Singapore Shipping Corporation Limited

SINGAPORE SHIPPING CORPORATION LIMITED

SUSTAINABILITY REPORT

2026



Singapore Shipping Corporation Limited

Contents

BOARD STATEMENT 3
INTRODUCTION 4
ABOUT THIS REPORT 4
OUR HIGHLIGHTS 5
ABOUT SINGAPORE SHIPPING CORPORATION LIMITED 6
OUR BELIEFS AND VALUES 7
OUR SUSTAINABILITY APPROACH 8
SUSTAINABILITY GOVERNANCE STRUCTURE 8
STAKEHOLDER ENGAGEMENT 9
MATERIALITY ASSESSMENT 10
SUMMARY OF SUSTAINABILITY PERFORMANCE INDICATORS 11
GOVERNANCE 12
ANTI-CORRUPTION 12
COMPLIANCE WITH LAWS AND REGULATIONS 13
ENVIRONMENTAL RESPONSIBILITIES 14
ENERGY 14
EFFLUENTS AND WASTE 16
EMISSIONS 17
SOCIAL AND COMMUNITY RESPONSIBILITIES 23
OCCUPATIONAL HEALTH AND SAFETY 23
EMPLOYMENT 25
DIVERSITY AND EQUALITY 27
TRAINING AND EDUCATION 28
LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT 31
GRI CONTENT INDEX 32

BOARD STATEMENT

Dear Stakeholders,

The Board of Directors ("**Board**") is pleased to present the 9th sustainability report, prepared in accordance with the Singapore Exchange Securities Trading Limited's ("**SGX-ST**") sustainability reporting principles. The report includes details on the framework in which the Group incorporates sustainability aspects in the core of its operational businesses, with reference to the Global Reporting Initiative ("**GRI**") Standards (2021).

This report outlines how Singapore Shipping Corporation Limited ("**SSC**") integrates sustainability considerations into its business operations and decision-making processes. It reflects our continued commitment to conducting business responsibly, managing risks prudently, and creating long-term value for our stakeholders.

Effective management of environmental, social and governance ("**ESG**") risks and opportunities remains integral to our long-term strategy. These factors play a critical role in shaping our operational resilience, financial performance, and ability to navigate an increasingly complex global operating environment.

Based on the materiality assessment conducted in the financial year ended 31 March 2026 ("**FY2026**"), the Board has identified 9 material ESG factors that are most relevant to our stakeholders and/or significant to our business. The material topics identified in prior years remain fully applicable and continue to guide the development and execution of our sustainability strategy.

The Board is supported by the Sustainability Steering Committee, which oversees the management of sustainability-related and climate-related risks and opportunities. This includes monitoring performance against established targets and ensuring that sustainability considerations are integrated into overall business strategy and financial planning.

Operational efficiency remains a cornerstone of our sustainability approach. During the year, we continued to implement measures to optimise route planning, improve fuel efficiency, and enhance vessel performance. These efforts not only contribute to environmental stewardship but also strengthen our competitiveness and operational resilience.

Our commitment to sustainability extends beyond environmental stewardship. Safeguarding the health, safety and well-being of our employees and the communities we serve remains a priority. We uphold high safety standards and continue to invest in training and development programmes to enhance skills, awareness and capability across the organisation.

Despite ongoing challenges arising from an uncertain geopolitical and economic environment, we remain firmly committed to pursuing sustainable growth while fulfilling our sustainability responsibilities as a shipping group.

INTRODUCTION

ABOUT THIS REPORT

SSC presents its FY2026 sustainability report, prepared with reference to GRI Standards and in line with SGX-ST Mainboard Listing Rule 711(B).

We have adopted the GRI standards as our reporting framework, as they provide an internationally recognised set of guidelines and principles for reporting on corporate responsibility and sustainability performance, and are best suited to support SSC's sustainability reporting objectives.

This report comprehensively covers SSC's primary business components and revenue streams across its subsidiaries:

1. Island Line Pte. Ltd.
2. SSC Capricornus Leader Pte. Ltd.
3. SSC Sirius Leader Pte. Ltd.
4. SSC Boheme Pte. Ltd.
5. SSC Taurus 2015 (7000) Pte. Ltd.
6. Singapore Shipping Agencies Pte. Ltd.
7. SSC Investments (Pte) Limited
8. SSC Ship Management Pte. Ltd.
9. SSC (International) Pte. Ltd.
10. SSC Centaurus Leader Pte. Ltd.
11. H.S.H. (Malaysia) Sdn. Bhd.
12. SSC Universal Pte. Ltd.

It provides a clear view of our non-financial performance and activities in Singapore for the period from 1 April 2025 to 31 March 2026, unless stated otherwise in the report.

No restatements were made from the previous report.

We have not sought external assurance for this report. Our reporting is done in good faith and subject to an internal review in accordance with our risk-based internal audit plan. For any queries and feedback relating to this sustainability report, please contact:

Investor Relations Committee
Tel: 6220 4906
investor.relations@singaporeshipping.com.sg

OUR HIGHLIGHTS

Increase in cash and bank balances by **USD 17.6 million**

BizSafe 3 certification and **BizSafe Star certification**

Amongst the 7 Singapore Companies named in Forbes Asia "**Best Under a Billion**" 2023 list.



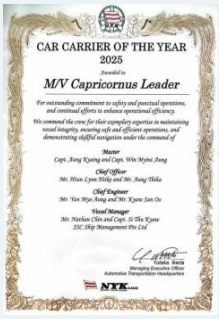
Certificate of Appreciation Award 2025 from Mitsui O.S.K Line's Auto Carrier Express (MOL ACE) for achieving a low accident rate





Award in recognition of Incident Free Car Jockey Stevedoring Operations 2025, awarded by PSA[1]





Certificate of Car Carrier of the Year 2025 awarded to M/V Capricornus Leader by NYK Line



[1] *Port of Singapore Authority*

ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

As a well-established shipping group in Asia, SSC has been listed on the Mainboard of the Singapore Exchange since 2000. Our core business revolves around shipping operations and is divided into four main businesses - ship owning, ship management, ship agency & terminal operations and logistics services.

Our business partners and principals include distinguished international companies. Locally, we provide logistics services to established organisations including various government-linked companies. Our vision is to be a consistently efficient, profitable and responsible shipping company.

We adhere to various guidelines and regulations set by our clients and regulatory bodies. We are part of numerous maritime associations and industry bodies, including the Singapore Shipping Association.

Ship Owning

SSC owns a fleet of modern Pure Car Truck Carriers ("**PCTC**") which traverse international waters and across numerous continents for and on behalf of their long-term charterers. The Group owns and manages five vessels under charter arrangements.

Ship Management



Established since 1984 with ISM[1] accreditations, SSC Ship Management Pte Ltd ("**SMPL**") is a wholly owned subsidiary of SSC and oversees our ship management business. With a team of qualified and experienced master mariners, marine and engineering superintendents, SMPL manages services such as technical management, procurement, crew procurement and management, ISO and ISM certifications and audits. SMPL also oversees other services such as ship inspection and new construction consultancy.

Shipping Agency and Terminal Operations

With over 50 years of experience, Singapore Shipping Agencies Pte Ltd ("**SSAPL**"), a wholly owned subsidiary of SSC, has a well-established presence in the local shipping industry. With a team of highly experienced shipping professionals, port captains and on-site managers, SSAPL provides a wide-spanning range of quality, value-added agency and terminal services that include vessel husbandry, stevedoring and cargo management. SSAPL covers terminal operations at Pasir Panjang Automobile Terminal and Jurong Port, as well as the shipment and handling of special cargoes.

Logistics Services

Island Line Pte Ltd ("**ISPL**"), a member of the Singapore Logistics Association and a wholly owned subsidiary of SSC, has over 20 years of experience in Strategic Projects logistics and freight forwarding. Being a well-established entity in the logistics industry, ISPL provides services and solutions for niche markets and other industries or cargoes that entail special handling. We offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transhipment.

[1] International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organization ("**IMO**")

Singapore Shipping Corporation Limited

OUR BELIEFS AND VALUES

Our Mission

OUR PEOPLE

Our people are our greatest asset. We develop, reward and retain passionate and success-oriented professionals at all levels. We adhere to our values and keep our word, engendering trust and mutual respect.

OUR CUSTOMERS

Our priority is our customers. We deliver reliable and responsive service on all fronts. We pursue excellence in our work and constantly endeavour to improve.

OUR SHAREHOLDERS

We are committed to maximising the value of shareholder returns, enabling appropriate reinvestments to the Group and in our people.

Living our values *every day*

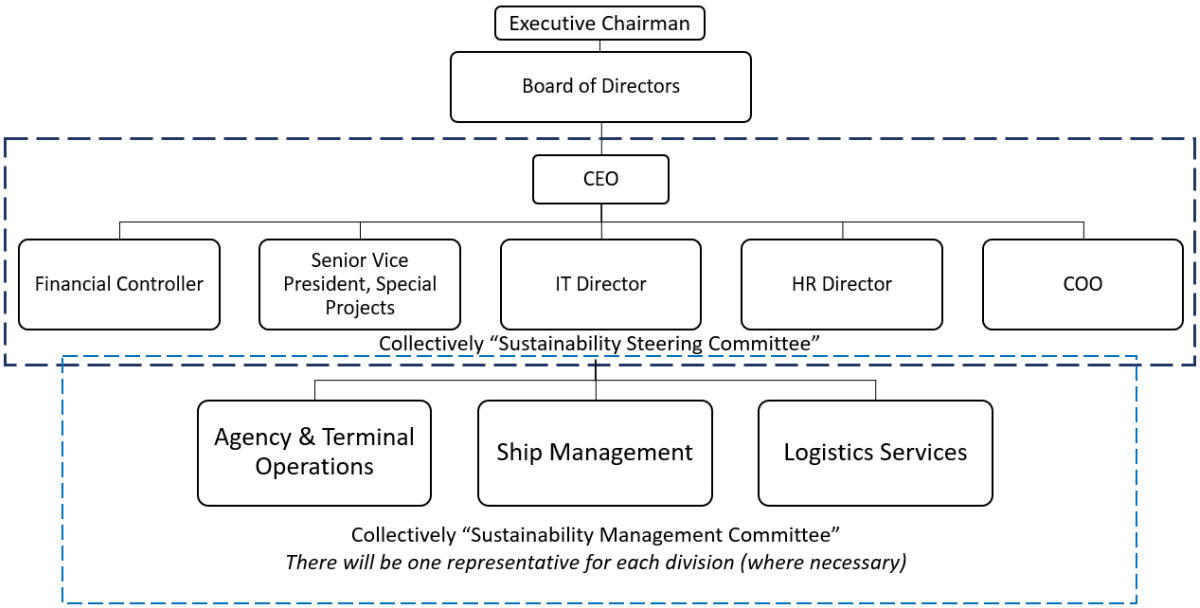
CARING · SAFE · RESPONSIBLE · VALUE EACH OTHER · INSPIRING

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE

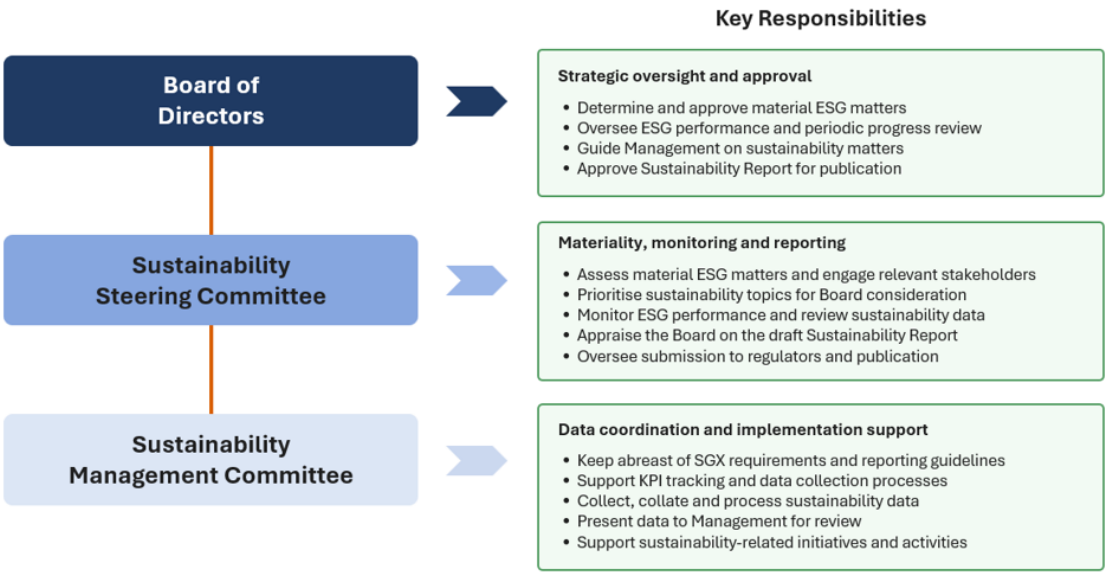
The Board is ultimately responsible for overseeing SSC's sustainability strategy and performance. The Sustainability Steering Committee, chaired by the Group Chief Executive Officer and comprising senior management, supports the Board by overseeing sustainability-related and climate-related risks and opportunities, and ensuring their integration into the Group's overall business strategy and financial planning.

The Sustainability Management Committee comprises representatives from the three business divisions and is responsible for the daily implementation of sustainability initiatives and monitoring of SSC's ongoing sustainability performance.



Sustainability Governance Structure

Board oversight supported by management-level review, reporting and implementation



The structure supports Board-level oversight, Management review and coordinated execution of the Group's sustainability agenda.

STAKEHOLDER ENGAGEMENT

Recognising and addressing the concerns of various stakeholders enables us to gauge the influence of our business operations more accurately on SSC's sustainability objectives.

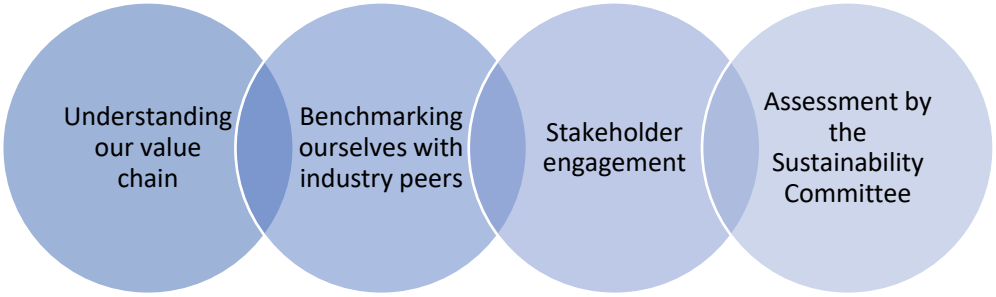
SSC constantly engages its stakeholders through numerous methods, such as town-hall sessions held by the individual departments and regular communications between department heads and senior management to ensure that the relevant stakeholders are kept abreast of developments. By actively engaging our stakeholders, we are able to explore new opportunities, issues, and risks, all of which support value creation for both our business and stakeholders.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Shareholders	• Annual General Meeting • Corporate Announcements • Investor Relations Initiatives	• Annually • When required throughout the year	• Improve performance and higher profitability • Clear lines of communication and feedback • Anti-Corruption	• Established investor relations function to manage communications • Established board charters with adequate segregation of duties to manage financial and non-financial matters
Employees	• Orientation programme for new employees • Employee training and skills development programmes • Yearly performance appraisals	• When required throughout the year • Recreational activities are held on a yearly basis	• Job Security • Clear Career progression paths • Safe working environment	• Develop employees professionally • Provide a variety of learning and development programmes. • Adequately reward and recognise contributions of employees
Government and Regulators	• Meetings and dialogue sessions with governmental representatives • Participating in surveys and audits in collaboration with regulators • Membership in industry associations	• When required throughout the year	• Compliance with applicable laws and regulations • Adherence to payment of corporate taxes and levies	• Proactively share feedback and data with regulators. • Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings
Clients	• Company initiated feedback sessions and surveys	• When required throughout the year	• High standards of services and products	• Engage customers through networking events and programmes
Business Partners	• Operational meetings and dialogue sessions with service providers and suppliers • Use of established procurement systems and practices to communicate with business partners	• When required throughout the year	• Continuity of business • Prompt and regular payment	• Maintain mutually respectful relationships through regular communication • Ensure timely payments and a robust procurement system
Trade Unions	• Discussions between SSC, respective trade unions and the employees	• Bi-annually	• To ensure employees' welfare and wages are met	• Facilitate regular communication

MATERIALITY ASSESSMENT

We have an established process to determine and evaluate the material topics aligned with GRI Standards (GRI 3 Material Topics).

Our process involves:



From the assessment, SSC's material topics from last year remain relevant with no changes or additions to 2026 topics.

No.	Key Issues*	GRI Reference
Governance		
1.	Improve and sustain financial performance	GRI 201: Economic Performance
2.	Anti-Corruption	GRI 205: Anti-Corruption
Environmental Responsibilities		
3.	Energy Consumption	GRI 302: Energy
4.	Climate & Environment	GRI 305: Emissions
5.	Effluents and Waste Management	GRI 306: Waste
Social and Community Responsibilities		
6.	Occupational Health and Safety ("OHS")	GRI 403: Occupational Health and Safety
7.	Training and Career Development	GRI 404: Training and Education
8.	Employee Well-being and Engagement	GRI 401: Employment
9.	Career Progression and Equal Opportunity	GRI 405: Diversity and Equal Opportunity

**Key issues are not ranked in priority*

Singapore Shipping Corporation Limited

SUMMARY OF SUSTAINABILITY PERFORMANCE INDICATORS

Material Topics and Indicators	Reporting Period (Financial year otherwise indicated)	
	FY2026	FY2025
ENVIRONMENT		
Scope 1 Emission(s) (tCO_2)		
• Mobile fuel combustion	46.2	49.0
Scope 2 Emission(s) (tCO_2)		
• Purchased Electricity (Location Based)	37.5	40.7
GHG Emission Intensity (tCO_2/Revenue '000)	0.0017	0.0018
Energy		
• Fuel Consumption (litre)	17,342	18,254
• Total energy consumption (i.e. electricity) (kWh) in the organisation	87,180	95,354
• Energy Intensity (kWh/Revenue '000)	5.11	5.70
Effluents and Waste		
• Hazardous Waste Generated (tons)	522.20	488.53
• Non-Hazardous Waste Generated (tons)	0.07	0.58
GOVERNANCE		
• Total confirmed incidents of corruption and action taken	0	0
• Total non-compliance with law and regulations which resulted in fine	0	0
SOCIAL		
Total Employee(s)		
• Male	98	90
• Female	32	33
Total Turnover Rate[1]	10%	15%
Number of Reportable Injuries	0	0
Average Training Hours Per Employee	14.5	12.0

[1] *The Total Turnover Rate is computed based on the number of employees who left during the period over the total number of employees as at the end of the period.*

GOVERNANCE

As a public listed organisation and good corporate citizen, fraudulent and corruption actions within the organisation would negatively impact organisational performance and reputation to our stakeholders and global community.

ANTI-CORRUPTION

How do we manage this topic?

SSC takes a serious stance against corruption and fraudulent actions, which includes the focus on our reporting on the processes, initiatives and actions that SSC has put in place to combat corruption. This has been included in the employee handbook.

SSC has a whistleblowing policy which allows stakeholders to raise concerns about possible improprieties which may adversely affect our operations via post to our whistleblower panel or by email to our designated whistleblower officer.

Our policies expressly prohibit bribes and any form of facilitation payments. It is in the Group's core values that we have zero tolerance for corrupt acts in our working environments to allow our stakeholders to have absolute confidence in the way we manage our businesses. We achieve this through multi-stakeholder collaboration and having proper processes to act as checks and balances at all levels of our operations. This spans all levels of the organisation - from managerial decision-makers to our colleagues working at the ports we operate in. In line with this commitment, we regularly remind our stakeholders such as our clients, business partners and employees of our zero tolerance for corruption and bribery.

In FY2026, the Group's operations were assessed, and it was determined that there were no significant risks related to corruption.

We provide regular training and highlight to the employees about the consequences of corruption and committing criminal offences, which lead to fines and imprisonment. We also encourage our employees to report to the management if they suspect any form of corruption. Moreover, we promote a culture which encourages our employees to speak up if there are suspected fraudulent activities. We emphasize and regularly reiterate that there will be no retaliation against any employees who report wrongdoing. Our whistleblowing policy encourages good faith reporting of suspected reportable activities, breaches of company values, ethics or even the applicable laws (such as the Singapore Prevention of Corruption Act and other applicable anti-bribery laws).

Our Performance and Targets

We have been reporting on anti-corruption at SSC since the inception of our sustainability report in 2018. Our reporting has been consistent since 2018, with no incidents.

In FY2026, we had no incidents of corruption and action taken, resulting in reprimands nor any confirmed incidents of bribery, corruption or extortion involving SSC employees.

SSC will continue to be responsible for assessing the adequacy and effectiveness of mitigating measures, and manage financial, operational, information technology, compliance and reputational related risks.

Performance Dashboard FY2026

Anti-corruption **Stable**

0 operations with identified significant corruption risks

FY2025: 0

0 confirmed incidents of corruption

FY2025: 0

Singapore Shipping Corporation Limited

COMPLIANCE WITH LAWS AND REGULATIONS

How do we manage this topic?

As an organisation listed on the Singapore Stock Exchange, SSC has in place a governance structure to ensure compliance with laws and regulations.

The Group maintains a zero tolerance for non-compliance and encourages our employees, customers, suppliers, and stakeholders to report any incidences via our established whistleblowing channels. More details of our risk management and internal controls measures are reported in our Corporate Governance Section of the Annual Report.

Our Performance and Targets

In FY2026, there were no incidents of non-compliance nor fines incurred for non-compliance with laws and regulations.

We aim to maintain zero violation of the laws, rules and regulations for FY2027 and onwards.

Performance Dashboard FY2026

Compliance **Stable**

0 incidents of fines

FY2025: 0



ENVIRONMENTAL RESPONSIBILITIES

The 2023 International Marine Organization ("**IMO**") Greenhouse Gas Strategy presents a framework for Member States, outlining visions for international shipping, ambitious targets for reducing greenhouse gas ("**GHG**") emissions, and guiding principles. It includes mid- and long-term measures with potential timelines and their impacts, as well as identifies barriers and supportive measures such as capacity building, technical cooperation, and research and development ("**R&D**").

The strategy aims to achieve a reduction in the carbon intensity of international shipping (measured as CO2 emissions per transport work) by driving compliance with the IMO Carbon Intensity Indicator ("**CII**") regulations, under which ships are graded annually based on emissions performance, with rating thresholds become progressively more stringent since coming into force in 2023, tightening from approximately 2% per year to a cumulative reduction requirement of up to 21.5% by 2030.

SSC, being a well-established shipping group in the region, recognises its responsibilities as a global corporate citizen. We have been managing our resources efficiently, especially the carbon footprint from our operations, which is one of the most important areas for our stakeholders. As our ships are chartered, we work very closely with our customers to improve the efficiency and performance of our ships and aligning those with the IMO target.

We are committed to reduce energy consumption and are always exploring ways to improve its energy efficiency. There are various policies in place and initiatives to improve environmental responsibilities from energy, emission, water and effluents perspectives.

ENERGY

How do we manage this topic?

The Group's primary energy consumption is attributable to our ship management, shipping agency & terminal operations and logistics services in Singapore and Malaysia.

In FY2026, the Group consumed 87,180 kWh of electricity (comprises a mix of renewable and non-renewable energy) and 17,342 litres of fuel oil. Our fuel energy consumption mainly comes from diesel and petrol used for vehicles on our vessels, at the port terminals and electricity used at our facilities and electric vehicle ("EV").

The bunker fuel consumed by the chartered-out vessels is the responsibility of the charterers and is not considered part of the SSC's direct operational fuel consumption.

In addition, sulphur dioxide, a by-product of the combustion of crude oil in the ship's engine, is extremely harmful to human health and can lead to, amongst other ecological disasters, acid rain. IMO has tightened regulations to limit sulphur content in fuel oil to a maximum of 0.5%. Limiting sulphur dioxide emissions in this way will improve the air quality and allow us to better protect our oceans and environment.

SSC's vessels are on long term charters to Wallenius Wilhelmsen and NYK. In collaboration with our stakeholders, SSC has taken the required steps to ensure its vessels use very low sulphur fuel oil, which contains 0.5% mass by mass of sulphur, to comply with IMO 2020.

Further, in managing our energy, we have the following policies and initiatives to reduce consumption:

Policies and initiatives to reduce consumption
• Collaborating with our principals for our chartered vessels to ensure that there is optimal scheduling for the vessels, reducing port stay times to reduce costs and increase trip efficiencies. • Collaborating with our principals for our chartered vessels for modification and

upgrades to improve the overall operating efficiency of the vessels.

- We adopted the practice of slow steaming i.e. reducing the speed of the vessel, thus reducing carbon dioxide emissions and saving fuel.
- We regularly inspect our hull and provide proper maintenance to reduce the friction caused by the accumulation of marine fouling. This allows us to optimise our vessels' performance and reduce fuel consumption.
- Main and auxiliary propellers are maintained in accordance with the maker's recommended maintenance program to ensure it can be operated at its optimum condition.
- Select the best sea route with the aid of weather charts and Artificial Intelligence ("AI") to reduce voyage distance and fuel consumption.

We will continue to monitor the vessel condition, certification, and regulation to ensure that the requirements are met. For example:

1. Our fleet has adopted the use of biofuel provided by our Charterer to reduce our carbon footprint.
2. Change of fuel additives to reduce generation of sludge and improve combustion.
3. Change to a lower speed during the voyage to reduce fuel consumption.
4. Exploring options to implement electrical forklift over diesel powered forklift.

Additionally, staff are trained to ensure:

1. Lights and air conditioning are turned off when there is no operation being conducted or no staff in the warehouse office and
2. Forklift is switched off while waiting for loading or during idling. All fuel and electrical consumptions are monitored closely through monthly bills.



Our Performance and Targets

In FY2026, fuel consumption decreased by 912 litres, despite an increase in revenue and profit. This reduction was primarily attributable to agency projects involving a higher proportion of static cargo, which resulted in fewer forklift movements and lower fuel usage. Electricity consumption decreased by 8,174 kWh due to enhanced energy-saving practices across office and warehouse operations. Consequently, energy intensity (kWh/Revenue '000) improved from 5.70 to 5.11 (10%).

The vessel managers continued to set targets in FY2026 and monitor progress, maintaining a result-oriented approach while remaining flexible and adaptable when the situation varies. The warehouse staff attend daily toolbox briefings to raise awareness on energy saving and receive feedback from operational ground staff on the difference after energy saving measures are taken.

In FY2027, our short to medium term target is to maintain our energy intensity targets in alignment with business operations, ensuring our energy intensity ratio remains consistent whilst continuing to evaluate our long terms goals for improving our overall energy efficiency.

The analysis of our energy consumption as follows:

	FY2026	FY2025
Fuel Consumption (litre)[1]	17,342	18,254
Purchased Electricity (kWh)	87,180	95,354
Energy Intensity (kWh/Revenue '000)	5.11	5.70

[1]The fuel consumption was largely contributed by the ISPL and SSAPL.

EFFLUENTS AND WASTE

How do we manage this topic?

We recognised that garbage from ships can be just as deadly to marine life as oil or other chemicals. Plastic especially is a great danger since it can float for years, being trapped, or be ingested by marine mammals. Our business generates non-hazardous waste such as packaging materials and wooden dunnage. SSC does not generate hazardous waste through its own operational activities. However, as part of its ship chartering services, SSC facilitates the disposal of Residual Fuel Oil ("**RFO**") generated during charterers' voyages. During these voyages, vessels incinerate some RFO onboard, and the remaining RFO is collected by specialised waste collectors at the terminals where the ships dock.

Our vessels provide seamen with, amongst others, technical information on shipboard garbage management methods such as minimisation, recovery, recycling, reuse, incineration, compaction, separate, sorting and sanitation systems. We have implemented an environmental policy which strictly follows the Prevention of Pollution policy and deals with oil pollution prevention, garbage disposal and separation. Shipboard operation strictly follows the company directives and did not violate any of the IMO regulations.

SSC also provides uncrate services for clients. Wooden debris will usually be returned to the warehouse for disposal. Debris is disposed of in designated National Environment Agency disposal bins provided by the main contractor. SSC reuses the dunnage wool and lashing belts for export containers or used onsite. SSC targets to reuse 100% of the materials unless they are damaged.

At SSC, we conscientiously monitor our effluents and waste discharge into the environment and seek to reduce any environmental or ecological impact.

Our Performance and Targets

In FY2026, total waste increased by 33.16 tons, primarily due to a higher volume of RFO generated by vessels during the year. This is consistent with the growth in revenue from the ship owning business unit.

We have reviewed and refined our procedures and waste management plans for both ocean and shoreside activities. In addition, together with our charterers, we are proud to announce that our fleet has maintained our clean record of having no significant oil spills in FY2026. Audits and inspections are carried out regularly to ensure compliance. Lastly, daily toolbox briefings will be conducted to warehouse staff to raise awareness about staying green and managing waste, as well as to receive feedback from ground operation employees to ensure the measures are taken.

In FY2027, we aim to maintain our record of having no significant oil spills and continue to evaluate our long-term goals in our overall effluent discharge and waste management methods.

Total waste generated, and disposal methods	FY2026	FY2025
Total Waste Generated (tons)	**522.27**	**489.11**
• Hazardous	522.20	488.53
• Non-Hazardous	0.07	0.58
Hazardous Waste Diverted from Disposal through Other Recovery Operation (tons)	**234.70**	**88.83**
• % of Total Waste	45%	18%
Hazardous Waste Directed to Disposal by Landfill (tons)	**287.50**	**399.70**
• % of Total Waste	55%	82%
Non-Hazardous Waste Directed from Disposal through Recycling (tons)	**0.07**	**0.58**
• % of Total Waste	0.01%	0.1%

EMISSIONS

How do we manage this topic?

In line with IMO objective to reduce carbon intensity and address global concerns and risks associated with climate change. SSC recognises the importance of integrating environmental considerations into the Group's overall strategy formulation and business decisions. We are committed to managing and minimising our environmental footprint across our value chain, including working with our principles and charterers on the emissions produced by our vessels and our business operations.

For our vessels, we are working closely with principals for the chartered vessels to ensure there is optimal scheduling, the practice of slow steaming and optimising the maintenance of our hull and propellers which are described in the Energy Section.

In line with an increasing call for green shipping, where people or goods are transported through ships using minimal resources and energy as possible to reduce their environmental footprint, SSC has risen to the challenge by refining our vessels, policies, practices, and technology to achieve greater cost efficiencies. This includes upgrades such as transitioning to better paint grades to minimize speed loss. For instance, vessels undergo complete stripping of old paint and application of new full coats to optimize performance. Given that our vessels traverse global routes, they must meet stringent requirements set by international regulatory bodies like the IMO, as well as comply with regulations from local shipping ports, coastal authorities, and flag-state administrations.



Compliance with the Energy Efficiency Index of Existing Vessels ("**EEXI**") is based on their technical design such as vessel type, date of creation, size and according to the baseline. This will result in upgrades to their engines. Any changes to EEXI requirements may result in additional investments which are necessary for the vessels to operate.

Since 2023, all vessels are required to establish a Carbon Intensity Indicator ("**CII**") and receive a grade from A to E. Vessels that maintain a D grade for three consecutive years or receive an E grade for one year will need to implement a corrective action plan to achieve a grade of A, B, or C.

There were no vessels with a 'D' or 'E' grade in FY2026.



To allow our vessels free and uninterrupted access to every corner of the globe, SSC strongly prioritises regulatory compliance and adheres strictly to the relevant laws and regulations of the states in which we operate. We set out the below developments in our key policies and practices that allow us to maintain our high standards of regulatory compliance.

We provide training and education on aspects set out in the 2017 guidelines for the implementation of the International Convention for the Prevention of Pollution from Ships. We are mindful that our policies and processes only go as far as our seamen and employees are willing to adhere to and put these policies and processes into practice, and this requires proper training and education.

Aside from governmental efforts to develop and undertake compulsory training suited for the seafaring communities under their jurisdiction, shipowners and ship operators equally have a responsibility to communicate such education as and when appropriate for them to do so.

We provide our seamen with, amongst others, technical information on shipboard garbage management methods such as minimisation, recovery, recycling, reuse, incineration, compaction, separate, sorting and sanitation systems. We also provide them with education material designed to raise the level of compliance, which includes reports on the nature and extent of garbage from shipping found along beaches and in coastal waters in jurisdictions they travel extensively in.

In accordance with the guidelines, we have placed informational sheets in prominent places where the crew work and live as well as in areas where bins are placed for collection of garbage. It contains information regarding the prohibition and restrictions for discharging garbage from ships and the potential penalties for failure to comply.

We recognise that there is more to be done and will continue to strengthen our efforts and build strategic initiatives that will yield a greater positive impact in the future.

In FY2025, a reassessment of climate-related risks and opportunities was undertaken in alignment with the categories outlined under the Task Force on Climate-Related Financial Disclosures risk taxonomy. This reassessment was informed by a review of prior year climate-related disclosures, benchmarking against industry peers, and reference to the Sustainability Accounting Standards Board ("**SASB**") standards for the Marine Transportation sector to ensure relevance and comparability.



Taurus Leader

Governance

- Climate risks and opportunities and associated metrics have been presented to the Board of Directors. Climate-related risks and opportunities are evaluated by the Board of Directors in the Group's business & strategy as part of its overall oversight on sustainability topics of the Group.

- Climate risks and opportunities are managed by the sustainability committee on a day-to-day basis involving the development and execution of policies and processes to manage risks.

Risk Management

- Climate risks and opportunities have been integrated into the overall risk management process.

- The last reassessment of both physical and transition climate-related risks was conducted in FY2025, benchmarked against industry peers and the SASB standards for the Marine Transportation sector. These risks were evaluated in accordance with the Group's established risk parameters, with corresponding action plans identified to mitigate potential impacts. The Group reviews its climate-related risks, impacts, and mitigation strategies at least annually to ensure continued relevance and responsiveness.

Strategy

- The Group continues to assess its climate-related risks annually to identify relevant physical and transition risks and their financial impact on the business from short, medium and long-term perspectives.

- Climate-related risks and opportunities are reviewed by the Sustainability Committee and the Board of Directors on a regular basis.

Metrics

- The Group continues to disclose its Scope 1 and 2 emissions, including short-term targets, and climate-related risks and opportunities.

- The Group has performed gap analysis against the requirements of IFRS S2 Climate-related Disclosures[1] in FY2026 and is taking a phased approach to enhance its climate-related reporting ahead of the applicable mandatory timeline. The Group will continue to monitor regulatory developments and review its reporting practices, data availability and internal processes.

*1 IFRS S2: Climate-related Disclosures is a standard issued by the International Sustainability Standards Board ("**ISSB**") that sets out requirements for entities to disclose climate-related risks and opportunities. The Group's gap analysis against IFRS S2 is intended to assess its readiness and identify areas for enhancement towards producing an ISSB-compliant sustainability report by FY2031.*

Relevant physical and transition risks and associated financial impact

The relevant physical and transition risks and associated financial impact are described below. The risk ratings are aligned with the Group's risk parameters and definition of risk ratings:

[1] Time Period

Short term	Medium term	Long term
2030	2040	2050

Physical risks

Acute and chronic climate-related impacts on operations and assets

Category	Description	Financial impact	Time period[1]
Acute	Global warming is increasing the frequency and severity of extreme weather events (such as storms, floods and tropical cyclones). This leads to the following risks: • Asset damage, repair cost and write-off • Lost or damaged cargo • Disruption to shipping routes / port infrastructure • Rising insurance premiums • Supply chain disruption affecting access to replacement parts / delaying logistics routes	Revenue reduction / increased operating cost	Short – medium term
Chronic	Rising sea levels are increasing coastal erosion and leading to write-off of low-lying coastal assets. This could lead to disruption to shipping routes and asset damage.	Revenue reduction / increased operating cost	Long term
	The sea absorbs approximately 30% of the CO_2 emitted into the atmosphere, leading to ocean acidification. As the planet heats, the sea is also heating at a faster rate than the air. This results in increased biofouling and corrosion of ship hulls.		
	Rising air temperature can affect worker productivity and health and safety.		

Relevant physical and transition risks and associated financial impact (continued)

[1] Time Period

Short term	Medium term	Long term
2030	2040	2050

Transition risks

Policy, technology, market and reputational risks associated with decarbonisation

Category	Description	Financial impact	Time period[1]
Policy and legal	Shipping contributes significantly to global Greenhouse Gas emissions and has a heavy reliance on diesel. Alternative fuel options are not widely available. As carbon taxes become more commonplace, this could lead to increased cost of fuel and reduced operating margin.	Increased operating cost	Short – medium term
	The IMO has a clear decarbonisation pathway and will introduce increasingly stringent requirements for organisations to achieve this. Non-compliance with IMO requirements could lead to fines or impact license to operate.	Increased operating cost	Medium term
Technology	Pressure from the IMO and industry peers to reduce shipping emissions may lead to alternative fuels such as hydrogen or biofuels being used. This will result in costly engine and vessel modifications, and possible staff training costs. There is also uncertainty around the useful life of newer technologies which may be unproven or costly to repair.	Increased operating costs	Long term
Market	Consumers may begin to exhibit a preference for organisations which are the most mature on their decarbonisation trajectories. If SSC falls behind its peers, it could suffer a loss of market share.	Revenue reduction	Short – medium term
	International carbon taxes, shifting availability of renewable and fossil fuels, and rapidly evolving technologies could all impact supply and demand, leading to fluctuating costs of input materials.	Increased operating costs	
Reputational	Shipping is widely recognised as a carbon intensive industry. Not being seen to do enough to mitigate its impacts could harm consumer trust, make it difficult to attract / retain talent, and reduce access to finance / increase borrowing costs.	Revenue reduction	Medium term

Our Performance and Targets

GRI 305 Emission was identified as the metrics used to assess climate related risks & opportunities. The operational control approach is used for the consolidation of data based on the GHG protocol. The Group's Scope 1 and 2 CO_2 Emissions are detailed below:

	FY2026	FY2025
Total Carbon Emission (tonnes CO_2 equivalent)[1]	83.7	89.7
Scope 1 Emission(s)		
• Mobile fuel combustion[2]	46.2	49.0
Scope 2 Emission(s)		
• Purchased Electricity (Location Based)[3]	37.5	40.7
GHG Emission Intensity (tCO_2 / Revenue '000)	0.0017	0.0018

[1] GHG emissions are derived in accordance with the requirements of the "GHG Protocol Corporate Accounting and Reporting Standard". The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report. The equivalent CO2 emission for electricity based on the operating margin factors from the Energy Market Authority of Singapore.

[2] Mobile fuel combustion primarily involves diesel and petrol used by forklifts and service cars.

[3] Purchased Electricity are primarily location-based with data derived from the national grids of Singapore and Malaysia.

The total carbon emissions in FY2026 decreased by 6.0 tCO_2, primarily due to a reduction in purchased electricity, resulting from efforts by SSC to reduce office and warehouse electricity usage.

In FY2026, SSC continued its collaboration with third-party service provider ClassNK to monitor vessel emission levels and CII ratings, ensuring full compliance with IMO and EU emission regulations. We maintain regular communication with clients and shipboard crews through emails, site visits, and ongoing dialogues to track progress, share results, and gather valuable feedback for continuous improvement.

To promote energy awareness on the ground, daily toolbox briefings are conducted with warehouse staff. These sessions serve not only to reinforce energy-saving practices but also to gather feedback on the effectiveness of implemented measures. Additionally, SSC is also proactively implementing measures to reduce energy consumption. These include optimizing operational schedules, upgrading vessels to enhance efficiency, adopting slow steaming practices, and leveraging Artificial Intelligence (AI) to determine optimal shipping routes, thereby minimizing fuel consumption.

In FY2027, our short to medium term target is to maintain our GHG intensity targets in alignment with business operations, ensuring our GHG emission intensity ratio remains consistent. Meanwhile, we continue to evaluate our long-term goals for our overall GHG emission, in tandem with our strategy to further improve our emission levels in accordance with the goals of IMO.

SOCIAL AND COMMUNITY RESPONSIBILITIES

The Group aims to provide an environment that is safe and supports the well-being of its employees and our stakeholders. We are committed to being a socially responsible organisation that promotes health and safety at work, equal opportunity and diversity in the workforce and community.

OCCUPATIONAL HEALTH AND SAFETY

How do we manage this topic?

We value the safety and well-being of our employees and are committed to preventing work-related illness, injury, and fatality amongst workers. The Group has in place an Occupational Health and Safety ("**OHS**") to ensure high standards in workplace health and safety at our facilities in compliance with International Safety Management ("**ISM**") and Maritime Labour Convention ("**MLC**") working requirements. SSC holds BizSAFE Star certification.

Specifically:

- Strict compliance with all health, safety, and environmental policies is maintained at all times.
- Regular meetings and assessments are conducted to review safety practices, with feedback provided consistently to management.
- Stevedore training sessions are organized routinely by SSC to ensure operational safety.
- Toolbox meetings are conducted before each operation to reinforce safety protocols and awareness among workers.
- Safety Standard Operating Procedures for cargo operations are continually reviewed and updated.
- Staff members are sent for certified accreditation and participate in monthly meetings with the PSA.
- Risk Assessments and Safe Work Procedures are updated regularly, covering key areas such as lifting plans, fire safety, working at heights, workmen's compensation, and company insurance.
- All employees are trained and briefed to proactively take preventive measures to avoid accidents.
- Ongoing training programs are conducted to enhance employees' understanding of workplace hazards and emergency response procedures.
- Safety policies mandate the use of personal protective equipment at all times; safety harnesses are compulsory for tasks performed above two meters in height.
- Visitors and third-party contractors must undergo appropriate safety training and be informed of potential hazards before entering the premises.
- The Group's OHS Policy for Ship Management is aligned with the ISM Code and MLC 2006 standards, aiming to minimize risks across all work activities.
- Comprehensive risk assessments are conducted annually, with monthly revisions discussed during Workplace Safety and Health ("**WSH**") Committee meeting.
- Port-based personnel receive regular safety briefings tailored to their operational environment.
- A dedicated WSH Committee and appointed Safety Officer work collaboratively to identify, mitigate, and eliminate workplace hazards.
- Daily toolbox briefings are conducted for both jobsite delivery and warehouse operations.
- Hazard-related information is actively shared within the WSH Committee to promote continual safety awareness.

Our Performance and Targets

As part of its ongoing performance improvement efforts, SSC has enhanced its risk assessment procedures and increased the frequency of safety briefings and meetings for all lashing and stevedoring personnel, aiming to strengthen safety awareness and operational practices. Regular audits and inspections have also been carried out to ensure safe and efficient operations. Staff feedback on improvement areas has been received and considered, contributing to risk reduction on-site.

As a result of enhanced risk assessments, increased safety briefings, and continuous engagement with operational staff, SSC recorded zero reportable injuries, occupational diseases, or fatalities in FY2026. This outcome reflects the effectiveness of the Group's occupational health and safety management system.

It is our perpetual target to provide a risk-free working environment for our employees, customers and suppliers and we strive to have zero major safety incidents.

In FY2027, we aim to achieve zero incidents of non-compliance with safety law, requirements and standard.

Our workplace health and safety performance is as follows:

	2026	2025
Number of fatalities incident	0	0
Number of reportable injuries	0	0
Number of occupational disease	0	0
Number of loss days due to injuries	0	0



EMPLOYMENT

How do we manage this topic?

We recognise that our people are our greatest assets, and SSC believes in fair employment practices, human rights and providing equal opportunities to all employees without discrimination. We are proud to announce that SSC's employee demographics have continued to be closely aligned with industry standards, having an employee strength of 130 as at 31 March 2026.

SSC is an inclusive and performance driven organisation dedicated to attracting and retaining top talents. We have established a fair merit-based system that ensures equal opportunities for all employees regardless of age, gender, ethnicity or physical disability.

Additionally, we believe in fair remuneration, with packages benchmarked against industry standards in order for us to attract, retain and motivate our employees. As such, we offer comprehensive benefit packages to all employees.

Our Performance and Target

The increase in overall employee headcount is due to a higher number of casual workers (i.e. employees with non-guaranteed hours) required to assist with business operations.

It is our perpetual target to maintain a diverse and inclusive workforce and maintain a 100% return-to-work rate for all employees who have taken parental leave.

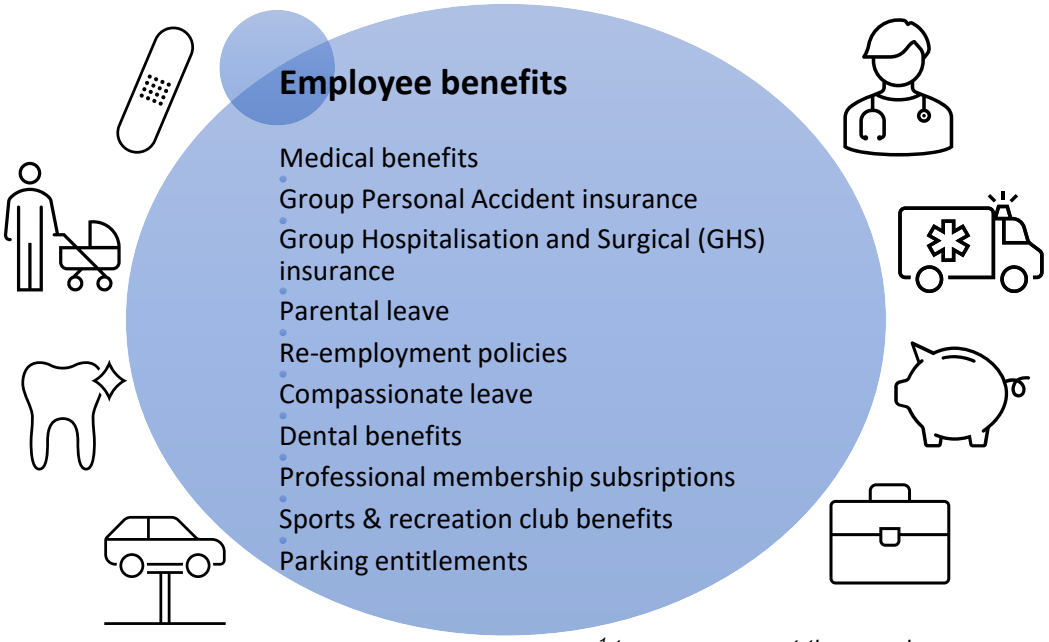
✓ Achieved 100% of Return-to-work rate

Parental leave

FY2026

Number of employees who took parental leave	16	4
Number of employees who returned to work after parental leave ended	16	4
Return to work rate	100%	100%

SSC provides the following benefits to full-time employees[1].



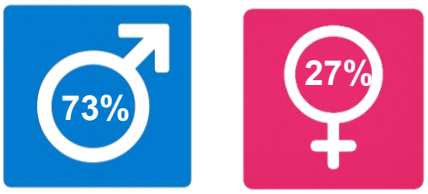
[1] *temporary or part-time employees are not included*

Employees by Gender

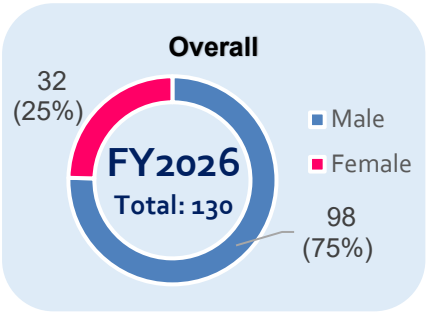
FY2026



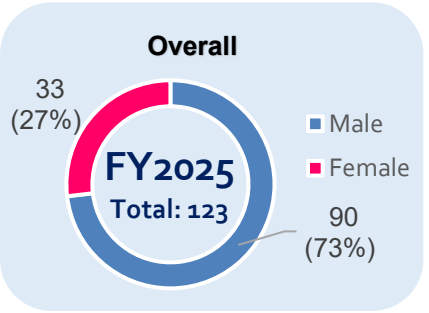
FY2025



Employees Breakdown by Gender, Employment Type & Region



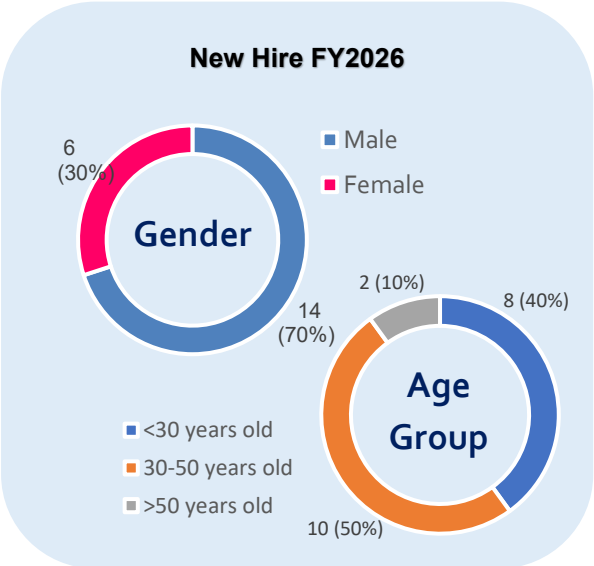
Employment Type	FY2026 Singapore	Malaysia	Total
Full-time	106	2	108
Part-time	3	1	4
Non-guaranteed hours[1]	18	0	18
Permanent	98	2	100
Temporary	29	1	30

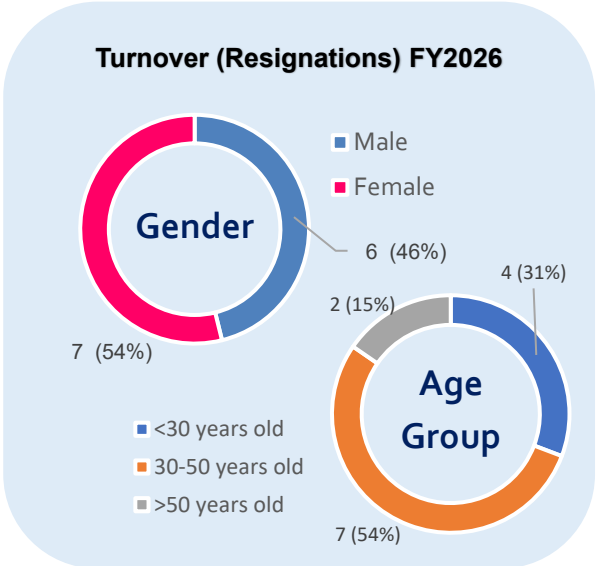


Employment Type	FY2025 Singapore	Malaysia	Total
Full-time	108	2	110
Part-time	1	1	2
Non-guaranteed hours[1]	11	0	11
Permanent	106	2	108
Temporary	14	1	15

Note: Temporary and permanent positions can be classified as full-time, part-time and non-guaranteed staff.
[1] Non-guaranteed hours refer to manual labourers paid by SSC.

New Hire and Resignations by Gender & Age





DIVERSITY AND EQUALITY

How do we manage this topic?

Our business thrives on diversity as it leverages a broad range of strengths and skills from a diverse workforce consisting of employees from various ethnic groups, religions, age and gender. We promote equity by ensuring access to opportunities for all through fair and respectful policies and actions. Additionally, we aspire to cultivate an inclusive culture that fosters innovation and progress where everyone feels they belong. In this environment, our employees share a common purpose and can succeed as their best, authentic selves.

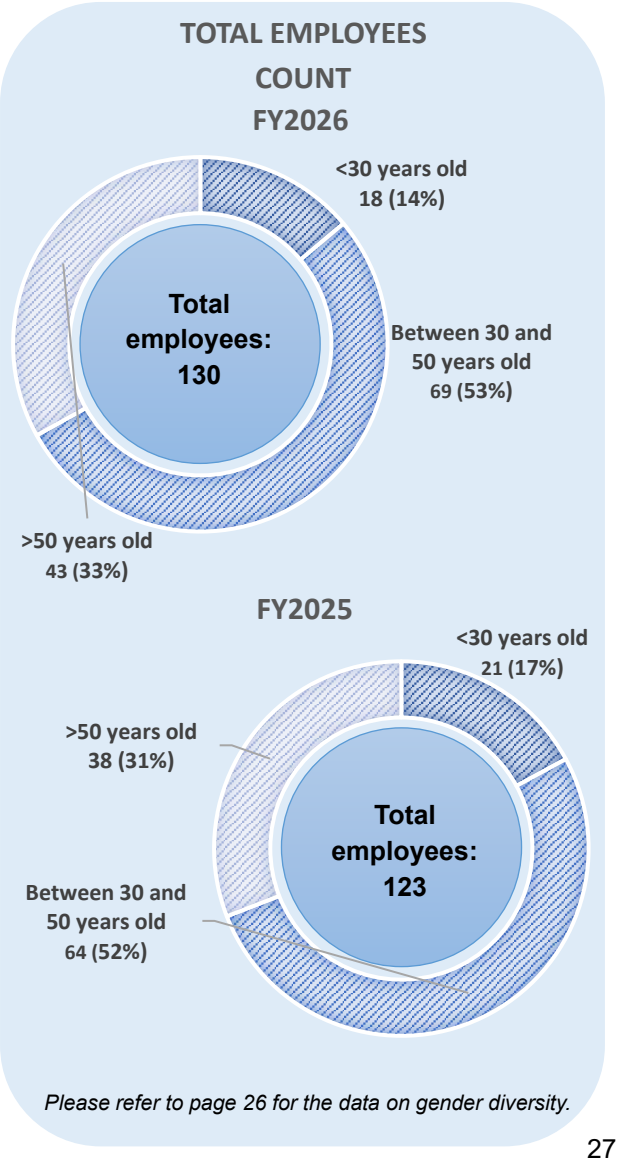
Our Performance and Targets

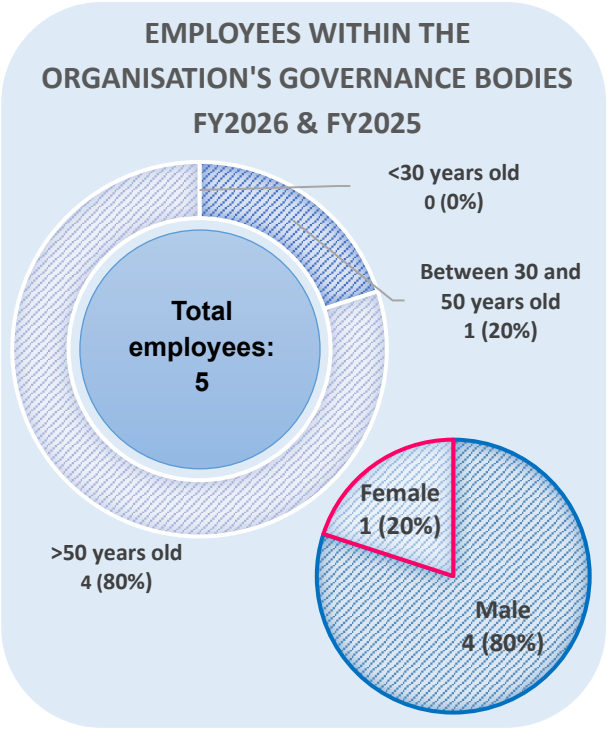
Workforce composition reflects the operational profile of the maritime and logistics sectors, which traditionally attract a higher proportion of male employees.

The number of employees within the organisation's governance bodies remains at 5.

We are committed to building a diverse workforce that reflects a broad range of perspectives, including differences in gender, age, professional experience, background, skills, core competencies, and knowledge.

Employment statistics:





Please refer to page 26 for the data on gender diversity.

Diversity Snapshot FY2026

Women represented/accounted for:

20% of the Board

33% of independent directors

30% of middle and senior management

42% of promotions

TRAINING AND EDUCATION

We place strong emphasis on developing reliable and skilled employees, supporting their motivation to embrace lifelong learning. Our human resource policies promote training for all employees, ensuring they are well equipped with relevant knowledge to meet or exceed performance standards. We encourage our employees to sign up for external training programs in areas or skillsets relevant to their work and interests.

Programme for upgrading employee skills and transition

A fund has been set aside for our employees to attend training courses and seminars. Additionally, our employees undergo regular performance reviews to receive feedback and guidance from their supervisors. These reviews highlight the area for improvement, and employees who excel are recognised and commended.

Other than our annual performance appraisal, we have employees' engagement surveys to ensure that our employees feel supported and committed to contributing continuously to SSC's success.

In FY2026, our employees participated in a range of training topics to ensure they could perform their work safely and improve their skill sets.

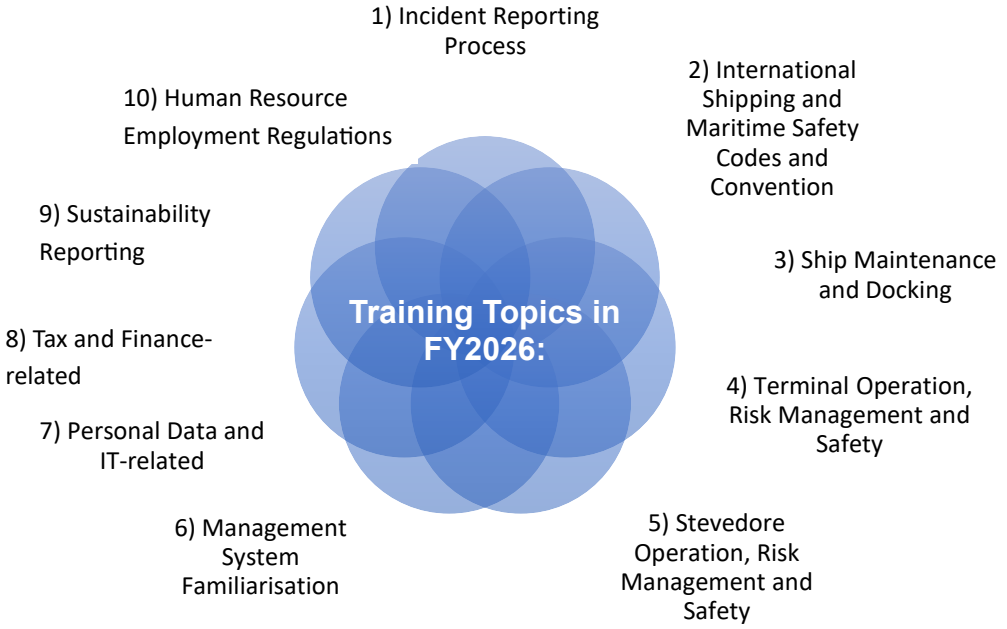


In FY2026, our full-time employee staff headcount decreased by 2%. During the year, more than 90% of the workforce attended training sessions and our employees received average 14.5 service training hours per employee, including on-site and vocational training, an 21% increase from FY2025.

	FY2026	FY2025
Average hours of training per year per employee	14.5	12.0

Note: Trainings are not applicable for non-guaranteed staff.

Employees are always encouraged to join our recreational club and participate in activities organised by our recreational committee. SSC is also building a culture of checking in on our employees, where our managers regularly reach out to employees to assist them in their daily lives, not just their working environments.



Performance and Career Developments Review

Performance appraisals and career development reviews are conducted at least annually between the employees and supervisors or managers. The reviews are used as a platform to assist employees in identifying strengths, improvement opportunities, career development and advancement plans. It is also used as a metric to consider employees for promotions and remuneration adjustments depending on the performance and merits of the employee.

SSC strives to provide appropriate learning and development opportunities to upskill employees and enrich their career progression within the Company and the Group. The employees may apply for or be recommended by their immediate supervisor to attend job-related training, workshops, conferences or seminars.

SSC is committed to ensuring that the performance of all employees is periodically evaluated and feedback is received.

Training and career development enable us to achieve positive outcomes for the Group in the following aspects:

Employer

- Build employee value proposition.
- Retain valuable skills and knowledge.
- Lower staff turnover rate and talent retention.
- Increase overall efficiency when employees are equipped with the right skills.
- Add value to the business as well as develop talent.

Employee

- Benefit from obtaining new skills and work experience which enable them to meet job expectations and deliverables.
- Drive job satisfaction.
- Boost job confidence.
- Succession planning for potential high performers.
- Empower employees to perform their roles.

Customers

- Able to meet customers' needs in a prompt and efficient manner.
- Maintain a consistent level of customer service.

Our Performance and Targets

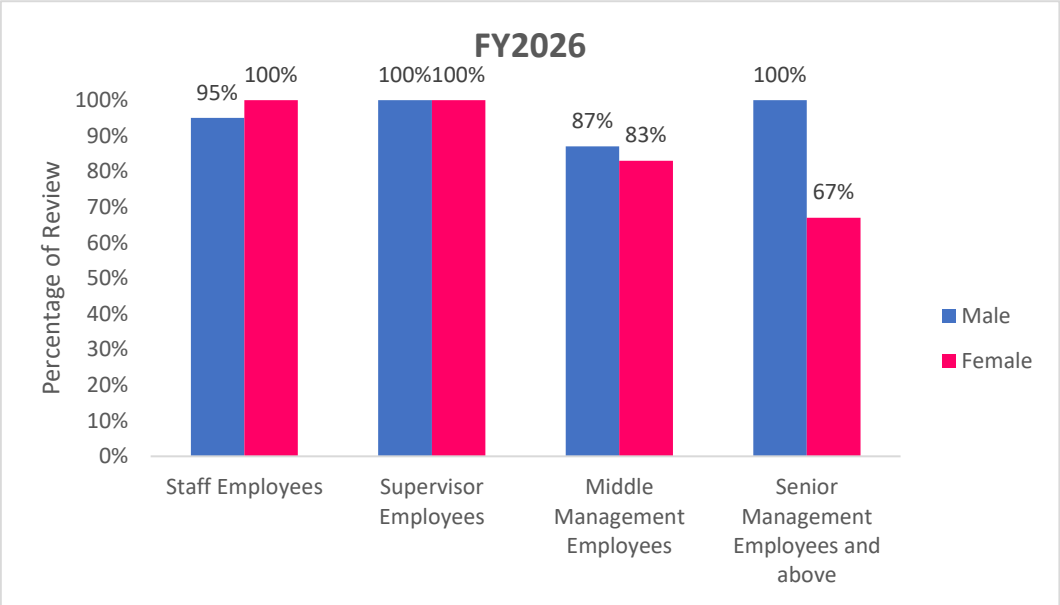
The charts below show the percentage of employees who have gone through their annual performance and career development review.

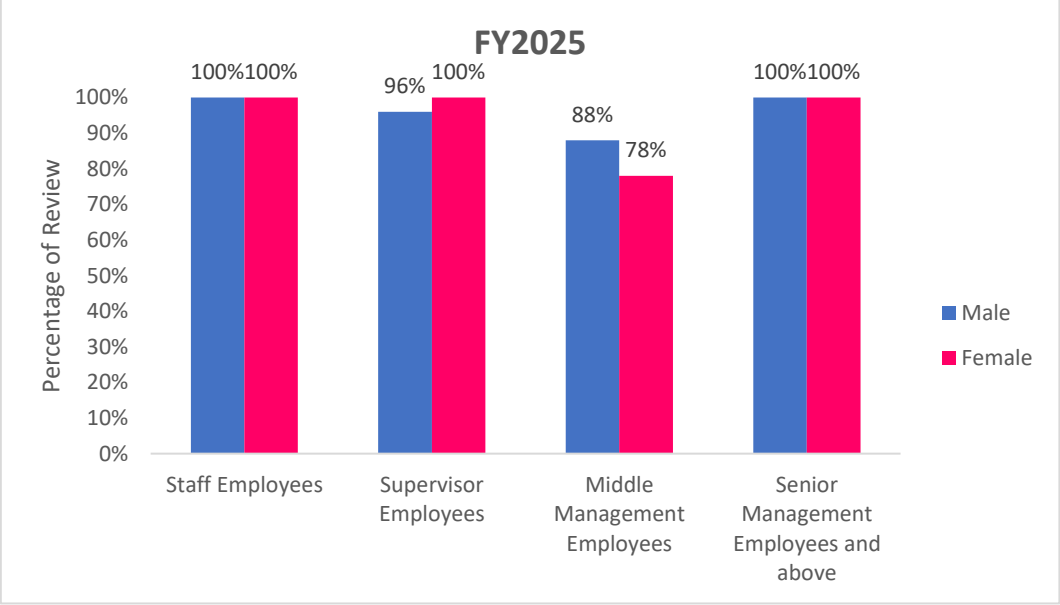
Overall, the percentage of employees who underwent their annual performance and career development review slightly decreased from 96% in FY2025 to 94% in FY2026.

The remaining 6% in FY2026 are still under probation and therefore not yet due for review, or were serving notice.

We aim to ensure that 100% of all eligible full-time employees participate in at least one performance or work appraisal.

Annual Performance & Career Development Review by category





Note: non-guaranteed staff are not eligible for performance reviews

LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT







As part of our ongoing Corporate Social Responsibility efforts, SSC, together with Stamford Land Corporation Ltd ("**SLC**"), partnered with Kampong Kapor Community Services to organise a Goodie Bag Distribution Drive.

The initiative brought employees together to pack and distribute goodie bags to underprivileged residents living in rental flats across three blocks at Jalan Besar. A total of 180 families benefited from essential items such as rice, oil, milk, and crackers.

The event demonstrated SSC and SLC's commitment to giving back to the community. Through this initiative, employees had the opportunity to engage directly with residents, fostering a stronger sense of social responsibility and community care.

Beyond providing practical assistance to families in need, the Goodie Bag Distribution Drive also encouraged employee volunteerism, teamwork and camaraderie. The meaningful participation of our employees underscores our commitment to contributing to the well-being of the communities in which we operate.



GRI CONTENT INDEX

Statement of use	Singapore Shipping Corporation has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	Sustainability Report 2026 ("**SR**") page 3, 6 – 7 Annual Report 2025/2026 ("**AR**") page 1, 28, 133, 149 – 150
	2-2 Entities included in the organisation's sustainability reporting	SR page 4
	2-3 Reporting period, frequency and contact point	SR page 4
	2-4 Restatements of information	N.A.
	2-5 External assurance	SR page 4
	2-6 Activities, value chain and other business relationships	SR page 6 AR page 10 – 11, 133
	2-7 Employees	SR page 25 – 30
	2-8 Workers who are not employees	N.A.
	2-9 Governance structure and composition	SR page 3 AR page 6 – 8, 28
	2-10 Nomination and selection of the highest governance body	AR page 42 – 43
	2-11 Chair of the highest governance body	AR page 38 – 40
	2-12 Role of the highest governance body in overseeing the management of impacts	SR page 3, 8
	2-13 Delegation of responsibility for managing impacts	SR page 3, 8
	2-14 Role of the highest governance body in sustainability reporting	SR page 3
	2-15 Conflicts of interest	AR page 32, 62, 149 – 150
	2-16 Communication of critical concerns	SR page 12 – 13 AR page 57 – 58
	2-17 Collective knowledge of the highest governance body	AR page 32 – 33
	2-18 Evaluation of the performance of the highest governance body	AR page 44 – 45
	2-19 Remuneration policies	AR page 46 – 50
	2-20 Process to determine remuneration	AR page 46 – 47
	2-21 Annual total compensation ratio	N.A.
	2-22 Statement on sustainable development strategy	SR page 3, 5
	2-23 Policy commitments	SR page 7
	2-24 Embedding policy commitments	SR page 3 – 31
	2-25 Processes to remediate negative impacts	SR page 12 – 13 AR page 57 – 58, 60 – 61

GRI STANDARD	DISCLOSURE	LOCATION
	2-26 Mechanisms for seeking advice and raising concerns	SR page 12 – 13 AR page 57 – 58
	2-27 Compliance with laws and regulations	SR page 13
	2-28 Membership associations	SR page 6
	2-29 Approach to stakeholder engagement	SR page 9
	2-30 Collective bargaining agreements	N.A.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR page 10
	3-2 List of material topics	SR page 10
	3-3 Management of material topics	Refer to respective material topics within this report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR page 22 – 23
	201-2 Financial implications and other risks and opportunities due to climate change	SR page 20 – 21
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SR page 12
	205-3 Confirmed incidents of corruption and actions taken	SR page 12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR page 14 – 15
	302-3 Energy intensity	SR page 14 – 15
	302-4 Reduction of energy consumption	SR page 14 – 15
	302-5 Reductions in energy requirements of products and services	SR page 14 – 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR page 17 – 22
	305-2 Energy indirect (Scope 2) GHG emissions	SR page 17 – 22
	305-4 GHG emissions intensity	SR page 17 – 22
	305-5 Reduction of GHG emissions	SR page 17 – 22
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	SR page 16
	306-3 Waste generated	SR page 16
	306-4 Waste diverted from disposal	SR page 16
	306-5 Waste directed to disposal	SR page 16
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR page 26
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR page 25
	401-3 Parental leave	SR page 25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR page 23 – 24
	403-2 Hazard identification, risk assessment, and incident investigation	SR page 23 – 24
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR page 23 – 24
	403-5 Worker training on occupational health and safety	SR page 23 – 24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR page 23 – 24
	403-8 Workers covered by an occupational health and safety management system	SR page 23 – 24
	403-9 Work-related injuries	SR page 23 – 24
	403-10 Work-related ill health	SR page 23 – 24
GRI 404: Training	404-1 Average hours of training per year per employee	SR page 28

GRI STANDARD	DISCLOSURE	LOCATION
and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	SR page 28
	404-3 Percentage of employees receiving regular performance and career development reviews	SR page 29 – 30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR page 27