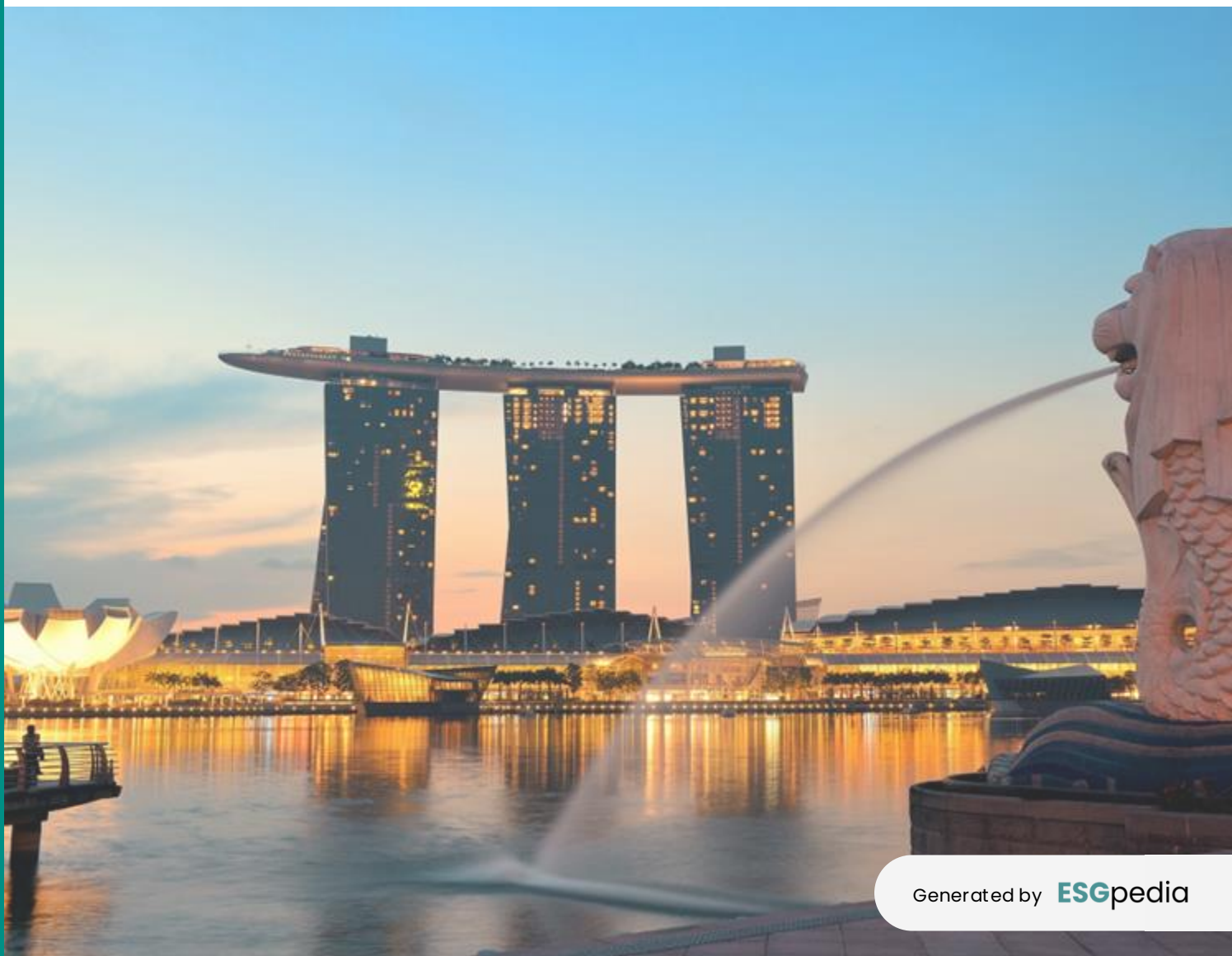


Sustainability Report

2023

For the Period covering 1 April 2023 – 31 March 2024



ESGpedia Pte. Ltd.

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 2024

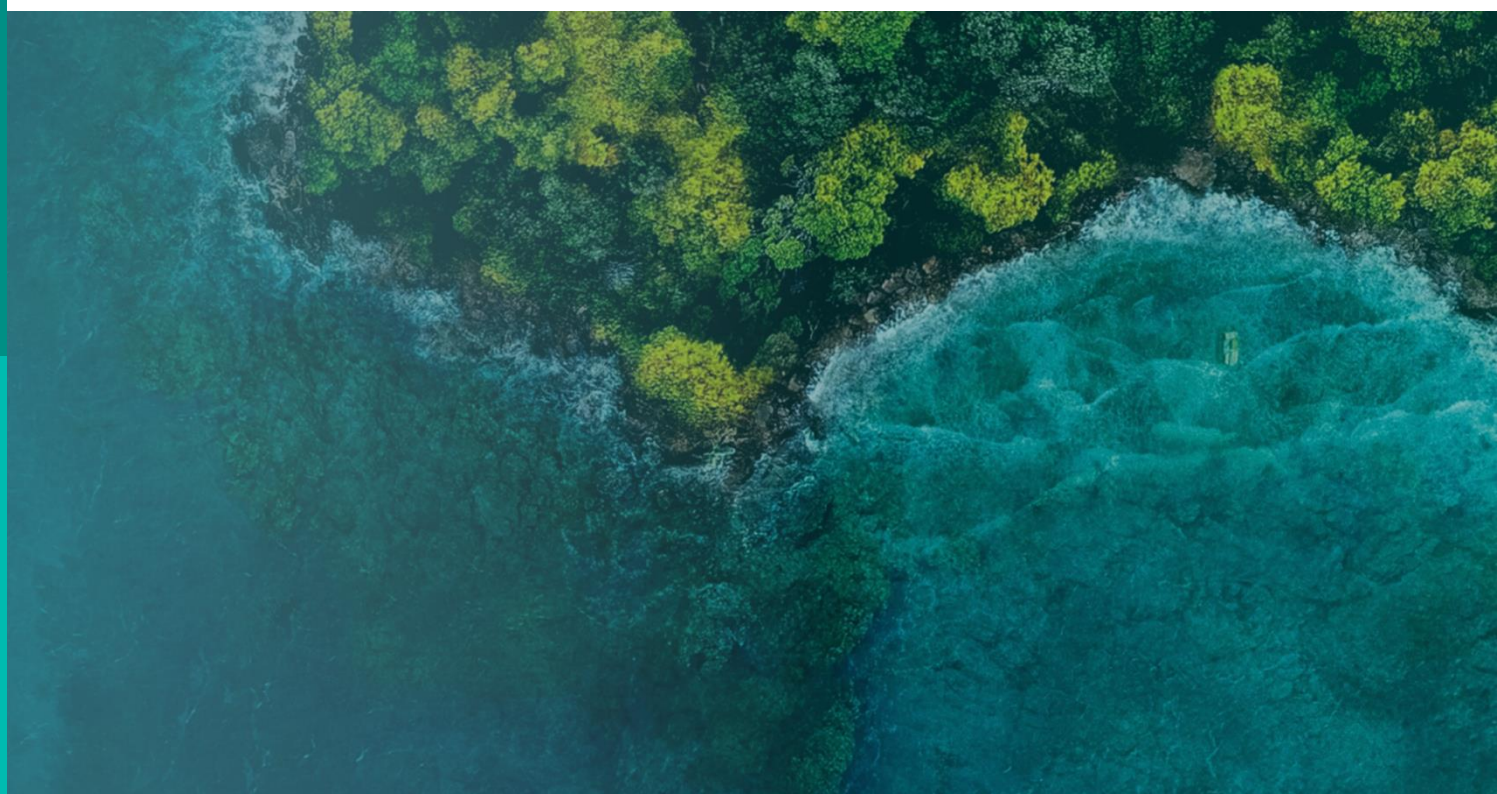


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Managing Director Statement

Sustainable development is a fundamental aspect of our core values. With our business being in the field of supporting corporate sustainability, our company ESGpedia Pte Ltd is committed to maximising our unique position to drive lasting impact in our community, to do well and do good.

Sustainability is embodied in ESGpedia in two broad aspects, internally in our own operations and practices, and externally in our engagements with our community and general industry. Within the company, we have formalised and implemented our internal Environmental, Social and Governance (ESG) processes, including forming our organisational sustainability committee and implementing an extensive list of policies in regard to our company's ESG. This helps to achieve low-carbon operations and mitigate our environmental impact, ensure the wellbeing of our employees - fostering a supportive work environment that promotes personal growth and professional development - and integrates sustainability into every business practice. We have achieved and maintained several sustainability certifications and credentials, and have compiled a list of key material ESG data metrics, which we have detailed within this Sustainability Report.

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. With the global implementation of mandatory ESG reporting regulations, and sustainability-related policies and measures, businesses - large and small - urgently need to embed sustainability in their business operations to be future-ready. Through our efforts in supporting all businesses to adopt sustainable processes and produce transparent disclosures and reports, we seek to create a positive impact across the Asia-Pacific region. FY2023 has seen a breakthrough for us in terms of such impact, with our efforts amplified by the numerous strategic initiatives we have accomplished at the Asia-Pacific regional level, in partnership with various government agencies and international organisations.

Our ESGpedia product has cemented its position through technological advantages and exponential customer growth; Notably, we have digitally empowered several customers to embark on their sustainability journey for the first time, starting their GHG accounting, ESG reporting, and/or supply chain sustainability management through ESGpedia's full suite of digital tools. We look forward to continuing growing our capabilities as a purpose-driven company and a committed people-oriented team, to exceed client expectations and generate greater impact across the region.

Transparency and accountability are foundational to our core principles. We believe in openly sharing our sustainability efforts, achievements, and challenges with all stakeholders, ensuring they are informed and engaged in our journey. This 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.

Mr. Benjamin Soh
Founder and
Managing Director
ESGpedia



About this report

This report covers **ESGpedia's** sustainability performance from **1 April 2023 to 31 March 2024**.

Reporting framework

(GRI 2-3)



The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard** and the **International Financial Reporting Standard S2**, 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 standardized disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, a ESG software used for Environmental, Social, and Governance reporting.

External assurance

(GRI 2-5)

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 Sustainability Committee

✉ **Contact:** sustainability@esgpedia.io

📍 **Address:** 12 Tai Seng St, Luxasia Building #06-01A, Singapore 534118

🌐 **Website:** www.esgpedia.io

About ESGpedia

One-Stop Digital Platform for Sustainability



Serving the Asia-Pacific region



powering the

ESBN Asia-Pacific Green Deal digital platform

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

Singapore Australia Go-Green Co-Innovation Programme

ESGpedia 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 and is part of the Singapore-Australia Go-Green Co-Innovation Programme. With more than 5 million sustainability data points, ESGpedia serves as the Nexus of ESG, digitally empowering corporates, SMEs, and the financial sector to ensure compliance towards ESG regulations and attain their ESG goals. ESGpedia is GRI-licensed.

Location of operations

Headquarters

Operational presence in:  Singapore

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

Sustainability Committee

(GRI 2-9, 2-12, 2-13, 2-14)



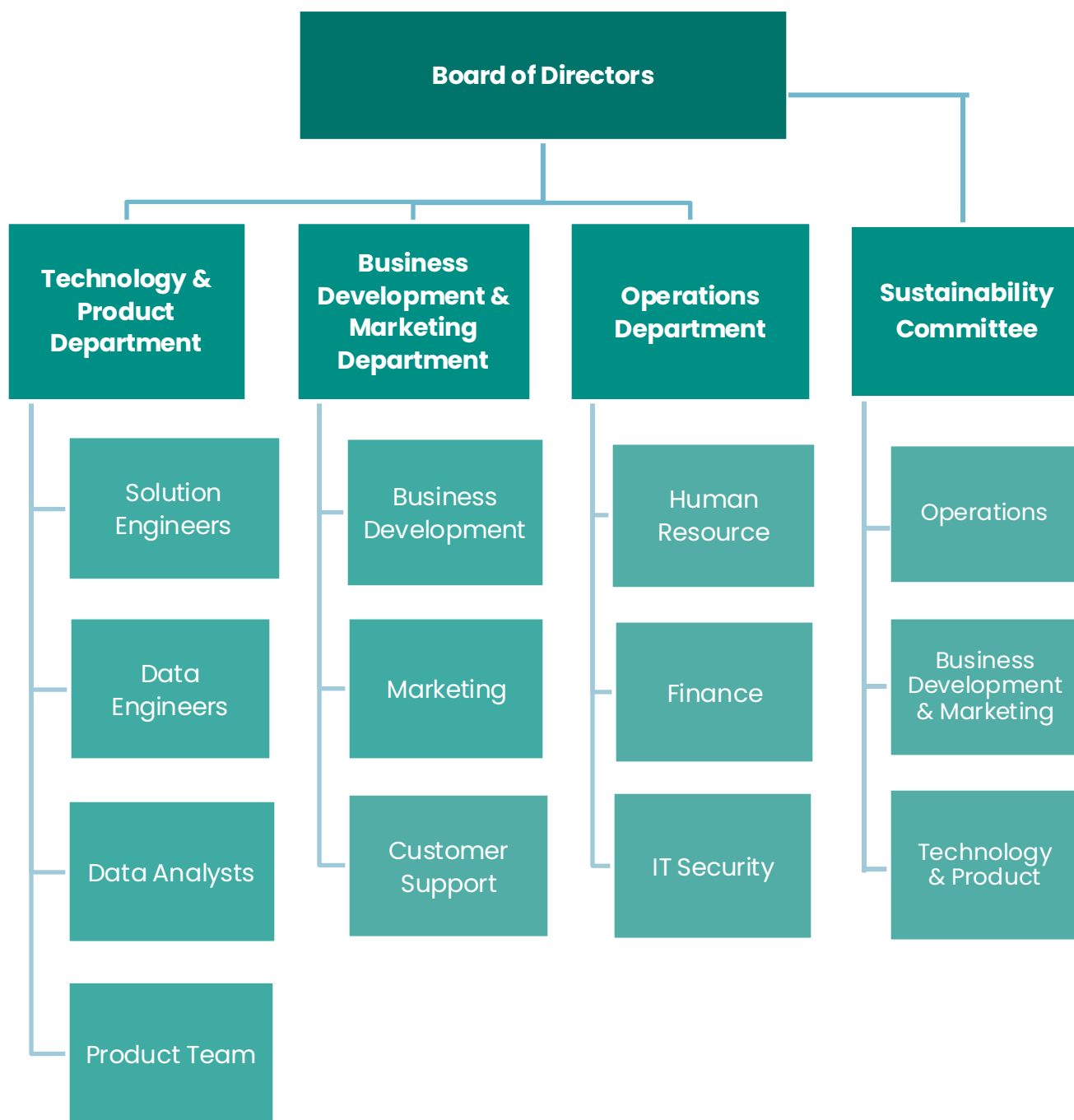
ESGpedia has established a dedicated Sustainability Committee to strengthen its commitment to transparency and accountability in sustainability practices. The committee's primary role is to identify, develop, and oversee processes that ensure all sustainability-related data is current, accurate, and aligned with industry standards. In FY2023, the committee formalized its governance structure by clearly defining specific roles and responsibilities for each member. The Sustainability Committee's responsibilities include developing long-term strategic directions, setting measurable sustainability goals, and ensuring that the committee's activities are aligned with the organization's overall objectives.

The chart below illustrates ESGpedia's organizational structure in the context of its sustainability journey. Sustainability is spearheaded by the Board of Directors and Senior Management of ESGpedia, recognising that sustainable development is integral to our long-term success and our role in the global community. The Board of Directors is made up of very experienced business leaders who contribute to advisory and oversight functions, guiding the sustainability committee in their work. The sustainability committee members are drawn from various functional areas within ESGpedia, providing a broad range of perspectives and expertise.

Together, they are responsible for ensuring that the organization meets its ESG commitments through rigorous oversight of processes and policies. Sustainable development encompasses economic growth, environmental stewardship, and social responsibility, and aligns with our commitment to create strong shareholder's value on a long-term basis while working towards net-zero carbon emission.

Organisational Structure

(GRI 2-9)



Sustainability Certifications

LowCarbonSG

The LowCarbonSG mark is administered and issued by Global Compact Network Singapore (“GCNS”), supported by Enterprise Singapore, and recognised by National Environment Agency, to recognise Singapore businesses committed to reducing emissions.



ISO 27001

ISO 27001 is an international standard that provides a framework for establishing, implementing, maintaining, and continually improving an Information Security Management System (ISMS). The standard specifies requirements for managing risks to the confidentiality, integrity, and availability of information through policies, procedures, and controls.



ISO 22301

ISO 22301 is an international standard that provides a framework for developing, implementing, maintaining, and improving a Business Continuity Management System (BCMS). The standard specifies requirements for identifying and prioritizing critical business processes, developing and implementing strategies to mitigate risks and ensure continuity, establishing communication plans, and conducting exercises and tests to evaluate the effectiveness of the BCMS.



Data Protection Trust Mark (DPTM)

It is a voluntary certification scheme in Singapore that recognises organisations that demonstrate responsible and accountable data protection practices. The certification is awarded to organisations that comply with the Personal Data Protection Act (PDPA) and its associated regulations and undergo an assessment by an accredited third-party assessment organisation



Memberships

ESGpedia is an active member of various notable organizations that contribute significantly towards sustainability initiatives:

Singapore Business Federation (SBF):

Promotes sustainable business practices among its members and the broader business community in Singapore.

Carbon Pricing Leadership Coalition (CPLC):

Encourages businesses to adopt carbon pricing mechanisms to reduce greenhouse gas emissions.

Global Compact Network Singapore (GCNS):

Supports companies in aligning their operations with the UN's Sustainable Development Goals (SDGs).

Singapore Chinese Chamber of Commerce & Industry (SCCCI):

Advocates for sustainable business practices within the Chinese business community in Singapore.

Singapore Fashion Council:

Encourages sustainable practices within the fashion industry.

International Sustainability and Carbon Certification (ISCC):

Provides certification for sustainable and traceable supply chains.

Green Freight Asia Network Limited:

Promotes sustainable freight and logistics practices.

Singapore FinTech Association (SFA):

Supports the integration of sustainable practices within the fintech industry.

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

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, which serves as an online ESG enabler tool for businesses and SMEs. It helps them report common ESG metrics and calculate GHG emissions. Within the first year of its launch in May 2023, more than 300 companies signed up on the Green Deal through ESGpedia.



Single Accesspoint for ESG Data (SAFE) Initiative

ESGpedia is the official ESG Technology Platform partner for the **SAFE Initiative**, launched by the Sustainable Finance Institute Asia. The platform supports the Asia Pacific region's transition to a green economy, especially with upcoming mandatory climate disclosures and new policies for sustainable practices and reporting, including Scope 3 GHG emissions reporting.



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. ESGpedia collaborates with FootprintLab, an Australia-headquartered carbon footprint data company, to provide a SaaS-based solution for climate disclosure and sustainable supply chain management, addressing rising ESG regulations and reporting requirements in the region.



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.

Sustainability Initiatives

Strengthening Partnerships to drive quicker adoption of sustainability within the community

To bolster sustainability efforts across various sectors, ESGpedia has established key strategic partnerships to enhance its adoption:

IMDA ADS Scheme:

ESGpedia partnered with the Infocomm Media Development Authority (IMDA) under the Advanced Digital Solutions (ADS) Scheme to support sustainability efforts in Singapore. This partnership aims to empower businesses with up to 70% funding support for ESG solutions, helping them achieve their corporate sustainability goals and manage sustainability reporting effectively.

DBS ESG Ready Program:

Collaborating with DBS Bank, ESGpedia supports businesses in their sustainability journey by providing verified ESG data and insights.

CDL Queen Bee Project:

Partnering with City Developments Limited (CDL), ESGpedia helps enhance sustainability practices within the real estate sector.

OCBC Sustainability-Linked Finance:

Working with OCBC Bank on Sustainability-Linked Loans (SLL), ESGpedia supports clients in tracking the necessary ESG data to support loan conditions tied to sustainability performance targets.

CIMB Sustainability-Linked Finance:

ESGpedia collaborates 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.

Grant Thornton Singapore in support of NTUC ARC Framework:

Partnering with Grant Thornton, ESGpedia jointly aids in providing a more comprehensive solution in support of the ARC (Awareness, Resources, Community) Framework, designed by NTUC, allowing NTUC's network of companies to tap on resources that can help them on their sustainability journey.

Sustainability Initiatives

Activities to drive awareness of communities in sustainability

For the year ended March 2024, ESGpedia has been actively involved in various sustainability initiatives and partnerships across Asia:

Events Led by ESGpedia:

ESGpedia led 10 industry events, including:

- ESGpedia Industry Showcase (Singapore)
- ATC 101 Sustainability Workshop (Singapore)
- SFA GreenFintech Carnival (Singapore)
- Modalku & IGCN Workshop (Indonesia)
- PDS Group Workshop (Philippines)
- GoImpact Roundtable with Industry Leaders (Hong Kong)

Events Participated in by ESGpedia:

In addition to the above industry led events, ESGpedia has also participated in over 30 events as a guest speaker or exhibitor, including:

- UN ESCAP Roundtable (Thailand)
- NUS Seminar (Singapore)
- Cambodian Banks Workshop (Cambodia)
- ESNB Green Deal Launch (Thailand)
- GAIL Sustainability Forum 2023 (Singapore)
- Singapore FinTech Festival – ESG Zone (Singapore)
- Asia Tech x Singapore (Singapore)
- Singapore India Hackathon (India)
- Future for AI in ESG (Vietnam)
- Sustainable Tech Forum 2024 by SG Computer Society (Singapore)
- Green Finance Summit 2024 (Hong Kong)

These activities highlight ESGpedia's commitment to promoting sustainability and ESG practices across the region.

Achieving key capabilities in sustainability

ESGpedia is a GRI-licensed Software Reporting Partner, following the Global Reporting Initiative (GRI) standards for sustainability reporting. The platform has also been externally validated under the ISO14064-1 methodology for greenhouse gas inventories and verification. These underscore ESGpedia's commitment to ensuring compliance to recognized international standards for sustainability and environmental accountability.

Sustainability Initiatives

Key Internal Operational Sustainability Initiatives:

Sustainability is a core aspect of ESGpedia operations. We have fully digitalized our processes to minimize paper usage, implemented robust security controls as per ISO 27001 standards, and leveraged advanced technologies like AWS and biometric systems to reduce our environmental impact.

1. Digitalization of Operations:

- **Paperless Processes:** All operations, including HR, are digitalized, eliminating the need for physical paper submissions.
- **Biometric Access:** Replacing plastic key cards with biometric systems to reduce waste.
- **Digital Signatures:** Using DocuSign to eliminate paper and ink usage.
- **Virtual Meetings:** Encouraging virtual meetings to save on transportation costs.
- **Recycling:** Providing recycling bins to reduce waste.
- **Energy Conservation:** Encouraging staff to switch off electricity and computers when not in use.

2. Cloud Computing with AWS:

- Utilizing AWS's energy-efficient data centers, which aim to use 100% renewable energy by 2030.

3. Policy and Governance:

- Integrating ESG principles into business practices, ensuring sustainability considerations in decision-making processes. We have formally compiled a comprehensive set of ESG policies which are in place and reflects ESGpedia's commitment to sustainability: They are listed below in pages 20-21.

These initiatives reflect ESGpedia commitment to sustainability and environmental accountability.

Sustainability Initiatives

ESGpedia has formally compiled a comprehensive set of ESG policies which are in place and reflects ESGpedia's commitment to sustainability. These policies are communicated to every employee and regular internal trainings are implemented to ensure employees practice these policies in their work in ESGpedia:

Environmental Policies

1. Sustainability Policy:

Outlines the company's commitment to reducing its environmental footprint, conserving resources, and addressing climate change.

2. Climate Change Policy:

Defines how the company addresses the risks and opportunities related to climate change.

Social Policies

1. Human Rights Policy:

Ensures respect for human rights across operations and supply chain.

2. Diversity, Equity, and Inclusion (DEI) Policy:

Promotes diversity, equity, and inclusion in hiring, workplace practices, and leadership.

3. Labor and Working Conditions Policy:

Addresses fair wages, working hours, and safe working conditions for all employees.

4. Health and Safety Policy:

Ensures the protection of employee and contractor health and safety at work.

5. Employee Development and Training Policy:

Supports employee growth, skills development, and ongoing training.

Sustainability Initiatives

Governance Policies

1. ESG Governance Policy:

Specifies the structure and responsibilities for managing ESG-related matters within the organization, including board oversight.

2. Ethics and Anti-Corruption Policy:

Defines how the company combats corruption, bribery, and unethical business practices.

3. Data Privacy and Security Policy:

Ensures the protection of personal and corporate data, aligning with regulations such as GDPR or CCPA.

4. Risk Management Policy:

Details the approach for identifying, assessing, and managing risks, including those related to ESG factors.

5. Whistleblower Policy:

Provides a mechanism for reporting unethical or illegal activities without retaliation.

6. Corporate Transparency and Disclosure Policy:

Mandates the disclosure of ESG performance metrics, targets, and progress in sustainability or annual reports.

7. Conflict of Interest Policy:

Prevents personal interests from influencing business decisions within the organization.

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.

- Energy (GRI 302-1)
- Emissions (GRI 305)
- Water consumption (GRI 303-5)
- Employment (GRI 401) & Employment Practices (GRI 401)
- Occupational health & safety (GRI 403)
- Diversity & equal opportunity (GRI 405)
- Child & Forced labour (GRI 408, GRI 409)
- Governance (GRI 3-3)
- Anti-corruption (GRI 205)
- Customer Privacy/Cybersecurity (GRI 418)

Key ESG Metrics

Environmental

FY 2023 Progress

Total energy consumption

5,574 kWh

Total absolute GHG emissions of
Scope 1 and Scope 2

2.3243 tCO₂e

Total Water Consumption

1.310 m³

Social

FY 2023 Progress

Gender ratio of male
and female **18 : 23**

Young to older
employees **17 : 24**

Governance

FY 2023 Progress

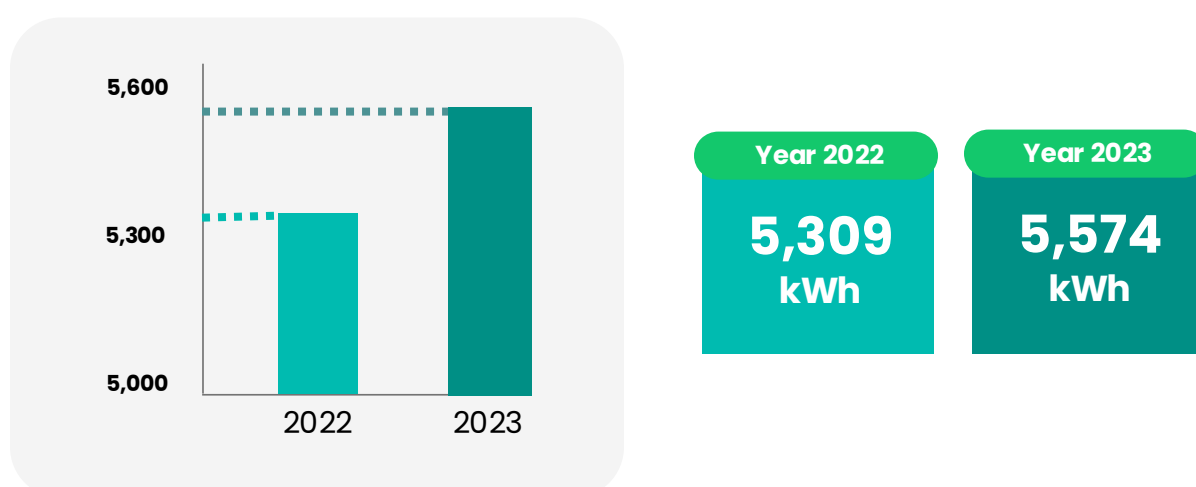
24/7 access to whistleblowing
channel to every employee

0 incidents relating to
corruption and/or bribery

Environmental Metrics

Climate-related Data (GRI 302-1, IFRS S2 29 (a) (iii) (1))

Electricity Consumption



In 2023, ESGpedia experienced an increase in electricity consumption. This increase can be attributed to key factors:

1) Growth in Workforce and Office Operations:

ESGpedia's expanding workforce led to increased energy use for office spaces. This rise was due to more in-person meetings and collaborative sessions, fostering better teamwork, as well as an increase in work-from-office days under a hybrid model emerging from the pandemic. These changes required greater use of lighting, heating, ventilation, and cooling systems to ensure a comfortable work environment, reflecting ESGpedia's commitment to a dynamic workplace.

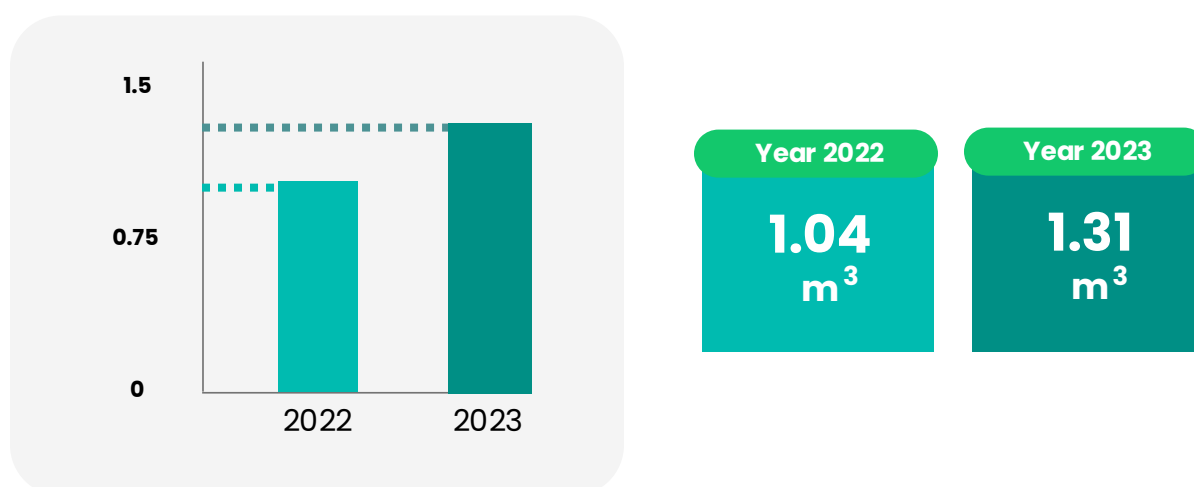
2) Expansion of Digital Infrastructure:

ESGpedia significantly expanded its digital infrastructure to support the growing demand for ESG data services across APAC. This included implementing new technologies, enhancing cloud computing capabilities, and increasing computing resources, all of which required additional electricity.

Environmental Metrics

Climate-related Data (GRI 303-5, IFRS S2 29 (a) (iiii) (1))

Water Consumption



The rise in water consumption at ESGpedia in 2023 was due to increased demand for drinking water, the main source of water usage in the company.

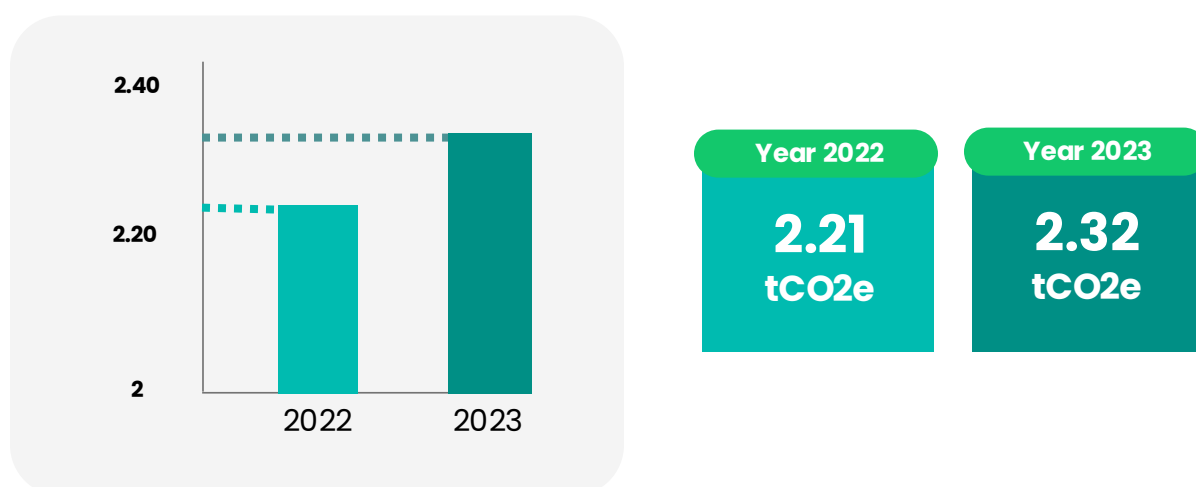
1) Higher Demand for Drinking Water:

ESGpedia's expanding workforce meant more employees were present at the office, resulting in greater daily water usage. Additionally, the shift towards more work-from-office days under the hybrid model emerging from the pandemic led to a higher number of staff regularly on-site, further increasing water consumption. Moreover, an uptick in in-person meetings, training sessions, and events encouraged collaboration and direct engagement, requiring additional water for employees and guests. These factors collectively contributed to the overall rise in water consumption, reflecting ESGpedia's commitment to fostering a vibrant and engaging workplace environment.

Environmental Metrics

Climate-related Data (GRI 303-5, IFRS S2 29 (a) (iiii) (1))

Scope 2 Emissions



In 2023 , ESGpedia experienced an increase in Scope 2 Emissions which is attributed to several key factors:

1) Expansion of Operations:

Our company experienced significant growth, opening new sites and expanding existing offices, which led to an increased overall demand for electricity. This expansion required more resources to support day-to-day operations.

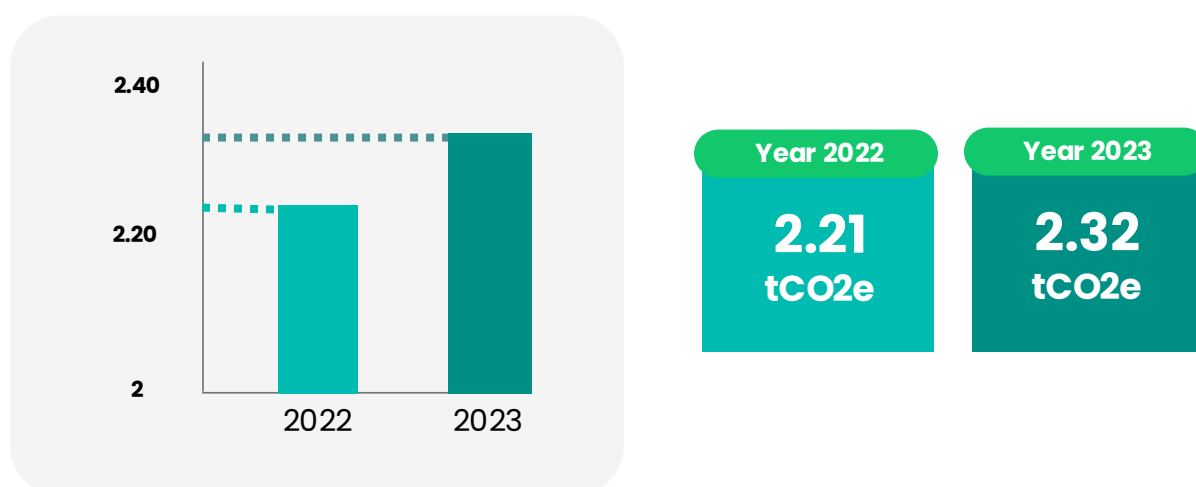
2) Increased Energy Usage:

The growth in our operations required more intensive use of energy across our facilities. This included a higher demand for lighting, heating, ventilation, and air conditioning systems to maintain optimal working conditions. Additionally, the deployment of energy-intensive technology, such as increased computing resources for data storage and processing, further elevated electricity consumption. These factors collectively contributed to the increase in Scope 2 emissions.

Environmental Metrics

ESRS E1-6: Gross Scopes 1, 2, 3 and total GHG emissions

Scope 2 Emissions



In 2023 , ESGpedia experienced an increase in Scope 2 Emissions which is attributed to several key factors:

1) Expansion of Operations:

Our company experienced significant growth, opening new sites and expanding existing offices, which led to an increased overall demand for electricity. This expansion required more resources to support day-to-day operations.

2) Increased Energy Usage:

The growth in our operations required more intensive use of energy across our facilities. This included a higher demand for lighting, heating, ventilation, and air conditioning systems to maintain optimal working conditions. Additionally, the deployment of energy-intensive technology, such as increased computing resources for data storage and processing, further elevated electricity consumption. These factors collectively contributed to the increase in Scope 2 emissions.

Environmental Metrics

Climate-related Data

S/N	ITEM	DATAPOINT	UNITS	ALIGNMENT TO STANDARDS
1	Fuel Consumption (Mobile Combustion)	0	Litres	GRI 302-1, IFRS S2 29 (a) (iii) (1)
2	Fuel Consumption (Stationary Combustion)	0	Litres	GRI 302-1, IFRS S2 29 (a) (iii) (1)
3	Electricity Consumption	5,574	kWh	GRI 302-1, IFRS S2 29 (a) (iii) (1)
4	Water Consumption	1.310	m ³	GRI 303-5, IFRS S2 29 (a) (iii) (1)
5	Waste Disposed (Non-hazardous)	N/A	Kg	GRI 306-3, IFRS S2 29 (a) (iii) (1)
6	Waste Disposed (Hazardous)	N/A	Kg	GRI 306-3, IFRS S2 29 (a) (iii) (1)

GHG Emissions

S/N	ITEM	DATAPOINT	UNITS	ALIGNMENT TO STANDARDS
1	Scope 1 Emissions	0	tCO ₂ e	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Scope 2 Emissions	2.32435	tCO ₂ e	GRI 305-2, IFRS S2 29 (a) (i) (2)

Social Metrics

Diversity and Equal Opportunity

S/N	ITEM	DATAPOINT	ALIGNMENT TO STANDARDS
1	Current Employees by Age Group– <i>Below 30 years old</i>	17	GRI 405-1
2	Current Employees by Age Group– <i>Between 30 to 50</i>	21	GRI 405-1
3	Current Employees by Age Group– <i>Above 50 years old</i>	3	GRI 405-1
4	Current Employees by Gender – <i>Male</i>	18	GRI 405-1
5	Current Employees by Gender – <i>Female</i>	23	GRI 405-1
6	Total Number of Current Employees	41	GRI 2-7

Occupational Health and Safety

We have implemented a workplace health and safety management system within our organization to ensure the well-being and safety of our employees. This system is based on recognized risk management and management system standards conforming to ISO 27001 and ISO 22301.

The company applies an enterprise-wide risk management framework where risk management is embedded within the company's overall strategic and operational policies and practices. It has a Risk Committee that meets on a bi-monthly basis to review the risk register log.

S/N	ITEM	DATAPOINT	ALIGNMENT TO STANDARDS
1	Number of fatalities as a result of work-related injury	0	GRI 403-9
2	Number of high-consequence work-related injuries	0	GRI 403-9
3	Number of recordable work-related injuries	0	GRI 403-9
4	Number of recordable work-related ill health cases	0	GRI 403-10

Social Metrics

Employment

S/N	ITEM	DATAPPOINT	ALIGNMENT TO STANDARDS
1	Total Number of Current Employees	41	GRI 2-7
2	Total Number of Employees by Region	Singapore- 35 Philippines- 3 Myanmar- 2 Vietnam- 1	GRI 2-7

Employment Benefits (GRI 401)

Our company is committed to providing a range of benefits to support the well-being and work-life balance of our full-time employees.

These benefits include:

- Corporate insurance coverage for healthcare;
- Leave benefits in line with Ministry of Manpower regulations– Annual leave, Sick leave, Parental leave, Compassionate leave, Marriage leave, and Family care leave.

Employment benefits provided by the company reflect our commitment to supporting the diverse needs of our workforce, ensuring that our employees can maintain a healthy balance between their professional and personal lives.

Child & Forced Labour (GRI 408, GRI 409)

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

Governance Metrics

Board Composition

S/N	ITEM	DATAPOINT	ALIGNMENT TO STANDARDS
1	Number on Board of Directors	3	GRI 2-9
2	Number of Independent Board Directors	2	GRI 2-9
3	Number of Women on the Board of Directors	0	GRI 2-9, GRI 405-1

Stakeholder Engagement (GRI 2-29)

The company is directly engaged with internal and external stakeholders on sustainability-related issues, and they are engaged through meetings and consultations.

At ESGpedia, stakeholders are identified based on their roles, level of involvement, and their impact on our success. This enables us to create tailored engagement strategies for each group.

Key Stakeholders & Engagement Approaches:

- **Shareholders:** Annual General Meeting (AGM), Extraordinary General Meeting (EGM)
- **Management:** Management meetings, committee meetings
- **Employees:** Townhalls, trainings, new hire orientations
- **Business Partners:** Meetings, conferences
- **Clients:** Tendering process, meetings, conferences
- **Suppliers:** Tendering process, third-party evaluations

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

The company also implements an ESG Governance Policy, which specifies the structure and responsibilities for managing ESG-related matters within the organization, including board oversight.

We have in place a Risk Management Policy which details the approach for identifying, assessing, and managing risks, including those related to ESG factors.

Our Corporate Transparency and Disclosure Policy mandates the disclosure of ESG performance metrics, targets, and progress in sustainability or annual reports, which are available to all stakeholders.

Social Metrics

ESRS S1: Own Workforce

ESRS S1-1 Policies related to own workforce

The company also implements an ESG Governance Policy, which specifies the structure and responsibilities for managing ESG-related matters within the organization, including board oversight.

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ESRS S1-2 Processes for engaging with own workers and workers' representatives about impacts

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- **Employees:** Townhalls, trainings, new hire orientations
- **Business Partners:** Meetings, conferences
- **Clients:** Tendering process, meetings, conferences
- **Suppliers:** Tendering process, third-party evaluations

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

Governance Metrics

Anti-Corruption (GRI 205)

The company has set in place an Anti-Bribery and Corruption Policy which establishes the rules to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.

Under our Whistleblower Policy, we provide a mechanism for reporting unethical or illegal activities without retaliation.

Our Conflict-of-Interest Policy prevents personal interests from influencing business decisions within the organization.

The company currently does not have any confirmed incidents of corruption.

Customer Privacy/Cybersecurity (GRI 418)

The company has implemented policies and processes complying to the highest standards of cybersecurity. Our Data Privacy and Security Policy ensures the protection of personal and corporate data, aligning with regulations such as GDPR or CCPA. We conduct regular rigorous security audits and training, and we are externally validated for the ISO27001, ISO22301, and Data Protection Trust Mark (DPTM) standards.

The company currently does not have any confirmed incidents of cybersecurity breach or data breach.

GRI Content Index

Statement of Use	ESGpedia has reported in accordance with the GRI standards for the period of 1 April 2023 to 31 March 2024.
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GRI Used	GRI 1: Foundation 2021
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GRI STANDARD	DISCLOSURE REQUIREMENTS	REFERENCE
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GRI 2: General Disclosures 2021

2-1	Organization details	Pg. 2
2-2	Entities included in the organization's sustainability reporting	Pg. 6
2-3	Reporting period, frequency and contact point	Pg. 6
2-5	External assurance	Pg. 6
2-7	Employees	Pg. 24, 25
2-9	Governance structure and composition	Pg. 9
2-28	Membership associations	Pg. 11
2-29	Stakeholder engagement	Pg. 26

GRI Content Index

GRI STANDARD	DISCLOSURE REQUIREMENTS	REFERENCE
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Pg. 18
3-2	List of material topics	Pg. 18
3-3	Management of material topics	Pg. 18
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 27
205-2	Communication and training about anti-corruption policies and procedures	Pg. 27
205-3	Confirmed incidents of corruption and actions taken	Pg. 27
GRI 302: Energy 2016		
302-1	Energy Consumption within the organization	Pg. 20, 23
302-4	Reduction of energy consumption	Pg. 15
302-5	Reductions in energy requirements of products and services	Pg. 15

GRI Content Index

GRI STANDARD	DISCLOSURE REQUIREMENTS	REFERENCE
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 21
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 23
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 22, 23
GRI 401: Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 25
401-3	Parental leave	Pg. 25

GRI Content Index

GRI STANDARD	DISCLOSURE REQUIREMENTS	REFERENCE
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Pg. 25
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 24
403-3	Occupational health services	Pg. 24
403-8	Workers covered by an occupational health and safety management system	Pg. 24
403-9	Work-related injuries	Pg. 24
403-10	Work-related ill health	Pg. 24
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pg. 26
GRI 408: Child Labour 2016		
408-1	Operations and suppliers at significant risk for incidents of child labour	Pg. 25
GRI 409: Forced or Compulsory Labour 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Pg. 25
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pg. 27

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