

Sustainability Report

2022



ONEAPEX

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This sustainability report has been prepared by the Company and reviewed by the Company's sponsor, Novus Corporate Finance Pte. Ltd. (the "Sponsor") in compliance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalyst ("Catalist Rules").

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made, or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Andrew Leo, Chief Executive Officer, at 7 Temasek Boulevard, #18-03B Suntec Tower 1, Singapore 038987, telephone (65) 6950 2188.

Message from Executive Chairman and CEO

Dear Stakeholders,

I am pleased to present the Sustainability Report (“**Report**”) of OneApex Limited and its subsidiaries (the “**Company**”, collectively the “**Group**”), which provides information on the sustainability of our business and practices for the financial year (“**FY**”) ended 30 September 2022.

Relevant environmental, social and governance (“**ESG**”) factors are carefully managed while we seek to expand and diversify our business. We aim to comply with all applicable environmental and social laws and regulations. The Group is cognisant that energy efficiency is integral to sustainability. Hence, we have employed energy savings initiatives such as LED lighting in our office and property sites.

We highly appreciate our employees as they are central to the Group’s business operations and therefore, we strive to retain talent by supporting our employees in upskilling and upgrading. To achieve this, we conducted trainings for all our employees and curated development programmes for them. At the same time, we remain mindful of the risks that the 2019 Novel Coronavirus (“**COVID-19**”) continues to pose to our employees. During these unsettling times, we continue to prioritise the safety of our employees and enhance our supply chain resilience. We have also implemented strict safety protocols and educated all staff on the safety measures.

As the Group’s journeys towards sustainable property development, we will continuously ideate opportunities within our operations and innovate together with our internal and external stakeholders to better adapt to the changing environment. On behalf of the Board of Directors (the “**Board**”), I would like to express my gratitude to our clients, business partners and shareholders for their unwavering support. We look forward to your continual support as we strive to develop a more sustainable environment for all.

Tan Pei Hong, Alex (Chen Peifeng)

Executive Chairman and Chief Executive Officer (“**CEO**”)

Organisation Profile

OneApex Limited was incorporated on 30 September 2010 and was listed on the Catalist board of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) on 28 February 2011.

The Group is a Singapore-based real estate developer. Beginning with the acquisition of KC Industries Pte Ltd in 2020, the Group is focused on growing its property portfolio footprint in Singapore and is forging ahead to become a reputable developer in Singapore. In addition, the Group holds a Capital Market Service (“**CMS**”) licence under the Financial Investments Services segment and we are working to expand and grow the fund management business of the Group.

Property Business

With its wide network of business associates, the Company intends to focus its Property Business efforts initially in Singapore to leverage on seeking out profitable opportunities in Singapore’s property industry. The Company may subsequently venture overseas when suitable opportunities arise.

Through the Property Business, the Group may also be able to enhance its profitability, shareholder value and returns through the introduction of possible recurring rental income and/or management income, and capital gains from the Property Business.

Under its property business, the Group currently has three core segments, namely:

Property Investments

- This refers to the Group’s investments into various properties for rental income and/or capital growth. This includes investments in commercial and residential properties. For commercial properties, the Group’s focus will be on offices and shop houses, hotels, hostels and food and beverage outlets. Residential properties includes service apartments.

Property Management

- The property management services refer to the management of various properties for the collection of fees for the provision of property related services and facilities. It will not only be concentrated on hotels, hostels and F&B outlets but will include shop houses and/or office management.

Property Development

- The property development will include acquisition, development and/or sale of commercial and residential properties and hotels.

Financial Investments Services

The Financial Investments Services Business consists of fund management, wealth management and family office advisory services. In respect of the financial investments services business division, the Company's subsidiary, OneApex Capital Pte Ltd, had, on 12 March 2020, received approval from the Monetary Authority of Singapore (the "**MAS**") for its CMS licence to conduct fund management activities as a Licensed Fund Management Company ("**LFMC**").

OneApex Capital Pte Ltd's financial services division has established a new fund during the first six months ended 31 March 2022 ("**1HY2022**"), Union Rich VCC and has started generating fund management fees. The new fund is incorporated under the Variable Capital Companies Act. As at 30 September 2022, Union Rich Fund I, the first sub-fund under Union Rich VCC, has approximately US\$1.1 million assets under management. The sub-fund's mandate is for investment into listed equity securities.

The Financial Investments Services Business is expected to work synergistically with the Group's Property Business by allowing the Group to leverage on and benefit from the access to additional avenues of both investment opportunities and capital for the Group to both invest and be invested in.

Further information about the Group may be obtained from the Company's annual report for FY2022 ("**2022 Annual Report**") which is available online at SGXnet and <https://oneapex.wixsite.com/home/investor-relations>.

About This Report

This Report provides information about OneApex Limited's key sustainability topics, management policies and performance.

Reporting Principles & Statement of Use:

This sustainability report is produced in accordance with the Global Reporting Initiative (“**GRI**”) Standards 2021, covering our Group's performance from 1 October 2021 to 30 September 2022.

The GRI Standards represent the global best practices for reporting on economic, environmental, social and governance topics. The following principles have been applied to guide us in ensuring the quality and proper presentation of the report information: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability. Detailed section reference with GRI Standards is found in the GRI Standards Content Index section of this report.

This report also incorporates primary components as set out by the SGX-ST's “Comply or Explain” requirements on sustainability reporting under Catalist Rule 711B. The Group is currently assessing the impact of climate change on its business and will provide climate-related disclosures based on the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”) in our Sustainability Report for the financial year ending 30 September 2023, in line with the SGX-ST's timeline for adopting the TCFD Recommendations on a “Comply or Explain” basis.

The United Nations Sustainable Development Goals (“**UN SDGs**”) have also been incorporated into the Report, which highlights the Group's contributions to sustainable development.

The Board has reviewed and approved the reported information, including the material topics.

Reporting Scope:

This report provides the sustainability performance of our Property Business and Financial Investment Services in Singapore. The Group's investment in an associated company, Tuas Seatown Dormitory Pte Ltd, was excluded from the reporting scope as it is not material to the Group and the Group is also not involved in the operation of the dormitory.

Restatements:

There are no restatements of information made from previous reporting periods.

Assurance:

The Group has established internal controls and verification mechanisms to ensure the accuracy and reliability of the narratives and data disclosed within this Report. We

have also considered the recommendations of an external ESG consultant for the selection of material topics as well as compliance with GRI Standards and the Catalist Rules. To further enhance the credibility of the Report, the Group will subject the sustainability reporting process to internal review from FY2023 onwards in accordance with the timeline requirements of the Catalist Rules.

The Board of Directors has therefore assessed that external assurance is not required for the Report.

Availability & Feedback:

This report supplements the 2022 Annual Report which is available online at SGXnet and <https://oneapex.wixsite.com/home/investor-relations>. Detailed section and page references in line with the GRI Standards can be found in the GRI Standards Content Index Section. Feedback on this report can be sent to: contactus@oneapex.com.sg.

Sustainability Strategy Overview

Vision

To be a leading property investments, property management and property development group led by a dedicated and experienced team.

Mission

To deliver long-term value for shareholders and clients while maintaining the highest ethical and professional standards.

Our ESG Focus and Strategy

The Group is committed to journey towards sustainable property development by upholding virtuous corporate governance values and without compromising the wellbeing of the environment and society at large.

Sustainable Property Business

The Group aspires to cater the current and upcoming expectations posed by sustainable development in the property industry. From the incorporation of key sustainability performance indicators, it allows a more in-depth assessment approach that will complement our property business and provide more synergies opportunities between sustainable design and property risk management.

Sustainable Property Development and Management

- Develop, design, construct and manage green, sustainable properties
- Minimise negative environmental impacts and maximise efficient use of resources in properties developed and managed

Sustainable Property Investment

- Evaluate sustainability of properties during property appraisal
- Effectively assess the impact of sustainability on property worth to optimise value of property portfolio and property strategy

Sustainable Financial Investments Services Business

Our fund management aspires to make the best possible investment decisions on behalf of our clients by incorporating material ESG factors into our investment strategy processes while branding ourselves as a socially responsible business that complies with all relevant local laws and regulations.

To reflect our continued commitment to global sustainability efforts, the Group has identified the following three focus areas to guide our sustainability strategy:



Upholding Good Governance and Ethics

Strong corporate governance practices and oversight enable us to address stakeholders' concerns and incorporate ESG considerations during the Group's decision making. Our sustainability practices are led by the Chief Financial Officer of the Group who guides the management teams in setting a strong compliance culture.

Protecting Our Environment

The Group strives to proactively encourage our operations to adopt environmentally friendly practices, which will optimise our environmental footprint. We also aim to comply with all relevant environmental laws and regulations.

Developing Our Human Capital

The growth of our employees are prioritised by providing them with opportunities to develop and grow in their careers. Staff training programmes and upskilling opportunities ensure that staff remain relevant and competent. The Group also aims to provide a health and safe workplace for our workers.

ESG Performance Highlights and Awards in FY2022



Begun tracking the environmental footprint of the Group's operations





Zero incidents of breach of corporate compliance



Zero workplace health and safety related incidents

Contribution to the United Nations Sustainable Development Goals

The Group’s business focuses are aligned with the United Nations Sustainable Development Goals (“**UN SDGs**”). The attainment of the UN SDGs is a continuing global effort and forms part of the Group’s long-term focus on sustainability. The Group’s contributions to the relevant goals are highlighted below.

UN SDGs	The Group’s contribution	Read more in the following section(s)
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Management waste and effluents responsibly before discharging into water bodies</p>	<p>Focus 2: Protecting Our Environment</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Provide work opportunities, trainings and benefits to our employees. Create conducive and safe working environments.</p>	<p>Focus 3: Developing Our Human Capital</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Increase efficiency in energy and water use, and reduce waste generation. Integrate sustainability reporting into the Group’s annual reporting cycle.</p>	<p>Focus 2: Protecting Our Environment</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Comply fully with all applicable socioeconomic and environmental laws and regulations</p>	<p>Focus 1: Upholding Good Governance and Ethics</p>

Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement

The Group understands that stakeholder engagement is the key to sustainable growth. Our stakeholders are personnel or groups that have a material impact on or are materially impacted by our operations. We actively engage in meaningful and productive dialogue with our stakeholders and participate in various industry and government forums to keep abreast of any material stakeholder issues.

The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Engagement platforms	Issues of concern	Our Responses	Refer to Section(s)
Employees	<ul style="list-style-type: none"> • Performance appraisal system • Safety training and dialogue sessions 	<ul style="list-style-type: none"> • Remuneration and benefits • COVID-19 safety 	<ul style="list-style-type: none"> • Conduct meaningful performance appraisals and provide fair remuneration in line with performance • Comply with COVID-19 best practices and government guidance 	<ul style="list-style-type: none"> • Focus 3: Developing Our Human Capital
Suppliers and contractors	<ul style="list-style-type: none"> • Suppliers and contractor evaluation and contract negotiations 	<ul style="list-style-type: none"> • Environmental compliance • Social compliance • Occupational health and safety 	<ul style="list-style-type: none"> • Engage and evaluate suppliers and contractors regularly and provide meaningful feedback 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics
Government and regulators	<ul style="list-style-type: none"> • SGX-ST half yearly announcements • Annual reports • Ongoing dialogues 	<ul style="list-style-type: none"> • Compliance with government agencies as well as the laws and regulations 	<ul style="list-style-type: none"> • Ensure full compliance with all applicable local laws and regulations including COVID-19 safety regulations 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • Investor relations management 	<ul style="list-style-type: none"> • Economic performance • Anti-corruption • Environmental impacts • Ethical investment 	<ul style="list-style-type: none"> • Provide informative corporate communication and reports • Provide details of investments in investment reports 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics • Focus 2: Protecting Our Environment

Materiality Assessment

Our material topics have been identified based on the significance of their impact in relation to the key issues of concerns raised by our internal and external stakeholders, as outlined in the preceding section of this Report. We have also considered the recommendations of an ESG consultant when selecting the Groups' material ESG factors.

On top of that, we also take reference from the Group's enterprise risk management ("ERM") framework to identify and assess ESG risks. This approach ensures that material ESG risks are considered in the context of the Group's overall risk environment. We will consider the changes in business model and strategy when we assess the materiality of our ESG factors.

With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:

1. Identification: Selection of potential based on the risks and opportunities to the sector.
2. Prioritisation: Material factors are prioritised based on their alignment with the concerns of internal and external stakeholders including whether they are aligned with key organisational values, policies, operational management systems, goals and targets.
3. Review: Review the relevance of previously identified material factors.
4. Validation: Validate selected material factors in the Report with the Board.

The materiality assessment process informs us on the list of material ESG issues to include in this Report. Based on the results of our materiality assessment, we have prioritised and categorised the material issues into key themes which are crucial to the Group's business in FY2022. The table below presents an overview of the Group's material ESG issues grouped according to key focus areas in this Report, and where the impacts occur for each material topic.

Focus Areas	Material Topics	Applicable Segment
Focus 1: Upholding Good Governance and Ethics	GRI 205: Anti-corruption	Applicable across the Group
	GRI 308: Supplier Environmental Assessment	
	GRI 414: Supplier Social Assessment	
	GRI 418: Customer Privacy	Property Business & Financial Investment Service
Focus 2: Protecting Our Environment	GRI 302: Energy	Property Business
	GRI 305: Emissions	
Focus 3: Developing Our Human Capital	GRI 401: Employment	Applicable across the Group
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	

Focus 1: Upholding Good Governance and Ethics

The Group believes good corporate governance and upholding strong business ethics is crucial in managing the business. Therefore, we have put in place robust and stringent policies to ensure that our employees and business partners uphold integrity during the course of our business operations.

Sustainability Governance and Statement of the Board

The Board and senior management considers sustainability issues when providing the Group with strategic direction. To implement our sustainability efforts, the Chief Financial Officer (“**CFO**”) has been appointed to oversee the sustainability performance of the Group and reports to the Board on the company’s sustainability achievements.

The CFO assists the Board in identifying the Group’s material ESG factors and informs the Board on the identified material environmental, social and governance topics for approval. He also ensures that the factors identified are well managed and monitored operationally.

The Group adopts a precautionary approach in strategic decision making and daily operations by implementing a comprehensive ERM framework. An annual group-wide risk assessment exercise is conducted to update the Group’s risk profile in the ERM framework and reflects the applicable business risk exposures and addresses the significant and relevant risks to the Group.

Please refer to the Corporate Governance Report in our Annual Report 2022 for more information on the Group’s corporate governance practices, precautionary measures and risk management structure.

Corporate Compliance

There are several laws and regulations which are applicable to the Group. These include the Code of Corporate Governance 2018, regulations by the MAS, Catalyst Rules, the Accounting and Corporate Regulatory Authority (“**ACRA**”) and the Securities and Futures Act, amongst others.

Review of new regulations area also performed and communicated on timely basis to our employees. The Group’s financial investment services segment will comply strictly with all applicable licensing requirements of MAS. We will perform customer due diligence and stringent anti-money laundering (“**AML**”) checks to ensure its strict compliance with AML regulations.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to the Board in written hand-outs, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the ACRA which are relevant to the Board.

For our financial investment services business and the property business of the Group, there were no instances of non-compliance with laws and regulations in the environmental and socioeconomic areas in FY2022.

Ethics and Integrity

Anti-corruption

The Group does not tolerate any form of misconduct, corruption and malpractice. We have communicated our anti-corruption policy to all employees upon employment and constantly reminded our Directors and employees annually on our anti-corruption policies. We have set out in our Code of Conduct that no employees should be involved in offering, paying, requesting or receiving bribes or participate in any fraudulent activities. Our stand against corruption and bribery is also clearly communicated to all our business partners before they commence dealings with our Group.

In FY2022, we have assessed our operations for risks related to corruption and there are no significant risks related to corruption identified through our risk assessment.

In addition to prevention, we have also implemented the necessary escalation mechanisms such as our whistleblowing policy to allow employees and stakeholders to report any incidents of corruption or non-compliance. Our employees are also empowered to raise any issues or concerns through the grievance policy implemented. Importantly, we ensure that our employees are informed and kept updated on the policies and processes to ensure alignment between policy and process.

There was no reported incident of corruption in FY2022.

Whistle-blowing Policy

The Group expects the whistle-blower to provide his/her concern in good faith and to show to the appropriate officer that there are sufficient grounds for his/her concerns. Nevertheless, the Company's staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle blowing report to any member of the Whistleblowing Committee, being members of the Audit Committee, at whistle_blowing@OneApex.com.sg.

Please refer to the Corporate Governance Report in our Annual Report 2022 for more information on the Group's whistle-blowing policy.

There were no whistleblowing reports received in FY2022.

Customer Data Privacy

The Group understands our customers trust in us to provide us with their personal data. Therefore, we have practiced proper personal data management by assigning a Data Protection Officer (“DPO”) in keeping abreast with the recommended practices

by the Personal Data Protection Commission Singapore (“**PDPC**”) and ensuring that the Group’s data protection process is robust to safeguard our customers’ confidential information.

There were no instances of non-compliance with the Singapore Personal Data Protection Act 2012 (“**PDPA**”) requirements and no substantiated complaints regarding cases of data breaches were reported in FY2022.

Supply Chain Management

The Group recognises that our environmental and social impacts extend across our value chain. To encourage more sustainable practices, the Group looks for property development suppliers & contractors which are certified and have implemented a quality and environmental management system and are preferably ISO 45001:2018 Occupational Health and Safety Management System and ISO 14001:2015 Environmental Management System (“**EMS**”) certified.

The Group remains judicious in our selection and management of suppliers for property development. Besides assessing our suppliers on factors such as quality, we also consider environmental and social factors, such as assessments of health and safety and EMS.

We also collaborate with our suppliers on an ongoing basis after engaging them, to routinely assess their sustainability performance through media channels and also during annual evaluation. If any supplier(s) is/are found to have negative environmental and/or social impacts, such supplier relationship(s) shall be re-evaluated.

For the year ended 30 September 2022, the Group screened 100% of our new major suppliers using sustainability (both social and environmental) criteria. During FY2022, we had a new project and assessed one major supplier for environmental and social impact and there were no suppliers have been found to have significant negative environmental and social impacts.

Governance and Ethics Targets

Segment	Targets and Performance	
	FY2022 Targets	Status
Group-level	Zero incidents of breach of corporate compliance	Met
	Zero corruption incidents	Met
	Zero incidents of PDPA non-compliance	Met
	To perform assessment on 100% of major contractors and service providers on environment and social compliance	Met
	FY2023 Targets	
Group-level	Zero incidents of breach of corporate compliance	
	Zero corruption incidents	
	Zero incidents of PDPA non-compliance	
	Screen 100% of major new suppliers using environmental & social criterias	

Focus 2: Protecting Our Environment

As a responsible organisation, we recognise our role in mitigating negative environmental impacts. The Group seeks to capture opportunities in sustainable buildings presented by the Singapore Green Plan 2030 which will see increased demand for sustainable features and practices in the property sector. Therefore, we see that sustainability is an integral part of our property development business and we are constantly on the lookout for opportunities to incorporate sustainable practices into our business advantage.

Climate Risk Management

The Group is aware of the potential transitional and physical climate risk posed to the business. Transition climate risks are risks associated with changing economic conditions due to the transition towards a low carbon economy, such as extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. Physical climate risks are risks related to abnormal or extreme weather conditions such as erratic weather, heat waves and flooding.

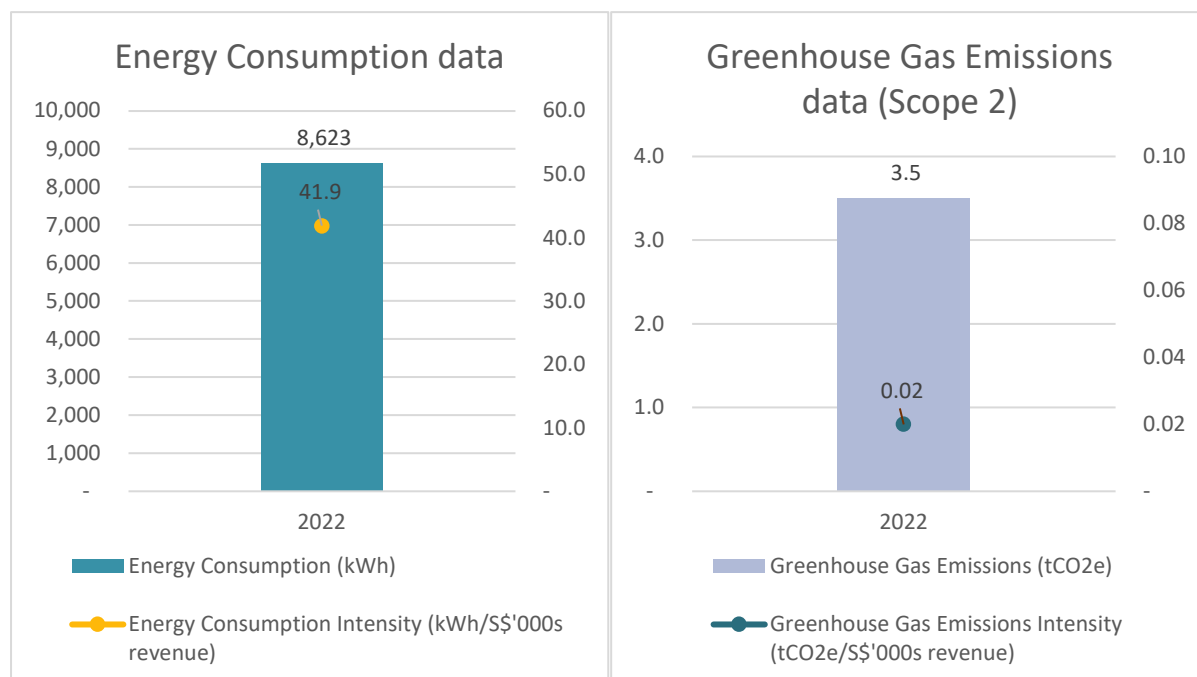
The Group is aware of the carbon emissions from the buildings operations which results in increasingly stringent regulations on the building's operations. In recent times, the Group has seen more new buildings attaining the Green Mark certification issued by the Building and Construction Authority ("**BCA**"). This initiative spurs the Group to consider such Green Mark certification as part of our investment considerations. In particular, the Group's freehold industrial property at Kim Chuan Terrace will be Green Mark certified.

In addition to transitional climate risk factors, the Group is also increasingly aware of the effects of physical weather events affecting the invested properties. Increasingly erratic rainfall patterns and flash flooding results in the Group to consider the impact of such physical weather events affecting the invested properties. These physical weather events could potentially incur higher mitigation cost to protect our investment properties. This has resulted in the Group to increasingly consider the effects of physical climate risk on the business.

These two factors combined has led the Group to take into consideration of climate change when making key investment decisions for our property development business. The Group will provide climate-related disclosures based on the TCFD Recommendations in our subsequent Sustainability Report for the financial year ending 30 September 2023.

Energy Consumption and Greenhouse Gas Emissions

The Group pays attention to global climate developments, and strives to minimise our environmental impact not only on property development sites, but in our offices. The Group routinely monitors our electricity consumption, and accounts for corporate greenhouse gases (“GHG”) emissions in accordance with the GHG Protocol. Adopting the control approach, the Group accounts for 100% of the GHG emissions from operations over which it has operational control. The following table show the Group’s energy consumption and greenhouse gas emissions data¹ of our office for FY2022:



As the Group does not directly consume fuel in generating electricity, the Group does not have any Scope 1 emissions. However, the Group procures electricity from a third-party electricity provider in our business operations. This results in the Group having to account for Scope 2 emissions. As we are in the initial stage of accounting for GHG emissions, the Group will adopt a phased implementation approach in reporting emissions and consider reporting Scope 3 emissions in the subsequent years.

We aim for continuous improvement in our building sustainability performance by promoting energy saving initiatives in our operations and monitor our electricity consumption whenever possible.

¹ The grid emission factors were obtained based on latest available data from the Singapore’s Energy Market Authority.

Environmental Targets

Segment	Target & Performance		
	FY2022 Target	Status	Performance
Property Development	Zero incidents of environmental non-compliance	Met	N.A.
	To obtain BCA Green Mark certifications for all the buildings that the Group has operational control of	In Progress	To be measured upon completion
	To implement energy and water saving features in all new developments	In Progress	The Group's current project includes energy saving features but will not include water savings features
FY2023 Targets			
Property Development	Zero incidents of environmental non-compliance		
	To obtain BCA Green Mark certifications for all the buildings that the Group has operational control of		
	To implement energy saving features in all new developments		

Focus 3: Developing Our Human Capital

The Group strives to create an inclusive workplace culture and provide a safe workplace environment committed to mutual respect, fairness and equality for all our employees.

Occupational Health and Safety

The Group ensures that our employees are provided with a safe workplace by implementing a Health and Safety policy to govern the workplace. Our employees are well taken care by our robust Occupational Health and Safety (“**OHSE**”) management system. The OHSE management system entails the Group taking all necessary measures to ensure full compliance with safety regulations.

All employees are based in a small office in Singapore. All employees are required to report to their respective manager in the event of any health and safety related near misses (defined as any incident whereby an occupational injury nearly happened). Upon the lodgement of any such report, the CEO will then work with the respective managers on the necessary rectification work to prevent recurrence of similar incident.

In FY2022, the COVID-19 global pandemic remains a health and safety risk to our employees. During these unsettling times, we stay committed to prioritising our employee's safety. In line with the government regulations, we have implemented safety measures which include safety distancing and work-from-home arrangements as well as educating our employees on safety measures during the pandemic.

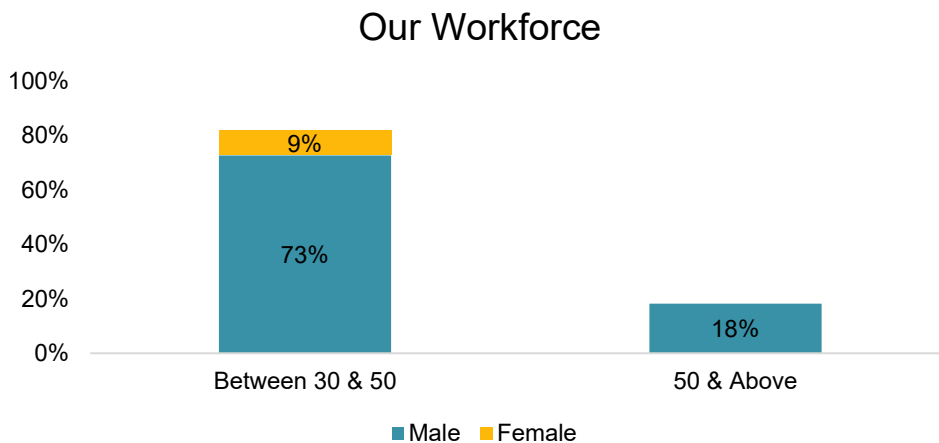
With the gradual relaxation of safe distancing rules, we continue to keep abreast with the latest health advisories issued by the BCA, the Ministry of Health (the “**MOH**”), the

Ministry of Manpower (the “**MOM**”) and other government agencies for new announcements on the COVID-19 measures; and take all necessary precautions to protect our staff and keep them updated on the latest advisory.

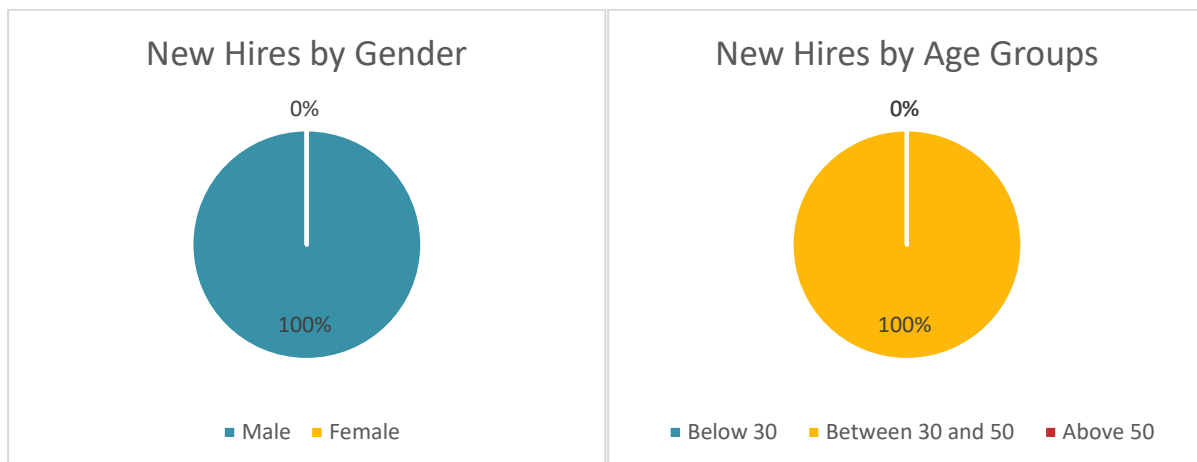
As at 30 September 2022, the Group did not have any substantiated complaints of non-compliance with local COVID-19 laws and regulations, nor any workplace related incidences.

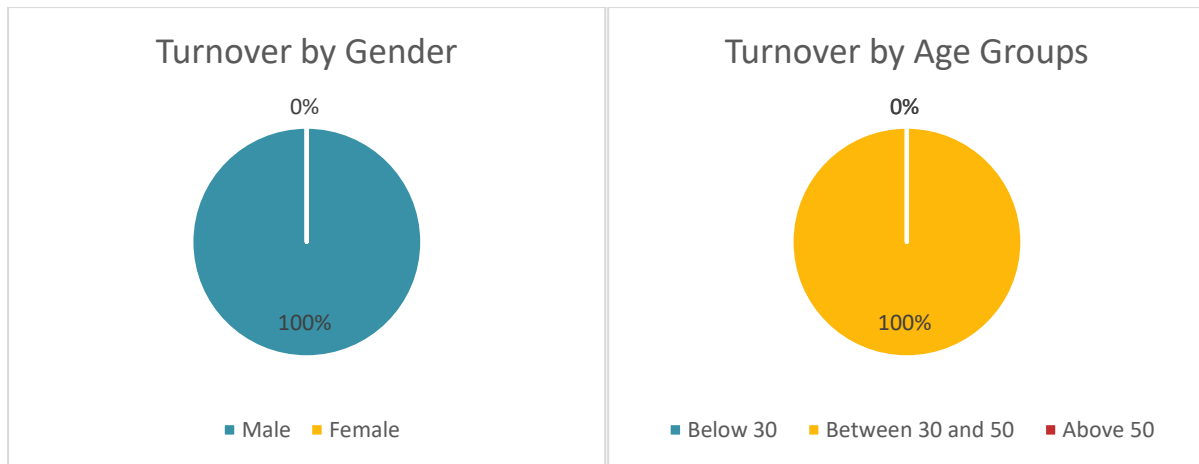
Workforce Diversity

Fair employment and endeavour to achieve a balanced and diversified workforce is encouraged in our Group. Across the years, the Group have kept our workforce stable with no significant turnover. As at 30 September 2022, the Group had a total headcount of 11 employees, of which one of them was a new hire. During the same period, one employee left the Group. These translate into a new hire rate and turnover rate of both 9%.

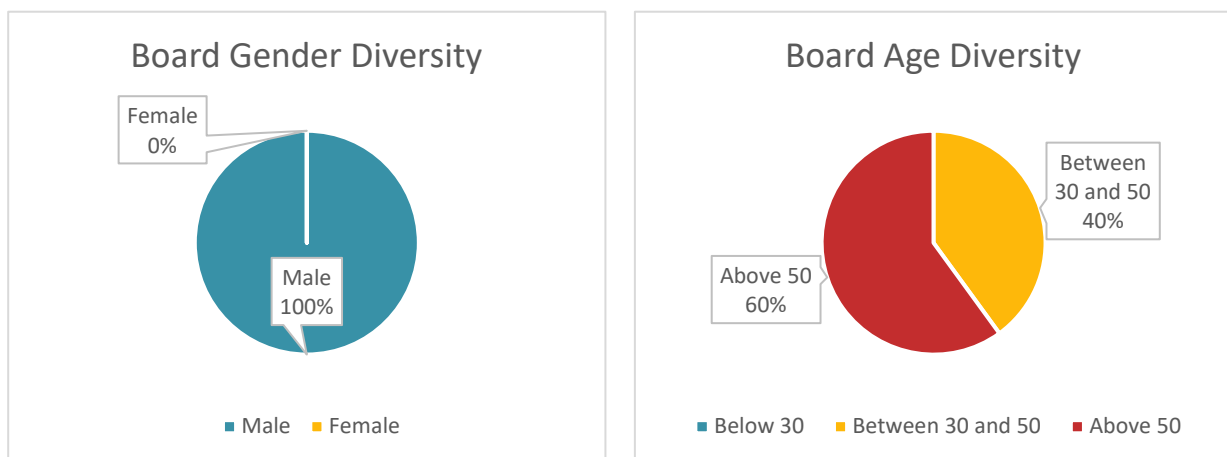


The Group’s employees are all hired on a permanent and full-time basis.





The Group understands the importance of have diversity in the organisation. Diversity provides us with diverse viewpoints for consideration when making key decisions. Thus, our Board consists of members with skills and knowledge from diverse backgrounds. As at FY2022, our Board composition are as follows:



Employee Retention

The Group recognises the valuable contribution of all employees to the business. All of our employees are assessed regularly and remunerated fairly based on their experience, qualifications and performance, regardless of age or gender. Regular performance reviews were carried out to provide feedback and growth opportunity for employees to enhance their personal development. In FY2022, 100% our employees received performance and career development reviews.

We prioritise the welfare of our employees by granting a range of employee benefits that safeguard employees' health such as medical insurance, healthcare and parental leave. In FY2022, three male employees were entitled to parental leave and all three of them took parental leave. Consequently, the Group saw a 100% return-to-work rate and a 100% retention rate of employees that took parental leave.

Training and Education

The Group is committed to continuously develop and grow the careers of our employees. We recognise that the quality of our employees contributes directly to the quality of our services and products. Where applicable, we actively encourage our new and existing employees, regardless of gender, to undergo upskilling through external trainings and the trainings are focused on bringing elevated experience and services to our customers. In FY2022, our employees attended on average 10 hours of external trainings by the Building and Construction Authority and 1 senior management attended the Chartered Valuer and Appraisal Course. As the Group learns to live with COVID-19, we will resume with more regular personal development trainings curated for our employees.

Human Capital Targets

Segment	Targets and Performance	
FY2022 Targets		
Group-level	Zero incidents of non-compliance with relevant labour laws & regulations	Met
	To achieve zero incidents of non-compliance with local COVID-19 laws and regulations	Met
FY2023 Targets		
Group-level	To achieve zero incidents of non-compliance with relevant labour laws & regulations	
	Ensure that 100% of our employees receive annual performance appraisals and reviews	

SGX Primary Components Index

S/N	Primary Component	Section Reference
1	Material ESG factors	Stakeholder Engagement and Materiality Assessment
2	Policies, Practices and Performance	<ul style="list-style-type: none"> ▪ Message from Executive Chairman and CEO ▪ Sustainability Strategy Overview ▪ Focus 1 to 3
3	Board Statement	Sustainability Governance and Statement of the Board
4	Targets	Focus 1 to 3
5	Sustainability Reporting Framework	About this Report

GRI Standards Content Index

Statement of use	OneApex Limited has reported in accordance with the GRI Standards 2021 for the period from 1 October 2021 to 31 September 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	Annual Report		
	2-2 Entities included in the organization's sustainability reporting	About This Report		
	2-3 Reporting period, frequency and contact point	About This Report		
	2-4 Restatements of information	About This Report		
	2-5 External Assurance	About This Report		
	2-6 Activities, value chain and other business relationships	Sustainability Strategy Overview		
	2-7 Employees	Focus 3: Developing Our Human Capital		
	2-8 Workers who are not employees	Focus 3: Developing Our Human Capital		

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
	2-9 Governance structure and composition	Annual Report		
	2-10 Nomination and selection of the highest governance body	Annual Report		
	2-11 Chair of the highest governance body	Annual Report		
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Upholding Good Governance and Ethics		
	2-13 Delegation of responsibility for managing impacts	Focus 1: Upholding Good Governance and Ethics		
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Upholding Good Governance and Ethics		
	2-15 Conflicts of interest	Focus 1: Upholding Good Governance and Ethics		
	2-16 Communication of critical concerns	Focus 1: Upholding Good Governance and Ethics		
	2-17 Collective knowledge of the highest governance body	Focus 1: Upholding Good Governance and Ethics		
	2-18 Evaluation of the performance of the highest governance body	Annual Report		
	2-19 Remuneration policies	Annual Report		
	2-20 Process to determine remuneration	Annual Report		

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
	2-21 Annual total compensation ratio	—	Confidentiality constraints	Intense competition for talent in the real estate industry
	2-22 Statement on sustainable development strategy	Sustainability Strategy Overview		
	2-23 Policy commitments	Focus 1 to 3		
	2-24 Embedding policy commitments	Focus 1 to 3		
	2-25 Processes to remediate negative impacts	Focus 1: Upholding Good Governance and Ethics		
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Upholding Good Governance and Ethics		
	2-27 Compliance with laws and regulations	Focus 1: Upholding Good Governance and Ethics		
	2-28 Membership associations	—	Not applicable	The Group is not a member of any associations
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment		
	2-30 Collective bargaining agreements	—	Not applicable	The Group's employees are not covered by collective bargaining agreements

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Materiality Assessment		
	3-2 List of material topics	Stakeholder Engagement and Materiality Assessment <u>List of material topics deleted as compared with the FY2021 Sustainability Report:</u> <ul style="list-style-type: none"> - GRI 303:Water - GRI 403: Occupational Health and Safety 		
Upholding Governance and Ethics				
GRI 3: Material Topics 2021	3-3 Management of material topics	Upholding Governance and Ethics		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Upholding Good Governance and Ethics		
	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Upholding Good Governance and Ethics		
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Upholding Good Governance and Ethics		

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Focus 1: Upholding Good Governance and Ethics		
	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Focus 1: Upholding Good Governance and Ethics		
	414-2 Negative social impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Upholding Good Governance and Ethics		
Protecting Our Environment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Protecting Our Environment		
GRI 302: Energy 2019	302-1 Energy consumption within the organisation	Focus 2: Protecting Our Environment		
	302-2 Energy consumption outside of the organization	—	Information unavailable	To disclose in subsequent years
	302-3 Energy intensity	Focus 2: Protecting Our Environment		
	302-4 Reduction of energy consumption	Focus 2: Protecting Our Environment		

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
	302-5 Reductions in energy requirements of products and services	Focus 2: Protecting Our Environment		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	—	Not applicable	The Group does not have any Scope 1 GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 2: Protecting Our Environment		
	305-3 Other indirect (Scope 3) GHG emissions	—	Information unavailable	To disclose in subsequent years
	305-4 GHG emissions intensity	Focus 2: Protecting Our Environment		
	305-5 Reduction of GHG emissions	Focus 2: Protecting Our Environment		
	305-6 Emissions of ozone-depleting substances (ODS)	—	Not applicable	The Group does not emit these emissions through our products and services
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—	Not applicable	The Group does not emit these emissions through our products and services
Developing our Human Capital				

GRI Standard/ Other Source	Disclosure	Location	Omission	
			Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Developing Our Human Capital		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 3: Developing Our Human Capital		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 3: Developing Our Human Capital		
	401-3 Parental leave	Focus 3: Developing Our Human Capital		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 3: Developing Our Human Capital		
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 3: Developing Our Human Capital		
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 3: Developing Our Human Capital		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 3: Developing Our Human Capital		
	405-2 Ratio of basic salary and remuneration of women to men	Focus 3: Developing Our Human Capital		