ESGpedia

Sustainability Report 2025

For the period covering
1 April 2024 - 31 March 2025

Generated by

ESGpedia

ESGpedia

Corporate Registration Number

201904974E

Address of Principal Executive Offices

12 Tai Seng St Luxasia Building #06-01A, Singapore 534118

State of Jurisdiction of Incorporation

Singapore

Fiscal Year Ending

March 2025

One-Stop Digital Platform for Sustainability

Generate ESG Reports
(ISSB, GRI, TCFD, GRESB, etc.)

GHG Calculator
(ISO 14064-validated)

45,389
Total Emissions
kg CO2e

Full Value Chain Analytics & Supplier Engagement

Powering the

✔ UN ESCAP Sustainable Business Network (ESBN) Asia-Pacific Green Deal digital platform

✔ Asia-Pacific Single Accesspoint for ESG Data (SAFE) Initiative

GRI-licensed and ISO 14064-validated

Serving the Asia-Pacific region

Singapore | Australia | China | Hong Kong | Indonesia | Malaysia | Mongolia | Philippines | Thailand | Vietnam

ESGpedia

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Managing Director Statement

The year ended 31 March 2025 marked another progressive year for us. With Sustainable Development being a fundamental aspect of our core values and our business built with the purpose of supporting corporate sustainability, our company ESGpedia Pte Ltd is proud to have made significant strides this past year.

Sustainability is embodied in ESGpedia both internally in our own operations, and externally in our engagements with our community and general industry. Within the company, we have continued building upon our internal ESG processes in the second full year of operationalising our sustainability committee and initiatives. Besides actively monitoring low-carbon operations, we have embarked on Scope 3 emissions tracking for the first time. We continued ensuring the wellbeing of our employees - fostering a supportive work environment that promotes personal growth and professional development - integrating sustainability into every business practice.

BENJAMIN SOH
Founder and Managing Director

Besides being committed to adopting sustainability in our own internal practices, at ESGpedia we are driven by our core values of sustainability stewardship, striving to maximise our impact on the customers we serve and the communities we live in. Being a company whose business model is centred on supporting corporate sustainability, we support all other businesses in their sustainability journey. This includes enabling companies of any size, in adopting and quantifying sustainable processes and producing transparent disclosures and reports. We have managed to achieve 900% increase in number of companies served within FY2025 from the year before, which allowed us to create a bigger positive impact across the Asia-Pacific region. This was largely underpinned by our expanding channel partnerships, which now include several international organisations, banks, and trade associations in the region. With these like-minded partners, we have experienced the synergy of multiplier effects through ecosystems.

Our ESGpedia product has continued to cement its position through technological advantages, ecosystem benefits, and exponential customer growth. ESGpedia's full suite of digital solutions have supported companies in various sustainability use cases including sustainability data management, GHG accounting, ESG reporting, supply chain sustainability management, and sustainable finance. This has resulted in many customers benefitting positively, with several of them being new to sustainability.

Our 2nd Sustainability Report reflects our progress and highlights our ongoing commitment to building a sustainable legacy for generations to come. Thank you for joining us on this important journey. We invite you to explore this report to discover how ESGpedia is making a positive impact through responsible practices and sustainability stewardship. We remain committed to maximising our unique position to drive lasting impact in our community, to do well and do good, as a purpose-driven company and a committed people-oriented team, to exceed client expectations and generate greater impact across the region.

About This Report

This report covers **ESGpedia's** sustainability performance from: **1 April 2024 to 31 March 2025**

Reporting framework

GRI

The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.

GREENHOUSE GAS PROTOCOL

Our carbon accounting processes is aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on *ESGpedia*, a ESG software used for Environmental, Social, and Governance reporting.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

ESGpedia Pte Ltd

✉ **Contact:** bd@esgpedia.com
🌐 **Address:** 12 Tai Seng St Luxasia Building #06-01A, Singapore 534118
🌐 **Website:** https://esgpedia.io

ESGpedia

ESGpedia (ESGpedia Pte Ltd) is Asia's leading ESG data and technology company, headquartered in Singapore. The ESGpedia platform powers the ESCAP Sustainable Business Network (ESBN) Asia-Pacific Green Deal digital platform and the Asia-Pacific Single Accesspoint for ESG Data (SAFE) initiative. With more than 5 million sustainability data points, ESGpedia serves as the Nexus of ESG, digitally empowering corporates, SMEs, and the financial sector to achieve ESG excellence. ESGpedia is GRI-licensed.

ESGpedia is a one-stop platform providing digital solutions to empower companies' end-to-end ESG business needs, covering ESG reporting, carbon accounting, data and analytics, sustainable financing, and sustainable supply chain engagement.

Location of operations

This report specifically addresses the operations conducted in: **Singapore.**

Headquarters:
Singapore

Organisational Structure

Board of Directors

Technology & Product Department
- Solution Engineers
- Data Engineers
- Data Analysts
- Product Team

Business Development & Marketing
- Business Development
- Marketing
- Customer Support

Operations Department
- Human Resource
- Finance
- IT Security

Sustainability Committee
- Operations
- Business Development & Marketing
- Technology & Product
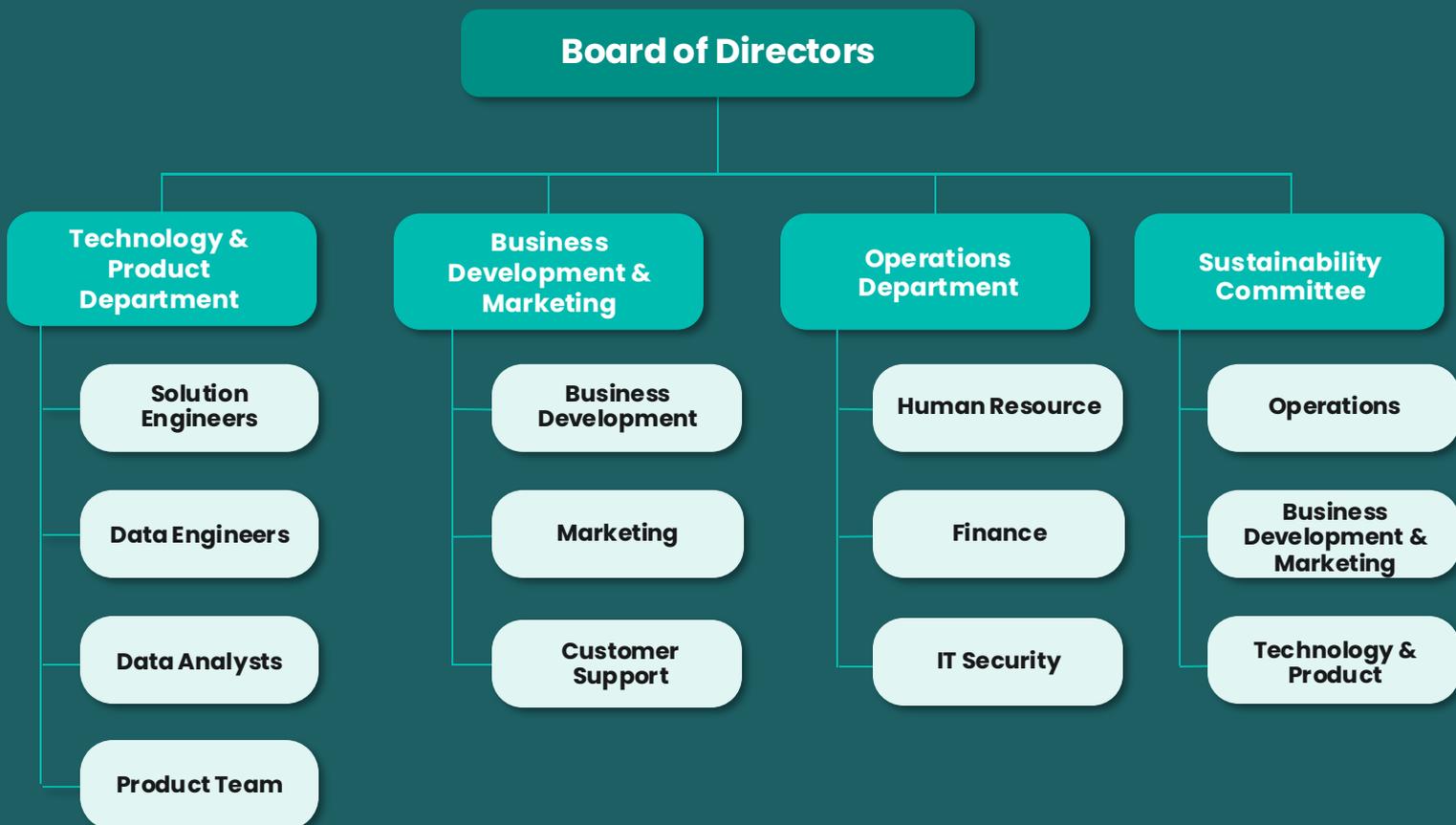
ESGpedia

Sustainability Committee

ESGpedia has established a Sustainability Committee governed under our Committee Charter, responsible for overseeing the implementation of this Policy. The Committee develops long-term strategic directions, sets measurable sustainability goals, and ensures alignment with the organisation's objectives.

Since FY2023, the Committee has formalised our governance structure by defining clear roles and responsibilities for each member. Members are drawn from diverse functional areas across ESGpedia, providing a broad range of perspectives and expertise. The Committee works closely with the Board of Directors and Senior Management, recognising that sustainable development is integral to our long-term success and our role in the global community.

Role and Responsibilities

- **Strategic Planning:** Develop long-term sustainability directions, measurable goals, and data management processes aligned with industry standards.

- **Oversight Function:** Provide strategic oversight of sustainability initiatives and GHG management; set and review objectives and targets.

- **Policy Development:** Develop and align environmental and emissions policies with ISO 14064 and ISO 27001.

- **Stakeholder Engagement:** Engage with internal and external stakeholders on sustainability matters.

- **Monitor & Report:** Monitor ESG performance and report progress to the Board of Directors to strengthen transparency and accountability.

Sustainability Committee

Under the direction of the Sustainability Committee, the working team plays a critical role in driving our environmental, social, and governance (ESG) initiatives across the organisation. The team ensures that sustainability objectives are embedded into daily operations and long-term strategies, supporting our commitment to transparency and accountability.

Committee leadership

The Committee is led by the Managing Director, and leads the coordination of ESG activities, ensuring compliance with recognised standards and alignment with organisational goals. This role oversees sustainability reporting, stakeholder engagement, and the integration of ESG considerations into business planning.

GHG Inventory Team

The GHG Inventory Team is responsible for managing greenhouse gas (GHG) data collection, verification, and reporting. The team ensures accuracy and consistency in emissions accounting, in line with ISO 14064 and other relevant standards, and supports the development of reduction strategies to achieve our net-zero ambition.

Together, the Sustainability Officer and GHG Inventory Team work collaboratively to monitor performance, implement best practices, and advance ESGpedia's sustainability journey.

ESGpedia

Sustainability Certifications

LowCarbonSG

Data Protection Trust Mark (DPTM)

ISO 27001 : 2022

ISO 22301 : 2019

Memberships

These memberships reflect ESGpedia's commitment to sustainability and its active role in promoting sustainable practices across various industries.

ESGpedia is an active member of these associations:

The Singapore Business Federation (SBF)

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 30,000 companies, as well as key local and foreign business chambers.

Carbon Pricing Leadership Coalition (CPLC)

The Carbon Pricing Leadership Coalition (CPLC) is a global partnership of governments, businesses, and civil society organisations working to advance effective carbon pricing policies, share best practices, and drive low-carbon, sustainable economic growth worldwide.

Global Compact Network Singapore (GCNS)

The Global Compact Network Singapore (GCNS) is the national lead agency promoting corporate sustainability and responsible business practices as the local chapter of the United Nations Global Compact.

Singapore Chinese Chamber of Commerce & Industry (SCCCI)

The Singapore Chinese Chamber of Commerce & Industry (SCCCI) is a leading business organisation representing the Chinese business community, promoting trade, industry development, and cultural heritage while supporting Singapore's economic growth.

Memberships

ESGpedia is an active member of these associations:

Singapore Manufacturing Federation (SMF)

The Singapore Manufacturing Federation (SMF) is a leading national organisation that represents the interests of Singapore's manufacturing sector, providing advocacy, industry development, and certification services to support sustainable growth, innovation, and global competitiveness.

International Sustainability and Carbon Certification (ISCC)

The International Sustainability and Carbon Certification (ISCC) is a globally recognised certification system that provides certification for sustainable and traceable supply chains across sectors such as agriculture, bioenergy, and chemicals.

Green Freight Asia Network Limited

Green Freight Asia Network Limited is a non-profit industry-led platform that promotes fuel efficiency, lower emissions, and sustainable logistics across Asia's road freight sector through collaboration and best practice sharing.

Singapore FinTech Association (SFA)

The Singapore FinTech Association (SFA) is a cross-industry non-profit organisation that supports the growth of Singapore's FinTech ecosystem through advocacy, partnerships, and capacity building.

These memberships reflect ESGpedia's commitment to sustainability and its active role in promoting sustainable practices across various industries.
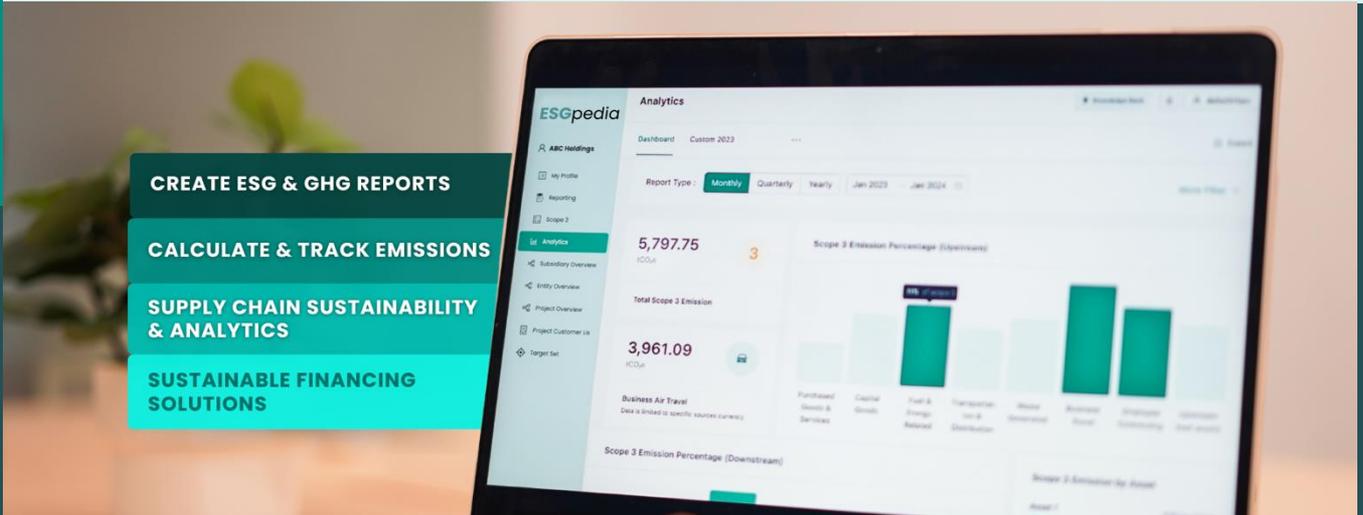
CREATE ESG & GHG REPORTS

CALCULATE & TRACK EMISSIONS

SUPPLY CHAIN SUSTAINABILITY & ANALYTICS

SUSTAINABLE FINANCING SOLUTIONS

Sustainability Initiatives

At ESGpedia, sustainability is at the core of our mission. Our initiatives are designed to create lasting positive impacts in the communities we serve and the environment we protect.

ESCAP Sustainable Business Network (ESBN) Asia - Pacific Green Deal

ESGpedia powers the ESBN Asia-Pacific Green Deal digital platform, an online ESG enablement tool that helps businesses and SMEs report common ESG metrics and calculate greenhouse gas (GHG) emissions. Since its launch in May 2023, the platform has seen strong growth, with over 1,500 companies signing up and ongoing adoption across the region.

Single Accesspoint for ESG Data (SAFE) Initiative

ESGpedia continues to serve as the official ESG Technology Platform partner for the SAFE Initiative, launched by the Sustainable Finance Institute Asia. Through this partnership, the platform supports the Asia-Pacific region's transition toward a green economy, particularly in light of upcoming mandatory climate disclosures and evolving policies on sustainable practices and reporting. This includes enabling businesses to prepare for Scope 3 GHG emissions reporting and other critical ESG requirements.

Singapore-Australia Go-Green Co-Innovation Programme

ESGpedia is one of four Singaporean technologies selected for the first batch of participants in the Singapore–Australia $20 million Go-Green Co-Innovation Programme (GGCIP). This programme is part of the Singapore–Australia Green Economy Agreement.

IMDA SMEs Go Digital - Productivity Solutions Grant

Supported by Enterprise Singapore, SMEs are eligible for up to 50% Productivity Solutions Grant (PSG) for the adoption of ESGpedia, a Pre-Approved Solution under the IMDA SMEs Go Digital Programme. SMEs can leverage ESGpedia's digital solutions to achieve their ESG goals and accelerate their sustainability reporting journey.

Sustainability Initiatives

IMDA Advanced Digital Solutions (ADS) Scheme

ESGpedia has been approved as one of the projects under Infocomm Media Development Authority (IMDA)'s Advanced Digital Solutions (ADS) to empower Singapore businesses with up to 70% funding support for the adoption of ESGpedia, helping businesses advance on their corporate sustainability and reporting journey.

SPARK Reporting Template integration, in collaboration with GRI ASEAN and DTI

ESGpedia digitalised the SPARK Reporting Template to make ESG reporting more accessible for Filipino SMEs. This initiative is part of our collaboration with GRI ASEAN and the Philippines Department of Trade and Industry (DTI) under the SAFE Initiative by the Sustainable Finance Institute Asia, supporting regional efforts to standardise sustainability disclosures and prepare businesses for upcoming climate reporting requirements.

Singapore Emissions Factors Registry

ESGpedia is a Digital Solution Provider partner of the Singapore Emissions Factors Registry (SEFR), which is part of the NetZeroHub.SG, co-developed by Singapore business Federation (SBF) and Agency for Science, Technology and Research (A*STAR), and supported by Ministry of Trade and Industry, the Ministry of Sustainability and the Environment, Enterprise Singapore, and SBF Foundation.

UN Global Compact Network Singapore Digital Carbon and Emissions Recording Tool (CERT)

Partnering with the UN Global Compact Network Singapore (GCNS) for the technology implementation of the Digital Carbon and Emissions Recording Tool (CERT), which aims to empower businesses in Singapore to streamline carbon emissions tracking and reporting, and is part of the LowCarbonSG Programme by GCNS.

Sustainability Initiatives

SGTech Sustainability Guided Programme (SGP)

ESGpedia is the Solution Provider Partner of the SGTech SGP to empower Singapore SMEs with fast and immediate commercial commercial advantage using ESGpedia's ESG reporting and carbon accounting digital capabilities.

Razer Supplier Enablement Programme

ESGpedia is the Solution Provider Partner of Razer's Supplier Enablement Programme, helping Razer advance on its sustainable procurement in the Information and Communications Technology (ICT) sector.

CDL Queen Bee Project

Partnering with City Developments Limited (CDL) under the Queen Bee Project, ESGpedia helps advance sustainability practices in the real estate sector. Through this collaboration, we provide digital ESG solutions that support property developers and SMEs in aligning with green building standards and preparing for upcoming climate disclosure requirements.

Grant Thornton Singapore in support of NTUC ARC Framework

Partnering with Grant Thornton Singapore in support of NTUC's Awareness, Resources, Community (ARC) Framework, ESGpedia helps provide a comprehensive solution that enables NTUC's network of companies to access resources and tools for their sustainability journey.

Sustainability Initiatives

Maybank myimpact SME

Partnering with Maybank to utilise ESGpedia's online enabler tool to facilitate comprehensive suite of financial and non-financial solutions to help SMEs accelerate ESG data calculation and reporting across Singapore, Malaysia, Indonesia, Philippines, and Cambodia.

CIMB Sustainability-Linked Finance

Partnering with CIMB Bank to facilitate Sustainability-Linked Loans (SLL), ensuring accurate ESG data reporting, in tracking ESG targets for sustainability performance targets and supporting preferential rates.

DBS ESG Ready Programme

Partnering with DBS Bank (Singapore) and DBS Bank (Taiwan) ESGpedia supports businesses in their sustainability journey by providing verified ESG data and insights.

OCBC SME Start-ESG Programme

Partnering with OCBC under the SME Start-ESG Programme, ESGpedia supports businesses in meeting sustainability-linked loan requirements. Through our platform, clients can track and manage ESG data effectively to align with performance targets tied to sustainable financing.

These initiatives highlight ESGpedia's commitment to supporting sustainability for the industry in the region, and helping businesses navigate the evolving landscape of ESG regulations and practices.

Material Topics

Material Topics Overview

In our sustainability reporting, identifying material topics is crucial to ensure we focus on the most significant issues impacting our business and stakeholders. For our initial sustainability report, ESGpedia Pte Ltd engaged with internal stakeholders to determine these material topics. Moving forward, we aim to include both internal and external stakeholders in our materiality assessments to provide a more comprehensive perspective.

Methodology and Standards

We aligned our materiality assessment with reference to the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines, which helped us identify the most material topics relevant to our industry. We also identified commonly disclosed topics in sustainability reports published by companies in the same Software and IT Services Industry.

- Anti-corruption (GRI 205)
- Energy (GRI 302)
- Water and Effluents (GRI 303)
- Emissions (GRI 305)
- Employment (GRI 401)
- Occupational health and Safety (GRI 403)
- Training and Education (GRI 404)
- Diversity and Equal opportunity (GRI 405)
- Child Labour (GRI 408)
- Forced or Compulsory Labour (GRI 409)
- Customer Privacy (GRI 418)

Current Progress and Targets Set

FY2025 Progress

🌍 Environmental

Total Energy Consumption

25.902

GJ

Total absolute GHG emissions of Scope 1, 2, and 3

38.969

tCO_2e

Total Water Consumption

1.190

m^3

🤲 Social

10

Average training hours

Gender ratio of male and female

1:1*

Young to older employees**

2:3*

*Estimated ratio
**Young: Under 30 years old, Older: Over 30 years old

🏛 Governmental

24/7

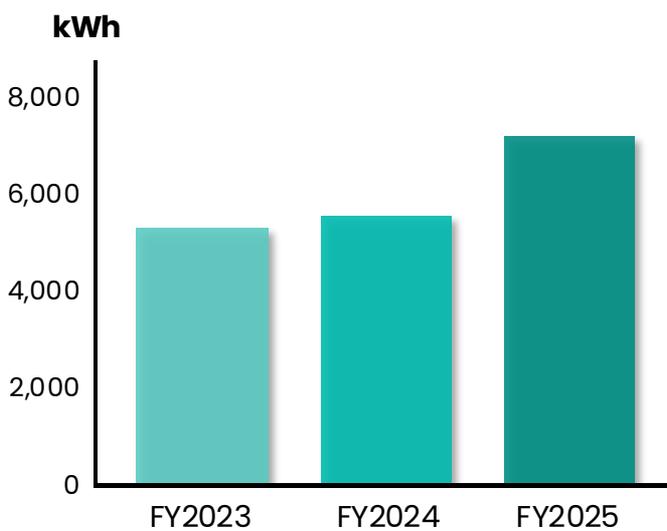access to whistleblowing channel to every employee

0

incident relating to corruption and/or bribery

Environmental Metrics

Energy

kWh

Electricity Consumption

FY2024	FY2025
5,574 kWh	**7,195** kWh
20.066 GJ	**25.902** GJ

In FY2025, ESGpedia experienced a notable increase in electricity consumption. This increase can be attributed to several key factors:

1) Relocation to a Larger Office Space:

ESGpedia moved to a larger office in FY2025 to support our expanding team and operations. The new workspace naturally requires more energy for lighting, air-conditioning, and day-to-day activities. Unlike the previous office with centralised air-conditioning on fixed schedules, the new independent system provides greater flexibility but also results in longer operating hours to ensure a comfortable working environment.

2) Upgraded Office Facilities and Equipment:

The relocation also involved adding new equipment and facilities to better support daily operations and team collaboration, such as additional computers, monitors, and office devices. While these improvements enhance productivity and comfort, they have contributed to an increase in overall electricity consumption.

3) Increased In-Office Activities:

With more collaborative sessions, client meetings, and team-based projects being held in the office, the demand for lighting, cooling, and equipment use has grown compared to previous years. These changes reflect a shift toward a more dynamic and in-person work culture, contributing to higher electricity consumption.

Environmental Metrics

Energy

GJ/employee
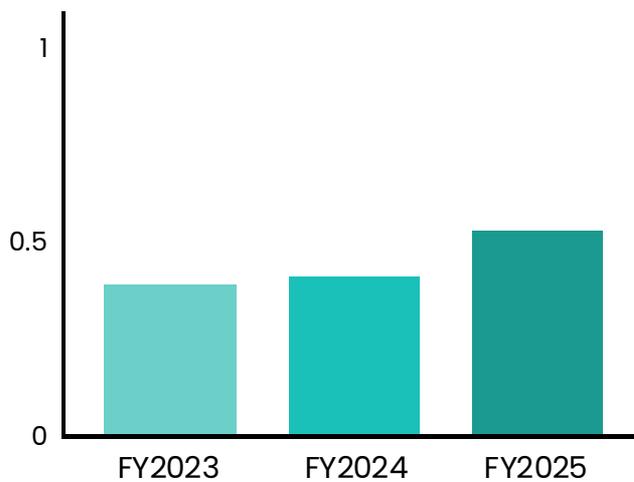
Energy Intensity

FY2024	FY2025
0.410	**0.529**
GJ/employee	GJ/employee

In FY2025, ESGpedia recorded an increase in energy intensity compared to the previous year. The primary driver behind this increase remains the key factor:

1) Business Expansion:

With more clients and a higher volume of activities, our operations required greater use of digital platforms, extended working hours, and additional resources to maintain service quality. This growth reflects our commitment to meeting evolving market demands and supporting our expanding portfolio, which naturally resulted in higher energy consumption.

Energy consumption for ESGpedia comprises only electricity, with no fuel use reported. Electricity consumption was converted from kilowatt-hours (kWh) to gigajoules (GJ) using the standard conversion factor of 1 kWh = 0.0036 GJ. This metric provides insight into the efficiency of energy use relative to workforce size and serves as a benchmark for monitoring future performance improvements.

ESGpedia

Environmental Metrics

Water and Effluents

m³
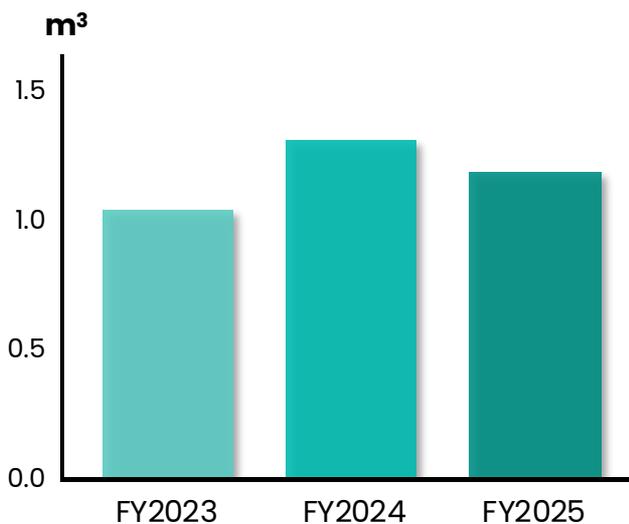
	Water Consumption	
FY2024		**FY2025**
1.310		**1.190**
m³		m³

In FY2025, ESGpedia recorded a decrease in water consumption compared to FY2024. This reduction in water consumption reflects the influence of the key factor:

1) Enhanced Employee Beverage Options:
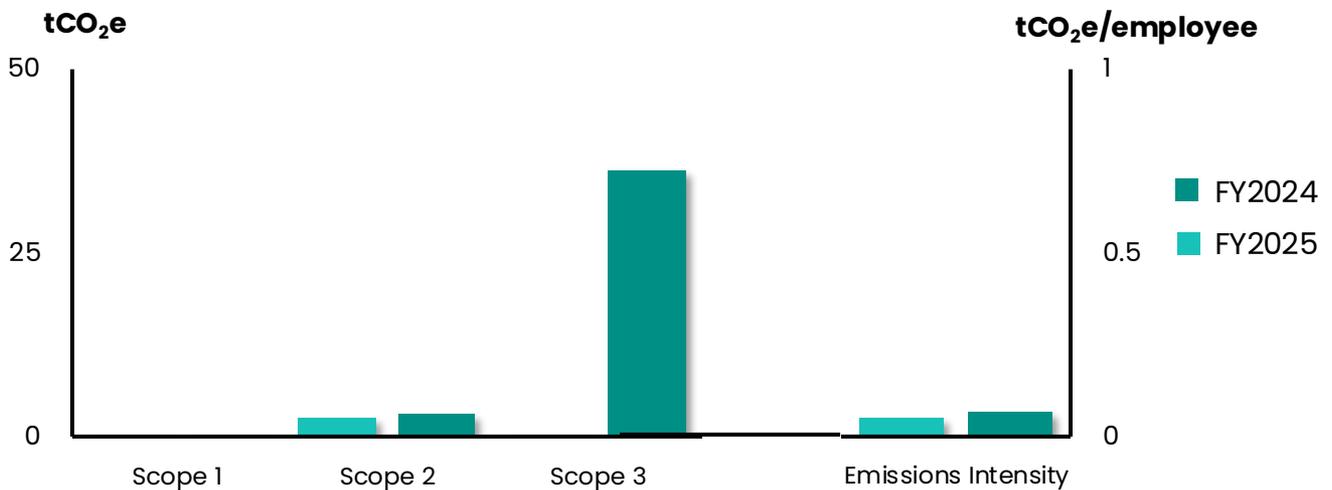
In FY2025, ESGpedia introduced a wider selection of beverages, such as coffee, tea, and other non-water drinks, as part of our efforts to enhance employee welfare and create a more comfortable working environment. During office hours, team gatherings, and catered events, employees increasingly opted for these beverages, resulting in a natural reduction in plain water consumption.

Environmental Metrics

Emissions

FY2024 marked our baseline year for emissions tracking, providing a reference point for measuring progress and setting reduction targets. For FY2025, ESGpedia's emissions intensity is calculated by dividing total Scope 1 and Scope 2 emissions by the number of full-time equivalent employees for a consistent and transparent measure of our environmental performance..

Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions	Emissions Intensity
0	**2.964**	**36.005**	**0.605**
tCO_2e	tCO_2e	tCO_2e	tCO_2e/employee

In FY2025, ESGpedia recorded an increase in energy consumption primarily due to relocating to a larger office space to accommodate business growth and operational needs. This transition resulted in higher electricity usage, reflected in Scope 2 emissions. Additionally, Scope 3 emissions were measured for the first time, providing a more comprehensive view of our value chain impact. Scope 1 emissions remained zero for both years.

Emissions intensity is calculated based on Scope 1 and Scope 2 emissions to represent purchased electricity within our operational control. Emissions intensity rose slightly compared to the previous year, in line with our expanded operations and business activities.

Environmental Metrics

Emissions (Breakdown of Scope 3 Emissions)
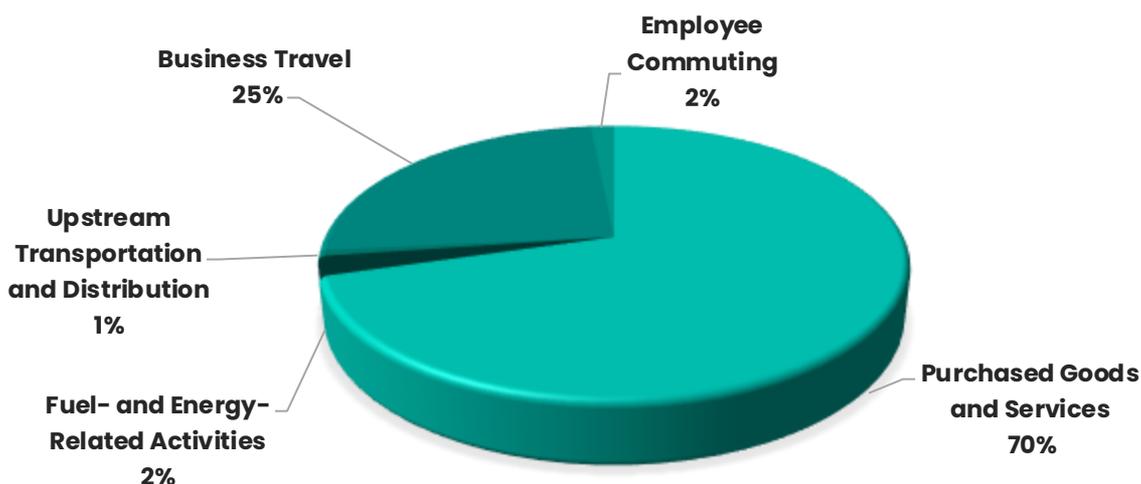
In FY2025, we initiated the tracking of our Scope 3 carbon emissions, focusing on the following key categories:

Scope 3 Category	Emissions (tCO$_2$e)	Percentage (%)
1: Purchased Goods and Services	25.367	70.5%
3: Fuel- and Energy-Related Activities	0.828	2.3%
4: Upstream Transportation and Distribution	0.252	0.7%
6: Business Travel	9.001	25.0%
7: Employee Commuting	0.557	1.5%
Total Scope 3 Emissions	**36.005**	**100%**

This marks an important step in understanding the indirect emissions across our value chain and identifying areas where we can make meaningful reductions.

Most of our emissions come from Purchased Goods and Services, driven by material procurement, utilities, and AWS cloud services. Business Travel is the second-largest source due to frequent client meetings and industry events, while other categories contribute much smaller shares due to limited commuting and equipment use.

Looking ahead, we plan to expand Scope 3 tracking to include additional categories, such as waste generated and downstream emissions, for a more complete view of our value chain footprint.

Social Metrics

Diversity and Equal Opportunity

Current Employees by Age Group

41%
Below 30 years old

53%
Between 30 to 50

6%
Above 50 years old

Current Employees by Gender

51%

49%

Current Employees by Region

Singapore
45%

Indonesia
12%

The Philippines
14%

Myanmar
14%

Malaysia
10%

Vietnam
2%

India
2%
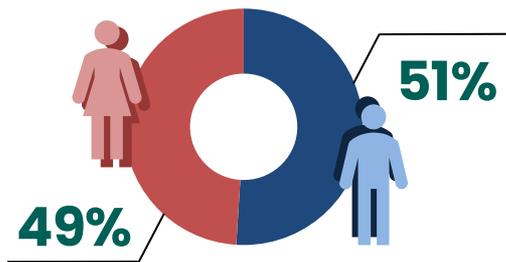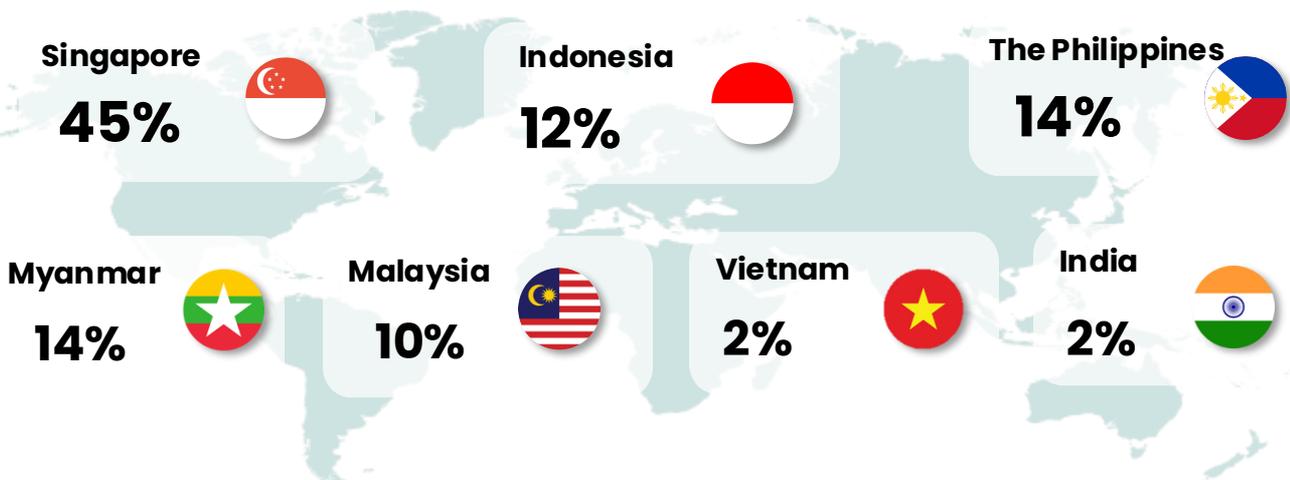
Total Number of Current Employees[1]

49

[1]As at 31 March 2025

Social Metrics

Employment

Employment Benefits

Healthcare	Parental Leave	**Others:** Compassionate Leave, Marriage Leave

At ESGpedia, we believe that a diverse, inclusive, and respectful workplace is the foundation for innovation and sustainable growth. Every team member deserves to feel valued, empowered, and supported, regardless of their background or personal identity. We have zero tolerance for discrimination of any kind, including age, race, ethnicity, nationality, religion, gender, sexual orientation, marital status, or disability; and strictly adhere to Singapore's employment laws and fair workplace practices.

We strive to foster a workplace where every voice is heard and every idea matters. Diversity in perspectives, skills, and experiences allows us to better understand the needs of our clients and create impactful ESG solutions. Our management team is committed to building a culture of trust, openness, and collaboration, ensuring that employees can express themselves freely and without fear of prejudice or retribution.

We value the individuality of each employee and believe that different perspectives make us stronger as a company. By encouraging inclusivity, creativity, and equal opportunities for all, ESGpedia continues to nurture a workplace where every employee is motivated to contribute their best and grow together with the company.

Social Metrics

Employment

Number and Rate of New Employee Hires

As ESGpedia continues to grow and expand our business operations, we are committed to attracting and retaining top talent from diverse backgrounds and geographies. By bringing together individuals with varied expertise and perspectives, we strengthen our capacity to innovate, collaborate, and deliver sustainable solutions that support our long-term growth.

New Employee Hires

Category	Items	Number	Rate
By Age Group	Below 30 years old	11	55%
	Between 30 to 50 years old	4	15%
	Above 50 years old	0	0%
By Gender Group	Male	8	32%
	Female	7	29%
By Region (Nationality)	Singapore	7	32%
	The Philippines	3	43%
	Indonesia	5	83%

Social Metrics

Employment

Number and Rate of Employee Turnover

ESGpedia is committed to fostering an inclusive and supportive workplace that encourages employee retention and personal growth. By monitoring and understanding turnover trends, we gain insights that help us enhance workplace culture, strengthen engagement, and provide opportunities for career development, ensuring our teams remain motivated and empowered as the business grows.

Employee Turnover

Category	Items	Number	Rate
By Age Group	Below 30 years old	7	35%
	Between 30 to 50 years old	10	38%
	Above 50 years old	0	0%
By Gender Group	Male	11	44%
	Female	6	25%
By Region (Nationality)	Singapore	5	23%
	Malaysia	10	200%

Social Metrics

Employment

Employee Retention

At ESGpedia, we believe that our people are the driving force behind our success. Retaining a talented and motivated team is key to building innovative ESG solutions and delivering meaningful value to our clients. We focus on creating an environment where employees feel supported, encouraged to share ideas, and confident in building their careers with us.

- **Providing competitive compensation and benefits** that reflect market benchmarks and recognise employee contributions.

- **Offering clear career development pathways** across business, technology, and sustainability roles, with opportunities to work on high-impact ESG projects.

- **Investing in employee learning and growth**, including training on ESG frameworks, sustainability reporting, and technical certifications.

- **Fostering a positive and inclusive workplace culture**, where open communication, flexibility, and collaboration are highly encouraged.

These practices reflect our commitment to employee well-being, professional growth, and long-term retention, ensuring that ESGpedia remains a trusted and forward-looking ESG technology platform.

Social Metrics

Employment

Workers who are not Employees by Region

Singapore
8

Taiwan
12

Workers who are not Employees by Contractual Relationship

8
Interns

12
Agency workers

Total Number of Workers who are not Employees

20

During FY2025, ESGpedia engaged workers who are not employees but whose work is controlled by the Singapore office. These individuals play an important role in supporting the company's operations and sustainability objectives.

These include two main categories:
- **Interns**: 8 interns based in Singapore supported administrative tasks, research, and project coordination under internship agreements.
- **Agency workers**: 12 workers based in Taiwan, contracted directly under the Singapore office through service agreements, delivered technical and operational support for our platform and related services.

The company reports these figures as headcount at the end of the reporting period, based on active contract

Social Metrics

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0

Number of high-consequence work-related injuries

0

Number of recordable work- related injuries

0

Number of recordable work-related ill health cases

0

We have established a workplace health and safety management system to safeguard the well-being of our employees. This system follows recognised risk management principles and aligns with international standards such as ISO 27001 and ISO 22301.

Risk management is integrated into our overall strategic and operational policies through an enterprise-wide framework. Our dedicated Risk Committee meets bi-monthly to review and update the company's risk register, ensuring proactive oversight and continuous improvement.

Child and Forced Labour

We have no confirmed incidents of child and forced labour from suppliers and their operations.

We are committed to fair employment practices and to applicable employment laws where we operate. This includes but is not limited to complying with laws that prohibit improper employment discrimination and child (defined as an individual of less than 18 years of age at date of employ) or forced labour.

Social Metrics

Training and Education

Average Hours of Trainings per year per employee

10 hours
Male

10 hours
Female

At ESGpedia, we recognise that continuous learning and skill development are critical to staying ahead in the fast-evolving ESG and technology landscape. We are committed to equipping employees with the skills needed to excel, deliver high-quality ESG data solutions, and drive innovation.

In FY2025, each male and female employee received an average of **10 training hours**, reflecting our commitment to equal learning opportunities for all team members.

Focus Areas of Training

In FY2025, we implemented a wide range of training programmes designed to:

- **Technical expertise** in ESG reporting, GHG accounting, and verification aligned with ISO 14064 standards.
- **Digital competencies**, including IT security, information management systems, and business continuity (ISO/IEC 27001 and ISO 22301).
- **Professional certifications** in data protection, ESG verification, and sustainability auditing.
- **Career progression** through initiatives like the Career Conversion Programme (CCP) for SME Executives.

Key Training Initiatives included:

- IT Security Awareness and PDPA Training
- ISO 14064-1:2018 Greenhouse Gases Implementation and Reporting Training
- GHG Lead Verifier/Validator Training and ISO 14064-3 GHG Accounting Verification
- WSQ ISO/IEC 27001:2022 Information Security Management System Implementer
- ISO 22301:2019 Business Continuity Management Systems Internal Auditor
- Practitioner Certificate in Personal Data Protection (Singapore) 2020
- Career Conversion Programme (CCP) for SME Executives

By combining technical upskilling with ESG knowledge, we empower employees to innovate, adapt to market needs, and grow their careers while contributing to our mission of advancing sustainability through technology.

Governance Metrics

Board Composition

Number of Board of Directors

3

Board of Directors by Age Group

33%
Between 30 to 50

67%
Above 50 years old

Board of Directors by Gender

100%
male

Anti-Corruption

ESGpedia continues to uphold strong governance practices through our established policies. Our Anti-Bribery and Corruption Policy sets clear rules prohibiting the act of offering, receiving, or soliciting anything of value to improperly influence decisions or actions.

Through the Whistleblower Policy, we provide a secure and confidential mechanism for reporting unethical or unlawful conduct, with assurance that whistleblowers are protected from retaliation.

Our Conflict-of-Interest Policy ensures that personal interests do not interfere with professional responsibilities or decision-making within our organisation.

As of FY2025, we have not recorded any confirmed incidents of corruption.

Governance Metrics

ESG Governance Policy

ESGpedia upholds strong governance practices through our ESG Governance Policy, which sets the foundation for integrating sustainability principles with ISO 27001 Information Security Management System (ISMS) compliance. This ensures responsible operations while safeguarding sensitive information.

Our policy applies to all employees, directors, contractors, and stakeholders, covering ESG management from policy development to performance monitoring and reporting. It also governs all parties handling sensitive data or involved in ESG initiatives.

We are committed to embedding ESG objectives into strategic planning, maintaining ethical governance, and ensuring transparency. Clear governance structures define roles and responsibilities across all levels, while stakeholder engagement aligns our sustainability efforts with expectations.

To strengthen accountability, ESG performance is reported transparently, and risk management processes integrate both ESG and information security considerations. External auditors review compliance with ISO standards and GHG reporting, providing recommendations for continuous improvement.

The Sustainability Committee regularly reviews regulatory developments, incorporates stakeholder feedback, and updates governance practices to enhance ESG performance. This policy is reviewed annually to ensure its ongoing relevance and effectiveness.

Remuneration Policy

ESGpedia acknowledges the significance of transparency in remuneration-related matters. However, detailed information regarding remuneration policies, processes for determining remuneration, and annual total compensation ratios cannot be disclosed in this report due to confidentiality considerations.

Such information is highly sensitive and relates to internal governance and compensation structures. Disclosure could compromise competitive positioning and privacy obligations. ESGpedia remains committed to fair and equitable remuneration practices while ensuring that confidential information is safeguarded in accordance with regulatory and ethical standards.

Governance Metrics

Corporate Leadership

ESGpedia's leadership structure ensures strong oversight and strategic direction for sustainability and business operations.

Board of Directors

The Board provides high-level governance, guiding ESG priorities and ensuring alignment with long-term organisational objectives. Comprising experienced business leaders, the Board offers advisory and oversight functions that reinforce transparency and accountability.

Senior Management and Heads of Departments (HODs)

Senior Management and HODs are responsible for translating strategic decisions into actionable plans. They oversee day-to-day implementation of ESG initiatives, monitor performance, and ensure compliance with relevant standards and regulations. By working collaboratively across functions, they embed sustainability into core business processes and foster a culture of continuous improvement.

Together, the Board and Senior Management play a pivotal role in driving ESGpedia's commitment to sustainable development, balancing economic growth, environmental stewardship, and social responsibility.

Governance Metrics

Nomination and Selection of the Highest Governance Body

Nomination and Selection Process

ESGpedia maintains a transparent and structured nomination and selection process for appointing members to the Board of Directors (the highest governance body) and our committees. This process ensures that selected members possess the independence, integrity, and expertise necessary to oversee ESG governance, strategic direction, and compliance with ISO 27001 and related standards.

Nominations may be proposed by the Board, our Committees, Shareholders or Senior Management and such nominations if any, are subject to review and endorsement by the approved by the Board of Directors following appropriate due diligence and background verification.

Selection Criteria

In nominating and selecting members of the highest governance body, the following are taken into consideration:

- **Views of stakeholders (including shareholders):** Stakeholder perspectives are considered to ensure the Board's composition supports the company's long-term sustainability vision.

- **Diversity:** The Company values diversity in gender, experience, skills, and background to promote inclusive and balanced governance.

- **Independence:** Members are selected with a focus on maintaining objectivity and avoiding conflicts of interest.

- **Competencies relevant to the impacts of the organisation:** Members are required to have expertise aligned with the company's operational, environmental, social, and governance impacts, including sustainability, risk management, and information security.

This process ensures the highest governance body remains effective, independent, and equipped to provide robust oversight in pursuit of ESGpedia's ESG objectives.

Governance Metrics

Reporting and Transparency

ESGpedia is committed to transparent communication of our sustainability performance. We prepare annual ESG reports in accordance with recognised ISO and GRI reporting standards, ensuring accuracy and credibility. These reports disclose greenhouse gas (GHG) performance and outline key sustainability initiatives, and are published on our website and other communication channels for external stakeholders.

Internal Reporting: Annual ESG reports are reviewed by the Sustainability Committee and the Board to ensure alignment with organisational objectives and compliance with recognised standards.

External Reporting: ESG performance metrics, targets, and progress are communicated openly through published reports, reinforcing our commitment to accountability and stakeholder trust.

Risk Management and Compliance

Regular risk assessments are conducted to evaluate both ESG and information security risks. ESG considerations are integrated into risk management processes to address potential impacts on data privacy, regulatory compliance, and stakeholder trust.

Collective Bargaining Agreement

ESGpedia does not currently have a collective bargaining agreement in place, as the organisation does not operate with a labour union. This is primarily due to the company's relatively small size and streamlined structure.

Nevertheless, ESGpedia remains committed to maintaining fair employment practices and fostering open communication between management and employees. We ensure that all staff members have access to appropriate channels for raising concerns and providing feedback, in alignment with applicable labour laws and ethical standards.

Governance Metrics

Customer Privacy/Cybersecurity

ESGpedia places the highest priority on data privacy and cybersecurity through robust policies and internationally recognised standards. Our Data Privacy and Security Policy safeguards personal and corporate data in line with global regulations such as GDPR and CCPA.

We conduct rigorous security audits and regular staff training to maintain compliance with leading standards. ESGpedia is externally certified for ISO 27001 (Information Security Management), ISO 22301 (Business Continuity Management), and the Data Protection Trust Mark (DPTM).

To reinforce assurance, independent auditors review our ISO standards and greenhouse gas (GHG) accounting practices, providing recommendations to senior management for corrective actions where necessary.

As of FY2025, ESGpedia has not recorded any confirmed incidents of cybersecurity or data breaches.

Stakeholder Engagement

ESGpedia actively engages with internal and external stakeholders on sustainability-related matters through structured meetings and consultations. Stakeholders are identified based on their roles, level of involvement, and influence on our success, enabling tailored engagement strategies for each group.

Key Stakeholders and Engagement Approaches:

- **Shareholders:** Annual General Meeting (AGM), Extraordinary General Meeting (EGM)
- **Management:** Management meetings, committee meetings
- **Employees:** Town halls, training sessions, new hire orientations
- **Business Partners:** Meetings, conferences
- **Clients:** Tendering processes, meetings, conferences
- **Suppliers:** Tendering processes, third-party evaluations

These engagement strategies ensure stakeholders are actively involved in sustainability and business development initiatives.

GRI Content Index

Statement of Use | ESGpedia has reported the information cited in this GRI content index for the period of 1 April 2024 to 31 March 2025 with reference to the GRI Standards.

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