



UNI-ASIA GROUP LIMITED

Company Registration No: 201701284Z
Incorporated in the Republic of Singapore

SUSTAINABILITY REPORT

FOR THE FINANCIAL YEAR ENDED

31 DECEMBER 2022

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Chairman Message

Dear Valued Shareholders,

On behalf of the Board and management, I am proud to present to you the Sustainability Report of Uni-Asia Group Limited and its subsidiaries (the “Company”, “Group” or “Uni-Asia”) for the financial year ended 31 December 2022 (“FY22” or “FY2022” or “2022”).

As we emerge from the impacts of the COVID-19 pandemic, Uni-Asia remains committed to strengthen our sustainability journey. With adverse events ranging from devastating weather phenomena to wars and geopolitical flashpoints, it has ingrained in us the importance of mitigating risks and preparing for the unforeseeable. Therefore, incorporating environmental, social and governance (“ESG”) considerations across the Group’s operations is crucial to us.

We pride ourselves on our strict adherence and compliance with the relevant environmental laws and regulations that acts as a foundation for our climate action. With the International Maritime Organisation’s (“IMO”) initial strategy to reduce greenhouse gas (“GHG”) emissions, it provides us with a guideline for us to work towards. Therefore, we look internally to reduce our environmental footprint across our operations. Additionally, as we continue to enhance our environmental measures and obtain various certificates such as the IMO’s International Air Pollution Prevention, International Oil Pollution Prevention, and International Engine Efficiency.

Uni-Asia is dedicated to spearheading resource stewardship and managing our resource usage remains a strategic priority. As such, we actively manage our water usage and waste generation through stepping up initiatives internally and across our operations. Uni-Asia is also cognisant of the impact of our shipping activities on biodiversity. Accordingly, we completed the retrofitting of all our vessels with Ballast Water Treatment System (“BWTS”) that helps to manage our negative impact from the use of seawater on marine biodiversity. Further, we strictly adhere to the IMO’s regulations on operational pollution to reduce the potential of oil spills or hazardous waste going into the ocean and creating irreparable damage to the marine ecosystem.

Our employees are the backbone of the Group and ensuring their wellbeing, satisfaction and safety is paramount to achieving success and creating long-term value for the Group. We do so by enforcing human capital policies and measures for occupational health and safety and diversity and inclusion. These measures include training for crew safety and career progression as well as our board diversity policy. In FY2022, we significantly increased our training budget as a steadfast dedication in providing our employees with opportunities to grow within the Group.

Bettering local communities is also important to Uni-Asia. Our initiatives to give back to the communities in which we operate in is a testament to that. We are pleased to report that we have continued in our endeavours to create shared communal housing for people with disabilities in Japan. We have invested in five group homes that includes daytime care and support in hopes to provide a safe and comfortable place for our beneficiaries.

We have maintained our track record of achieving full compliance with all relevant and applicable anti-bribery, anti-corruption, and anti-money laundering regulations in FY2022. In Uni-Asia, we uphold integrity and transparency with the utmost importance with our Group Policy and Manual guiding our ethical and responsible business practices. Additionally, to strengthen our corporate governance, we look to integrate responsible investment practices in our decision-making.

I would like to extend my gratitude to the Board, management, employees and our crew for their resilience, hard work, and commitment to propelling the Group towards success. Additionally, I welcome all our clients, business partners, bankers, and shareholders to continue contributing and supporting our sustainable endeavours to enable an impactful journey. We look forward to continuously growing sustainably, here at Uni-Asia.

Michio Tanamoto
Executive Chairman
28 April 2023

About Uni-Asia

Uni-Asia Group Limited provides alternative investment opportunities and integrated services with respect to these investment opportunities. We predominately focus on ships and properties, providing specialised expertise in managing the cash flows of these investments. Equipped with the necessary experience and familiarity in this field, we aim to create value for our clients through the diversification of alternative investments. Furthermore, our integrated services for various alternative investment assets facilitate the Group's pursuit for long-term resilience and sustainability. In 2007, we were successfully listed on the Singapore Exchange ("SGX") and since then, we have raised over US\$100m in capital through equity financing and built up to the current portfolio of investments of ships and properties. Our corporate philosophy, corporate principles and mission statements are listed below.

Corporate Philosophy

We will continue to take on new challenges, create new value, and contribute to society.

Corporate Principles

We will uphold business ethics, ensure regulatory compliance and fulfil our responsibilities as a member of society without fear, favour or prejudice. We will act fairly and honestly with all stakeholders and strive to maintain and improve trust. We take pride and passion as a team of professionals and strive to provide services and products of the highest quality to the best of our abilities.

Our Mission Statement

We aim to be a truly trusted partner for our clients as *A PRODUCER OF ALTERNATIVE INVESTMENT OPPORTUNITIES* and *AN INTEGRATED SERVICE PROVIDER RELATING TO ALTERNATIVE INVESTMENTS* so as to deliver value to the Group's shareholders, clients and employees. To achieve this vision, we strive to improve the quality of our services to our clients, develop innovative new products to expand our clients' base for further growth, and strengthen our investment portfolio so as to generate recurring returns.

A PRODUCER OF ALTERNATIVE INVESTMENT OPPORTUNITIES

We produce and offer alternative investment opportunities for assets such as vessels and properties to our clients.

AN INTEGRATED SERVICE PROVIDER RELATING TO ALTERNATIVE INVESTMENTS

We provide integrated services relating to alternative asset investments including, but not limited to:

- asset/investment management;
- finance arrangement;
- sale and purchase brokerage of ships and properties;
- ship chartering as a ship owner;
- ship chartering brokerage;
- ship technical management;
- project management;
- property development/construction management; and
- property management and leasing arrangements.

Continuously striving to enhance the quality of our services, Uni-Asia constantly innovates to expand our client base and strengthen our portfolio to generate sustainable returns. Our business segments are broken down as follows:



Geographic Presence



Membership of Associations

The Group is affiliated with the following memberships:

1. Japan Investment Advisers Association (日本投資顧問業協会)
2. Association of Residential Land Building Business (宅地建物取引業協会)
3. The Hong Kong Shipowners Association
4. The Japan Shipping Exchange, Inc (日本海運集会所)
5. RightShip (RightShip is the world's leading ESG focused digital maritime platform, providing expertise in global safety, sustainability and social responsibility practices)

About Our Report

Published on 28 April 2023, this report encompasses Uni-Asia's annual sustainability performance from the period from 1 January 2022 to December 2022 ("FY2022"). This Sustainability Report supplements our Annual Report 2022 ("AR2022"), financial reporting for the same period, that can be found on our website <https://uniasia.listedcompany.com/ar.html>. The scope of this report incorporates our ESG footprint across our operation sites in Hong Kong, Singapore, and Japan, which sizeably impacts our sustainability performance and considerations.

This report has been prepared in accordance with the Global Reporting Initiative ("GRI") standards, an international sustainability framework that provides structure for the reporting of our material ESG issues. We employ the GRI standards as they remain updated with the emerging industry and sustainability trends in the evolving sustainability landscape. Furthermore, aligning with the GRI standards allows for internal and external performance comparability whilst ensuring the efficient tracking of our year-on-year performance against targets set.

The data and information presented in this report have been obtained directly from our operations within the reporting boundary. In the applicable sections of the report, the data measurement methods and underlying assumptions or calculations have been accordingly noted. We have used FY2020 as a baseline year as it reflects our business levels at an optimal state prior to COVID-19. Additionally, we continue to monitor our sustainability progress through established targets and year-on-year tracking of our performance.

The GRI Standards Content Index is included at the end of the report. No external assurance has been undertaken for this report. Ensuring this report remains holistic and compliance with regulations, internal review has been conducted by our internal audit team over our sustainability reporting processes. We intend to further educate our staff, improve on internal policy and procedures in area of ESG before seeking external assurance in the near future.

This report is available publicly on our website at <https://www.uni-asia.com/>, and we welcome any feedback or suggestions relating to this report. Kindly reach out to us at Uni-Asia@uni-asia.com.sg with your feedback.

Restatement of Information

We have restated past years' energy consumption data in this Sustainability Report to reflect a more accurate reflection of our fuel consumption. In the previous years, we have included our charterer's fuel consumptions in our environmental data. To present a better understanding of Uni-Asia's consumption levels, we have excluded them this year.

Our Approach Towards Sustainability & Corporate Responsibility

The two fundamental principles of our sustainability and corporate responsibility are transparency and accountability. With these guiding principles, we are able to integrate sustainability across our organisation and its operations. We provide our services with utmost integrity and strive to showcase our Group's values in our business strategy whilst advocating for environmental, social, and corporate governance. We do so by ensuring our business operations and employees firmly adhere with laws and regulations to minimise any adverse ESG risks and repercussions. Overseeing our approach towards sustainability and corporate responsibility, our Board takes overall responsibility of our sustainability and ESG issues alongside steering our business and overall strategy. We remain dedicated to fostering a sustainable business with the cooperation of our valued stakeholders.

Board Statement

Uni-Asia's mission is to be a trusted alternative investment partner and integrated service provider, delivering value to our shareholders, clients, and employees. We aim to do this in a sustainable manner, focusing our efforts to minimise the impact we have on the environment, people, and economy.

Committed to safeguarding the interests of our stakeholders, ESG and sustainability matters come under the purview and governance of Uni-Asia's Board of Directors, who oversees the Sustainability Working Committee and overall group sustainability framework and strategies.

As an asset/investment manager and investee, we are mindful of the impacts our investment decisions have on the environment. Striving to limit this, we strive to implement and enhance our environmental and climate change measures to reduce our carbon footprint and the negative impacts they have on waste, water, and biodiversity. We hence embrace sustainability through the safeguards in place to minimise the operational harm our ships and properties may have on the environment.

The health, safety and well-being of our people is also of key concern to Uni-Asia. We hope to take care of our employees whilst ensuring their wellbeing, health, and safety, to minimise any occupational hazards or risks that they might be exposed to. As the industries we operate in, specifically maritime services, pose both onboard and on-land risks to our employees, we establish necessary safeguards and measures to reduce any foreseeable safety risks. Driven by good corporate citizenry, we involve ourselves in community outreach programmes and a number of social projects to serve and give back to our communities, aimed at alleviating social inequalities.

At Uni-Asia, we ensure to remain compliant with any national, regional, and international regulations and laws, which forms the cornerstone of our corporate governance strategy. These include socio-environmental laws and all imposable anti-corruption and anti-bribery regulations.

With a strong emphasis on good corporate governance, we are able to enhance the efficient management and oversight of the Board of Directors in creating a sustainable and transparent Group that delivers value through its sustainability journey.

Stakeholder Engagement

Uni-Asia's stakeholders are integral to our business operations and play a pivotal role in the outcomes of our business operations. We value the inputs of our stakeholders as they provide valuable insight for the continuous improvement of our business operations. Additionally, we strive to meet the evolving needs of our stakeholders. We believe their inputs would help to facilitate our sustainable growth and value creation in the long run.

Engagements with key stakeholder groups in FY2022 on key topics and concerns

Uni-Asia is committed to engage with our stakeholder and expand on our engagement methods. We engage our key stakeholders regularly through the several channels as outlined below.

Stakeholder	Engagement mechanism	Frequency of Engagement
Clients	Regular meetings with clients to discuss product and service enhancements, and to align and customise based on specific customer requirements.	Depending on the nature of business, some departments have more regular meetings with clients than others. For example, the Maritime Asset Management Department (“MAMD”) has bi-weekly meeting with clients, whereas other departments may have monthly or bi-monthly meetings with clients.
Employees	Monthly management meetings are held for business updates and to discuss important business matters.	Weekly/ Monthly meetings or as and when necessary.
Co-investors/ investors of the Group’s investment projects	Regular meetings with co-investors to update on progress of investments and returns; and for receiving regular feedback.	MAMD provides quarterly performance report and semi-annual meeting. Property Investment Department (“PID”) which is in-charge of Property Investment ex-Japan, as well as the main co-ordinator of the Group’s overseas investors to the Group’s Japan project, provides quarterly update reports and meeting with these investors. Uni-Asia Capital Japan Limited (“UACJ”) provides investors report to investors on monthly basis.
Shareholders, investors of the Group, and lenders	Shareholders and investors are kept abreast of the Group’s key developments through analysts’ briefings, results announcements, regular announcements, and through direct contact of the Group through the Group’s investor relations “IR” agent. Please refer to pages 34 to 37 of AR2022 for details of the Group IR effort for FY2022.	Performance update is twice a year after SGX announcement of the Group’s financial results, while quarterly corporate updates are provided on quarters where results are not announced. Monthly/quarterly meeting with lenders, or as and when necessary. MAMD has quarterly meetings with lenders.

Stakeholder	Engagement mechanism	Frequency of Engagement
Government & regulators	Check tax and shipping registration requirements.	On a case-by-case basis
Suppliers/ vendors	Discuss with equity providers (suppliers) about possible equity availability.	Quarterly meeting

Materiality Assessment

In 2021, we engaged internal stakeholders to validate ESG material topics and issues deemed relevant to Uni-Asia. We held interviews and internal workshops with our employees and management as part of our materiality assessment process. The stakeholder engagement enabled us to identify the issues and topics that are material to Uni-Asia and work on internalising our environmental, social, and economic impacts. Uni-Asia’s senior management and Board were consulted on the validation of the material topics to curate a final list of material topics for Uni-Asia.

Whilst the stakeholder engagement was performed in 2021, it remains relevant as the results and feedback garnered aided the validation process as we furthered our materiality assessment exercise in FY2022 to stay abreast with the evolving landscape of sustainability trends. As a result of the newly updated Global Reporting Initiative (“GRI”) 2021 standards, we conducted a materiality assessment refresh to update our definition of materiality as stated in the revised GRI standards, whilst reviewing our current material topics to identify its relevance to our business, industry, and sustainability landscape. As such, the materiality assessment refresh entailed an ‘outward lens’ when identifying the potential or actual positive and negative impacts resulting from Uni-Asia’s business operations, across all denoted material ESG topics.

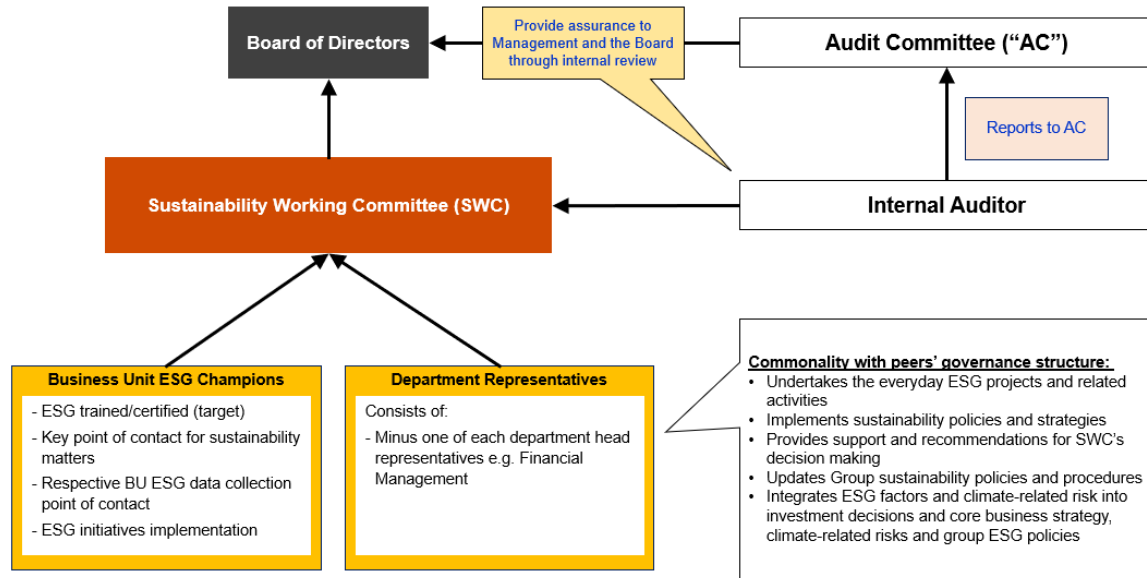
In accordance with the new GRI 2021 requirements, the materiality refresh aimed at holistically reassessing and prioritising the material topics most relevant to us. This new assessment placed a greater emphasis on the impact of Uni-Asia’s operations on the people (including human rights), environment, and economy. With the reassessment and ambition to expand our scope, we have prioritised our key material topics that are relevant to us, namely:

- Biodiversity
- Waste Management
- Diversity and Inclusion
- Responsible Procurement
- Sustainable Investment

As we move forward from the COVID-19 pandemic, we aim to focus and work on reducing our negative impacts on the environment and fostering a diverse and inclusive working environment, whilst strengthening our corporate governance within the organisation. Overall, the new materiality assessment frames our sustainability approach, strategy, and ambition.

Environment	<ol style="list-style-type: none"> 1. Energy management 2. Water management 3. Waste management 4. Biodiversity 5. Environmental compliance
Social	<ol style="list-style-type: none"> 1. Occupational health and safety 2. Diversity and inclusion 3. Local communities
Governance	<ol style="list-style-type: none"> 1. Ethics and anti-corruption 2. Responsible procurement 3. Sustainable investment

Sustainability Governance



We established a sustainability governance framework in FY2022 to effectively manage Uni-Asia's impacts on the people, environment, and economy. The highest governance body at Uni-Asia, the Board of Directors, maintains ultimate oversight and endorsement of Uni-Asia's ESG and sustainability-related matters. Mr. Michio Tanamoto is currently the Executive Chairman of the Board of Directors. For the full structure of our Board of Directors as well as Management, please refer to AR2022, page 29. The Audit Committee, together with our Internal Auditor works together to provide assurance to the management and the Board through internal reviews.

Our Sustainability Working Committee ("SWC") works closely with the respective business units ESG champions and the department representatives to address the day-to-day ESG projects and related activities and implement the necessary sustainability policies and strategies. Further, as an investment firm, the respective department representatives and business unit ESG champions are responsible for integrating ESG factors and climate-related risks into investment decisions and core business strategies.

As Uni-Asia's sustainability governance was newly curated in FY2022, Uni-Asia will continue to work on and enhance the governance of our impacts on the people, environment, and economy.

Corporate Governance

A robust and good corporate governance is critical and fundamental to Uni-Asia's success and creation of long-term shareholder value. Effective corporate governance measures will ensure that decisions are made in the best interest of the Group and stakeholders. As such, we have put in place the necessary measures and policies to strive for full compliance with the regulatory requirements and uphold the high standards of ethical concerns across our operations.

The Board of Directors at Uni-Asia has the overarching duty to protect and enhance the long-term value of the Group. The Board oversees the business affairs of the Group and assumes responsibility for the Group's overall strategic plans, key operational initiatives, major funding and investment proposals, financial personal reviews and corporate governance practices.

Our Nominating Committee ("NC") is responsible for the nomination process of selecting the Board. The NC primarily leads the process for Board appointments and ensures all board appointments and recruitment undergoes a formal, rigorous, and transparent process.

The process of identifying new board members involve the consideration of competencies which include (1) academic and professional qualities, (2) industry experience, (3) number of other directorships, (4) relevant experience as a director and (5) ability and adequacy in carrying out required tasks. The NC leads the process for Board appointments and re-appointments and makes recommendations to the Board. For further information on the NC and nomination process, please refer to the "Corporate Governance Report" in pages 45 to 77 of AR2022.

The NC also upholds the Board Diversity Policy that ensures there is a right mix of skills, experience, gender and age diversity within the Board, recognising the importance of an appropriate balance and diversity of industry knowledge, skills, background experience and professional qualifications in building an effective Board. For further information, please refer to the Diversity and Inclusion section.

Ensuring our directors are kept up to date and informed about the latest changes in the industry, Uni-Asia's directors undergo necessary training to improve our corporate governance and professional development. Across any newly appointed director, an orientation training is provided to ensure the responsibilities and SGX rules are clearly articulated. Additionally, Uni-Asia facilitates and provides any training deemed necessary given the evolving nature of our economy.

In FY2022, our directors and senior management underwent an ESG training session to comprehend the foundations of sustainability across the fields of the environment, society, governance, and economy in tandem with identifying the regulatory requirements for listed companies and the process of integrating climate risks into investment decision making. Our NC has overall oversight of director's training and professional development programmes, including sustainability training of all directors. For further information on the diversity and collective knowledge of the Board, please refer to the biographies of our Board members in AR2022 pages 38-40.

The performance of the Board is also overseen by the NC, where it will review and make recommendations to the Board on the process and criteria for performance evaluations of the Board, Board Committees and directors. The NC also has overall responsibility to review the independence of each director on an annual basis, adhering to the SGX-ST listing rules and provisions and guidance under the Code of Corporate Governance 2018 as the basis to determine independence of an independent director.

The NC has implemented an annual evaluation process to assess the effectiveness of the Board and the Board Committees as well as assessing the contributions by the Chairman and each individual director to the effectiveness of the Board. Assessment parameters for the Board includes accountability, evaluation and succession planning, diversity, composition and the Board's processes and procedures. For the year under review, there was also a self-appraisal to evaluate each director's performance and contribution, where factors such as contributions during meetings, being informed and having sufficient knowledge is taken into consideration. Additionally, the re-nomination of Directors for the current year takes into account their attendances, commitment of time and contributions made at meetings of Board and Board Committees as well as general meetings.

Remuneration policies

Our Remuneration Committee (“RC”) was established as recommended by the SGX-ST for listed issuers and is primarily responsible for facilitating appropriate transparency and accountability to shareholders. The RC make recommendations to the Board on remuneration matters relating to the Directors and key management personnel of the Group.

We link the remuneration of our Executive Directors and key management personnel to their performance to motivate their performance in good stewardship to the Group, deliver its business strategy and create long-term value for shareholders. The remuneration packages of our key management personnel and Executive Directors include an appropriate variable bonus component which is performance-related to ensure decisions are made in alignment to the interests of our shareholders.

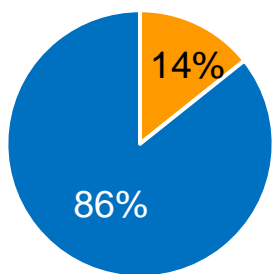
At Uni-Asia, we have a formal and transparent procedure for developing policies for our executive’s remuneration and for determining remuneration packages of individual directors. As a measure to mitigate conflict of interest, we ensure that no directors are involved in the decision-making of his or her own remuneration. For our employees, the Managing Directors and Department Heads are responsible for proposing an annual salary review, promotions, and bonus payments.

The RC considers all aspects of remuneration, namely, director’s fees, salaries, allowances, bonuses, share-based incentives and awards, other benefits-in-kind and termination terms, to ensure that they are fair. Where external advice is needed, we may engage external consultants to frame remuneration policies and determine the level and mix of remuneration for directors and key management. For more information on our RC activities and details of policies, please refer to AR2022 pages 56 – 61 on “Remuneration Matters”.

GRI 2-9: Governance structure and composition

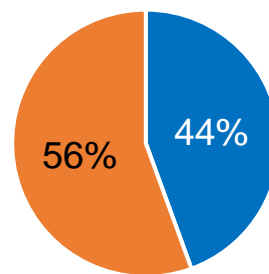
<i>Board Composition</i>	
Percentage of independent non-executive director	43% (3/7)
Percentage of non-independent and non-executive director	Nil
Percentage of non-independent and executive director	57% (4/7)
<i>Board Diversity</i>	
Women	1
Men	6
<i>Directors' Length of Service</i>	
Served > 9 years	Independent – Nil. Executive – 1
Served < 9 years	6
<i>Key Management Diversity (pages 41 to 43 of AR2022)</i>	
Women	4
Men	5

Board Diversity



■ Women ■ Men

Key Management Diversity



■ Women ■ Men

Environmental Performance

Emissions and Energy Management

Why this is material

In 2021, international shipping accounted for almost 3% of GHG emission, contributing a significant amount to climate change. The IMO has set out an Initial GHG Strategy on the reduction of GHG emissions aiming to reduce GHG emissions from international shipping by at least half by 2050, compared with their level in 2008 and work towards phasing out GHG emissions from shipping entirely as soon as possible in the century. The Initial GHG Strategy envisages a reduction in carbon intensity of international shipping as an average across international shipping, by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008 baseline. Further, in countries of operation such as Singapore, the government has rolled out the Singapore Green Plan 2030 to effectively manage energy consumption and curb emissions. Similarly, Japan has a roadmap to “Beyond Zero” that calls for Japan to achieve net zero GHG emissions by 2050. Cognisant of the high-emitting nature of the shipping industry and the intensive energy consumption in the investment or management of properties, Uni-Asia aims to align and work alongside such international and national strategies to manage our environmental impacts. Thus, we strive to manage our energy and fuel use across our shipping operations and investment properties.

Our management approach

At Uni-Asia, we monitor our energy management and emissions closely by primarily remaining abreast and complying with environmental laws and regulations internationally, regionally and across the specific waters we operate in. With 18 bulkers in our management as at end of FY2022, we closely manage our vessels through the measurement of fuel usage, mileage, and careful selection of vessel users.

As we aim to enhance our environmental management of our shipping operations, we have taken active steps to manage our ships. These include safeguarding business relationships with leading companies promoting eco-friendliness in dry bulk such as Cargill, and upholding ESG considerations such as vessel retrofitting and emphasising on clean energy capability when purchasing newbuilding vessels. Within our current fleet of vessels, we have identified less energy

efficient ships at the end of their lifecycle and aim to retire them to limit the inefficient use of energy. Across our shipping business units, which includes ship owning and chartering, maritime asset management and maritime services, we hold monthly department meetings to update our employees.

Internally, raising the awareness amongst our staff regarding energy efficiency is a key portion of managing Uni-Asia's energy consumption and the Group aims to create a culture that promotes energy savings. As a result, we have posters and notices around our offices to remind employees to switch off the lights and air condition to prevent idling. Additionally, in FY2022, we have installed human detecting sensors in restrooms and pantry areas in our new offices so that lights will be automatically switched off when there are no staff in the designated areas, ultimately reducing wasteful energy consumption.

We also closely monitor the energy performance of our operations and identify sources of energy wastage, further assisting us in lowering our operational costs. In areas of high energy use, we assess the source and identify implementable rectification measures that help to optimise usage. In FY2022, we continued to execute and work on our established energy management initiatives and implement new initiatives to further strengthen our energy management approaches and strategy.

Our initiatives

Prevention of Air Pollution

Air pollution stemming from fuel combustion, has the potential to significantly impact public health and negatively impact the air quality. As such, Uni-Asia has ensured to comply with the necessary local and international regulations on fuel use to limit the amount of air pollution for our ships.

On 1 January 2020, the IMO placed limits on the amount of sulphur content in ship vessel's fuel, limiting it to a maximum of 0.50%. Uni-Asia has since been in stringent compliance with the IMO's regulations and abide by the sulphur limit of 0.10% in emissions control areas ("ECAs"). Our Maritime Services team oversees the Group's compliance with this IMO regulation through various methods. Further, we adhere to the stricter regional legislations introduced by the IMO in

local water territories such as China's Yangtze River and South Korea's Busan and Kwangyang areas.

We have transitioned to solely employing Low Sulphur Fuel Oil ("LSFO") of 0.50% across all our ships and fleet and 0.1% Low Sulphur Marine Gas Oil ("LSMGO") in areas with ECAs across regions and waters in compliance with the relevant local regulations. Using low sulphur fuel reduces the tailpipe of CO, HC, NOx, and SOx emissions and helps to prevent negative environmental impacts such as acid rain that causes harm to crop, forest, aquatic species, and ocean acidification.

In addition to adherence to the IMO regulations, we have integrated The Baltic and International Maritime Council's ("BIMCO") two sulphur clauses to all our time charter parties to switch to a fuel with a maximum sulphur content of 0.50%. This ensures that all our bulker fleets have fuel suitable for its engine whilst maintaining compliance with international regulations.

Emissions reporting aligned with European Union ("EU") Monitoring, Reporting and Verification ("MRV") regulations

We have further enhanced our emission reporting by aligning with the EU MRV regulations. The EU MRV regulations entered into force in 2015 with the first reporting period starting on 1 January 2018. These regulations form part of Europe's efforts to combat CO₂ emissions applying to ships above 5,000 Gross Tonnes ("GT"). To comply with these regulations, shipping companies must submit a monitoring plan annually for each ship to an EU-accredited verifier that includes CO₂ emissions, fuel consumption, distance travelled, time at sea and cargo carried for each of their ships on a per voyage basis. On satisfactory compliance verification, a Certificate of Compliance ("COC") is issued by one of the recognised Classification Societies, in respect of EU MRV regulations. Companies must then submit the verified emissions report for each ship to the Commission.

As per the regulations, Uni-Asia has commenced and continues to comply and align with the EU MRV regulations and promptly submits our verified emissions reports on all ships in its fleet. Uni-Asia plans to develop a better understanding of the fuel consumption and CO₂ emissions from

our shipping activities, which could then be used to inform our future GHG emission reduction initiatives.

Certifications obtained

As a testament to our dedication to reducing our environmental impact and manage our energy usage, we continue to be certified against the following:

- International Air Pollution Prevention (“IAPP”)
- International Oil Pollution Prevention (“IOPP”)
- International Engine Efficiency (“IEE”)
- International Sewage Pollution Prevention (“ISPP”)
- International Anti-Fouling (“IAF”) System
- Nitrogen Oxide Compliance

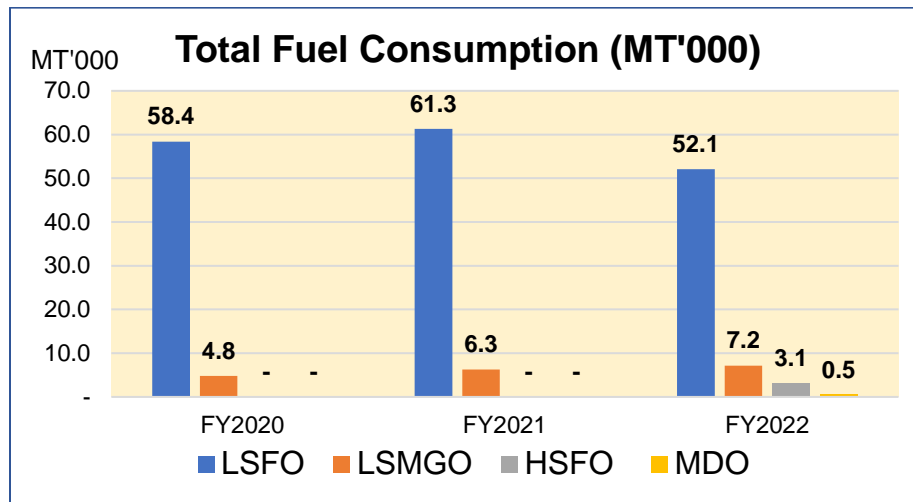
Our performance and looking forward

In 2022, our fleet comprising 18 handysize and supramax bulker carriers operated over a span of 2,726.31 days. We saw a decrease of 5% in our LSFO consumption and an increase of 24% in our LSMGO consumption.

From 1 January 2023, it is mandatory for all ships to calculate their attained Energy Efficiency Existing Ship Index (“EEXI”) to measure their energy efficiency and initiate the collection of data for the reporting of their annual operational carbon intensity indicator (“CII”) and CII rating. All of Uni-Asia’s vessels have attained the EEXI and submitted the technical file and Onboard Management Manual (“OMM”) for approval including a ship operational carbon intensity plan in accordance with the regulation. We have further ventured to begin reporting to the CII by commencing the collection of data from 1 January 2023 onwards. The Group will begin collecting data on weather routing, slow streaming and implementing just in time (“JIT”) in conjunction with the charterers, six monthly propeller cleaning and hull inspections as convenient and ancillary systems including lighting, ventilation systems, gallery ranges, steam supplies. Additionally, to take steps to enhance our reporting on the CII, our Ship Energy Efficiency Management Plan (“SEEMP”) III has been approved. The SEEMP III is a ship-specific document that lays our strategic improvement plan to reach our CII and therefore enhance the vessel’s operational energy efficiency.

In our Property Investment in-Japan business segment, we saw a 39.8% increase in energy consumption to 1.51 million mega joules, as compared to FY2021. This is largely due to the conversion of our Obi Hostel to a gym facility that became more active as the COVID-19 pandemic eased. Therefore, there was an increased consumption of energy with increased usage of the gym facilities.

In FY2022, we expanded our reporting scope to include energy consumption across our corporate offices in Singapore and Hong Kong. With the expansion of scope and energy consumption increase in our Property Investment in-Japan, our overall energy consumption for FY2022 has seen an increase from the previous years.



Total fuel consumption (MT)¹

	FY2020	FY2021	FY2022
LSFO ⁽ⁱ⁾	58,383.60	61,276.81	58,073.73
LSMGO ⁽ⁱⁱ⁾	4,821.27	6,252.04	7,764.52
HSFO ⁽ⁱⁱⁱ⁾	-	-	3,070.00
MDO ^(iv)	-	-	462.00

Note:

- (i) LSFO: Low Sulfur Fuel Oil
- (ii) LSMGO: Low Sulfur Marine Gas Oil
- (iii) HSFO: High Sulfur Fuel Oil
- (iv) MDO: Marine Diesel Oil

¹ Fuel consumption includes charterer's consumption

SGX & GRI 305-1 to 305-3: GHG absolute emissions

	FY2020	FY2021	FY2022
Scope 1 (tCO₂e)*	706.99	595.67	2,215.68
Scope 2 (tCO₂e)	87.27	138.60	75.02
Total	794.26	734.27	2,290.70

*Scope 1 does not include refrigerants

SGX & GRI 305-4: GHG emissions intensities

GHG Intensity Ratios	FY2020	FY2021	FY2022
Scope 1 intensity (tCO₂e/\$USD'000 revenue)	0.02	0.01	0.03
Scope 2 intensity (tCO₂e/\$USD'000 revenue)	0.002	0.002	0.001
Total emissions intensity (tCO₂e/\$USD'000 revenue)	0.02	0.01	0.03
Change from baseline year (2020)	NA	(39)%	54%

GRI 302-1: Energy consumption within the organisation

	Property investment in-Japan	Shipping	Total
Fuel consumption (megajoules)	1,099,260	2,586,172	3,685,432
Purpose of fuel usage	Food service/hot water supply at Obi Hostel & Fitness	Fuel consumption for vessel fleets	–
Electricity consumption (megajoules)	406,173	178,358	584,531

All the fuel we use is non-renewable. There is no heating, cooling or steam consumption in Uni-Asia.

GRI 302-3: Energy intensity²

	FY2020³	FY2021⁴	FY2022²
Total energy consumption (megajoules)	1,529,352	1,795,013	4,269,963
Energy intensity (megajoules/US\$'000 revenue)	33.3	25.9	49.6
Change from baseline year (2020)	NA	(22)%	49%

Water Management

Why this is material

Water is a globally scarce resource, but it is necessary for humans and eco-system to thrive. Under the Singapore Green Plan 2030, it aims to reduce water consumption, as such, Uni-Asia aims to consciously practice responsible water management and consumption. The Group does so by implementing water management measures and water conservation initiatives to spearhead resource stewardship.

Our management approach

As an asset manager of properties and ships, the nature of these business operations does not rely largely on water consumption. Therefore, we track the water-related data that is material to our operations which is our shipping business units that primarily use surface water.

Our water consumption and usage across our shipping operations mainly include the purchased drinking water at the ports for the crew's consumption. The other utilisations of sea water such as for the usage for cleaning, washing and showering and ballast water operations is managed under our "Biodiversity" chapter.

In efforts to reduce the amount of portable water, we have water generators onboard that is utilised by the crew and seafarers to desalinate seawater for crew's daily consumption. This helps

²Energy intensity includes fuel, energy and electricity consumption from Property investment in Japan and Shipping. Denominator used is FY2022 Revenue: US\$86,136,000

³ To garner a more accurate reflection of our energy consumption, we have excluded our charterer' fuel consumption which resulted in a revision of data. Denominator used is FY2020 Revenue: US\$45,943,000.

⁴ To garner a more accurate reflection of our energy consumption, we have excluded our charterer' fuel consumption which resulted in a revision of data. Denominator used is FY2021 Revenue: US\$69,435,000.

to reduce our consumption of portable water as we repurpose and recycle water instead of relying on portable water.

Our performance and looking forward

In FY2021, we started to report and measure our water consumption values across our shipping segment using 2020 as a baseline. In FY2022, we also started to track our water consumption for our Property Investment in-Japan business segment. As operations began to pick up after the COVID-19 pandemic, our consumption of water also increased, seeing a 64% increase of water consumption in our maritime services.

Moving forward, we hope to achieve a year-on-year decrease in water consumption as we strive towards managing our environmental impacts and water consumption.

SGX & GRI 305-5: Water consumption

	Shipping*			Property Investment in-Japan		
	FY2020	FY2021	FY2022	FY2020	FY2021	FY2022
Water consumption (m ³)	7,623	17,798	35,239	N.A.	N.A.	2,208

*Fresh water consumption

Water intensity

	FY2020	FY2021	FY2022
Water intensity (m ³ /US\$'000) ⁵	0.17	0.26	0.43

⁵ Denominator used for water intensity is annual revenue. FY22: US\$86,136,000, FY21:US\$69,435,000, FY20:US\$45,943,000

GRI 303-3: Water Withdrawal

	Shipping (mega litres)	Property Investment in-Japan (mega litres)
Sea water	185,590	–
Produced water	6,188	–
Third-party water	1,078	2.21
Total water withdrawn	192,856	2.21

GRI 303-3: Water Discharge

Shipping (mega litres)	
Sea water	185,310
Produced water	355
Third-party water	4,361
Total	190,026

Waste Management

Why it is material

Waste is a pressing concern to Uni-Asia as we strive to minimise our known negative environmental impacts. If waste is left unaddressed, it could have detrimental impacts on our ecosystems and possible result in irreparable environmental damage. As such, having proper waste management and disposal procedures is crucial. An accidental discharge of waste from a ship can damage ocean habitat, contaminate food chains or harm marine life.

In FY2022, through the refresh materiality assessment, we have determined waste management as an issue that is material to Uni-Asia. In line with the GRI 2021 materiality assessment, we identified the impacts of the waste of our business activities were material and does impact the environment, society and economy. Uni-Asia remains cognisant of its waste footprint and will continue to enhance our initiatives, measures, and policies to minimise our impacts on the environment. As such, moving forward we will begin to keep track of our waste and the impacts it has due to our business activities.

Our management approach

Our commitment to limit our waste footprint largely revolves around the prevention of spills of oil and chemicals into the natural environment from our vessel operations. Our Environmental Management System (“EMS”) team regularly holds meetings and checks to discuss the progress of our initiatives and policies. We also hold regular environmental audit inspection for results and deficiencies.

As an asset manager and property investor, we handle a large portion of paper documents. As we aim to minimise our paper waste, we strive to reduce paper usage and materials by developing and making use of digital resources in our businesses. In FY2022, we are gradually progressing towards a digital transformation whilst working with our business partners and internal resources for a smooth transition.

Our initiatives

Prevention of Operational Pollution

In efforts to prevent operational pollution in our shipping operations, we ensure strict adherence to all relevant international guidelines and regulations. This includes the IMO’s International Convention for the Prevention of Pollution from Ships (“MARPOL”) which covers the prevention of marine pollution resulting from accidental or operational processes by ships. Our Maritime Services team ensures our operations are in strict adherence with MARPOL’s detailed regulations for the prevention and reduction of marine pollution. As such, we integrate numerous measures into our operations that include the installation and maintenance of oily water separating equipment and filtering systems, sewage treatment and discharge, garbage disposal and various operational matters that focus on minimising our impact on the environment.

The Group continues to attain the International Oil Pollution Prevention, International Sewage Pollution Prevention, and International Anti-Fouling System certificates in our fleet of vessels which highlights our commitment towards managing our environmental waste and damage of our vessel operations.

We also conduct refresher training programmes on waste management and the MARPOL regulations for our employees on shore and on board. These training programmes will help to

strengthen the management of our operational waste amongst our staff and ensure proper steps are taken to minimise our waste footprint.

Managing our hazardous waste onboard

In the management of hazardous waste, Uni-Asia strongly abides by the EU Ship Recycling Regulation (“SRR”) legislations of Inventory of Hazardous Materials (“IHM”) and the Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships (“Hong Kong Convention”) to carefully manage hazardous materials onboard ships. In FY2022, we have secured valid IHM certifications and statement of compliance from the Classification Society for all our vessels. Our IHM survey is conducted yearly and are verified during our audits. Furthermore, a third-party vendor has been nominated to monitor the inventory of hazardous material, which is updated periodically. Likewise, all our vessels comply closely with MARPOL guidelines for garbage and cargo hold cleaning.

The Hong Kong Convention, on the other hand, is aimed at ensuring the safe and environmentally sound recycling of ships and that it does not pose any unnecessary risk to human health and safety or to the environment. Being part of the Hong Kong Convention thus ensures that the lifecycle of our ships, particularly towards the end of the lifecycle continues to ensure our waste is properly managed and does not pose further harm to the society or environment.

Garbage management plan

Uni-Asia also attempts to manage its waste production and use of resources or supply chain by promoting circularity. We have instructed our vendors to collect packaging material after they have been delivered to our offices or storages so that they can be reused. Additionally, we have encouraged our vendors to provide environmentally friendly packaging when possible.

Our performance and looking forward

We have previously established initiatives and measures to manage our waste and operational pollution. Moving forward we will put in place a number of initiatives to help to further manage our waste. These initiatives and measures will include collecting data on our paper use, printer cartridges and waste landed ashore annually and incinerated. We will begin the measurement and set key performance indicators (“KPIs”) for the ratio of sludge generated to bunker consumed

that includes the total bilge water generated. With these KPIs, we will be able to better evaluate and benchmark our performance on an annual basis. Additionally, we will venture into recycling and waste repurposing opportunities to divert waste from disposal ensuring a more circular economy in our operations.

GRI 306-3 & 306-5: Total **non-hazardous** waste generated and directed at disposal

Disposal operations	Weight of waste (metric tons)
Incineration (with energy recovery)*	2.55
Incineration (without energy recovery)*	69.70
Landfilling	190.34
Others	301.88
Total	564.47

GRI 306-3 & 306-5: Total **hazardous** waste generated and directed at disposal

Disposal operations	Weight of waste (metric tons)
Incineration (with energy recovery)*	–
Incineration (without energy recovery)*	122.03
Landfilling	57.26
Others	87.71
Total	267.00

* All waste directed to disposal was sent to an offsite incineration facility without energy recovery.

Biodiversity

Why it is material

Biodiversity is material to Uni-Asia as our business activities, in particular, our shipping operations have the potential to create detrimental impacts on biodiversity. In this changing climate, safeguarding our natural ecosystems and biodiversity is crucial in long-term sustainability. At every stage of operations for transport companies, including shipping, has a direct impact on biodiversity. Impacts on biodiversity include collisions, oil spills, discharge of hazardous waste, exhaust emissions and physical damage to habitats. Given these potential negative impacts of shipping operations, particularly on the marine biodiversity and ecosystem, it is a key concern for Uni-Asia to efficiently manage these impacts.

Our management approach

The Group's vessels in operation are not oil tankers but rather bulk carriers. In spite of that, we are cognisant of the hazards posed by an oil pollution on the marine ecosystem in the event of fuel leakage arising from collision or grounding incident of our vessels.

The Maritime Services team is in-charge of managing Uni-Asia's oil spill and marine pollution prevention from our vessels and ensures that Uni-Asia aligns with stringent oil spills legislations. Our Maritime Services team regularly holds meetings to report on the performance of our vessels in this regard and to ensure the Group has implemented the necessary policies and measures to limit negative environmental impacts and compliance with pertinent environmental laws and regulations internationally and in our regional operational waters.

Our initiatives

Ballast Water Treatment System ("BWTS") and management

In alignment with the IMO's International Convention for the Control and Management of Ship's Ballast Water and Sediments, we have taken steps to ensure the use of ballast water in Uni-Asia's vessels are adequately managed. As such, in FY2022, we have reached our targets of retrofitting all of our vessels with BWTS. Having the BWTS in place is crucial for Uni-Asia as we are conscious of the negative environmental impacts that result from the use of ballast water.

Ballast water is necessary to ensure the safe operations as it helps to ensure the stabilisation of the vessels at sea. Water that is stored in ballast tanks of vessels helps to provide stability, manoeuvrability, and improved propulsion during voyage. However, although ballast water is essential for safe and efficient modern shipping operations, it poses negative ecological, economic and health problems due to the multitude of marine species carried in ships' ballast water. These include marine species, bacteria, microbes, small invertebrates, eggs, cysts, and larvae of various species in the ocean. The transferred species may be introduced in an environment where it may become invasive to the existing habitat, out-competing native species and multiplying into pest proportions. Therefore, we have taken active steps to mitigate the negative impacts on environment of our ballast water usage.

In FY2022, 82% of our vessels have achieved US Coast Guard (“USCG”) approved BWTS retrofitting and this year we managed to complete the retrofitting of all our vessels with the BWTS. Additionally, for the ships that are managed by our subsidiary, Wealth Ocean Ship Management (Shanghai) Co., Ltd (“WOSMS”), the crew are trained to perform ballast water management procedures in accordance with IMO’s regulations and regional rules (such as the USCG regulations) in the waters we operate. These trainings include online training and on job training on board inclusive of ballast water management plan familiarisation upon joining and also during shore-based training.

Year	BWTS installation per year	Total BWTS installed	Total Vessel	Target %
2015	5	5	11	45%
2016	2	7	13	54%
2017	–	7	13	54%
2018	4	11	16	69%
2019	1	12	16	75%
2020	1	13	17	76%
2021	1	14	17	82%
2022	3	17	17	100%

	FY2020	FY2021	FY2022
Ballast water exchange amount (m ³)	494,285	385,452	473,770

Anti-biofouling management

Another measure to ensure we minimise our shipping operations impact on biodiversity is through anti-biofouling management. On our vessels, anti-fouling paints are used to coat the bottom of the vessels to prevent sealife such as algae and molluscs from attaching themselves to the hull. When algae and molluscs attach themselves to the hull, it is not only an attachment of unwanted

organisms, but it also slows down the ship and increases fuel consumption. Additionally, we perform hull cleaning when necessary to ensure our vessels are performing efficiently.

Prevention of Oil Spill Pollution

Oil spills leave a detrimental impact on the marine biodiversity and ecosystem. Hence, Uni-Asia spares no effort in ensuring and implementing policies and measures to prevent or mitigate any potential collisions or incidents that may cause an oil spill. In the prevention of oil spill pollution, we have implemented numerous initiatives ensuring our operations do not cause harmful impacts on the marine ecosystem. These include collision avoidance through training onboard deck officers on safe navigation aligned with the Convention on the International Regulations for Preventing Collisions at Sea 1972 (“COLREGs”). This training includes topics such as proper look-out during voyage, operation vessels at safe speeds, obeying traffic scheme, taking actions to avoid collision by ‘giving way’, and remaining particularly watchful when operating vessels with lessened visibility. We have further included shore-based training and computer-based training onboard on environmental best practices. Revalidation courses on COLREG, ship handling and bridge resource management is undertaken every three years.

Onboard deck officers and crew are also provided with education and instructions for onboard familiarisation to ensure they are well-equipped to handle any incidents. Additionally, we hold annual drills onboard for the onboard crew and ship manager to response to potential oil spills and environmental hazards where they would have to notify underwriters, Protection and Indemnity (“P&I”) Insurance Club and after which undergo salvage services. Our oil pollution drills are conducted more frequently, every two months on board vessels and in various scenarios to ensure deck officers and the crew are kept updated and well informed of the procedures necessary in case of an oil spill.

There is also an environmental EMS checklist to verify the status of overflow alarms, seals, and purifiers. We further equip our vessels with mandatory liability insurance certificates, in accordance with the International Bunker Convention and US OPA 90.

Our deck officers are also trained on the use of Electronic Chart Display and Information System (“ECDIS”) that helps the crew to pinpoint locations and attain directions. ECDIS eases the

navigator's workload with its automatic features, such as route planning, route monitoring, automatic estimate time of arrival ("ETA") computation and electronic nautical charts ("ENC") update. With the ECDIS, it ensures safe navigation and helps to prevent any potential collision that could result in an oil spill.

In the event of an oil spill, our vessels are equipped with an oil spill contingency plan – Ship Oil Pollution Emergency Plan ("SOPEP"), that provides guidance to the officers on board the ship with respect to the steps to be taken when an oil pollution incident has occurred or is likely to occur. Our SOPEP is reviewed annually by Maritime Services team and also by Internal Audit to ensure the plan remains relevant and up to date with Uni-Asia.

Performance and looking forward

In FY2022, there were no incidents of oil spills on Uni-Asia's vessels. Looking forward, we aim to enhance and strengthen our measures, initiatives, and actions to further prevent any damages to marine ecosystem and life.

Environmental Compliance

Why it is material

Environmental compliance with international, regional, and national legislation and regulation is the foundation of business operations. At Uni-Asia, we strictly comply with the relevant regulations and legislations. With international and regional regulations, it helps us set a basis to manage our shipping and property investment impacts on the environment, society, and economy. Additionally, aligning and ensuring strict compliance with these legislations and regulations amplifies trust amongst our stakeholders and creates a credible brand reputation to effectively provide our asset management services. Staying ahead of the evolving industry with the relevant policies and legislations is also more cost efficient for us as a business to remain complaint. With that, we are able to aim towards achieving better performance on or ESG fronts.

Our management approach

Uni-Asia is committed to full compliance under its current EMS framework, specifically the prevailing environmental laws and regulations, including but are not limited to IMO Preliminary Strategy for Greenhouse Gas Reduction of Ships, International Convention on the Control and

Management of Ships' Ballast Water and Sediments, MARPOL Anti-pollution Convention as well as environment related municipal ordinances, and other municipal ordinances related to global warming.

Our performance and looking forward

In FY2022, there were no incidents of non-compliance with environmental laws and regulations. Moving forward, we continue to implement measures and the necessary precautions to ensure we maintain zero incidents of non-compliance with applicable environmental laws and regulators.

Social Performance

Occupational Health and Safety (“OHS”)

Why it is material

As a ship vessel owner and property investment company, Uni-Asia is committed to maintaining occupational health and safety standards. Given the hazards and risks both on-board and onshore crew may be exposed to, such as safety risks, occupational health and safety is a key material topic for any shipping company. Operating in these industries that exposes our employees to numerous health and safety risks, we secure the wellbeing of our employees and ensure safe working conditions by identifying, managing, and mitigating health and safety hazards. In doing so, we are able to translate Uni-Asia's business and sustainability ambitions into economic success and positive impacts, through the limiting of occupational risks detriment to our workforce.

Our management approach

Uni-Asia manages occupational health and safety through the implementation of a wide variety of guides, training, processes, programs, and benefits that helps to inculcate a safe working environment for our employees. These entails Group-wide initiatives and policies, plans and programmes in our different regions and countries of operation.

Our initiatives

Health and safety of our vessel crew

As a means to minimise the health and safety hazards for our shipping crew, we have adhered to international standards and taken on measures which include providing insurance by the International Transport Workers' Federation ("ITF") for the welfare, health, and safety of our crew. We also utilise the International Group P&I Club to provide 24/7 medical support to employees working at sea. Our vessels additionally leverage top classification societies such as ClassNK, LR and RINA on vessel maintenance to help safeguard life and property at sea.

Another safety hazard at sea is the risk of piracy and navigation incidents. As such, we frequently engage with the owners of our insurance company ("P&I Club") to perform risk assessment and evaluations to put in place the necessary precautions for our crew onboard.

To enforce and oversee the health and safety measures amongst our crew, we have assigned a crew member as a health & safety ("H&S") officer onboard. The H&S officer is responsible for ensuring safety measures follow the standard ship safety procedures. This would include the monthly engine and fire safety drills onboard our ships which help to strengthen the readiness and safety of our crew members in time of hazard. The drills are then evaluated to understand the performance of the crew members and understand what could have been done better.

Promoting wellbeing amongst our staff

At our offices, to ensure our employees and staff have a conducive and comfortable working environment, we have replaced our office chairs that were in poor conditions and provided laptop stands for our employees. Our staff were able to choose the laptop model stand that best fits them. These laptop stands allow for height adjustments which can help improve body posture.

Since the COVID-19 pandemic, we have implemented "Flexi Time Working Hour" in our Hong Kong and Singapore offices, allowing staff to work from home or report to office at a different starting time. In FY2022, we continued with a flexible working arrangement as it was encouraged by the government to allow workers to work from home to reduce the flow of people and social contact in the community. This further helps to slow down of spread of viruses and allow for greater flexibility for our staff.

Our performance and looking forward

In FY2022, our maritime services recorded one fatality and two cases of injuries. The fatality and injuries incurred were of the ship crew, which is typically controlled by the third-party charterer and not by Uni-Asia. However, Uni-Asia regards OHS with the utmost importance and have implemented additional training and OHS measures to mitigate any further risks and hazards. In our property investment business units, we are pleased to report that we have recorded zero work-related injuries and fatalities. Similarly, there were zero fatalities due to work-related ill-health or recordable cases of work-related ill-health. Moving forward, we aim to achieve zero fatalities and cases of injuries.

Diversity and Inclusion

Why it is material

As an employee, it is crucial to foster diversity, equal opportunity, and inclusion in the workplace. Having a diverse and inclusive workplace environment is beneficial to Uni-Asia when it comes to decision-making and also provide a competitive advantage on the national and international stage. Promoting equal opportunity through training and career progression programmes helps to bolster the abilities of our employees and also attract and retain the necessary talent. Therefore, Uni-Asia aims to provide equal opportunities to all employees by supporting their career progression and eliminating any hiring biasness.

Our management approach

As means of developing the skills of our staff and employees, our human resources department (“HR”) is tasked with organising relevant training for the company. HR disseminates any training information to our staff, and they may participate based on their interests and skills. The Uni-Asia management also decides on the training based on staff’s feedback and when required, given the evolving nature of the industry. All training costs are borne by Uni-Asia. One example is the Excel training we have organised in our Hong Kong office where staff were given the option to attend the training online or in-person. Furthermore, throughout the year, Excel and presentation skills training is offered to all employees to enhance their skills. A total of 29 employees attended the Excel training, and 28 attended the presentation skill training.

In our Singapore office, Uni-Asia's respective department heads frequently reviews training programmes, and these programmes are approved by our Executive Chairman. In accordance with our Group policy, Uni-Asia obtains our employees' feedback and suggestion for our training programmes as well as personal career growth evaluations to ensure they remain relevant and up to date for our employees. We leverage various methods to obtain our employee's feedback which includes using our personnel evaluation systems, conducting annual interviews, evaluating employees' performance, and setting future career goals. Staff and their direct supervisors also have three sessions of bi-annual interviews which entails one interim interview and two annual interviews. We also conduct quarterly CEO remarks for the Group's business updates for all our employees to keep them abreast and included in our business development and strategy. The Managing Directors and Department Heads are responsible to propose the annual salary review, promotions, and bonus payment.

Our initiatives

Training

A cornerstone of ensuring equal opportunity is through our training programmes. We continuously invest in our career progression and training programmes to upskill our employees and enable them to reach their full potential.

For our shipping segment, our staff participated in more than 19 different seminars and webinars in 2022, organised by leading ship operators, shipping consultants, reputable law firms and an international bank, giving us an overarching overview of the latest developments in the shipping industry. Shipping consultants and operators such as Marsoft and Drewry shared with us the latest market views and data. The law firms, Nishimura & Ashahi and Mayer Brown provided us with the latest information on shipping law developments and the international bank (Mizuho Bank Hong Kong) updated us on the latest foreign exchange market.

Furthermore, to enhance our shipping knowledge, we completed a three-day online Dry Cargo Chartering course organised by the Institute of Sea Transport and sponsored by the Hong Kong government. With the easing of the pandemic's restrictions, we were able to continue in person networking sessions and seminars. These included seminars organised by Marine Money and Marsoft to upgrade their professional effectiveness.

In our Property Investment in-Japan business segment, we also conducted safety trainings twice for two of our new employees. Targeted at identifying new training and development needs of our employees, we have tasked the supervisors of our employees to gather training feedback from every one of our staff through our annual interview session.

We actively involve our staff in webinars conducted over the duration of the pandemic, and they are now better equipped with knowledge on COVID-19 prevention and subsequent response procedures. In these training programs, port state control detention cases and their affiliated risk factors from other ship owners are brought to our staff's attention for crew education and guidance.

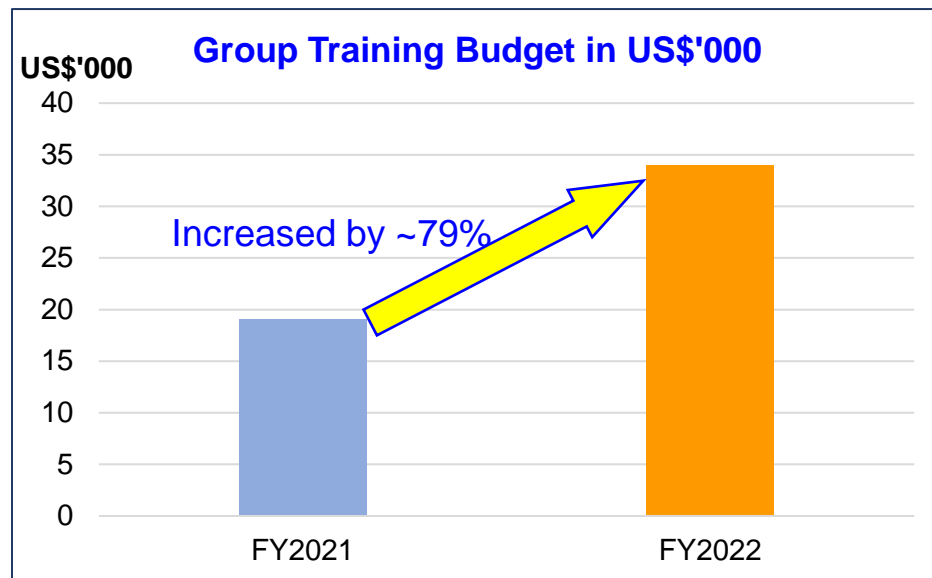
Diversity and Inclusion

Incorporated in the Uni-Asia Group Policy and Procedure Manual is the Group's Board Diversity Policy that sets out the approach towards diversity on our Board. Understanding the benefits of a Board with wide diversity, this policy ensures Uni-Asia has a Board that is characterised by a broad range of views arising from different professional experiences, skills, knowledge, gender, nationality, cultural and educational backgrounds when discussing business. The Group's Board Diversity Policy incorporates measurable objectives relating to skills and experience, nationality and ethnicity (having regard to the diversified portfolio of the Group's businesses) and gender (which requires female representation). In addition to having Board members with professional accounting background, professional legal background, the Company also targets to have Board members who have working knowledge with one of the countries in which the Group operates either by way of their nationality or industry experience as well as female member.

Overseeing this policy is our Nominating Committee who reviews the Board Diversity Policy as appropriate, to ensure its effectiveness. The Nominating Committee will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

Our performance and moving forward

This year, we allocated more resources to increase the average training hours across all our operations and business units. We also began to track the training hours of our shipping business units. The increase in resources allocated allowed us to include additional training programmes that helped to enhance and strengthen our employees' skillsets and abilities to better serve our stakeholders and clients such as the two training programmes for Excel and presentation skills organised by the HR.



The Group training budget has increased from FY2021 at US\$19k to US\$34k in FY2022, which is a 78.9% increase. Our training budget in Hong Kong has also increased from US\$5k to US\$10k, which is a 100% increase. Likewise in Singapore, our training budget increased from US\$8k to US\$18k.

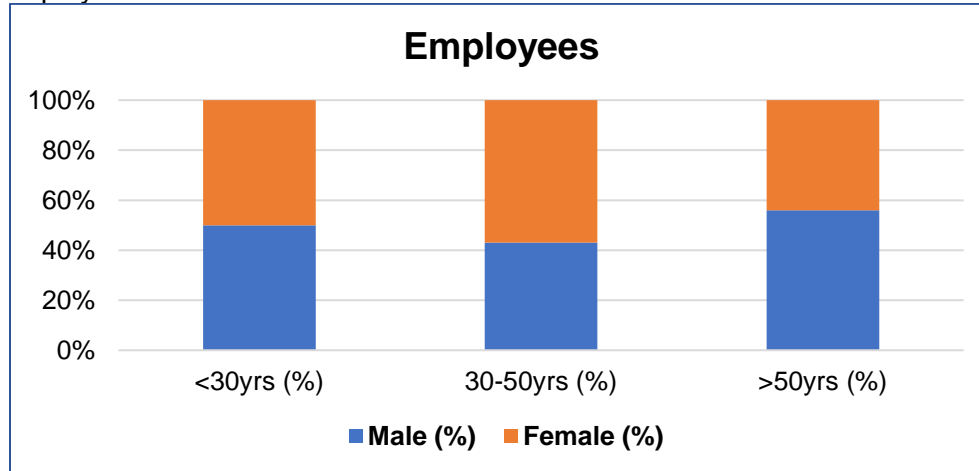
Looking forward, we aim to continue to enhance our training and upskilling programmes. We aim to increase our average number of training hours per employee. In addition, Uni-Asia also aims to cultivate an equitable and inclusive workforce, giving equal opportunity to all our employees regardless of gender, race, or age. Similar to the Board Diversity Policy, the Group targets to recruit dedicated employees who have working knowledge with one of the countries in which the Group operates either by way of their nationality or industry experience as well as female member, who share the Group's corporate philosophy and corporate principles.

SGX and GRI 401-1: New employee hires and employee turnover

Total number of employees at the end of reporting period	68*
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*Including one part time staff

GRI 2-7: Employees



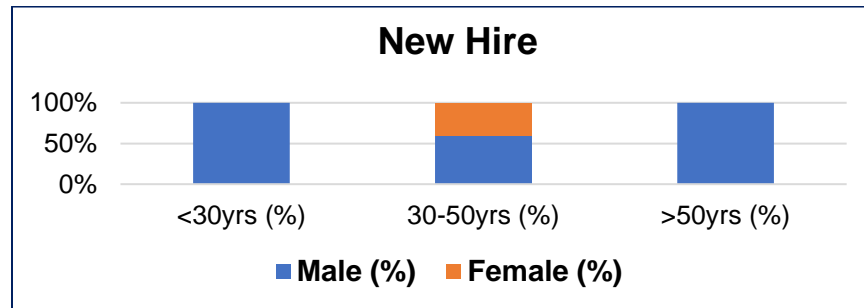
	Male (%)	Female (%)	Total (absolute number)
<30yrs (%)	50%	50%	6
30-50yrs (%)	43%	57%	35
>50yrs (%)	56%	44%	27

	Male (%)	Female (%)	Total (absolute number)
Full-time	48%	52%	67
Part-time	100%	0%	1

Total number of employees by region:

	Japan	Hong Kong	Shanghai	Singapore	Guangzhou
Full-time	19	25	13	9	1
Part-time	1	–	–	–	–

GRI 401-1: Number of new employee hires

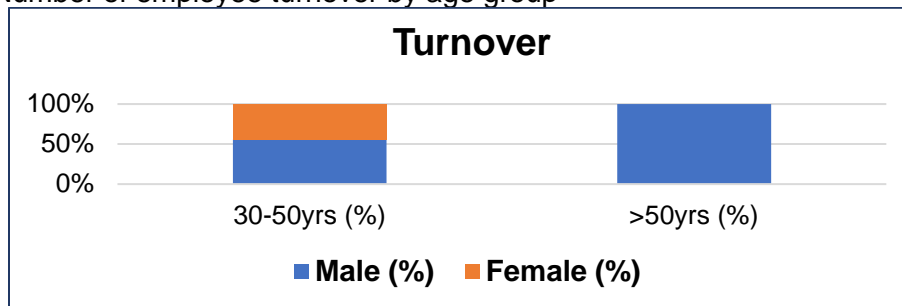


	Male (%)	Female (%)	Total (absolute number)
<30yrs (%)	100%	–%	1
30-50yrs (%)	60%	40%	5
>50yrs (%)	100%	–%	1
Total	71%	29%	7

GRI 401-1: Number of new employee hires by business entities

	Japan	Shanghai	Hong Kong	SG	Guangzhou
Total	4	1	2	–	–

GRI 401-1: Number of employee turnover by age group



	Male (%)	Female (%)	Total (absolute number)
30-50yrs (%)	56%	44%	9
>50yrs (%)	100%	–%	1
Total	60%	40%	10

GRI 401-1: Number of employee turnover by business entity

	Japan	Shanghai	Hong Kong	SG	Guangzhou
Total	3	2	5	–	–

GRI 2-8: Workers who are not employees

Total number	1
Most common type of worker	Dispatched worker
Contractual relationship with organisation	Contract is made with a company that dispatches the worker
Type of work performed	Administration

Average training hours per employee

	Maritime asset management		Ship owning and chartering		Maritime services		Property investment in-Japan		Property investment ex-Japan		SG Office	
	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22
Men	5.92	28.60	7.75	18.33	36.88	13.50	3.29	4.30	3.33	18.58	12.00	25.50
Women	1.67	15.38	5.33	23.33	55.90	34.50	4.42	5.61	2.20	18.60	12.30	28.80
Total	4.50	22.72	6.71	20.83	47.44	24.00	4.00	5.02	2.63	18.59	12.20	27.90

Average hours of training per employee category

	Maritime asset management		Ship owning and chartering		Maritime services		Property investment in-Japan		Property investment ex-Japan		SG Office	
	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22	FY21	FY22
Management -men	3.33	26.00	13.00	0.00	14.50	14.50	4.25	6.56	4.25	18.58	12.00	25.50
Management -women	N/A*	14.50	N/A*	15.00	N/A*	N/A*	4.00	5.44	1.50	N/A*	14.50	50.00
Non-Management - men	8.50	30.33	6.00	27.50	44.33	12.50	3.99	3.17	1.50	N/A*	N/A*	N/A*
Non-Management - women	1.67	15.67	5.33	27.50	55.90	34.50	3.89	5.67	2.38	18.60	7.40	16.10

Management refers to general manager (GM) and above.

*N/A: there are no current headcount for the employee category

Entity	Percentage increase in training hours from FY2021		
	Men	Women	Total
Maritime asset management	383%	823%	405%
Ship owning and chartering	137%	338%	210%
Maritime services	(63)%	(38)%	(49)%
Property investment in-Japan	31%	27%	25%
Property investment ex-Japan	458%	745%	608%
SG Office	113%	134%	129%

Local Communities

Why it is material

Uni-Asia comprehends the importance of giving back to the community, enforcing corporate citizenry and being a socially responsible organisation. Whilst focusing on our main business activities, we hope to leave a positive impact on our local communities through our philanthropic means.

Our management approach

Uni-Asia has continued our efforts to care for the communities in the locations of our operations. Our Sustainability Working Committee also regularly seeks our other business opportunities and corporate social responsibility (“CSR”) initiatives for us to create a positive impact of the society.

Our initiatives and looking forward

In 2019, we engaged in a Private Finance Initiative (“PFI”) project with Wako City, Saitama Prefecture, with the aim to build a public use facility that includes a children’s centre, a healthcare facility, a public swimming pool and a spa. In December 2021, the facility officially opened where the UACJ-led consortium will operate the facility for 20 years. At the end of the 20-year operating contract, Wako City will purchase the facility back from the consortium.

The Wako City project is a testament to the Group's commitment to good corporate citizenship and sustainable business practices, and our belief in creating shared value and improving the impact of its businesses on society.

In FY2021, UACJ established an investment fund to invest in group homes for persons with disabilities ("PWD"). These group homes provide options for PWD to have daytime support. The fund is established with a lifespan of 5 years. Under this fund, five group homes will be developed in Japan and these group homes will then be leased out to professional operator to operate upon development. As at the date of this report, three of the five group homes' development have already been completed while the development of the remaining two is scheduled to be completed in May and July 2023.

Looking forward, as the impacts of the COVID-19 pandemic eases, we strive to look for more investment and CSR opportunities that entails Uni-Asia creating a positive impact on our local communities.

Governance Performance

Ethics and Anti-Corruption

Why it is material

The trust bestowed on us by our stakeholders and shareholders is of paramount importance to Uni-Asia. As such, we focus on prioritising good corporate governance through the implementation of ethical business practices and anti-corruption policies. We do so by ardently complying with all relevant legislation and policies whilst delineating full transparency and accountability to all. In effect, we can maintain our reputation as a transparent and dependable business.

Our management approach

Committed to enforcing transparency and ethical business practices, Uni-Asia has a zero tolerance for any financial crimes, particularly corruption and bribery. We manage this through ensuring our anti-corruption policies and code of conduct are executed consistently within our organisation as well as business partners across all our business operations globally.

Code of Business Conduct

The Uni-Asia Group Code of Business Conduct (“Code”) documents policies, procedures, proper segregation of duties, approval procedures and authorities as well as checks and balances built into the business process. The Code defines how our employees should conduct themselves as representatives of the Group. It stipulates the anti-corruption and bribery policies and measures that Uni-Asia has, as well as the procedures the Group has for conflicts of interest.

Our Code is also part of our Enterprise Risk Management (“ERM”) framework which governs the risk management process of the Group. The risk management process in place covers our financial, operational and compliance risks faced by the Group. Through this framework, risk capabilities and competencies would be continuously enhanced.

Whistle-blowing policy

To maintain a high standard of corporate governance and transparency, our whistleblowing policy provides a system for our employees to raise pertinent issues regarding possible misconduct, breaches in compliance, inappropriate behaviour, or unethical practices, whilst affording them protection against reprisal.

Our whistle-blowing policy endeavours to address matters that may be of grave concern to our businesses which includes incorrect financial reporting, unlawful acts or acts that are not in-line with the Group’s policy or others that may lead to unethical conduct. In the event of a possible allegation, appropriate follow-up actions and in-depth investigations will be carried out. Factors that will be taken into consideration during the investigation include:

- a) the seriousness of the issues raises
- b) the credibility of the concern
- c) the likelihood of confirming the allegation from alternative credible sources
- d) the supporting evidence received.

Our Audit Committee manages our whistle-blowing policy and is responsible for the oversight and monitoring of the policy. It will also conduct an initial assessment on the matters reported through the whistle-blowing channel to determine the course of actions be taken. If an in-depth

investigation is necessary, the Audit Committee will establish and designate an independent function to investigate the matters reported. Such designated independent function may comprise Management, internal audit or a committee/panel set up by the Audit Committee. The Board of Directors will receive a report on the matters reported, findings of investigation and a recommendation of follow-up actions to be taken. Where appropriate, the matters raised may:

- (a) be referred to the relevant authorities
- (b) be referred to the external audit or
- (c) form the subject of an independent inquiry or disciplinary process.

Group Policy and Procedure Manual

Uni-Asia's Group Policy and Procedure Manual ("Group Policy") also governs the activities and operations of the Group in which the Group Chief Financial Officer ("CFO") is responsible for the implementation and management of the Group Policy. This policy and manual apply to Uni-Asia and all our subsidiaries.

All Uni-Asia employees and new hires are not only made aware of the code of conduct, but they are also required to undergo training on anti-corruption and bribery.

Anti-social forces check

Within our Group Policy, the anti-social forces check is one that aims to minimise the risk of the Group being involved in transactions including money laundering or the financing of terrorism with clients. This policy applies to all clients except for:

- 1) a government entity
- 2) a financial institution supervised by an established jurisdiction's central bank
- 3) an investment vehicle where the managers are financial institutions supervised by an established jurisdiction's central bank or
- 4) SPCs for which the Group acts as an asset manager.

To comply with Japan's Law on Prevention of Organised Crime, an anti-social forces checklist is prepared for our Japanese clients before the start of a transaction with a new client or in the following fiscal year after the previous anti-social forces checklist was completed for existing clients. On the other hand, for non-Japanese clients, an anti-social forces checklist should be

prepared only before the start of a transaction with the new client, and no further checks required in subsequent years unless required by relevant authority. Additionally, checks for all clients would have to be conducted which includes internet search, face-to-face interviews with clients and third party and media checks. All staff in the Group are required to follow this policy and implement it when necessary.

We also strictly adhere to Japan’s mandated Anti-Money Laundering (“AML”) and Counter Financing Terrorism (“CFT”) guidelines.

Our performance and looking forward

Uni-Asia’s commitment toward transparency and ethical business practices has awarded us the SIAS Investors’ Choice Award of Most Transparent Company Award 2022 (Financials Category). In FY2022, there were zero reported cases of corruption and non-compliance with ethics and anti-corruption policies and regulations. In FY2022, Uni-Asia determined zero critical concerns.

In FY2022, we are pleased to report that there were zero reported incidents of corruption. As such, there were no contracts with business partners that were terminated or not renewed. Looking forward, we aim to maintain our achievement of zero cases of non-compliance to relevant laws and regulations as well as zero cases of corruption and bribery. Additionally, we aim to include anti-corruption training in FY2023.

SGX & GRI 205-1: Operations assessed for risks related to corruption

	Shipping	Property Investment in-Japan	Property Investment ex-Japan
Total number of operations	3	1	1
Total number operations assessed for risk relating to corruption	–	–	–
Percentage of operations assessed for risk relating to corruption	–	–	–
Significant risks related to corruption identified through the risk assessment	–	–	–

SGX & GRI 205-2: Communication and training about anti-corruption policies and procedures

Governance body members that the organisation's anti-corruption policies and procedures have been communicated to

	Group-level
Total number	–
Percentage	–

Employees that the organisation's anti-corruption policies and procedures have been communicated to

	Executive Directors	Key Management*	Entry level	Other
Total number of employees	4	9	–	–
Total number of employees that the organisation's anti-corruption policies and procedures have been communicated to	4	9	–	–
Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	100%	100%	–	–

*Key Management per AR2022 pages 41 to 43.

Communication of anti-corruption policies and procedures to business partners

	Group-level
Total number of business partners	–
Total number of business partners that the organisation's anti-corruption policies and procedures have been communicated to	–
Total percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to	–

Responsible Procurement

Why it is material

Through our shipping and property investment operations and purchasing decisions, we have an impact on social, environment and economic conditions in our industry and global supply chains. Addressing sustainability risks across our value chain strengthens our overall risk management. Therefore, we have started to take steps and employ measures to ensure that in our supply chain and procurement policies, there are sufficient safeguards put in place to minimise negative impacts on the environment, society, and economy.

Our management approach

Given responsible procurement is a new material topic identified through our materiality assessment refresh in FY2022, we are developing approach to mitigate risks and explore new opportunities in this area. Uni-Asia currently has in place know-your-customer ("KYC") and negative publicity checks on our charterers and business partners. We plan to establish and enhance our responsible procurement policies and initiatives in supplier environmental and social assessment in the subsequent years.

Sustainable Investment

Why it is material

As an asset manager, integrating ESG and sustainability issues into our investment decisions is pertinent to creating long-term sustainable value. Additionally, decarbonising the maritime and real estate sectors would be pivotal to the net-zero transition. In the recent years, we have seen the proliferation of sustainable finance and investment and as an asset manager, we recognise our ability in directing capital towards more sustainable fronts.

Our management approach

Our investment approval process is an important component of the Group's overall risk management system. This process aims to be robust in managing downside risk when deploying the Group's resources for investments while at the same time prompt in capitalising potential investment opportunities.

This financial year, Uni-Asia also commences its journey in aligning with the Task Force on Climate-related Financial Disclosures (“TCFD”). Using 2021 as the baseline year, we will assess the potential impacts, risks, and opportunities on Uni-Asia from the climate scenario analysis. This will be featured in our standalone TCFD report slated for release when ready. We will subsequently integrate the findings and results of the climate risk assessment and scenario analysis into our overall sustainability approach and investment strategies.

Given sustainable investment is a new material topic identified through our materiality assessment refresh in FY2022, we are currently in the process of evaluating green financing related products and services and expect to disclose our relevant findings going forward.

Appendix 1: GRI Content Index

GRI Content Index			
GRI Standard	Disclosure		Page number and/or URL
General Disclosures			
The organisation and its reporting practices			
GRI 2: General disclosures	2-1	Organisational details	5
	2-2	Entities included in the organization's sustainability reporting	9
	2-3	Reporting period, frequency, and contact point	9
	2-4	Restatements of Information	9
	2-5	External Assurance	9
Activities and Workers			
GRI 2: General disclosures	2-6	Activities, value chain and other business relationships	5
	2-7	Employees	7, 42
	2-8	Workers who are not employees	42, 44
Governance			
GRI 2: General disclosures	2-9	Governance structure and composition	20
	2-10	Nomination and selection of the highest governance body	17
	2-11	Chair of the highest governance body	16
	2-12	Role of the highest governance body in overseeing the management of impacts	16
	2-13	Delegation of responsibility for managing impacts	16
	2-14	Role of the highest governance body in sustainability reporting	16
	2-15	Conflicts of Interest	47
	2-16	Communication of critical concerns	49
	2-17	Collective knowledge of the highest governance body	16
	2-18	Evaluation of the performance of the highest governance body	16
	2-19	Remuneration policies	17
	2-20	Process to determine remuneration	17
	2-21	Annual total compensation ratio	Please refer to Annual Report 2022, pg 77
Strategy, policies, and practices			
GRI 2: General disclosures	2-22	Statement on sustainable development strategy	3, 4, 11
	2-23	Policy commitments	Uni-Asia does not currently have policy commitments but aim to do so in the near future
	2-24	Embedding policy commitments	Uni-Asia does not currently have policy commitments but aim to do so in the near future
	2-25	Processes to remediate negative impacts	47, 48

GRI Content Index			
GRI Standard	Disclosure		Page number and/or URL
	2-26	Mechanisms for seeking advice and raising concerns	47, 48
	2-27	Compliance with laws and regulations	12, 35,36
	2-28	Membership associations	8
Stakeholder engagement			
GRI 2: General disclosures	2-29	Approach to stakeholder engagement	12, 13
Disclosures on Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	14, 15
	3-2	List of material topics	15
	3-3	Management of material topics	See respective material topics
Material Topics			
Emissions & Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	21
GRI 302: Energy (2016)	302-1	Energy consumption within the organisation	26
	302-2	Energy consumption outside of the organisation	There is no energy consumption outside the organisation
	302-3	Energy intensity	26, 27
	302-4	Reduction of energy consumption	26
	302-5	Reductions in requirements of products and services	26
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	26
	305-2	Energy indirect (Scope 2) GHG emissions	26
	305-3	Other indirect (Scope 3) GHG emissions	Not currently tracked by Uni-Asia
	305-4	GHG emissions intensity	26
	305-5	Reduction of GHG emissions	Not applicable to Uni-Asia
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable to Uni-Asia
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not currently tracked by Uni-Asia
Water management			
GRI 3: Material Topics 2021	3-3	Management of material topics	27
GRI 303: Water and effluents (2018)	303-1	Interactions with water as a shared resource	27
	303-2	Management of water discharge-related impacts	27
	303-3	Water withdrawal	28
	303-4	Water discharge	28
	303-5	Water consumption	28
Waste Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	28
GRI 303: Waste (2020)	306-1	Waste generation and significant waste-related impacts	29, 30

GRI Content Index			
GRI Standard	Disclosure		Page number and/or URL
	306-2	Management of significant waste-related impacts	29, 30
	306-3	Waste generated	31
	306-4	Waste diverted from disposal	Uni-Asia currently has no waste diverted from disposal but aims to identify recycling opportunities for the near future
	306-5	Waste directed to disposal	31
Occupational Safety and health			
GRI 3: Material Topics 2021	3-3	Management of material topics	37
GRI 403: Occupational health and safety (2018)	403-1	Occupational health and safety management system	37
	403-2	Hazard identification, risk assessment, and incident investigation	37
	403-3	Occupational health services	37
	403-4	Worker participation, consultation and communication on occupational health and safety	37
	403-5	Worker training on occupational health and safety	37
	403-6	Promotion of worker health	37, 38
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37
	403-8	Workers covered by an occupational health and safety management system	All our full-time employees are covered by our occupational health and safety management system
	403-9	Work-related injuries	38
	403-10	Work-related ill health	38
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	38, 39
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	42, 43
GRI 404: Training and education (2016)	404-1	Average hours of training per year per employee	44
	404-2	Programs for upgrading employee skills and transition assistance programs	39, 40
GRI 405: Diversity and equal opportunity (2016)	405-1	Diversity of governance bodies and employees	20
	405-2	Ratio of basic salary and remuneration of women to men	Uni-Asia does not report on remuneration due to confidential reasons
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	Zero incidents of discrimination
Local communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	45
GRI 413: Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	45, 46

GRI Content Index			
GRI Standard	Disclosure		Page number and/or URL
	413-2	Operations with significant actual and potential negative impacts on local communities	Zero operations with significant actual and potential negative impacts on local communities
Ethics and anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	46
GRI 205: Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	49
	205-2	Communication and training about anti-corruption policies and procedures	49, 50
	205-3	Confirmed incidents of corruption and actions taken	49
Responsible procurement			
GRI 3: Material Topics 2021	3-3	Management of material topics	51

Appendix 2: SGX Core Metrics

Environmental

Topic	Metric	Unit	Page number
Greenhouse Gas Emissions (GHG)	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e	26
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e/organisation specific metrics	26
Energy Consumption	Total energy consumption	MW _h s or GJ	26
	Energy consumption intensity	MW _h s or GJ/organisation specific metrics	26, 27
Water Consumption	Total water consumption	ML or m ³	28
	Water consumption intensity	ML or m ³ /organisation specific metrics	28
Waste Generation	Total waste generated	t	31

Social

Topic	Metric	Unit	Page Number
Gender Diversity	Current employees by gender	%	42, 43
	New hires and turnover by gender	%	43, 44
Aged-Based Diversity	Current employees by age group	%	42
	New hires and turnover by age group	%	43
Employment	Total turnover	Absolute number and %	43
	Total number of employees	Absolute number	7, 42
Development & Training	Average training hours per employee	Hours/No. of employees	44
	Average training hours per employee by gender	Hours/No. of employees	44
Occupational Health & Safety	Fatalities	Number of cases	38
	High-consequence injuries	Number of cases	38
	Recordable injuries	Number of cases	38
	Recordable work-related ill health cases	Number of cases	38

Governance

Topic	Metric	Unit	Page number
Board Composition	Board independence	%	20
	Women on the board	%	20
Management Diversity	Women in the management team	%	20
Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	46, 47, 48, 49, 50
	Anti-corruption training for employees	Absolute number and %	NA
Certifications	List of relevant certifications	List	24
Alignment with frameworks	Alignment with frameworks and disclosure practices	GRI/ TCFD/ SASB/ SDGs/ Others	9
Assurance	Assurance of sustainability report	Internal/ External/ None	9