers, regulators, and communities – to assess its overall ESG impact. The comprehensive performance data shared empowers stakeholders to pinpoint areas for enhancement, evaluate the effectiveness of sustainability efforts, and make informed decisions regarding engagement, partnerships, and investments. This approach fosters a culture of continuous improvement, where progress is consistently monitored and strategies are refined to ensure alignment with EEL's long-term sustainability goals.

CLIMATE CHANGE
AND TARGET

Compliance with GRI standards goes beyond a reporting requirement and acts as a strategic framework that helps EEL build trust, manage risks, and deliver long term value to both society and shareholders. By applying these standards, EEL is better prepared to address reputational, operational, and regulatory risks associated with ESG matters. Transparent disclosure builds stakeholder confidence and reflects EEL's position as a responsible corporate citizen committed to sustainable development. This approach strengthens industry leadership, attracts investors, encourages innovation, and supports wider objectives such as environmental care and social responsibility.

Pillars	Material Matters	Target			Performance	
		Short-term (FY2025)	Medium-term (FY2026-2029)	Long-term (≥FY2030)	FY2025	FY2023
Environmental	1: Energy management	Net-zero carbon			Intensity	Intensity
	2: Emissions					
Social	3: Employment relations	Zero incidents of employee relations crisis			Met	Met
	4: Occupational health and safety	Zero high-consequence work-related injuries			Met	Met
	5: Customer privacy	Zero Complaints			Met	Met
Governance	6: Anti-corruption	Zero Complaints			Met	Met

GRI CONTENT INDEX

GRI provides a comprehensive framework for sustainability reporting, outlining guidance on report content and relevant indicators. Recognised globally as the most widely adopted standard, this GRI content index for FY2025 follows the latest GRI Universal Standards 2021, including references to GRI 1: Foundation 2021.

GRI STANDARD	UNIT	DISCLOSURE	TOPICS	LOCATION
GRI 2: General Disclosures 2021	**2-1**	Organizational details	Who We Are	4
	2-2	Entities included in the organization's sustainability reporting		
	2-3	Reporting period, frequency and contact point	Key Frameworks Applied and Scope of the Report	2
			Feedback	
	2-6	Activities, value chain and other business relationships	Who We Are	4
	2-7	Employees	Material Matter: Employment relations	20
	2-9	Governance structure and composition	Governance Data and Analysis	24
	2-10	Nomination and selection of the highest governance body	Annual Report	
	2-11	Chair of the highest governance body	Governance Structure	13
	2-12	Role of the highest governance body in overseeing the management of impacts		
	2-13	Delegation of responsibility for managing impacts		
	2-14	Role of the highest governance body in sustainability reporting		
	2-15	Conflicts of interest	Material Matter: Anti-Corruption	24
	2-16	Communication of critical concerns	Engagement: Stakeholders	12
	2-17	Collective knowledge of the highest governance body	Governance Structure	13
	2-18	Evaluation of the performance of the highest governance body	Annual Report	
	2-19	Remuneration policies		
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio		
	2-22	Statement on sustainable development strategy	Sustainability Strategy	6
	2-23	Policy commitments	Governance Scoreboard	24
	2-24	Embedding policy commitments		

GRI CONTENT INDEX

GRI STANDARD	UNIT	DISCLOSURE	TOPICS	LOCATION
	2-26	Mechanisms for seeking advice and raising concerns	Feedback	2
	2-29	Approach to stakeholder engagement	Engagement: Stakeholders	12
GRI 3: Material Topics 2021	**3-1**	Process to determine material topics	Methodology	7
	3-2	List of material topics	Identification: Materiality Assessment	8
	3-3	Management of material topics	Verification: Material Matters	8
GRI 201: Economic Performance	**201-1**	Direct economic value generated and distributed	Economic Performance	16
GRI 205: Anti-corruption 2016	**205-1**	Operations assessed for risks related to corruption	Material Matter: Anti-Corruption	24
	205-2	Communication and training about anti-corruption policies and procedures		
	205-3	Confirmed incidents of corruption and actions taken		
GRI 302: Energy 2016	**302-1**	Energy consumption within the organisation	Material Matters: Energy and Emissions	17
	302-3	Energy intensity		
GRI 303: Water and Effluents 2018	**303-5**	Water consumption	Water Usage and Sources	19
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	Material Matters: Energy and Emissions	17
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-4	GHG emissions intensity		
GRI 306: Effluents and Waste 2016	**306-3**	Waste generated	Waste Generation	19
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	Diversity and Equal Opportunity	21
GRI 403: Occupational Health and Safety	**403-1**	OHS management system	Material Matter: Occupational Health and Safety	22
	403-3:	Worker participation and training		
GRI 404: Training and Education 2016	**404-1**	Average hours of training per year per employee	Diversity and Equal Opportunity	21
GRI 405: Diversity of governance bodies and employees	**405-1**	Diversity of governance bodies and employees		
GRI 418: Customer Privacy 2016	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Prioritised Material Matter: Customer Privacy	23

SGX'S CORE ESG
METRICS INDEX

PILLARS	TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	LOCATION
Environmental	Greenhouse Gas Emissions ("**GHG**")	Absolute emissions by (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tonnes CO_2e	GRI 305-1, GRI 305-2, TCFD, SASB 110, WEF core metrics	17
		Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tonnes CO_2e/ organisation-specific metrics	GRI 305-4, TCFD, SASB 110	17
	Energy Consumption	Total energy consumption	kWhs or GJ	GRI 302-1, TCFD, SASB 130	18
		Energy consumption intensity	kWhs or GJ/ organisation-specific metrics	GRI 302-3, TCFD	18
	Water Consumption	Total water consumption	ML or m^3	GRI 303-5, SASB 140, TCFD, WEF core metrics	19
		Water consumption intensity	ML or m^3/organisation specific metrics	TCFD, SASB IF-RE-140a.1	19
	Waste Generation	Total waste generated	Kg	GRI 306-3, SASB 150, TCFD, WEF expanded metrics	19
Social	Gender Diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics	21
		New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics	21
	Age-Based Diversity	Current employees by age Groups	Percentage (%)	GRI 405-1, WEF core metrics	21
		New hires and turnover by age Groups	Percentage (%)		
	Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics	22
		Total number of employees	Number	GRI 2-7	20

SGX'S CORE ESG **METRICS INDEX**

PILLARS	TOPIC	METRIC	UNIT	FRAMEWORK ALIGNMENT	LOCATION
	Development & Training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics	22
		Average training hours per employee by gender metrics	Hours/No. of employees		
Governance	Board Composition	Board independence	Percentage (%)	GRI 2-9, WEF core metrics	24
		Women on the Board	Percentage (%)	GRI 2-9, GRI 405- 1, WEF core metrics	24
	Management Diversity	Women in the management team	Percentage (%)	GRI 2-9, GRI 405- 1, WEF core metrics, SASB 330	24
	Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	GRI 205-1, GRI 205-2 and GRI 205-3	24
		Anti-corruption training for employees	Number and Percentage (%)	GRI 205-2, WEF core metrics	100%
	Certifications	List of relevant certifications	List	Commonly reported metric by SGX issuers	Nil
	Alignment with Frameworks	Alignment with frameworks and disclosure practices	GRI/TCFD/SASB/ SDGs/others	SGX-ST Listing Rules (Mainboard) 711A and 711B, relevant Practice Note	GRI
	Assurance	Assurance of sustainability report	Internal/External/None	GRI 2-5, SGX-ST Listing Rules (Mainboard) 711A and 711B, relevant Practice Note	Internal

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