



UNI-ASIA GROUP LIMITED

Company Registration No: 201701284Z

Incorporated in the Republic of Singapore

SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023



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Chairman's Message

Dear Valued Shareholders,

On behalf of the Board and management, it is with great pleasure that I 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 2023.

At Uni-Asia, our commitment to strengthening our sustainability journey remains unwavering. While our primary focus remains on delivering favourable financial returns, we are equally dedicated to monitoring our investments and impacts to champion resource stewardship across all our operations.

This report serves as a window into our sustainability initiatives and their positive outcomes. Through regular materiality assessments, we have developed a sustainability strategy that aligns with our values and aspirations.

In our environmental pursuits, we have implemented initiatives aimed at fortifying our energy management strategy. From installing engine power limits in vessels to deploying human-detecting sensors in office spaces, our efforts are geared towards meeting regulatory requirements and curbing wasteful energy consumption. Furthermore, our venture into solar power plants asset management signifies our unwavering commitment to promoting renewable energy solutions.

On the social front, we remain dedicated to initiatives that add value to our broader society. Our involvement in projects like the Private Finance Initiative ("PFI") scheme in Kuki City, Saitama Prefecture, Japan, underscores our commitment to leveraging innovation for the greater good. It's worth noting that this project marks the continuation of our PFI endeavours, serving as our second project following the successful completion of the PFI project in Wako City, Saitama Prefecture, Japan, in December 2021. Additionally, our community engagement programmes continue to foster meaningful connections, supporting nature conservation, aiding senior citizens, and championing inclusivity for people with disabilities.

Our commitment to good employment practices has not gone unnoticed, as evidenced by the recognition bestowed upon us by the Mandatory Provident Fund Schemes Authority ("MPFA") of Hong Kong. This accolade is a testament to our ongoing efforts to enhance the welfare and retirement protection of our workforce.

We firmly believe that governance serves as a cornerstone in delivering on our sustainability commitment. We uphold the highest standards of integrity, ensuring full compliance with all relevant anti-bribery, anti-corruption, and anti-money laundering regulations. Our adherence to a strict code of conduct reaffirms our position as a responsible business entity. With an active Board of Directors providing ultimate oversight and endorsement of Uni-Asia's Environmental, Social and Governance ("ESG") and sustainability-related matters, supported by our dedicated Sustainability Working Committee ("SWC"), we ensure alignment and collaboration at every operational level.

Looking ahead, we remain dedicated in our commitment to sustainability, continuously refining our management approach and exploring cutting-edge technologies, including artificial intelligence, to drive operational efficiency and maximise returns. We endeavour to incorporate sustainability into our investment strategies and policies, as we firmly believe that integrating sustainability into our investment decisions not only underscores our commitment

but also aligns us with evolving industry standards. We recognise that our growth as a business is intricately linked to our ability to make positive impacts on the environment and society. In recognition of our commitment to positive impact, we were awarded the “Caring Company 2023/24” award by the Hong Kong Council of Social Service for our contributions and dedication to the areas of Community Engagement, Employee Well-being, and Environmental Stewardship. We remain steadfast in our journey to building a better future for our community, employees, and the planet.

In closing, I extend my heartfelt gratitude to our shareholders, the Board, management, our dedicated workforce, and our valued business partners for their unwavering support. This report stands as a testament to our ongoing dedication to building a sustainable future for all.

Michio Tanamoto
Executive Chairman

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"). 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:



Memberships 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
6. MTI Network
7. WWF Hong Kong Silver Membership

Geographic Presence



CORPORATE INFORMATION

PRINCIPAL PLACES OF BUSINESS
As at 31 December 2023

SINGAPORE

Uni-Asia Group Limited
 30 Cecil Street #10-06/07,
 Prudential Tower,
 Singapore 049712
 Tel: (65) 6438 1800
 Fax: (65) 6438 1600
9 employees

CHINA

Hong Kong

Uni-Asia Holdings Limited
 30/F., Prosperity Millennia Plaza,
 No. 663 King's Road,
 North Point, Hong Kong
 Tel: (852) 2528 5016
 Fax: (852) 2528 5020
26 employees

Guangzhou

Uni-Asia Guangzhou Property Management Co., Ltd.
 Room 2401, Guangzhou Foreign Economic & Trade Building,
 351 Tianhe Road, Guangzhou,
 510620, China
 Tel: (86) 20 3880 2213
1 employee

Shanghai

Wealth Ocean Ship Management (Shanghai) Co., Ltd.
 Room 701,
 Yongda International Tower,
 2277 Longyang Road,
 Pudong District, Shanghai,
 201204, China
 Tel: (86) 21 5888 6007
 Fax: (86) 21 5888 6053
14 employees

JAPAN

Uni-Asia Capital (Japan) Ltd.
 Huliic Kandabashi Building 5F,
 1-21-1 Kanda Nishikicho,
 Chiyoda-ku, Tokyo,
 Japan, 101-0054
 Tel: (81) 3 3518 9200
 Fax: (81) 3 3518 9201
23 employees

About Our Report

This report encompasses Uni-Asia's annual sustainability performance for the period from 1 January 2023 to 31 December 2023 ("FY2023"). This Sustainability Report supplements our Annual Report 2023 ("AR2023"), 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 with reference to the Global Reporting Initiative ("GRI") standards, an international sustainability framework that provides structure for the reporting of our material ESG issues. The GRI standards were selected as it remains relevant to our industry and sustainability trends in the evolving sustainability landscape. Further, the alignment with the GRI standards allows for efficient tracking and comparability of our annual performance targets disclosed.

The data and information presented in this report have been obtained directly from our operations within the reporting boundary. The data measurement methods and underlying assumptions or calculations have been noted accordingly in the respective sections of the report. To enhance our performance tracking, the Group has restated FY2021 to be our baseline year as it reflects our business levels and performance data more accurately. The baseline year will be used to monitor and track our year-on-year sustainability progress and performance against established targets.

No external assurance has been undertaken for this sustainability report. Our internal audit team has conducted a review of our sustainability reporting process to ensure that this report remains holistic and compliant with regulations. We aim to further educate our employees and improve on our internal policy and procedures on sustainability and sustainability reporting process before seeking external assurance in the near future.

This report is made publicly available 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

In the previous years, we included our time charterer's vessel fuel consumption in our total energy consumption within the organisation, and the consequent Greenhouse Gas ("GHG") emissions from their vessel fuel usage in our direct (Scope 1) GHG emissions. Going forward, to present a better understanding of our energy consumption and direct (Scope 1) GHG emissions from our own operations, we will report the time charterers' vessel fuel consumption as energy consumption outside of the organisation, and reclassify their consequent GHG emissions as indirect (Scope 3) GHG emissions. We are in the midst of recomputing the vessel fuel consumption and the consequent direct (Scope 1) emissions data for FY2021 and FY2022, and will restate these data in the next reporting period. We aim to reflect our past operational energy consumption and intensity, as well as GHG performance more accurately.

Additionally, in FY2022, when calculating the energy consumed on vessels, we included the electricity that was generated from the non-renewable fuel onboard and then consumed, resulting in the double-counting of fuel consumption. As a result, our GHG emissions were overstated. Going forward, to avoid the double-counting of fuel consumption used to generate electricity onboard of vessels, we will exclude self-generated electricity from the energy

consumption data of vessels. We are in the midst of recomputing the vessel energy consumption and the consequent GHG emissions data for FY2022, and will restate these data in the next reporting period to reflect our past energy and emissions performance data more accurately.

As a result of the restatement of data starting from FY2021, as well as using FY2021 as the baseline year for our Task Force on Climate-related Financial Disclosures (“TCFD”) journey, we have restated FY2021 as our baseline year.

Our Approach Towards Sustainability & Corporate Responsibility

The Group's sustainability and corporate responsibility is guided by our principles of being transparent and accountable towards our stakeholders. As we hinge on our guiding principles, we are able to integrate sustainability across our organisation and our operations. We pride ourselves in providing our services with utmost integrity and endeavour to exemplify our Group's values in our business strategy while advocating for environmental, social, and corporate governance. We ensure our employees across our business operations firmly adhere with all local laws and regulations to minimise any adverse ESG risks and repercussions. Moreover, we have expanded our sustainability focus by engaging in more community development activities.

Our Board provides oversight of the Group's sustainability and corporate responsibility and is responsible for our ESG issues while steering our business and overall strategy. The Group remains committed to fostering a sustainable business in collaboration with our esteemed 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 strive to achieve our goal sustainably and focusing our efforts to minimise the impact of our operations on the people, environment, and economy.

In safeguarding the interest of our stakeholders, we are cognisant of our responsibility in steering the Group's ESG and corporate governance and oversee by the Sustainability Working Committee ("SWC") and overall Group sustainability framework and strategies.

As an asset/investment manager and investee, we are mindful of the environmental impacts resulting from our investment decisions. Thus, in being a responsible asset/investment manager, we strive to implement and enhance our environmental and climate change measures to reduce our carbon footprint and minimise the adverse impact of our business operations through waste and water management and biodiversity conservation. Further, we have implemented safeguards on our ships to minimise the operational harm of our ships and properties may have on the environment and ecosystem.

The health, safety and well-being of our people is also of key concern to us. We strive to provide a safe and healthy workplace for our employees and minimise any occupational health risks or hazards that they may be exposed to. As we operate in the maritime services industry, our employees are exposed to health and safety hazards both onboard and on-land. Thus, we have established robust and essential measures to reduce any foreseeable safety risks. Committed to being a responsible corporate citizen, we engage in community outreach programmes and various social initiatives to contribute to our local communities, with the goal of addressing social inequalities.

Good corporate governance is key to the business success. We ensure compliance with all national, regional, and international laws and regulations which are fundamental to our corporate governance strategy. These encompass socio-environmental laws as well as anti-corruption and anti-bribery regulations that are enforceable. This enhances the Board of Directors oversight and efficient management in creating a sustainable, transparent and accountable business, delivering value through its sustainability journey.

Stakeholder Engagement

Our stakeholders are integral to our business operations and play a pivotal role in influencing our business operations. We highly value their inputs which provide valuable insights for continuously improving our sustainable business operations and meeting their evolving needs. We believe incorporating their feedback will facilitate our sustainable growth and value creation in the long run.

Uni-Asia is committed to engage with our stakeholders 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 frequent meetings with clients (at least several times a month by means of in-person meetings or conference calls), whereas other departments may have monthly, bi-monthly, or other regular 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.	<ul style="list-style-type: none"> • MAMD provides quarterly performance report and semi-annual meeting. • Property Investment Department (“PID”) which is in charge of Property Investment excluding Japan (“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.

Stakeholder	Engagement Mechanism	Frequency of Engagement
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 36 to 39 of AR2023 for details of the Group IR effort for FY2023.	<ul style="list-style-type: none"> • 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.
Government and 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
NGOs/ Philanthropic organisations	Discuss possible collaboration	Ad hoc

Materiality Assessment

At Uni-Asia, we have appropriate channels in place to identify and engage with our key stakeholder groups. We recognise the importance of understanding our businesses and regular interactions with key stakeholders to determine material issues for our businesses, and work on internalising our environmental, social, and economic impacts.

In 2022, we engaged both internal and external stakeholders to validate material ESG topics and issues deemed relevant to the Group. We also conducted a materiality assessment refresh to align with the newly updated Global Reporting Initiative ("GRI") 2021 standards and GRI's updated definition of materiality. The materiality assessment refresh and stakeholder engagement in FY2022 remain relevant in FY2023 as it had aided the Group in the feedback and validation process as we continued to stay updated with the evolving sustainability landscape.

As we move forward from the COVID-19 pandemic, we aim to focus 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 materiality assessment framed our sustainability approach, strategy, and ambition.

Environment	<ol style="list-style-type: none"> 1. Energy and emissions 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

Corporate Governance

Ensuring a robust corporate governance is crucial and fundamental to Uni-Asia’s success and creation of long-term shareholder value. Having effective corporate governance measures ensures that decisions are made in the best interest of the Group and our stakeholders. As such, we have implemented policies and measures to ensure we are fully compliant with all regulatory requirements and uphold high ethical standards across our operations.

Our Board of Directors at Uni-Asia has the ultimate responsibility to protect and enhance the long-term value of the Group. The Board oversees the overall business strategies of the Group, key business operational initiatives, major funding and investment proposals, financial personal reviews and corporate governance practices.

Board Membership

Our Nominating Committee (“NC”) is responsible for selecting members into the Board while ensuring our directors have relevant skills and experience as well as diversity at the Board. The role of the NC is to lead recruitment process for all Board appointments and reappointments while ensuring transparency. New board members are selected based on a comprehensive assessment of their skills and competencies, encompassing academic and professional qualifications, industry experience, number of other directorships, relevant experience as a director, and ability and adequacy in carrying out required tasks. Further, the NC recognises the importance of an appropriate balance and diversity of industry knowledge, skills, background experience and professional qualifications in building an effective Board. Taking all these into consideration, the NC will make its recommendations to the Board after conducting the rigorous recruitment process. For more information on the NC and nomination process, please refer to pages 54 to 57 of the AR2023.

Our directors are kept up to date and informed about the latest changes in the industry, as they undergo relevant trainings to uphold our corporate governance process and professional development. All newly inducted directors are provided with orientation training to ensure the responsibilities and SGX rules are clearly communicated. Additionally, Uni-Asia facilitates and recommend 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 more information on the diversity and

collective knowledge of the Board, please refer to the biographies of our Board members in pages 40 to 42 of AR2023.

The NC oversees the performance of the Board as it reviews and recommend to the Board on the process and criteria for the Board's performance evaluations as well as the Board Committees and directors. An annual evaluation process was implemented to assess the effectiveness of the Board and the Board Committees, as well as the contributions by the Chairman and each individual director to the effectiveness of the Board. Assessment parameters for the Board include accountability, evaluation and succession planning, diversity, composition and the Board's processes and procedures. In FY2023, a self-appraisal was conducted to evaluate the performance and contribution of each director, 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 considers 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 makes recommendations to the Board on remuneration matters relating to the Directors and key management personnel of the Group.

The remuneration of our Executive Directors and key management personnel is tied to their performance which reflect exemplary stewardship to the Group, their contribution to delivering our business strategy, and their efforts in creating long-term value for shareholders. The remuneration packages for our key management personnel and Executive Directors incorporate a suitable variable bonus component, which is tied to the performance of the Group to ensure decisions are aligned to the interests of our shareholders.

The remuneration of our employees, key management personnel and directors are guided by the Group's formalised remuneration policy. In mitigating any conflict of interests in decision making, our directors are not involved in the decision-making of his or her own remuneration. 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 all directors are remunerated fairly. External consultants may be engaged to provide advice on framing remuneration policies and determining the mix of remuneration for directors and key management.

For more information on our RC activities and details of policies, please refer to pages 58 to 63 of AR2023.

Board Diversity

At Uni-Asia, we ensure that diversity and inclusion is integrated from the top. Incorporated in the Uni-Asia Group Policy and Procedure Manual ("Group Policy") 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 and legal background, we target to have Board

members who have working knowledge in one of the countries where the Group operates, either by way of their nationality or industry experience.

Overseeing this policy is our NC who reviews the Board Diversity Policy as appropriate, to ensure its effectiveness. The NC will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval. Our NC upholds the Board Diversity Policy to ensure that there is a right mix of skills, experience, gender and age diversity within the Board.

Governance Structure and Composition (as at 31 December 2023)

Board Independence	
Percentage of independent non-executive director	43%
Percentage of non-independent and non-executive director	Nil
Percentage of non-independent and executive director	57%
Board Diversity	
Women	1
Men	6
Directors' Length of Service	
Served > 9 years	1
Served < 9 years	6

The NC is responsible for reviewing the independence of each director annually, adhering to the SGX-ST listing rules and provisions and guidance under the Code of Corporate Governance 2018 in determining the independence of an independent director.

Environmental Performance

Energy and Emissions Management

◆ Why is this material?

In 2021, the international shipping industry accounts for almost 3% of the global Greenhouse Gas (“GHG”) emissions. This has led the International Maritime Organisation (“IMO”) to set out an Initial GHG Strategy to reduce GHG emissions from international shipping by at least half by 2050, compared with their level in 2008 and to phase 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.

The Group have investment properties in countries such as Japan and China where roadmaps towards green buildings and emission reductions are implemented. In Japan, “Beyond Zero” is a roadmap that calls for the country to achieve net zero GHG emissions by 2050. Whereas, in China, its green building action plan calls for higher energy-saving standards for green and low-carbon buildings to raise buildings’ utilisation of renewable energy from 6% in 2020 to 8% by 2025.

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 energy consumption and emissions. Thus, we strive to manage our energy and fuel use across our shipping operations and investment properties.

◆ Our Management Approach

At Uni-Asia, we are kept abreast and comply with all new and current laws and regulations on energy consumption and emissions laws and regulations internationally, regionally and across the specific waters we operate in. As at FY2023, we have 16 bulkers in our management and we closely manage our vessels through the measurement of fuel usage, mileage, and careful selection of vessel users.

As we enhance the environmental management of our shipping operations, we have taken active steps in minimising our negative impacts from our operations. We have maintained strong business relationships with leading companies that are environmentally friendly in dry bulk and uphold 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 reduce inefficient energy consumption. Across our shipping business units, which includes ship owning and chartering, maritime asset management and maritime services, monthly department meetings are held to update our employees on our energy consumption and energy efficiency performance.

We closely monitor the energy performance of our operations and identify sources of energy wastage, to prevent unnecessary wastage which reduces our operational costs. In areas of high energy use, we assess the source and identify implementable rectification measures to optimise energy usage. We conduct quarterly review of our Carbon Intensity Indicator (“CII”) performance to closely monitor our routing and fuel consumption, and this is performed at a higher frequency than the IMO requirement of annual review. In FY2023, 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. Notably, we have installed and activated engine power limits in five vessels in FY2023 to meet the Energy Efficiency Existing Ship Index (“EEXI”) regulations introduced by the IMO to reduce the GHG emissions of ships.

Internally, we educate our employees and raise awareness amongst our staff on energy efficiency in managing Uni-Asia’s energy consumption. The Group aims to create a culture that promotes energy conservation by having posters and notices around our offices to remind employees to switch off the lights and air-conditioning to minimise energy wastage. Additionally, we 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.

◆ Our Initiatives

Shipping

Prevention of Air Pollution

Air pollution stemming from vessel fuel combustion negatively impacts the air quality and could potentially lead to adverse public health impacts. As such, Uni-Asia is committed to comply with all local and international regulations on fuel consumption to limit the amount of air pollution from our ships.

On 1 January 2020, the IMO has stipulated a 0.50% limit on the amount of sulphur content in ship vessel’s fuel. We have complied with the relevant laws and regulations by transitioning towards using 0.50% Very Low Sulphur Fuel Oil (“VLSFO”) across all our ships and fleet and 0.1% Low Sulphur Marine Gas Oil (“LSMGO”) in areas with emissions control areas (“ECAs”) across regions and waters. Using low sulphur fuel reduces the tailpipe of carbon monoxide (“CO”), hydrocarbons (“HC”), nitrogen oxides (“NOx”), and sulphur oxides (“SOx”) emissions and helps to prevent negative environmental impacts such as acid rain that adversely impact crops, forests, aquatic species, and ocean acidification.

In addition to adhering to the IMO regulations, we have integrated the two Baltic and International Maritime Council’s (“BIMCO”) 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 while maintaining compliance with international regulations.

Our Maritime Services team oversees the Group’s compliance with this IMO regulation through various methods. Further, for ECAs, we use fuel with SOx 0.1% or lower.

GHG Emissions Monitoring and Reporting

We have further enhanced our emissions reporting by aligning with the European Union (“EU”) Monitoring, Reporting and Verification (“MRV”) regulations. The EU MRV regulations were enforced in 2015 with the first reporting period starting on 1 January 2018. These regulations were implemented as part of Europe’s efforts to combat carbon dioxide (“CO₂”) emissions applying to ships above 5,000 Gross Tonnes (“GT”). Shipping companies must submit a monitoring plan annually for each ship to an EU-accredited verifier which includes the type of ships, distance travelled, time at sea, CO₂ emissions, fuel consumption categorised by fuel type, and cargo carried for each of their ships on a per voyage basis. Upon completion of satisfactory verification, a Certificate of Compliance (“COC”) will be issued by one of the recognised Classification Societies with reference to EU MRV regulations. Companies must

then submit the verified emissions report for each ship to the Commission to be compliant with the EU MRV regulations. Since the implementation of the EU MRV regulations, Uni-Asia has taken proactive steps to comply and align with the EU MRV regulations and promptly submits our verified emissions reports on all ships in its fleet.

Starting from 2024, the EU Emissions Trading System (“EU ETS”) directive will include maritime emissions and impose a new carbon tax on voyages that travel through EU ports. 100% of emissions from voyages and port calls within the EU/EEA, and 50% of emissions on voyages into or out of the EU/EEA, are subject to the EU ETS. The new carbon tax increase will be implemented over a three-phased period, gradually increasing the carbon price per ton of CO₂ from 2024 to 2026.

In order to comply with the new EU ETS regulations, we have integrated BIMCO’s new EU ETS clauses into all our long-term time charterparties with charterers, as well as proactively working together with ship managers and Document of Compliance (“DOC”) holders on the opening of maritime accounts under the latest EU legislations.

Certifications Obtained

Within our shipping business, as a testament to our dedication towards reducing our environmental impact and managing 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
- Verified Ship Energy Efficiency Management Plan (“SEEMP”) Part III

Property

Energy Efficient Buildings

In our Property Investment (ex-Japan) business, we invested in properties with reflective glass curtain walls, which have benefits such as energy preservation, heat dispersion, and reduction of air-conditioning usage. There are many common sustainability features built into the properties, such as using light-emitting diode (“LED”) lights entirely across the properties, as well as installing water cooling systems to achieve more efficient cooling of the premises. One of the unique features in our properties is the provision of flat roofs – a feature implemented in our properties that is not common among office and industrial buildings in Hong Kong. Flat roof is an ecological feature that provides another layer of separation between the building and direct sunlight which helps to reduce overall heat penetration into the building thereby reduces air-conditioning usage.

◆ Our Performance

Total Energy Consumption and Intensity

Restatement of Energy Consumption Accounting Methodology

At Uni-Asia, we strive to report our energy consumption data in accordance with best practices in energy reporting. As per the GRI Standards, to avoid double-counting of fuel consumption when reporting energy consumption, if electricity consumed is generated from a non-renewable fuel source, the energy consumption shall be counted once under fuel consumption.

The electricity consumed in our shipping operations has always been generated from the non-renewable fuel onboard, thus going forward we will account for the electricity consumed onboard once under fuel consumption. This adjustment aims to provide a more accurate reflection of the energy consumed by our time charterers on vessels, which are reported as energy consumption outside of the organisation in this Report.

Energy Consumption and Intensity	FY2023
Energy consumption within the organisation (MJ) ¹	1,521,938.70
Energy consumption outside of the organisation (MJ) ²	2,537.46
Total energy consumption (MJ)	1,524,476.16
Energy intensity within the organisation (MJ/US\$'000 revenue)	26.23
Energy intensity outside of the organisation (MJ/US\$'000 revenue)	0.04
Total energy intensity (MJ/US\$'000 revenue)³	26.27

Shipping

In FY2023, our fleet comprising 16 handysize and supramax bulker carriers operated over a span of 2,957 days.

Total Vessel Fuel Consumption

Vessel Fuel (MT) ⁴	FY2023
Very Low Sulphur Fuel Oil ("VLSFO")	51,662.69
Low Sulphur Marine Gas Oil ("LSMGO")	5,399.56
High Sulphur Fuel Oil ("HSFO")	4,437.80
Marine Diesel Oil ("MDO")	409.00

Property

Our Property Investment (in-Japan) business segment saw a relatively stable energy consumption in FY2023, with a 1% decrease to 1.49 million mega joules ("MJ"), as compared to FY2022.

Property Investment in-Japan

Energy Consumption (MJ)	FY2023
Fuel consumption ⁵	1,112,175
Electricity consumption	382,437
Total energy consumption	1,494,612

¹ Energy consumption within the organisation includes non-renewable fuel (town gas) and electricity.

² Energy consumption outside of the organisation includes vessel fuel consumed by time charterers.

³ Denominator used is FY2023 Revenue: US\$58.034 million

⁴ 100% of vessel fuel is consumed by time charterers.

⁵ Town gas is used for non-renewable energy consumption. There is no heating, cooling or steam consumption.

Total GHG Emissions and Intensity

Restatement of GHG Accounting Methodology

At Uni-Asia, we prioritise accuracy and consistency in our GHG accounting and reporting, and stay abreast on related industry best practices. The BIMCO's Marine Environments Committee suggested for the shipping industry to report GHG emissions according to charter arrangements, under the guiding principle where the entity paying for the actual amount of fuel used should account for the vessel fuel emissions under Scope 1. Going forward, we will reclassify our time charterers' GHG emissions as indirect (Scope 3) GHG emissions. This adjustment aims to provide a more accurate reflection of our GHG footprint.

GHG Emissions (tonne of carbon dioxide equivalent (“tCO₂e”))	FY2023
Scope 1 *	50.84
Scope 2	55.18
Scope 3	198,365.13
Total GHG emissions	198,471.15

* Scope 1 does not include refrigerants

GHG Intensity Ratios (tCO₂e/US\$'000 revenue)	FY2023
Scopes 1 and 2 emissions intensity ratio	0.0018
Scope 3 emissions intensity ratio	3.42
Total GHG emissions intensity ratio	3.42

Shipping

Starting from FY2023, Uni-Asia has adopted the GHG accounting method suggested by BIMCO's Marine Environments Committee for the shipping industry, whereby the reporting of GHG emissions is according to charter arrangements, and the entity paying for the actual amount of fuel used should account for the vessel fuel emissions under Scope 1. For ships on time charter, the charterers provide and pay for the fuel consumed during the charter period. Using the guiding principle, the time charterers account and report the vessel fuel emissions under their Scope 1 GHG emissions.

At Uni-Asia, 100% of our charter arrangements were time charter in FY2023. As such, 100% of the GHG emissions from fuel consumption on our owned ships were generated from time charters and are thus classified as our indirect (Scope 3) GHG emissions. In FY2023, our total Scope 3 GHG emissions generated from time charters was 198,365.13 tCO₂e.

Although the change in GHG accounting method categorises the vessel fuel emissions as indirect (Scope 3) GHG emissions, it does not mean that Uni-Asia stops monitoring and managing the energy consumption and consequent GHG emissions from our ship owning and chartering business. We endeavour to continue managing fuel use by closely monitoring the feasibility of energy-saving devices (“ESD”), such as using anti-fouling and low-friction paints on vessels during dry docking to prevent sea life from attaching to the vessels causing friction in sea and consequent increase in fuel consumption. In addition, we proactively study the CII clause and discuss with stakeholders and charterers about their daily operations, to achieve better CII performance.

In FY2023, we made a further improvement in our environmental monitoring and disclosures by tracking and reporting the sulphur oxides generated in the ship owning and chartering business. In FY2023, a total of 419.04 metric tonnes of sulphur oxides was generated from our owned vessels.

Property

In FY2023, Scope 1 GHG emissions from our Property Investment in-Japan increased by 1.17% from 50.25 tCO₂e to 50.84 tCO₂e. This was due to an increase in town gas consumption from increased operations at Obi Hostel & Fitness. Our Scope 2 GHG emissions decreased 5.85% from 52.13 tCO₂e to 49.08 tCO₂e due to decreased electricity consumption.

Property Investment in-Japan

GHG Emissions (tCO ₂ e)	FY2023
Scope 1*	50.84
Scope 2	49.08
Total GHG emissions	99.92

* Scope 1 does not include refrigerants

◆ Looking Forward

From 1 January 2023, all ships are required to calculate their attained EEXI and measure their energy efficiency to initiate the collection of data for the reporting of their annual operational 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, which includes a ship operational carbon intensity plan in accordance with the regulation. The Group will begin collecting data on weather routing, slow streaming and the implementation of just in time ("JIT") practices in collaboration with the charterers. Additionally, we will conduct propeller cleaning, hull inspections and cleaning, as well as maintain ancillary systems such as lighting, ventilation systems, gallery ranges and steam supplies where applicable. Furthermore, we have expanded our efforts by initiating reporting of our CII with the data collected beginning 1 January 2023 and have taken steps to enhance our reporting on the CII through our approved Ship Energy Efficiency Management Plan ("SEEMP") III. 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.

Water Management

◆ Why is this material?

Water is a globally scarce resource, but an essential resource used across our business operations, particularly in our shipping operations. As part of the Singapore Green Plan 2030's objective to reduce water consumption, Uni-Asia is committed to consciously practice responsible water management and consumption. As such, the Group achieves this by implementing water management measures and water conservation initiatives to spearhead resource stewardship.

◆ Our Management Approach

As an asset manager of properties and ships, our business operations do not largely rely on water consumption. However, we continue to track the water-related data that is material to our operations in our shipping business unit which primarily consumes surface water.

Our water consumption and usage across our shipping operations is primarily attributed to the purchased drinking water at the ports for our crew's consumption. Sea water used for cleaning, washing, and showering and ballast water operations is further discussed under our "Biodiversity" chapter.

As part of our efforts in reducing the purchase of portable water, we have installed water generators onboard that are easily accessible by our crews and seafarers to desalinate seawater for their daily consumption. This encourages our crews and seafarers to repurpose and recycle water instead of relying on the purchase of portable water.

◆ Our Performance

The Group has started to report and measure our water consumption values across our shipping segment since FY2021, using FY2021 as a baseline for comparison. In FY2022, we have extended our water monitoring efforts to include our Property Investment in-Japan business segment. In FY2023, there was an 8% increase in our shipping business and 1% decrease in our Property Investment in-Japan for water consumption in our respective business segments. We have zero incidents of non-compliance against environmental regulations in relation to water management.

Water Withdrawal (FY2023)

Source of Water Withdrawal (megalitres ("ML"))	Shipping	Property Investment in- Japan
Seawater	5,487.27	Not Applicable
Produced Water	32.73	
Third-party Water	2.46	2.19
Total Water Withdrawal	5,522.46	2.19

Water Discharge (FY2023)

Destination of Water Discharge (ML)	Shipping
Seawater	4,645.72
Produced Water	4.72
Third-party Water	0.37
Total Water Discharge	4,650.81

In FY2023, our total water consumption was 871.66 ML and our water consumption intensity was 0.015 ML/US\$'000 revenue.

◆ **Looking Forward**

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

Waste Management

◆ Why is this material?

Waste poses a significant concern for Uni-Asia as we endeavour to reduce our identified adverse environmental impacts. The Group understands the failure to manage waste produced could result in severe consequences for our ecosystem and may result in irreversible environmental damage. As such, it is essential for us to have effective waste management processes in place. Accidental waste and effluents discharge from our ship vessels could potentially disrupt ocean habitats, contaminate food chains and endanger marine life.

We have determined waste management as a material issue during our FY2022 materiality refreshment exercise due to the material impacts of waste from our business activities on 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, we have initiated the tracking of our waste and its impacts resulting from our business operations.

◆ Our Management Approach

Within our shipping operations, our commitment towards waste management largely revolves around the prevention of oil spills and chemicals being discharged into the natural environment from our vessel operations. For any cargoes harmful to the marine environment (“HME”), the hold washing water shall be received by designated facilities arranged by charterers. Our Environmental Management System (“EMS”) team holds regular meetings and checks to discuss the progress of our initiatives and policies. Regular environmental audit inspections are held for results and deficiencies.

Regarding our asset management and property investment arms, paper waste constitutes most of our waste generated. As we aim to minimise our paper waste generation, we develop and implement digital solutions in our businesses such as digital transformation and robotic process automation (“RPA”). In FY2023, we are gradually progressing towards digital transformation while engaging our business partners and internal resources for a smooth transition.

◆ Our Initiatives

Prevention of Operational Pollution

In our efforts to prevent operational pollution in our shipping operations, we ensure strict adherence to all relevant international guidelines and regulations. This includes compliance with the IMO’s International Convention for the Prevention of Pollution from Ships (“MARPOL”) which addresses the prevention of marine pollution resulting from accidental or operational processes by ships. Our Maritime Services team ensures our operations strictly adhere to MARPOL’s comprehensive regulations for the prevention and reduction of marine pollution. Therefore, we have integrated various measures into our operations which 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 maintain 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.

Refresher training programmes are also conducted on waste management and MARPOL's regulations for all our employees on shore and on board. These training programmes 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 managing our hazardous waste, Uni-Asia abides strictly 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") for hazardous materials onboard our ships. In FY2023, we have secured IHM certifications and statement of compliance from the Classification Society for all our vessels. The IHM survey is conducted annually and verified during our audits. Furthermore, a third-party vendor has been nominated to monitor the inventory of hazardous material, which is updated periodically and all our vessels comply with MARPOL guidelines for garbage and cargo hold cleaning.

The Hong Kong Convention 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 are properly managed and does not pose further harm to the society or environment.

[Garbage Management Plan](#)

Uni-Asia manages its waste production and use of resources or supply chain by promoting circularity at our offices and properties. Our vendors are notified to collect packaging material after they have been delivered to our offices or storages to be reused. Additionally, we encourage our vendors to provide environmentally friendly packaging when possible. On office waste reduction, our Maritime Asset Management ("MAM") business unit has been minimising paper waste by switching to electronic file distribution for all internal meetings held by our department. There are currently no targets for waste management and we will continue to comply with our company-wide policies on waste management.

◆ **Our Performance**

The Electronic Books Maintenance Act was enacted in Japan, effective from 1 January 2022. However, a grace period of a year was provided for companies to comply with the new act until the end of 31 December 2023. As the act becomes mandatory starting from 1 January 2024, we will implement paperless operation in 2024. We have previously established initiatives and measures to address our waste and operational pollution.

Total Waste Generated

FY2023	Total weight of waste generated (metric tonnes)	
	Non-hazardous waste	Hazardous waste
Shipping	675.13	220.36
Property Investment in-Japan	0.13	Not Applicable
Total waste generated	675.26	220.36

Total Non-Hazardous Waste Directed to Disposal

Disposal operations	Weight of waste (metric tonnes)	
	Shipping	Property Investment in-Japan
Incineration (with energy recovery)*	0	0
Incineration (without energy recovery)*	176.05	0.13
Landfilling	236.29	0
Other disposal operations	262.79	0
Total non-hazardous waste directed to disposal	675.13	0.13

Total Hazardous Waste Directed to Disposal

Disposal operations	Weight of waste (metric tonnes)
	Shipping
Incineration (with energy recovery)*	0
Incineration (without energy recovery)*	76.56
Landfilling	33.30
Other disposal operations	110.50
Total hazardous waste directed to disposal	220.36

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

◆ **Looking Forward**

Looking ahead, we will introduce new initiatives to enhance our waste management efforts. These initiatives include collecting data on our paper usage, printer cartridges consumption and waste disposed offshore and incinerated annually. Furthermore, we will begin measuring and establishing key performance indicators (“KPIs”) for the ratio of sludge generated to bunker consumed, including total bilge water generated. These KPIs will enable us to assess and benchmark our performance on an annual basis. Additionally, we will explore recycling and waste repurposing opportunities to divert waste from disposal, promoting a more circular economy in our operations.

Biodiversity

◆ Why is this material?

Amidst a shifting climate, protecting our natural ecosystems and biodiversity is paramount for long term sustainability. Biodiversity is material to Uni-Asia as our shipping operations can potentially lead to detrimental impacts on biodiversity. These impacts on biodiversity include collisions, oil spills, discharge of hazardous waste, exhaust emissions and physical damage to habitats.

Notably, ballast water plays a crucial role in ensuring the safe operations of vessels by providing stability and manoeuvrability at sea. The water stored in ballast tanks enhances stability, manoeuvrability, and propulsion during voyages. However, despite its importance for modern shipping operations, ballast water presents negative ecological, economic and health problems due to the diverse array of marine species carried in ships' ballast water. These could include marine species, bacteria, microbes, small invertebrates, eggs, cysts, and larvae of various species in the ocean. When these species are introduced to a new environment, it may become invasive to the new habitat and out-competing native species and multiplying into pest proportions.

Given these potential negative impacts of shipping operations, particularly on the marine biodiversity and ecosystem, Uni-Asia is deeply committed to effectively mitigate these impacts.

◆ Our Management Approach

At Uni-Asia, we are cognisant of the hazards posed by our bulk carriers, such as oil pollution from fuel leakage arising from collision or grounding incidents of our vessels. The Maritime Services team is responsible for managing Uni-Asia's oil spill and marine pollution prevention from our vessels and ensures that we are aligned with stringent oil spills legislations. Our Maritime Services team holds regular meetings to report on the performance of our vessels in this regard and 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](#)

We have taken active steps to mitigate the negative impacts on environment of our ballast water usage. In accordance with the IMO's International Convention for the Control and Management of Ship's Ballast Water and Sediments, we have implemented measures to ensure the proper management of Uni-Asia's ballast water usage in Uni-Asia's vessels. Since FY2022, we have successfully achieved and maintained our target of retrofitting 100% of our vessels with United States Coast Guard ("USCG") approved BWTS as we are conscious of the negative environmental impacts that result from the use of ballast water.

Year	BWTS installation per year	Total BWTS installed	Total number of vessels	BWTS installation achieved %
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%
2023	-	16	16	100%

As a result of the BWTS retrofitting of all our vessels, all ballast water used on our vessels are treated to remove and destroy any biological organisms contained in ballast water that will affect marine biodiversity, before being discharged into the open sea. Starting from FY2023, we are reporting the amount of ballast water treated using the BWTS.

	FY2023
Ballast water amount treated using BWTS (m ³)	3,604,235

Additionally, for vessels that are managed by our subsidiary, Wealth Ocean Ship Management (Shanghai) Co., Ltd (“WOSMS”), the crew members have received training 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 training sessions include online training and on-the-job training aboard the vessels, covering ballast water management plan familiarisation upon joining and during shore-based training.

Prevention of Oil Spill Pollution

Uni-Asia remains committed to implementing policies and measures to prevent any potential oil spills which could adversely impact the marine biodiversity and ecosystem. In doing so, numerous prevention initiatives, in particular, trainings were implemented to ensure minimal harmful impacts of our operations on marine biodiversity. We provide collision avoidance training aligned with the Convention on the International Regulations for Preventing Collisions at Sea 1972 (“COLREGs”) for our deck officers onboard to ensure safe navigation of the vessels. This training highlights important topics such as proper look-out during voyage, operating of voyage at safe speeds, compliance with traffic scheme, remain vigilant of other operating vessels with lessened visibility and avoid collision by giving way to other vessels whenever required. In addition, we provide shore-based and computer-based trainings onboard to educate them on environmental best practices. Our onboard deck officers and crew are required to undergo COLREG revalidation courses, ship handling and bridge resource management courses every three years to ensure they are kept up to date with the latest information and best practices.

In the event of an oil spill occurrence, our onboard deck officers and crew are well-trained and equipped to handle any incidents onboard. Annual drills are held onboard to ensure that our onboard crew and ship managers are familiar with the procedures of notifying our underwriters,

Protection and Indemnity (“P&I”) Insurance Club (“P&I Club”) and undergo salvage services in responding to potential environmental hazards. Aside from our annual drills, our onboard deck officers and crew undergo oil spill drills once every two months onboard our vessels in various scenarios to ensure they are kept well informed of the necessary procedures in an oil spill incident. Furthermore, our vessels are equipped with an oil spill contingency plan – Ship Oil Pollution Emergency Plan (“SOPEP”), that provides guidance to the officers onboard 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 the Maritime Services team and by the Internal Audit function to ensure the plan remains relevant and up to date with Uni-Asia.

All vessels are equipped with an environmental management system checklist for our crew to ensure the status of overflow alarms, seals and purifiers are acceptable. Furthermore, our vessels have obtained mandatory liability insurance certificates in compliance with the International Bunker Convention and United States Oil Pollution Act of 1990 (“OPA 1990”).

In assisting our deck officers onboard on route navigation, the Electronic Chart Display and Information System (“ECDIS”) helps to pinpoint locations and attain directions. The ECDIS has automatic features, such as route planning, route monitoring, automatic estimate time of arrival (“ETA”) computation and electronic nautical charts (“ENC”) update. This system ensures safe navigation and prevents any potential collision that could result in an oil spill.

◆ **Our Performance and Looking Forward**

In FY2023, there were zero incidents of non-compliance regarding biodiversity. Looking forward, we aim to maintain our target for zero non-compliance incidents in FY2024 and enhance and strengthen our measures, initiatives, and actions to further prevent any damages to marine ecosystem and life.

Environmental Compliance

◆ Why is this material?

Environmental compliance with international, regional, and national legislations and regulations is the foundation of our business operations. At Uni-Asia, we strictly comply with the relevant international and regional regulations and legislations which help 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 compliant. With that, we are able to aim towards achieving better performance on our 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 not limited to IMO Preliminary Strategy for GHG 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.

Additionally, we conduct online and offline discussions with our selected stakeholders (such as banks, ship owners and operator clients) to inform our stakeholders about our environmental compliance, where necessary.

◆ Our Performance and Looking Forward

In FY2023, there were zero incidents of non-compliance with environmental laws and regulations. Moving forward, we continue to implement the necessary measures and precautions to ensure we maintain zero incidents of non-compliance with applicable environmental laws and regulations.



Social Performance

Occupational Health and Safety

◆ Why is this material?

At Uni-Asia, we are committed to upholding occupational health and safety standards and best practices. Within our shipping operations, given the safety hazards and risks that both on-board and onshore crew may be exposed to, occupational health and safety is a key material topic. To minimise the exposure of our employees to any health and safety risks, we secure their wellbeing and implement safe working conditions by identifying, managing, and mitigating health and safety hazards. In doing so, we are able to achieve Uni-Asia's business and sustainability ambitions without any detrimental impact on 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 help 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

In mitigating health and safety hazards for our shipping crew, we have adhered to international standards and implemented measures such as providing insurance offered by the International Transport Workers' Federation ("ITF") for the welfare, health, and safety of our crew. We also ensure that the International Group P&I Club provides 24/7 medical support for our employees working at sea. Additionally, our vessels leverage reputable ship classification societies such as Nippon Kaiji Kyokai ("ClassNK"), Lloyd's Register ("LR") on vessel maintenance to enhance safety at sea.

We recognise the risk of piracy and navigation incidents as safety hazards at sea. As such, we frequently engage with the owners of our insurance company, P&I Club to perform risk assessment and evaluations to ensure that necessary precautions are in place 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 includes conducting monthly engine and fire safety drills onboard our vessels which strengthens 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.

◆ Our Performance

In FY2023, there were zero work-related injuries and fatalities. At Uni-Asia, we regard occupational health and safety with the utmost importance and have implemented additional training and safety measures to mitigate any further risks and hazards.

Work-related injuries

	For all employees	For workers who are not employees but work and/or workplace is controlled by the organisation
Number of fatalities from work-related injuries	0	0
Number of high-consequence injuries	0	0
Number of recordable injuries	0	0

Work-related ill health

	For all employees	For workers who are not employees but work and/or workplace is controlled by the organisation
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0

◆ **Looking Forward**

Moving forward, we aim to achieve zero fatalities and cases of injuries.

Diversity and Inclusion

◆ Why is this material?

At Uni-Asia, we are aware of the importance 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 it provides a competitive advantage on the national and international stage. In addition, we advocate and promote equal opportunity and eliminate any hiring bias to attract and retain the necessary talent.

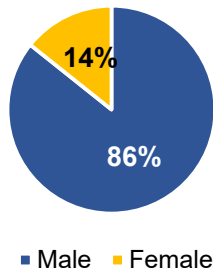
◆ Our Performance

Employment

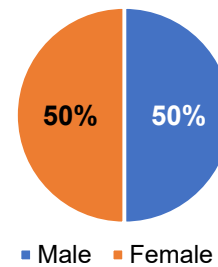
Total number of employees at the end of reporting period	74*
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* Page 33 of AR2023 shows headcount of 73 as the figure in the annual report excludes 1 contract staff in Japan.

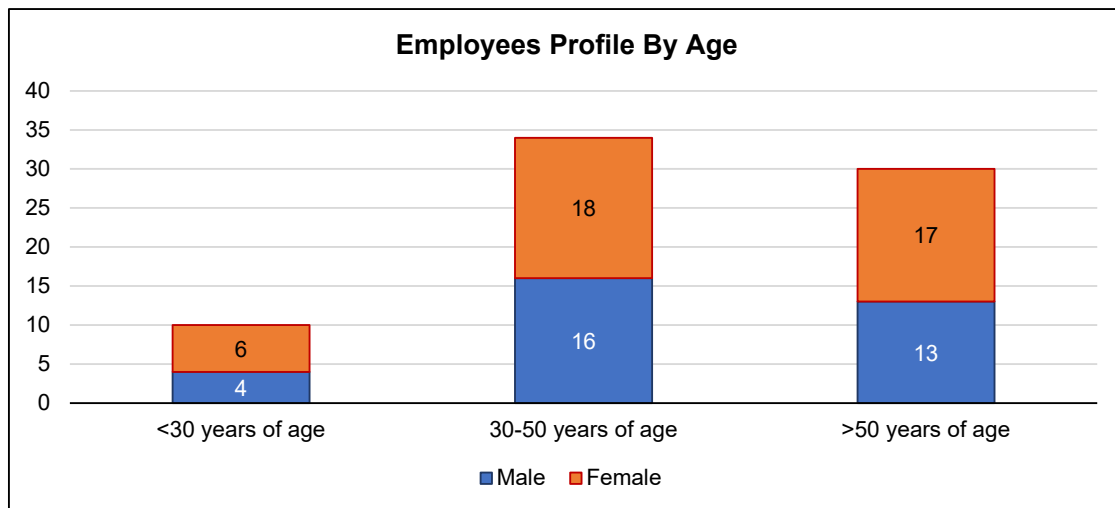
Board
Gender Diversity

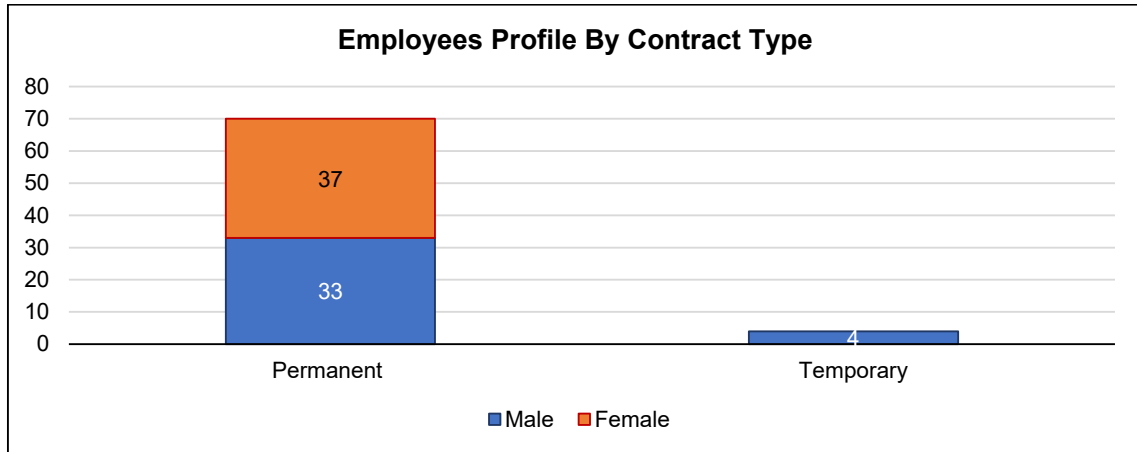


Key Management*
Gender Diversity



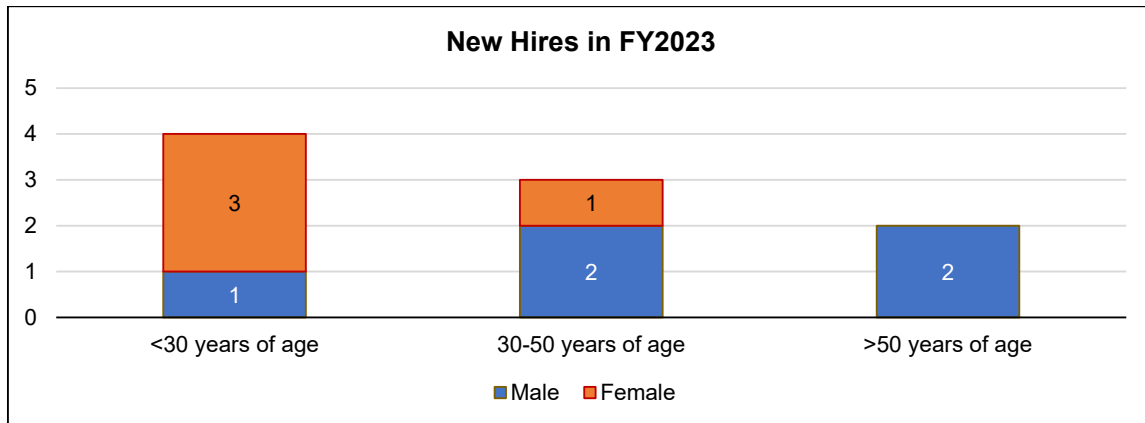
*Note: Key Management as listed in AR2023





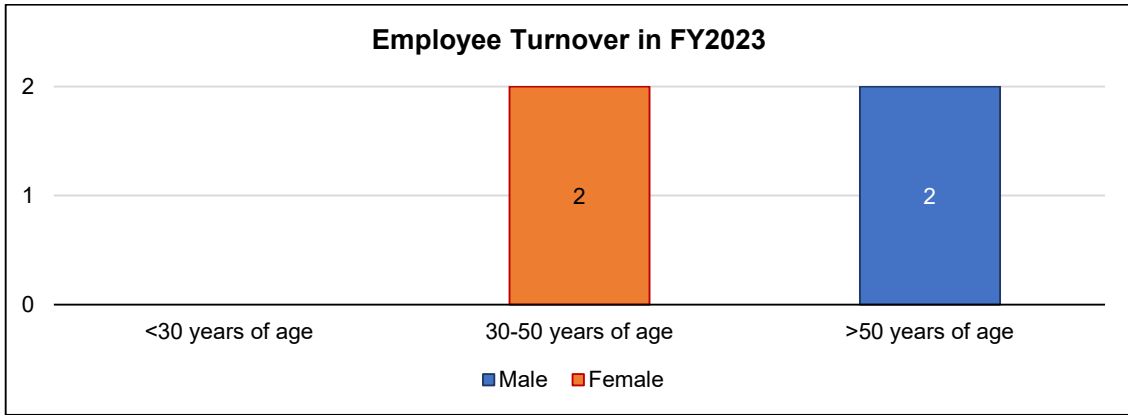
Total Number of Employees By Business Entities

	Maritime Asset Management	Ship Owning and Chartering	Maritime Services	Property Investment in-Japan	Property Investment ex-Japan	HQ
Permanent	10	5	18	20	8	9
Temporary	0	0	0	4	0	0
Total	10	5	18	24	8	9
Full-time	10	5	18	23	8	8
Part-time	0	0	0	1	0	1



Number Of New Employee Hires By Business Entities

	Maritime Asset Management	Ship Owning and Chartering	Maritime Services	Property Investment in-Japan	Property Investment ex-Japan	HQ
Total	1	0	2	5	1	0



Number Of Employee Turnover By Business Entities

	Maritime Asset Management	Ship Owning and Chartering	Maritime Services	Property Investment in-Japan	Property Investment ex-Japan	HQ
Total	0	1	1	1	1	0

Employee Engagement

◆ Why is this material?

Our employees are fundamental to the success of our business. As such, we proactively invest in our employees' career progression and training programmes to support them in their professional development and spur them to achieve their fullest potential.

◆ Our Management Approach

At Uni-Asia, we endeavour to create a positive and engaging working environment for our employees and support them in their career progression and professional development. Various methods are used to engage our employees, such as conducting annual interviews with our workforce, evaluating their work performance, and setting future career goals for them. 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. Our employees and their direct supervisors have three sessions of bi-annual interviews which entails one interim interview and two annual interviews in providing career guidance and feedback.

Quarterly CEO briefings are also conducted to update our employees on the Group's business development and strategy. In remunerating our employees, our Managing Directors and Department Heads are responsible in reviewing our employees' annual salaries, promotions, and bonus payments.

◆ Our Initiatives

Employee Benefits and Wellbeing

We have implemented "Flexi Time Working Hour" in our Group since the COVID-19 pandemic. This allows our employees to have greater flexibility in their working hours and workplace by working from home or reporting to office at a different start time. In FY2023, we continue to implement a flexible working arrangement, providing greater work productivity and employee satisfaction.

In FY2023, we were awarded the Good Mandatory Provident Fund ("MPF") Employer Award by the MPFA in recognition of our efforts to enhance retirement protection for our employees. In order to qualify for the award, we demonstrated our compliance with MPF legislations and were exemplary in enhancing the retirement benefits of our employees. We will continue to do so for the betterment of our employees.



Employee Training

At Uni-Asia, we prioritise the training needs of our employees and proactively gather their feedback and suggestions on training programmes through online survey, annual interview and regular communication.

Our Human Resources (“HR”) department is tasked with organising company-wide training programmes for our employees in the company. HR disseminates training information to our employees, who may volunteer to participate based on their interests and needs. Given the evolving nature of the industry, Management may enrol employees into specific trainings based on the employees’ feedback and skillsets. In our Singapore office, Uni-Asia’s respective department heads frequently review training programmes which are approved by our Executive Chairman. We continue to organise trainings for our employees in Hong Kong, Singapore, and Japan office. The trainings are fully funded and may be offered in hybrid mode to give our employees the option and flexibility to attend the trainings online or in-person.

As we continue to employ younger employees into our workforce, we are committed to provide more opportunities through regular on-the-job trainings for them to learn from more experienced employees.

Employee Appraisals

At Uni-Asia, we conduct annual performance appraisals for all our business units across Singapore, Hong Kong, and Japan.

On an annual basis, each employee’s performance appraisal is reviewed by the General Manager (“GM”) and above, after which the respective appraisers will conduct interviews with each employee to provide feedback.

◆ Our Performance

Employee Training

This year, we allocated more resources to increase the average training hours across all our operations and 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. Other than ad hoc trainings that staff can elect to go, the Group conducted the following seminar/workshops for employees across Hong Kong, Japan and Singapore office.

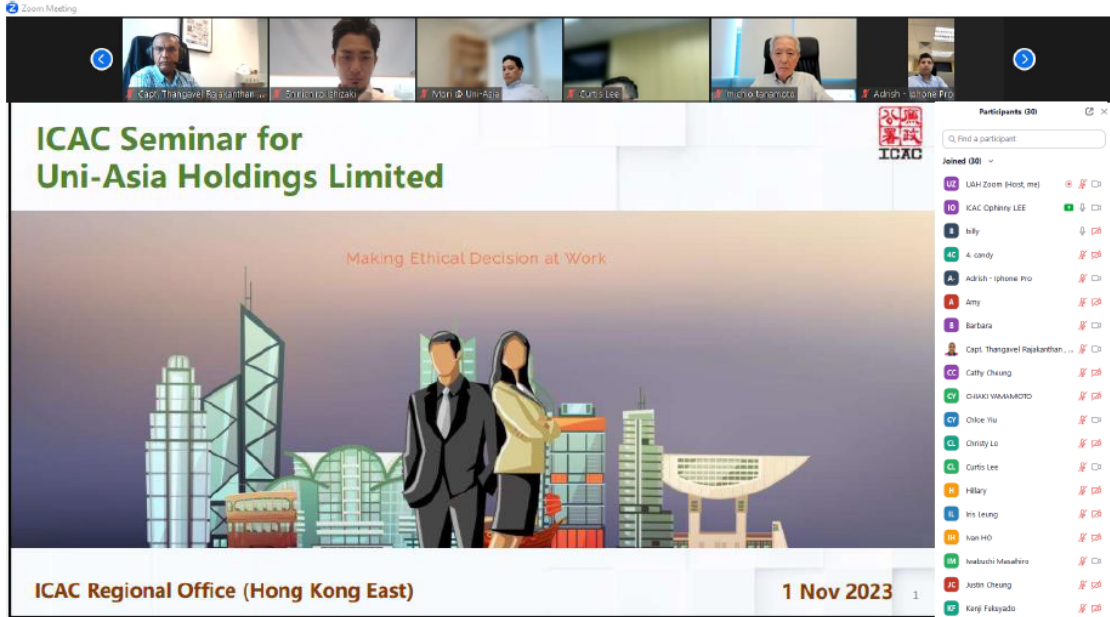
PowerPoint Presentation Workshop

In June 2023, the Group engaged an external trainer to conduct a PowerPoint Presentation Workshop for employees across Hong Kong, Japan and Singapore offices. 35 employees joined the half-day workshop either in person in Hong Kong or via Zoom.



Anti-Corruption Seminar

In November 2023, the Group invited the officers from the Independent Commission Against Corruption (“ICAC”) from Hong Kong to conduct an anti-corruption seminar for employees of the Group. 28 employees from Hong Kong and Singapore office attended the seminar.



Team Building

In order to enhance working relationship amongst all level of staff, and foster effective communication and collaboration, Hong Kong office arranged an interactive workshop for staff in all levels from CEO to junior staff in November 2023. The workshop incorporated virtual reality games as well as physical games. Staff participated with great enthusiasm, passion and demonstrated strong team spirit.



Average Training Hours Per Employee

	Maritime Asset Management		Ship Owning and Chartering		Maritime Services		Property Investment in-Japan		Property Investment ex-Japan		HQ	
	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22
Male	18.74	28.60	15.50	18.33	9.50	13.50	9.42	4.30	8.00	18.58	12.67	25.50
Female	16.17	15.38	9.33	23.33	6.25	34.50	9.93	5.61	10.25	18.60	24.83	28.80
Total	17.71	22.72	11.80	20.83	7.88	24.00	9.65	5.02	9.19	18.59	20.78	27.90

Average Training Hours Annually Per Employee Category

	Maritime Asset Management		Ship Owning and Chartering		Maritime Services		Property Investment in-Japan		Property Investment ex-Japan		HQ	
	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22
Management-male	7.50	26	0	0	11.50	14.50	11.22	6.56	11.50	18.58	12.67	25.50
Management-female	40.17	14.50	11.50	15	0	0	13.92	5.44	N/A*	N/A*	37.50	50
Non-management-male	24.35	30.33	15.50	27.5	7.50	12.50	8.81	3.17	4.50	N/A*	N/A*	N/A*
Non-management-female	8.17	15.67	8.25	27.50	6.25	34.50	8.94	5.67	10.25	18.60	18.50	16.10

Management refers to GM and above.

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

Performance Appraisals

In FY2023, within the Group, all employees (excluding MD/GM and above) received performance appraisals and their performance was properly reflected in their bonus payments.

Local Communities

◆ Why is this material?

Uni-Asia understands the importance of contributing to the community, promoting corporate citizenry and being a socially responsible organisation. Whilst focusing on our main business activities, we hope to positively impact our local communities through our philanthropic efforts.

◆ Our Management Approach

Uni-Asia has continued our efforts to impact the communities in areas of our operations. Our SWC 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

Community Services

Hong Kong – Food Distribution

As part of the Group’s continuing effort to contribute back to the community, on 22 September 2023, the Group’s Hong Kong office initiated an event to distribute meal boxes and gift bags to seniors to celebrate mid-autumn festival in Hong Kong.



Hong Kong – Charity Walkathon

In December 2023, Hong Kong office staff joined a charity walkathon in Mai Po Nature Reserve, Hong Kong organised by charity organisation World Wildlife Fund (“WWF”) for charity fund raising.



Singapore – SPD

SPD is a Singapore local charity set up to help people with disabilities of all ages to maximise their potential and integrate them into mainstream society. In October 2023, Singapore office partnered with SPD to serve people with special needs by accompanying SPD’s clients on an outing to Changi Jewel.



Looking forward, we strive to look for more investment and CSR opportunities that align with our goal to create a positive impact within our local communities.

Governance Performance

Ethics and Anti-Corruption

◆ Why is this material?

The trust bestowed on us by our stakeholders and shareholders is of utmost 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 uphold our strong corporate governance by ardently complying with all relevant legislation and policies whilst delineating full transparency and accountability to all. This 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 our employees code of conduct 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; and
- d) the supporting evidence received.

Our Audit Committee (“AC”) 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 to be taken. If an in-depth investigation is necessary, the AC 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 AC. 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.

There were no crucial concerns raised in our whistleblowing system in FY2023.

Group Policy

Uni-Asia's Group Policy 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. In FY2023, Uni-Asia conducted anti-corruption training for employees to understand potential corruption risks in business dealings.

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.

In addition, we strictly adhere to Japan's mandated Anti-Money Laundering ("AML") and Counter Financing Terrorism ("CFT") guidelines for all clients. Our transactions go through reputable banks that comply with stringent anti-money laundering and counter-terrorism legislations.

◆ Our Performance and Looking Forward

In FY2023, there were zero reported cases of corruption and non-compliance with ethics and anti-corruption policies and regulations. Hence, Uni-Asia determined zero critical concerns in this area.

Corruption-wise, we are pleased to report zero incidents of corruption for FY2023. 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 with relevant laws and regulations as well as zero cases of corruption and bribery.

In Hong Kong, we conducted several training and initiative to educate our employees on ethics and anti-corruption, such as Anti-Corruption Talk presented by the Hong Kong Independent Commission Against Corruption ("HK ICAC"), Cayman Islands AML, Countering the Financing of Terrorism ("CFT"), Counter Proliferation Financing ("CPF"), and Sanctions training in FY2023. Please refer to page 34 for more information.

The Group's anti-corruption policies and procedures are listed in the Group's Policy and Procedure Manual which has been communicated to all employees.

Responsible Procurement

◆ Why is this 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

Responsible procurement was a new material topic identified through our materiality assessment refresh in FY2022, and we are developing an 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 where applicable.

Sustainable Investment

◆ Why is this 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. We have made the conscientious business decision to develop a sustainable investment framework and policy in FY2024. We are committed to implement our sustainable investment framework and structures with a reiterative approach to continuously improve our approach and practices.

◆ Our Initiatives and Looking Forward

Private Finance Initiative (“PFI”) Project

On 28 November 2023, UACJ-led consortium won the bid to develop and operate a PFI project called for by the Kuki City government in Saitama Prefecture in Japan. The PFI project is a public work facilities development project to build a public use facility which utilises residual heat from an existing waste treatment plant in Kuki City. The consortium will operate the facility for 20 years following the completion of the development of the facility, which is expected to take place in 2027. This is the Group’s 2nd PFI project following the PFI project in Wako City, Saitama Prefecture, Japan which was completed in December 2021. This project is in line with the Group’s commitment to good corporate citizenship and sustainable business practices, and its belief in creating shared value and improving the impact of its businesses on society.



Property Investment in-Japan Asset Under Management – Solar Power Plants

The Group's Japan subsidiary UACJ started asset management services for 3 solar power plants in Tochigi Prefecture. Tochigi Prefecture is situated north of Tokyo that encompasses part of Nikko National Park. The first of the three power plants started generating electricity from December 2023.



Kami Ishikawa Solar Power Plant



Site of Otawara Solar Power Plant

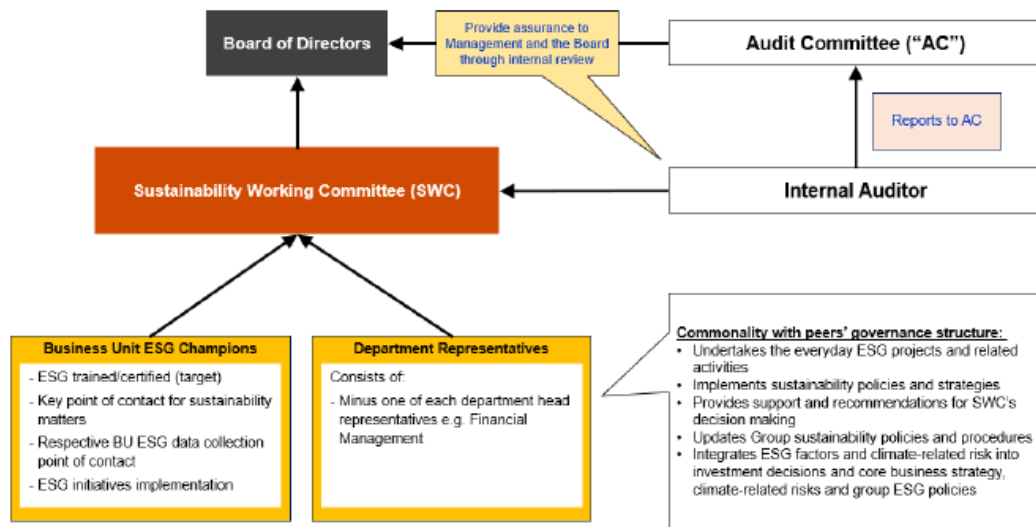


Site of Nasu Karasuyama Solar Power Plant

Task Force on Climate-related Financial Disclosures (“TCFD”)

In 2022, Uni-Asia commenced its journey in aligning with the TCFD. Using 2021 as the baseline year, we assessed the potential risks, opportunities and impacts, on Uni-Asia from the climate scenario analysis. Due to the different asset classes invested and managed by the Group, as well as the different regions of operations, the Group requires more time to accurately implement requirements under TCFD. From FY2024, the Group will provide the relevant TCFD reporting requirements in the Group’s sustainability report. We will subsequently integrate the findings and results of the climate risk assessment and scenario analysis into our overall sustainability approach and investment strategies.

Sustainability Governance



A sustainability governance framework was implemented to ensure effective management of Uni-Asia’s impacts on the people, environment, and economy. Our Board of Directors is the highest governance body at Uni-Asia and has ultimate oversight and endorsement of Uni-Asia’s sustainability-related matters, including sustainability policy, business strategy, and succession planning, as well as to review and approve sustainability disclosures and material topics. Mr. Michio Tanamoto is currently the Executive Chairman of the Board of Directors, where the Chairman does not concurrently serve as the CEO of the Company. The Audit Committee works with our Internal Auditor to provide assurance to the Management and the Board through internal reviews of our sustainability report. For the full structure of our Board of Directors as well as Management, please refer to AR2023, page 31.

Our Board of Directors continuously engages with our stakeholders in overseeing and managing Uni-Asia’s sustainability impact, such as through shareholders briefing, as well as regular meetings with clients, lenders, and other key stakeholders. In addition, the Board conducts regular Board meetings and half-yearly marketing meetings to identify and discuss our sustainability risks and impacts. More information on our Risk Management Framework can be found on AR2023, pages 34 to 35.

Our SWC works closely with the respective business unit ESG champions and department representatives to address daily sustainability related projects, activities and implement essential sustainability policies and strategies. Furthermore, as an investment firm, our 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, we will continue to enhance the governance of our impacts on the people, environment, and economy.

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 – 6
	2-2	Entities included in the organization's sustainability reporting	7
	2-3	Reporting period, frequency, and contact point	8
	2-4	Restatements of Information	9
	2-5	External Assurance	8
Activities and Workers			
GRI 2: General disclosures	2-6	Activities, value chain and other business relationships	5 – 6
	2-7	Employees	7, 30
	2-8	Workers who are not employees	30
Governance			
GRI 2: General disclosures	2-9	Governance structure and composition	12 – 14
	2-10	Nomination and selection of the highest governance body	12 – 13
	2-11	Chair of the highest governance body	43
	2-12	Role of the highest governance body in overseeing the management of impacts	43
	2-13	Delegation of responsibility for managing impacts	43
	2-14	Role of the highest governance body in sustainability reporting	43
	2-15	Conflicts of Interest	13
	2-16	Communication of critical concerns	39
	2-17	Collective knowledge of the highest governance body	43
	2-18	Evaluation of the performance of the highest governance body	43
	2-19	Remuneration policies	13 – 14 Annual Report 2023 Pg 58 – 63
	2-20	Process to determine remuneration	13 – 14 Annual Report 2023 Pg 58 – 63
	2-21	Annual total compensation ratio	Please refer to Annual Report 2023, Pg 79 for directors and key management personnel.

Strategy, policies, and practices			
GRI 2: General disclosures	2-22	Statement on sustainable development strategy	3 – 4, 9 – 10
	2-23	Policy commitments	14
	2-24	Embedding policy commitments	Please refer to respective material topics
	2-25	Processes to remediate negative impacts	39
	2-26	Mechanisms for seeking advice and raising concerns	39
	2-27	Compliance with laws and regulations	8, 12, 15, 16, 23, 27, 38, 39
	2-28	Membership associations	8
Stakeholder engagement			
GRI 2: General disclosures	2-29	Approach to stakeholder engagement	10 – 11
Disclosures on Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	11
	3-2	List of material topics	11
	3-3	Management of material topics	Please refer to respective material topics.
Material Topics			
Emissions & Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	15
GRI 302: Energy (2016)	302-1	Energy consumption within the organisation	18
	302-2	Energy consumption outside of the organisation	18
	302-3	Energy intensity	18
	302-4	Reduction of energy consumption	18
	302-5	Reductions in requirements of products and services	18
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	19 – 20
	305-2	Energy indirect (Scope 2) GHG emissions	19 – 20
	305-3	Other indirect (Scope 3) GHG emissions	19
	305-4	GHG emissions intensity	19
	305-5	Reduction of GHG emissions	20
	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	20
Water management			
GRI 3: Material Topics 2021	3-3	Management of material topics	21
GRI 303: Water and Effluents (2018)	303-1	Interactions with water as a shared resource	21
	303-2	Management of water discharge-related impacts	21
	303-3	Water withdrawal	21
	303-4	Water discharge	21
	303-5	Water consumption	22
Waste Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	22
GRI 303: Waste (2020)	306-1	Waste generation and significant waste-related impacts	22 – 23
	306-2	Management of significant waste-related impacts	22 – 23
	306-3	Waste generated	23 – 24
	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 where applicable.
	306-5	Waste directed to disposal	24
Biodiversity			
GRI 3: Material Topics 2021	3-3	Management of material topics	24 – 27
Occupational Safety and health			
GRI 3: Material Topics 2021	3-3	Management of material topics	28
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	28
	403-2	Hazard identification, risk assessment, and incident investigation	28
	403-3	Occupational health services	28
	403-4	Worker participation, consultation and communication on occupational health and safety	28
	403-5	Worker training on occupational health and safety	28
	403-6	Promotion of worker health	28

	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28
	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, including insurance where applicable.
	403-9	Work-related injuries	29
	403-10	Work-related ill health	29
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	29
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	31
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	35
	404-2	Programs for upgrading employee skills and transition assistance programs	33 – 34
	404-3	Percentage of employees receiving regular performance and career development reviews	35
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	30
	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	35 – 37
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	35 – 37
	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	38
GRI 205: Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	38
	205-2	Communication and training about anti-corruption policies and procedures	34, 38

	205-3	Confirmed incidents of corruption and actions taken	39
Responsible procurement			
GRI 3: Material Topics 2021	3-3	Management of material topics	40

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	19
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e/organisation specific metrics	19
Energy Consumption	Total energy consumption	MWhs or GJ	18
	Energy consumption intensity	MWhs or GJ/organisation specific metrics	18
Water Consumption	Total water consumption	ML or m ³	22
	Water consumption intensity	ML or m ³ /organisation specific metrics	22
Waste Generation	Total waste generated	t	23 – 24

Social

Topic	Metric	Unit	Page Number
Gender Diversity	Current employees by gender	%	30
	New hires and turnover by gender	%	31
Aged-Based Diversity	Current employees by age group	%	30
	New hires and turnover by age group	%	31
Employment	Total turnover	Absolute number and %	31
	Total number of employees	Absolute number	29
Development & Training	Average training hours per employee	Hours/No. of employees	35
	Average training hours per employee by gender	Hours/No. of employees	35
Occupational Health & Safety	Fatalities	Number of cases	29
	High-consequence injuries	Number of cases	29
	Recordable injuries	Number of cases	29
	Recordable work-related ill health cases	Number of cases	29

Governance

Topic	Metric	Unit	Page number
Board Composition	Board independence	%	14
	Women on the board	%	14
Management Diversity	Women in the management team	%	30
Ethical Behaviour	Anti-corruption disclosures	Discussion and number of standards	38
	Anti-corruption training for employees	Absolute number and %	34, 38
Certifications	List of relevant certifications	List	17
Alignment with frameworks	Alignment with frameworks and disclosure practices	GRI/ TCFD/ SASB/ SDGs/ Others	8
Assurance	Assurance of sustainability report	Internal/ External/ None	8