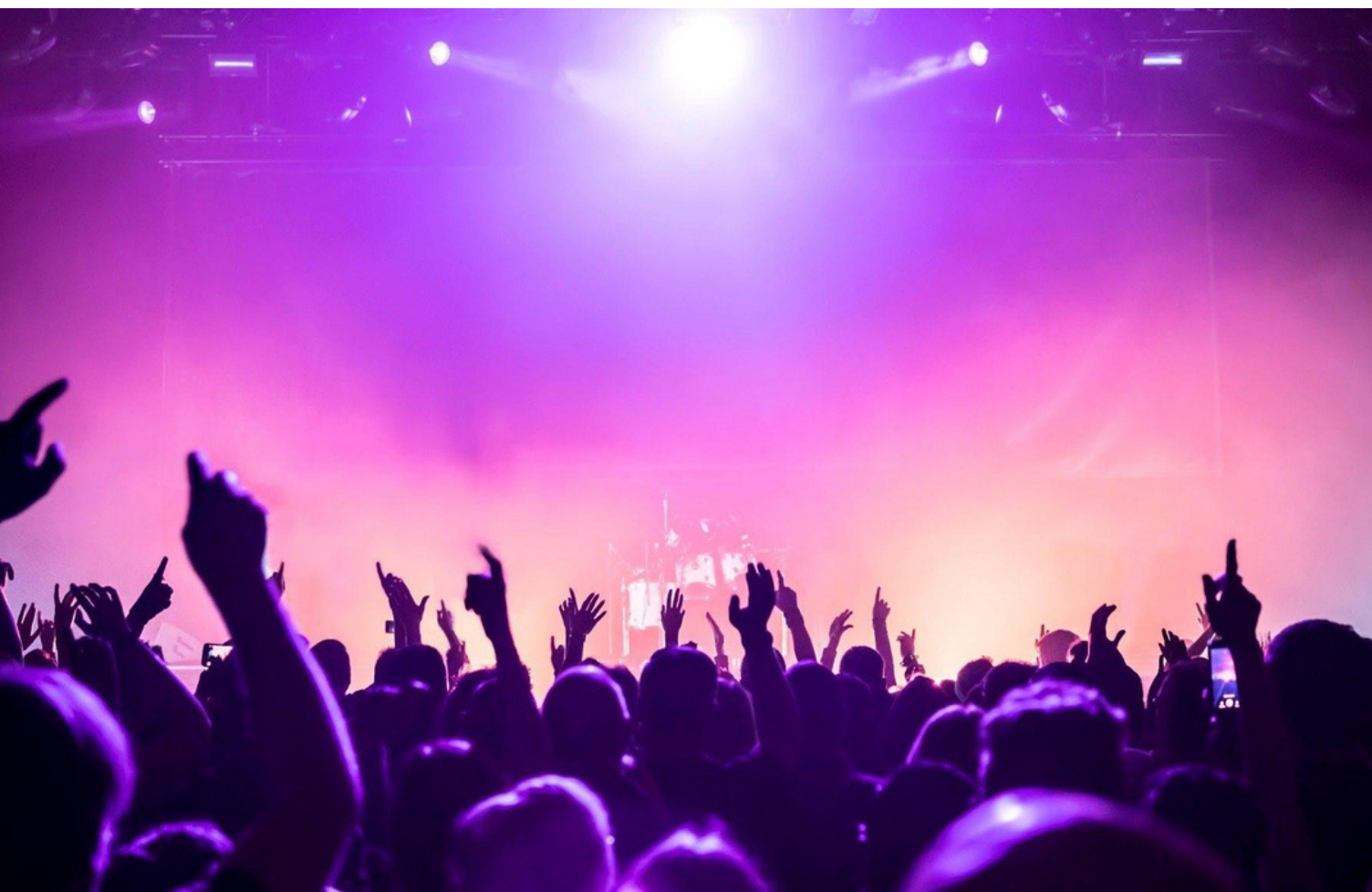


UnUsUaLTM
飛凡有限公司 LIMITED

SUSTAINABILITY REPORT

2023



THE BOARD'S STATEMENT

Dear Stakeholders,

The Board of Directors (the "Board") is pleased to present Unusual Limited ("UnUsUaL", together with its subsidiaries, collectively the "Group") sustainability report for the financial year ended 31 March 2023 ("FY2023"), (the "Report") where we share about the progress of the Group has made in its sustainability journey throughout the year.

The Report is prepared with reference to the SGX Sustainability Reporting Guide, and the Global Reporting Initiative ("GRI") Standards.

The Board remains committed to establish and maintain an effective sustainability reporting framework, which is supported by underlying internal controls, risk management practices, clear accountability, and reporting process. The Board evaluates and considers Economic, Environmental, Social and Governance ("EESG") risks and opportunities relevant to the Group during the formulation of overall business strategy, objectives and performance measurements.

The past few years have been unlike any other, with the global entertainment landscape significantly impacted by the COVID-19 pandemic. The restrictions and safety measures necessary to combat the virus have posed unprecedented challenges to our industry. However, as we witness the gradual subsiding of the pandemic and the resumption of various entertainment activities, we find ourselves in a pivotal moment of transition and opportunity. As we embrace this opportunity, we are committed to create a positive impact on the environment, society, and the communities in which we operate.

Our commitment to sustainability is an ongoing endeavour, and we acknowledge that there is still progress to be made and goals to be achieved. Our dedication extends beyond the production and promotion of live events and concerts to our customers; we strive to do so in a way that is socially fair and environmentally responsible.

As UnUsUaL continues to progress in the pursuit to ensuring the sustainable growth of the Group, we would like to extend our appreciation to our employees, customers, business partners and investors for joining us on the journey, and we look forward to sharing our achievements with our valued shareholders in the years to come.

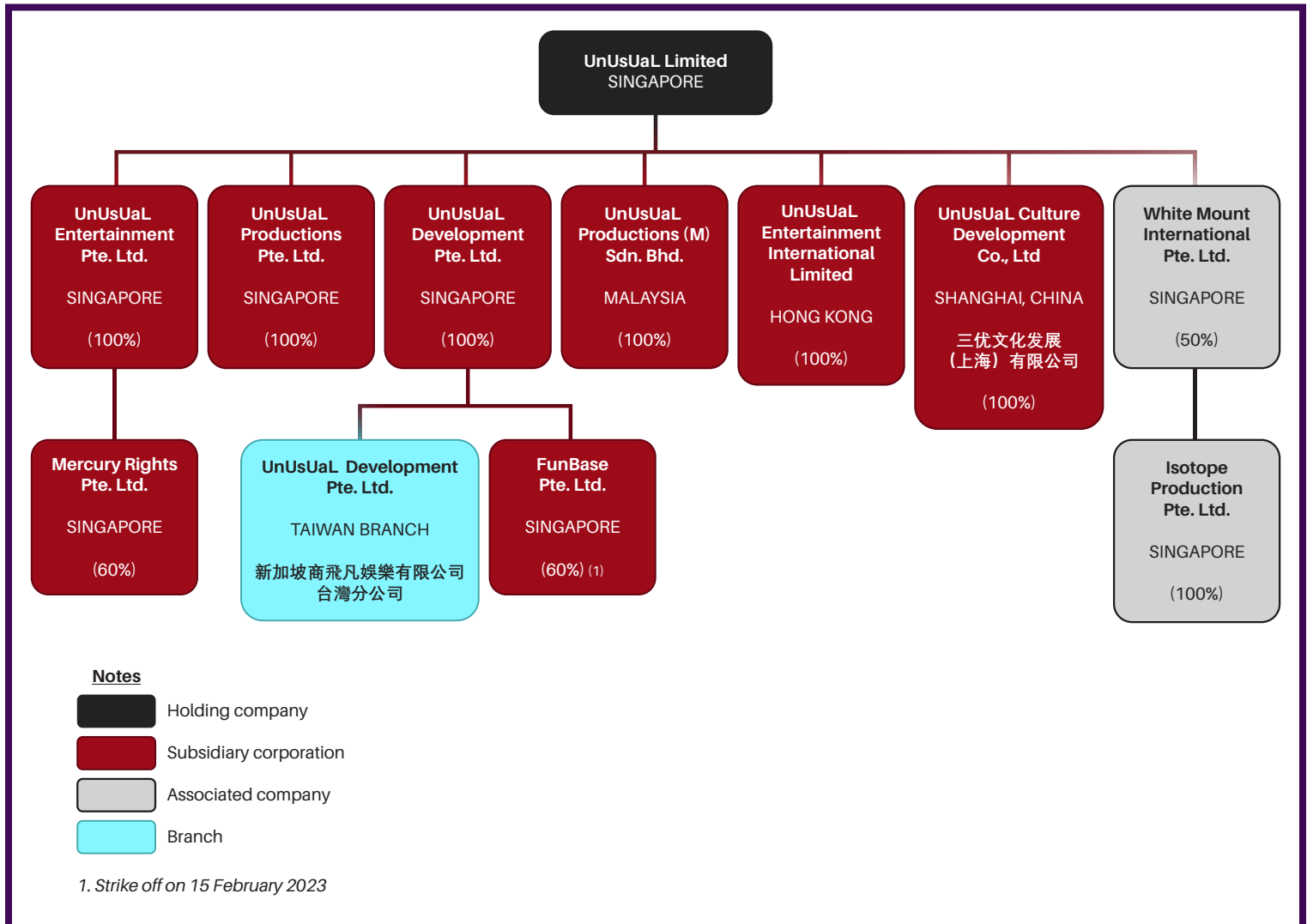
Leslie Ong
Director and CEO
25 July 2023

ORGANISATION PROFILE

GRI 2-1, 2-2

Established in 1997, UnUsUaL Limited (the “Company”) started as a stage, sound and lighting equipment rental business. Since then, we have grown to become one of the leading names in Asia, specialising in the promotion and production of large-scale live concerts and events by Asian and International artistes.

As at 31 March 2023, our Group structure is as follows:



In 2016, UnUsUaL was acquired by mm2 Asia Limited, a Singapore-based, SGX Mainboard listed producer of films, TV and online content. UnUsUaL, was subsequently listed on the SGX-ST Catalist board on 10 April 2017.

REPORTING PRACTICE

REPORTING PRINCIPLES

GRI 2-1, 2-2

This Report covers the sustainability performance of our operations from 1 April 2022 to 31 March 2023 and is prepared with reference to the GRI Standards. The GRI has been chosen due to its global recognition as a sustainability reporting standard that is recommended by SGX-ST and for representing global best practices for reporting on economic, environmental, and social topics. The GRI Content Index section of the Report provides a detailed reference to the relevant GRI Standards. We have implemented the GRI principles for defining reporting content and ensuring information quality, including Stakeholder Inclusiveness, Sustainability Context, Materiality, and, Completeness. Our climate-related disclosures are guided by the recommendations of Task Force on Climate-related Financial Disclosures (“TCFD”). The Report presents the Group’s sustainability journey and highlights the material factors that have been considered in its preparation.

The four reporting principles for defining reporting content for this Report are:

- **Stakeholder inclusiveness**

Beyond identifying our stakeholders and responding to their expectations and interests, we actively engage our employees, third-party suppliers, contractors and artistes in the reporting process.

- **Sustainability context**

Providing a comprehensive analysis of performance within the broader framework of sustainability.

- **Materiality**

Focusing on issues that impact business growth and of utmost importance to our stakeholders.

- **Completeness**

Including full coverage of material topics and boundaries that have significant economic, environmental, and social impacts to enable stakeholders to assess UnUsUaL’s performance in the reporting period.

RESTATEMENTS

GRI 2-4

No restatements were made to the comparative information.

REPORTING PRACTICE

ASSURANCE

GRI 2-5

The sustainability report has undergone an internal audit review process conducted by BDO LLP, aimed at verifying its accuracy, reliability, and adherence to the reporting principles. UnUsUaL has also implemented data collection controls and verification procedures to ensure the completeness of the information provided. We remain committed to enhance our sustainability endeavours and refining its reporting processes continuously. By doing so, we strive to uphold the highest standards of transparency, accountability, and continuous improvement in our sustainability.

AVAILABILITY AND FEEDBACK

GRI 2-3

In our effort to conserve the environment, no hard copies of this Report are printed. The digital copy of the Report is made available at the following links: -

1. Our website: www.unusual.com.sg
2. SGXNet: <https://www.sgx.com/securities/company-announcements>

We welcome feedback, views and suggestions from our stakeholders as this will enable us to improve upon our sustainability efforts. Please send your feedback to ir@unusual.com.sg.

SUSTAINABILITY DEVELOPMENT

GRI 2-22

MISSION AND VISION

We aim to be a leader in the live entertainment industry in this part of the world. In pursuit of this mission, we uphold strong business ethics in the way we conduct our business. We consistently instil the same values in our employees.

STAKEHOLDER ENGAGEMENT

GRI 2-3

Stakeholder engagement is essential to maintain our ability in delivering sustainable value for them over the long run. We have identified the primary stakeholder groups which we prioritise our engagements within the table below:

Stakeholders	Basis for determining Stakeholders	Engagement Platforms	Frequency of Engagement	Topic Discussed
Artistes and agents	Dependency on artistes and agents	Informal dialogues/ discussions and phone calls	As and when	Quality management, price negotiation
Consumers and customers	Audiences' needs shall influence the direction of the Group	Email enquiries, social media and phone calls	As and when	Availability and quality of events
Employees	Employees are involved in the daily operations of the Group	Performance appraisal, informal dialogues and phone calls, whistle-blowing channel	As and when, and annually	Employee compensation, benefits, equal employment opportunities
Government and regulators	Compliance with local laws and regulations	Regular reporting	As and when	Regulatory matters
Investors and shareholders	Influence on management's decisions and responsibility towards investors	Company's website and annual general meeting	As and when, half-yearly and annually	Financial and economic performance, strategic planning, sustainability reporting
Media and entertainment companies	Influence on the general community	Media releases	As and when	Advertising
Venue managers and contractors	Dependency on suppliers	Meeting, informal dialogues and phone calls	As and when	Quality management, price negotiation

SUSTAINABILITY DEVELOPMENT

GRI 2-22

STAKEHOLDER ENGAGEMENT (CONTINUED)

We actively engage our internal and external stakeholders through regular dialogues on an extensive range of topics using various platforms and feedback mechanisms. This two-way engagement is crucial for us to better comprehend their needs and expectations. By understanding their interests as well as emerging concerns, it becomes our responsibility to ensure that our sustainability strategy remain relevant to deliver the desired outcomes and impact. For instance, as Environmental, Social, and Governance (ESG) considerations gain prominence, we regularly engage with the stakeholders to effectively communicate our sustainability goals, plans, and progress.

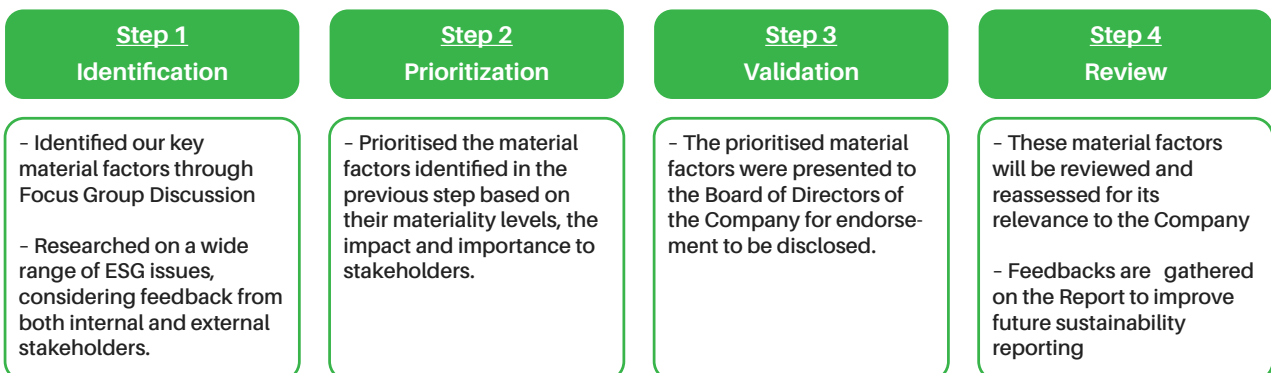
MATERIALITY ASSESSMENT

GRI 3-1, 2-29

Our approach

Our first materiality assessment was executed with reference to the GRI Standards to identify the relevant stakeholders and determine the material EESG factors that mattered most to our stakeholders and the Group. Every year, we engage in thorough research on EESG issues, which are further examined and validated through focus group discussion (“Focus Group Discussion”) with the sustainability reporting champion team (“the “Champion Team”). These discussions serve to gather feedback on the identified sustainability issues and ensure the accuracy of our assessment. We will continue to periodically assess the identified material factors to ensure their continued relevance.

UnUsUaL’s EESG materiality assessment process followed the four-step approach outlined in GRI 3: Material Topics 2021, as illustrated below.



SUSTAINABILITY DEVELOPMENT

GRI 2-22

The four-step process depicted above assisted us tremendously in addressing the pertinent issues. We studied the ESG risks identified and their potential impacts to obtain a holistic overview before formulating mitigation approaches. This process allowed us to comprehend the sustainability issues that are of utmost importance to our key stakeholders. We subsequently identified the material factors and evaluated their materiality in the context of our business operation according to the GRI standards.

Thereafter, we collaborated with the relevant departments to execute the approved strategies and action plans under the oversight of the Board.

We remain committed to enhance the identification and management of material issues annually to ensure their relevance to our stakeholders.

OUR MATERIAL ESG FACTORS

GRI 3-2

Through the materiality assessment, we have determined the following material topics under the EESG framework to be incorporated in this Report.

Material Topics	Why Material	GRI Standards Disclosure	Boundary
			Within UnUsUaL
Economic			
Procurement practice	Our economic performance, value generated and distributed poses significant impact to communities where our business operates.	204-1	✓
Anti-corruption		205-1 205-2 205-3	✓
Environmental			
Protecting the Environment	We are dedicated to minimise energy consumption in order to effectively fulfil our environmental stewardship responsibilities.	305-1 305-2 305-3 305-4 305-5 305-6 305-7	✓
Social			
Employment	Our fair employment practices strive to achieve a diverse and inclusive environment for our employees through providing appropriate training and career development for our people are key to retaining our employees.	401-1 401-2 401-3	✓
Diversity and equal opportunity		405-1 405-2	✓
Non-discrimination		406-1	✓
Supplier social assessment	Significantly affects stakeholders.	414-1 414-2	✓

BUSINESS EXCELLENCE AND ETHICS

GRI 2-23, 2-24, 2-26, 3-3

At UnUsUaL, we place a strong emphasis on governance and ethics to ensure that we operate with integrity and transparency. We have established clear policies and procedures to guide our operations, including setting clear expectations for employee conduct and risk management protocols. These measures help to ensure that we maintain high standards of accountability and compliance with all relevant laws and regulations.

CORPORATE GOVERNANCE AND ENTERPRISE RISK MANAGEMENT

As part of our wider governance framework, we have integrated the principles and guidelines established in the Code of Corporate Governance issued by the Monetary Authority of Singapore on 6 August 2018 into our governance policies and practices. During the financial year that ended on 31 March 2019, we have formalised our Enterprise Risk Management (“ERM”) process, which has helped us to establish an effective and robust corporate governance structure that safeguards the interests of our stakeholders. This risk management framework sets out the nature and extent of the key risks which UnUsUaL faces in achieving its strategic goals. The framework aligns with the internationally recognised COSO Enterprise Risk Management framework, an international framework on ERM with the objectives of meeting the standard on the design, implementation and monitoring of the ERM and internal control systems that are in place. By implementing ERM, we have been able to effectively manage uncertainties, associated risks, and opportunities, thereby improving our ability to create value for our stakeholders through proactive risk mitigation and value creation.

We closely monitor the effectiveness of our controls in managing risks throughout the financial year and conduct an annual review of the key risks to ensure their relevance to UnUsUaL.

Please refer to the ‘Corporate Governance Report’ section in the Annual Report for more information on corporate governance practices and risk management structure.

BUSINESS EXCELLENCE AND ETHICS

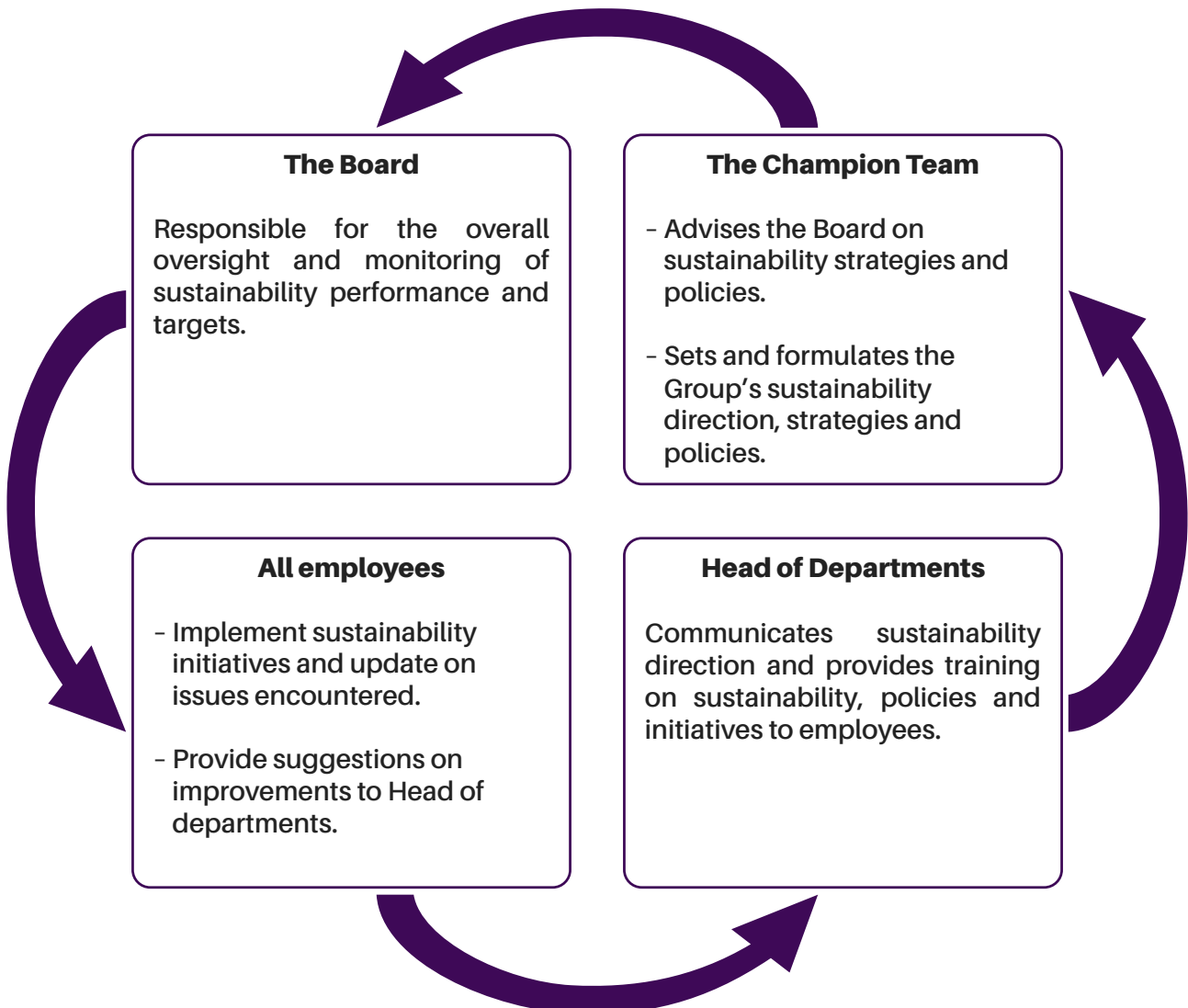
GRI 2-23, 2-24, 2-26, 3-3

ESG GOVERNANCE AND STATEMENT OF THE BOARD

GRI 2-12, 2-13, 2-14

Sustainability is an integral part of our business and is embedded across all departments and functions within the Group. The Board is responsible for overseeing the integration of sustainability practices into various aspects of the business. In the year 2022, the Board proactively participated in the Environmental, Social, and Governance Essentials (Core) training, organized by the esteemed Singapore Institute of Directors.

The Champion Team, comprised Senior Management and the CEO, plays a pivotal role in formulating, implementing, and reviewing the Group’s sustainability policies, practices, development programs, and initiatives. This involves conducting periodic reviews, which are facilitated with the assistance of staff at all levels, as demonstrated below:



BUSINESS EXCELLENCE AND ETHICS

GRI 2-23, 2-24, 2-26, 3-3

ANTI-CORRUPTION

GRI 205-1, 205-2, 205-3

Integrity, responsibility, and accountability are the fundamental principles that guide the Group's business. To reinforce our firm stance against corruption and bribery, we have an Employee Code of Conduct (the "Code") in place. This Code provides a framework for all staff to follow in their interactions with customers, business partners, and colleagues. UnUsUaL has a zero-tolerance policy for all forms of bribery, corruption, extortion and embezzlement. We also communicate our zero-tolerance stance against corruption and bribery to all business partners before they begin any dealings with us. To maintain the highest standards of integrity and accountability, the Group has developed and circulated our internal policies and procedures on anti-bribery and anti-corruption to all our employees.

All operations at UnUsUaL have been assessed for risks related to corruption, and zero significant incidents of corruption were identified in FY2023. There were no reports of significant improprieties concerning UnUsUaL's business practices and operations, and zero significant legal and regulatory non-compliance incidents in FY2023 (FY2022: zero incident).

Moving Forward

The Audit Committee continues to support the Board in its oversight of anti-corruption and is responsible for driving UnUsUaL's focus on improving effective compliance and governance systems. At an operational level, the Champion Team, in collaboration with the respective department within the Group, continues to be responsible to identify, self-assess the adequacy and effectiveness of mitigating measures, and manage their financial, operational and compliance risks with the guidance of our external consultant BDO LLP.

WHISTLE BLOWING POLICY

At UnUsUaL, we are committed to uphold the utmost ethical, moral and legal standards in our business practices. It is our intention to promote consistent organisational behaviour. Any malpractice, impropriety, statutory non-compliance or wrongdoing by staff in the course of their work is not tolerated.

At the Group level, we have implemented a Whistle Blowing Policy to provide our employees with an independent and confidential channel for reporting suspected fraud and irregularities within the organisation. This policy aims to reassure employees that they are protected from reprisals or victimisation for

BUSINESS EXCELLENCE AND ETHICS

GRI 2-23, 2-24, 2-26, 3-3

whistle blowing in good faith and without malice. Employees are encouraged by the policy to report such matters on an anonymous basis. The Group is confident that the policy is effective, as employees can easily make reports through post or email, directly to the Audit Committee, while ensuring confidentiality of their reports.

The Group ensures that all employees (including full-time, part-time, and contract employees) are informed about the details of the Whistle Blowing Policy on a regular basis, and reminders are circulated annually to ensure that all employees are aware of the policy.

To date, we have not received any reports through the whistle blowing mechanism.

Moving Forward

In all of our business endeavours, we are dedicated in conforming to the highest standards of corporate governance and business integrity. Our emphasis is clear and consistently reiterated within the Group.

RESPONSIBILITY TOWARDS OUR SUPPLY CHAIN

GRI 2-23, 2-24, 3-3

It is our commitment to engage quality suppliers and contractors who are reliable and adhere to the relevant laws and regulations. We recognise that our working relationship can only be sustainable if we collaborate with such partners who share this commitment. This is essential for our success in the industry.

OUR PROCUREMENT PRACTICE AND SUPPLIER ASSESSMENT

GRI 204-1, 414-1, 414-2

UnUsUaL works closely with a number of reliable third-party suppliers and contractors to ensure the delivery of high-quality events and concerts for our audiences. These suppliers and contractors are involved in various aspects of our operations, such as providing equipment for sound, lighting, and video, constructing performance sets, managing venue areas, ticketing services and security companies. We have a long-standing relationship with these suppliers and contractors, and we are proud to note that over 81% of them are sourced from the local community where the events take place.

As part of our stringent supplier selection process, our third party suppliers and contractors are assessed using a set of social criteria through informal background checks, review of past track-records as well as information gathered from market intelligence to assess their negative social impacts resulting from their business operations. The criteria includes, but not limited to, the following:

- Supplier is prohibited to hire child labour, forced labour and illegal labour;
- Supplier must ensure maintenance of fair and transparent corporate governance within their organisation; and
- Supplier must ensure that workers are properly trained in safety measures to handle high risk tasks.

Through a comprehensive evaluation of their track record in these various aspects, we can be assured that all suppliers approved by UnUsUaL are aligned with our unwavering dedication in delivering high-quality outcome.

In FY2023, the majority of UnUsUaL's key suppliers that entered into contractual commitments with UnUsUaL had also, conducted their businesses in accordance with applicable ESG laws, regulations, industry codes, practices and standards.

Moving forward

Our goal is to collaborate solely with suppliers who meet our assessment criteria without any negative social practices reported.

RESPONSIBILITY TOWARDS OUR PEOPLE

GRI 2-7, 2-23, 2-24, 3-3

Our employees have played a vital role in driving our business's success since our establishment. As part of our commitment to our employees' physical and mental well-being, we strive to create a workplace that is fair, safe, and inclusive with a culture that embraces equality, diversity and inclusion.

Our employees are not covered under any collective bargaining agreements but are given the right to exercise freedom of association.

Although the threat from the COVID-19 pandemic subsided in the latter half of 2022, the health and safety of our employees remained a top priority. We maintain a vigilant stance on local COVID-19 safety laws and regulations and promptly implement any necessary measures to ensure that the working conditions of all employees are in full compliance with these regulations. By doing so, we aim to minimise the risk of COVID-19 transmission among our workers and the surrounding community.

WORKERS WHO ARE NOT OUR EMPLOYEES

GRI 2-8

A significant portion of our activities are performed by workers hired by various third-party subcontractors, and they are not included in our total headcount for the purpose of this Report. There was no significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.

RESPONSIBILITY TOWARDS OUR PEOPLE

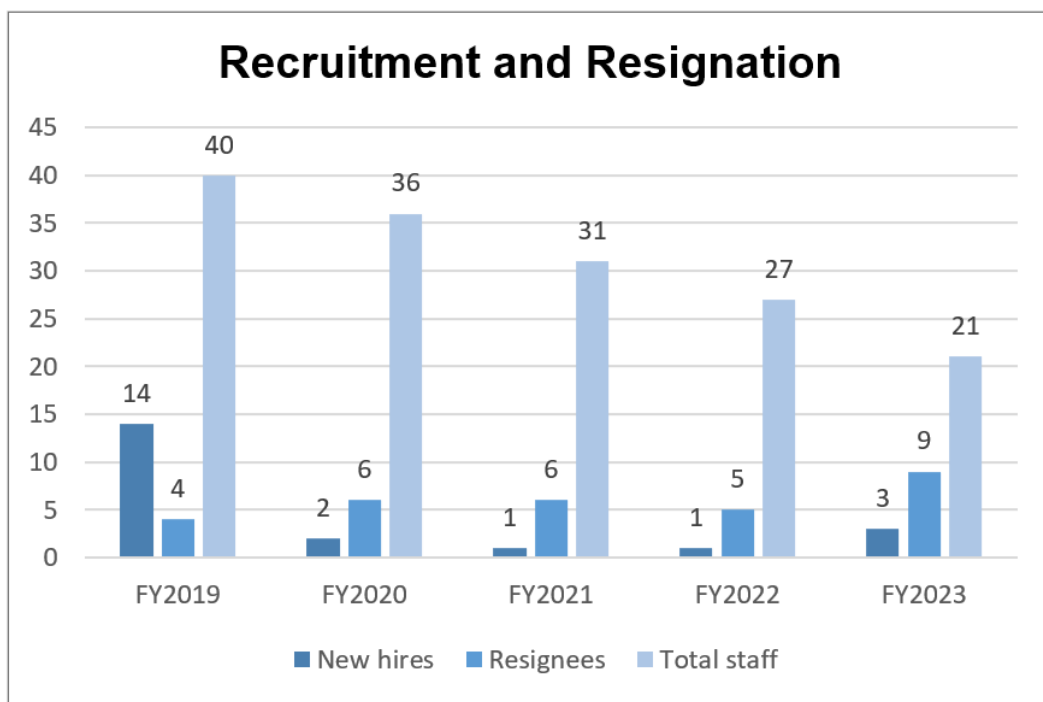
GRI 2-7, 2-23, 2-24, 3-3

OUR WORKFORCE RETENTION AND RECRUITMENT

GRI 2-25, 401-1, 401-2, 401-3

Our employees are one of our most valuable assets, and the Group believes in and is committed to implement fair employment practices, uphold human rights principles, and invest in the development and training of our people. We do so by building a purpose-led organisation, fostering an inclusive culture, and cultivating meaningful and impactful careers for our employees. At UnUsUaL, we place equal importance on employee retention and attracting new talent.

As of 31 March 2023, our workforce comprised 21 permanent staff members, including 3 promising newcomers identified as 2 females and 1 male, whom we believe will bring fresh ideas to our organisation. The data for employee retention and recruitment is illustrated below:



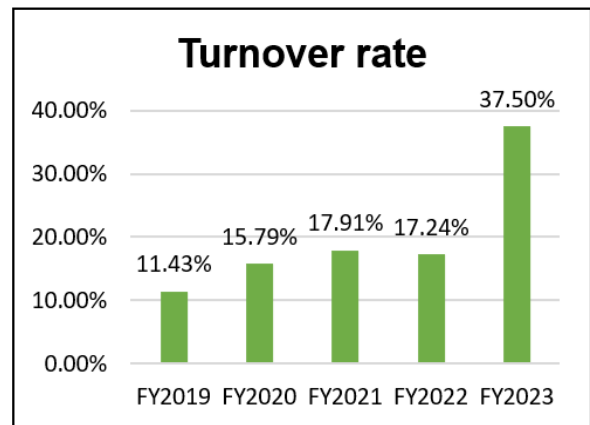
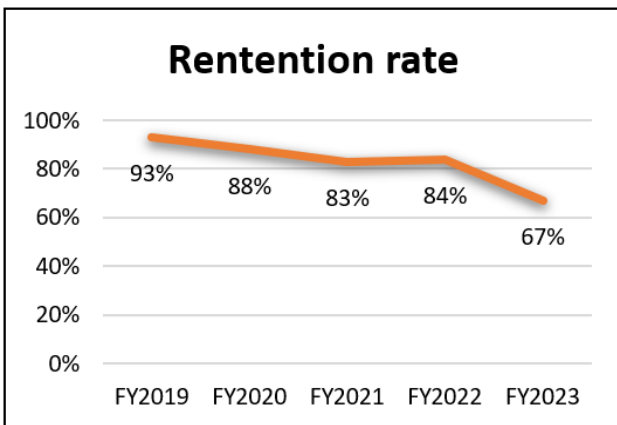
RESPONSIBILITY TOWARDS OUR PEOPLE

GRI 2-7, 2-23, 2-24, 3-3

OUR WORKFORCE RETENTION AND RECRUITMENT (CONTINUED)

GRI 2-25, 401-1, 401-2, 401-3

The Group recognises the importance of staff retention to ensure the continuity of our business operation and our human resource department is committed to improve the staff retention rate. These efforts include developing supportive human resource policies and creating a healthy work culture with transparent and open communication between the employees and management to foster a sense of belonging and a shared purpose.



The worsening of the staff retention rate in FY2022 and FY2023 is precipitated by the COVID-19 pandemic. The two COVID-19 waves that hit Singapore during the financial year, Delta wave that peaked in FY2022’s Q3 and Omicron wave in FY2022’s Q4, perpetuated the sense of uncertainty in our employees, which caused the retention rate to remain below 90% in FY2023.

In light of these circumstances, the Group witnessed a turnover rate of 37.50% in FY2023, representing a notable increase from the 17.24% recorded in FY2022. However, we recognize that this increase of 20.26% has also brought forth a cohort of new talents to our organization. We believe that the infusion of fresh perspectives and diverse skill sets can add significant value to our Group as we actively strive to retain our existing pool of highly talented employees.

It is crucial to approach these developments in a professional manner, acknowledging the challenges presented by the pandemic while simultaneously recognizing the potential benefits that have arisen from the increased turnover rate. By carefully balancing the retention of our talented workforce with the incorporation of new talents, we can navigate these uncertain times and continue to strengthen our organization's resilience and growth.

RESPONSIBILITY TOWARDS OUR PEOPLE

GRI 2-7, 2-23, 2-24, 3-3

OUR WORKFORCE RETENTION AND RECRUITMENT (CONTINUED)

In FY2023, the Group achieved a return-to-work rate of 100% for our employees and working parents. At our Company, we encourage working parents to take the legally mandated parental leave they need. We have implemented proper handover procedures to minimise any disruption to the roles and responsibilities of these employees during their leave.

As part of our commitment to create a positive and engaging work environment, we prioritise the promotion of employees' well-being. To support this, we provide employee benefits as regulated by labour laws to enhance our employees' well-being and productivity. These benefits include healthcare, insurance, medical allowances and parental leave, among others.

Moving forward

With the resumption of live performances, UnUsUaL is on the lookout for new talents who are able to complement the existing team members and contribute to our future growth. We are also hopeful that we can attain our staff retention rate at above 90% in the coming financial year.

RESPONSIBILITY TOWARDS OUR PEOPLE

GRI 2-7, 2-23, 2-24, 3-3

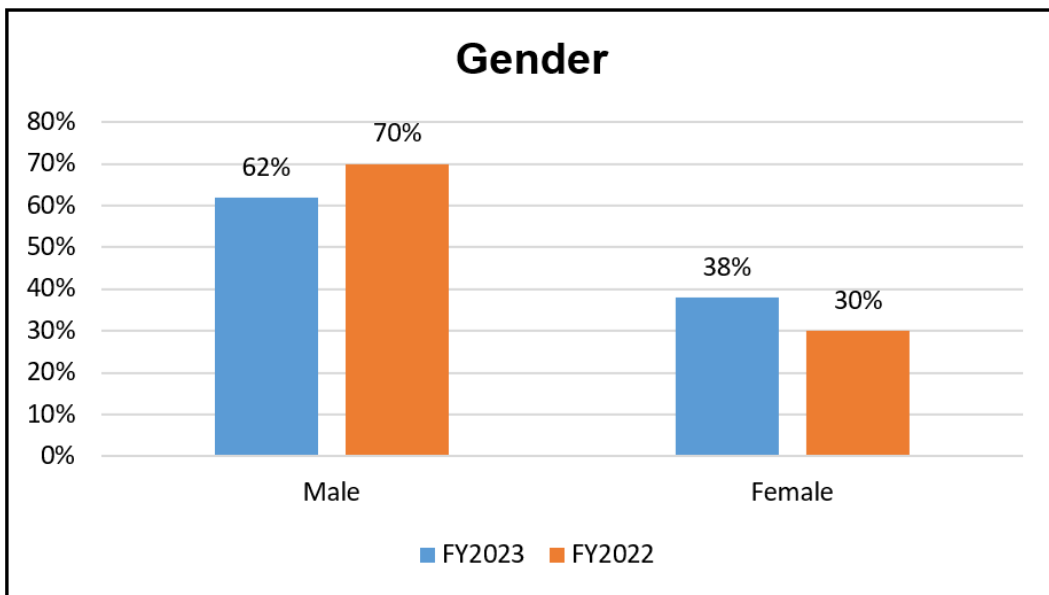
OUR DIVERSE WORKFORCE

GRI 405-1, 405-2, 406-1

Work culture plays an important role in drawing the best out of employees and for them to develop a sense of belonging. We are dedicated to promote an inclusive and non-discriminatory work environment that treats all employees fairly. Discrimination is strictly prohibited, and we are committed to provide equal opportunities for all of our employees.

At UnUsUaL, we recognise and celebrate diversity, as evidenced by the wide range of cultures, viewpoints, and backgrounds represented in our workforce. In line with fair employment policies, which are based on meritocracy, we hire, train, and evaluate our employees based on their skills and competencies, without discrimination based on age, gender or nationality.

Our diversity is not just limited to our employees but also represented in our Board of Directors. Our directors come from different backgrounds, which helps to expand the range of perspectives at the top and enables the Board to better advise the Group strategically. The Board has also adopted a Board Diversity Policy on 25 April 2023 to support the Group’s diversity’s objectives.



UnUsUaL made significant efforts in implementing inclusive practices that resulted in a higher representation of women in the firm (as depicted above), with the female-to-male ratio increasing from 43% to 61% in FY2023. We are committed to foster and enhance this gender balance in our organisation as we move forward.

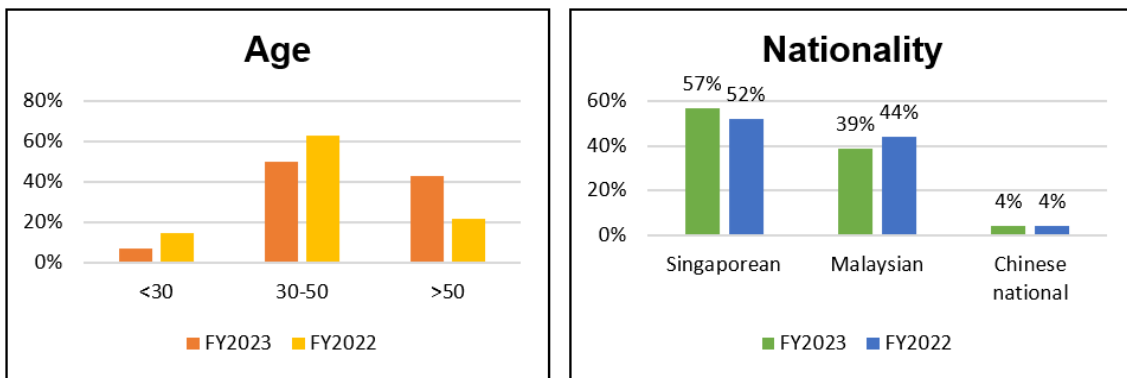
RESPONSIBILITY TOWARDS OUR PEOPLE

GRI 2-7, 2-23, 2-24, 3-3

OUR DIVERSE WORKFORCE (CONTINUED)

GRI 405-1, 405-2, 406-1

The chart below represents our commitment in developing a diverse and inclusive workforce, exemplified by our diverse workforce comprising individuals from three different nationalities across three generations: Baby Boomers (>50), Gen X (30-50), and Gen Z (<30).



From an age profile perspective in FY2023, we have 2 individuals below the age of 30, along with 13 employees and 1 Director between the ages of 30 and 50. Furthermore, we have 6 employees and 6 Directors who are above 50 years old. The age diversity serves as evidence of our deep appreciation for the diverse range of experiences and perspectives that each age group brings to our organisation. In terms of nationality, Singaporeans account for 57% of our total workforce, followed by individuals from Malaysia at 39% and those from China at 4% in FY2023. We acknowledge the importance of having a multicultural workforce and the benefits it brings to our global operations.

Our workforce has remained consistently diverse over the past few years, as illustrated in the chart above. We are fully committed to preserve and foster this diversity in the future, as it plays a crucial role in cultivating a competitive and forward-thinking workforce. We are proud of the benefits derived from embracing diversity and remain dedicated to sustain an inclusive environment that fosters innovation and growth.

It is our commitment to provide a workplace free from adverse conduct such as discrimination, sexual harassment and bullying. We have a zero-tolerance policy towards such behaviour and will take strict action, which may even involve termination of employment, against anyone found guilty of it.

The Group is also committed in providing fair remuneration to all employees and compensate its employees equally, regardless of their gender or age.

There were zero reported instances of discrimination and adverse conduct in the workplace during the current reporting period.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

PROTECTING THE ENVIRONMENT

GRI 2-23, 2-24, 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

The world continues to witness the effects of climate change in the form of frequent extreme weather events like droughts, floods and heatwaves. Therefore, UnUsUaL is committed to minimise our environmental impact to deliver long-term value to our business, stakeholders and communities.

In line with the global effort to decrease greenhouse gas (“GHG”) emissions, UnUsUaL has been meticulously tracking our emission level to identify areas with potential for significant reduction of GHG emissions.

In FY2023, the Group relies on fuels such as diesel and petrol to operate on its premises. The table below demonstrates the direct GHG emissions measured in metric tons of carbon dioxide equivalent (MT CO₂e) based on the fuel consumption in kilolitre of diesel-powered vehicle (i.e. Lorries) and petrol-powered vehicle owned by the Group.

	FY 2023		FY 2022	
	Fuel Consumption (Kilolitre)	Direct GHG Emissions (MT CO ₂ e)*	Fuel Consumption (Kilolitre)	Direct GHG Emissions (MT CO ₂ e)*
Diesel-Powered Vehicle	3,010.15	9,469.50	3,412.69	10,735.84
Petrol-Powered Vehicle	5,706.44	17,300.36	7,054.39	21,386.97
Total	8,716.59	26,769.86	10,467.08	32,122.81

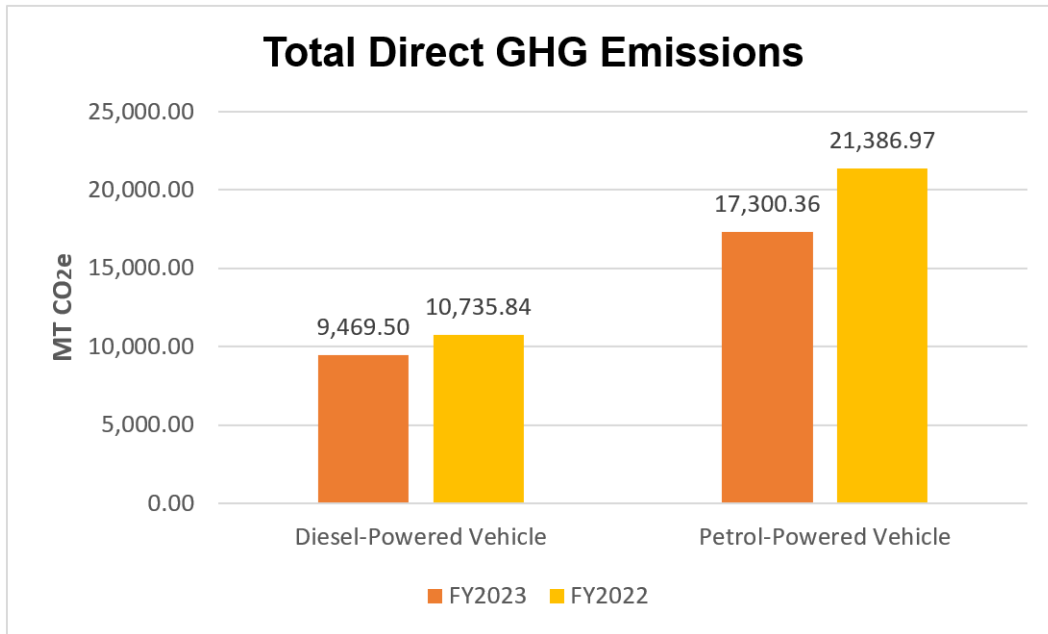
*GHG emissions from consumption of petrol and diesel (Scope 1) are calculated based on the Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines published by the NEA.

The Group’s fuel consumption and GHG emissions decreased in FY2023 as compared to the previous financial year ended on 31 March 2022. In FY2023, UnUsUaL consumed a total of 8,716.59 Kilolitre of fuel, which was lower than the fuel consumption of 10,467.08 Kilolitre in FY2022.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

PROTECTING THE ENVIRONMENT (CONTINUED)

GRI 2-23, 2-24, 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7



Therefore, lower fuel consumption led to a decrease in the direct GHG emissions. The total GHG emissions for FY2023 amounted to 26,769.86 MT CO₂e, representing a reduction of 16.66% from the FY2022 emissions of 32,122.81 MT CO₂e. The reduction in GHG emissions was achieved through operational changes implemented by the Company which includes streamlining processes, disposal of vehicle, and implementing initiatives to encourage sustainable behaviour when utilising vehicles.

Our Scope 2 emissions primarily consist of electricity consumption in our Singapore premise. The following table illustrates the electricity consumption during the two reporting periods.

	FY 2023	FY 2022
Electricity Consumption (kWh)	48,772.97	39,369.92
Scope 2 GHG Emissions* (MT CO₂e)	19.75	15.94

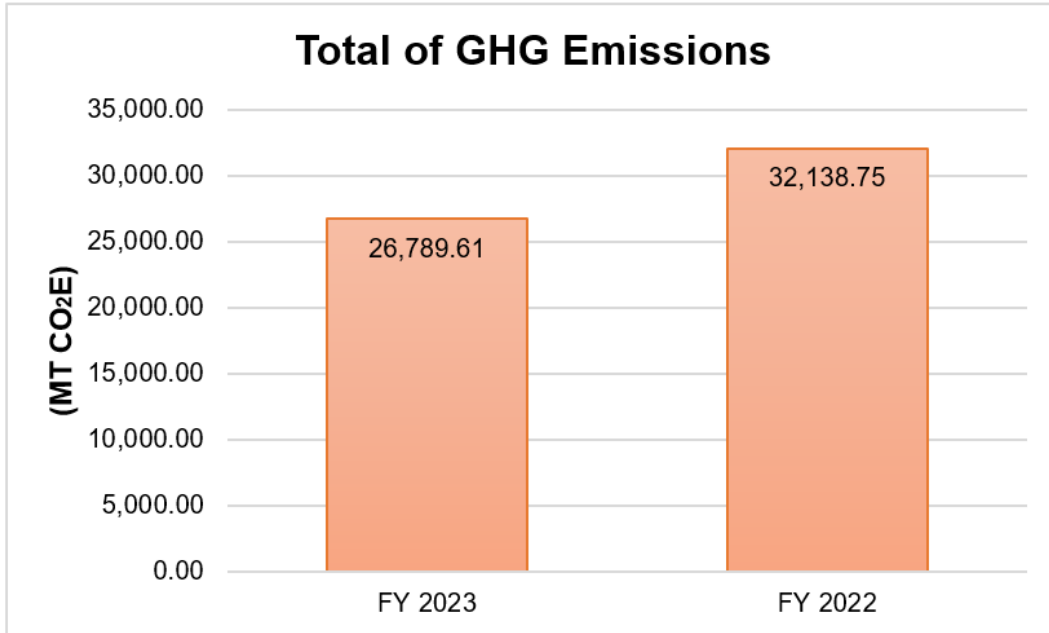
*GHG emissions from electricity consumption (Scope 2) are calculated based on the average emissions factors (0.405 kg CO₂/kWh) published by the Energy Market Authority for Singapore. The GWP used for electricity is 1 based on NEA's GWP of GHG Section 40A of the EPMA

In FY2023, the electricity consumption increased from 39,369.92 kWh (FY2022) to 48,772.97 kWh, thus resulting in higher GHG emissions by 23.84%. As we resume our business operations, we have significantly ramped up our activities, which includes extending our operating hours and increasing productivity levels at our premises in Singapore, resulting in higher electricity consumption.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

PROTECTING THE ENVIRONMENT (CONTINUED)

GRI 2-23, 2-24, 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7



In FY2023, we have managed to keep the total GHG emissions lower by 16.65% from 32,138.75 MT CO₂e to 26,789.61 MT CO₂e. The Group also acknowledges the importance of accounting for energy consumption and emissions from external parties, including suppliers and customers, in its efforts towards sustainability. Currently, the Group is in the process of identifying major sources of energy consumption outside of the organisation and developing a system to measure external energy consumption and Scope 3 GHG emissions.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

PROTECTING THE ENVIRONMENT (CONTINUED)

GRI 2-23, 2-24, 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

	FY 2023	FY 2022
Direct GHG Emissions (MT CO₂e)	26,769.86	32,122.81
Indirect GHG Emissions (MT CO₂e)	19.75	15.94
Revenue (S\$'000)	29,229	3,593
Emission Intensity Ratio (MT/S\$'000)	0.000917	0.008945

In FY2023, the GHG emissions per revenue stood at 0.000917 MT/S\$'000, representing a substantial decrease of 90% compared to the previous year's figure of 0.008945 MT/S\$'000. This reduction demonstrates the Company's efforts in reducing GHG emissions relative to its revenue. It reflects the Group's strong dedication to sustainable practices and improved environmental performance across its operations. This achievement is a significant stride towards mitigating climate change and minimizing the overall environmental impact, underscoring the Company's commitment to a greener and more sustainable future.

The Group remains committed to identify energy and GHG emissions reduction initiatives and will work on devising a measurement system to monitor the reduction in energy consumption, and GHG emissions. There was no ozone-depleting substance used and other significant air emissions in FY2023 and FY2022.

Moving Forward

We are steadfast in our commitment to enhance our efforts in maintaining GHG emissions at acceptable levels, aligning with our robust sustainability strategy aimed at safeguarding the environment.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

We are committed to support the recommendations by the TCFD and have disclosed some of our climate-related financial disclosures in the following key areas as recommended by the TCFD:

Key area	Our approach
Governance	The Board oversees the management and monitoring of the Sustainability Factors and considers climate-related issues in determining the Group's strategic directions and policies. Our sustainability strategy is developed and directed by the Group's Champion Team in consultation with the Board. The responsibilities of the Champion Team include considering climate-related issues in the development of sustainability strategy, target setting, as well as collection, monitoring and reporting of performance data.
Strategy	We are in the process of assessing the climate-related risk and opportunities, which will subsequently be included in the enterprise risk management framework. We may perform scenario analysis, in line with the recommendations, using commonly used market standards in the future.
Risk management	
Metrics and targets	We track, measure and report on our environmental performance, including energy and emissions management and disclose related metrics in our sustainability reports. Monitoring and reporting these metrics help us in identifying areas with material climate related risks and enabling us to be more targeted in our efforts. To support the climate change agenda, we disclose our Scope 1 and Scope 2 GHG emissions in our sustainability reports and set climate-related targets such as those related to energy consumption.

SGX-ST PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material Environment, Social and Governance Factors	Stakeholder Engagement and Materiality Assessment
2	Climate-related Disclosures consistent with the Recommendations of the Task Force on Climate-Related Financial Disclosures	Task Force on Climate-Related Financial Disclosures
3	Climate-related Disclosures consistent with the Recommendations of the Task Force on Climate-Related Financial Disclosures	<ul style="list-style-type: none"> • The board's statement • Sustainability development • Business excellence and ethics • Responsibility towards our supply chain • Responsibility towards our people • Responsibility towards our environment
4	Board Statement	Corporate governance report
5	Targets	<ul style="list-style-type: none"> • Sustainability development • Business excellence and ethics • Responsibility towards our supply chain • Responsibility towards our people • Responsibility towards our environment
6	Framework	Reporting Practice

GRI CONTENT INDEX

GRI Standard	Disclosure Content	Section Reference
General Disclosures		
2-1	Organisational details	Organisation Profile
2-2	Entities included in the organisation's sustainability reporting	Organisation Profile
2-3	Reporting period, frequency and contact point	Reporting principles, Availability and feedback
2-4	Restatements	Restatements
2-5	Assurance	Assurance
2-6	Activities, value chain and other business relationships	Annual report 2023
2-7	Employees	Responsibility towards our people
2-8	Workers who are not employees	Workers who are not employees
2-9	Governance structure and composition	Annual Report 2023
2-10	Nomination and selection of the highest governance body	Annual Report 2023
2-11	Chair of the highest governance body	Annual Report 2023
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance and Statement of the Board
2-13	Delegation of responsibility for managing impacts	ESG Governance and Statement of the Board
2-14	Role of the highest governance body in sustainability reporting	ESG Governance and Statement of the Board
2-15	Conflicts of interest	Annual Report 2023
2-16	Communication of critical concerns	Annual Report 2023
2-17	Collective knowledge of the highest governance body	Annual Report 2023
2-18	Evaluation of the performance of the highest governance body	Annual Report 2023
2-19	Remuneration policies	Annual Report 2023

GRI CONTENT INDEX

GRI Standard	Disclosure Content	Section Reference
2-20	Process to determine remuneration	Annual Report 2023
2-21	Annual total compensation ratio	Information is not provided due to confidentiality constraints.
2-22	Statement on sustainable development strategy	Sustainability development
2-23	Policy commitments	<ul style="list-style-type: none"> • Business Excellence and Ethics • Responsibility towards our supply chain • Responsibility towards our people • Responsibility towards our environment
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> • Our workforce retention and recruitment
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • Business Excellence and Ethics
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> • There were no material instances of non-compliance with laws and regulations in this context during the year.
2-28	Membership association	<ul style="list-style-type: none"> • Not applicable. No reportable memberships of associations.
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Stakeholder Engagement and Materiality Assessment
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> • Not applicable. No reportable memberships of associations.
Material topics		
3-1	Process to determine material topics	Materiality Assessment
3-2	List of material topics	Our Material ESG Factors
Business Excellence and Ethics		
3-3	Management of material topics	Business Excellence and Ethics
205-1	Operations assessed for risks related to corruption	Anti-corruption

GRI CONTENT INDEX

GRI Standard	Disclosure Content	Section Reference
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
Responsibility towards our supply chain		
3-3	Management of material topics	Responsibility towards our supply chain
204-1	Proportion of spending on local suppliers	Our procurement practice and supplier assessment
414-1	New suppliers that were screened using social criteria	Our procurement practice and supplier assessment
414-2	Negative social impacts in the supply chain and actions taken	Our procurement practice and supplier assessment
Responsibility towards our people		
3-3	Management of material topics	Responsibility towards our people
401-1	New employee hires and employee turnover	Our workforce retention and recruitment
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our workforce retention and recruitment
401-3	Parental leave	Our workforce retention and recruitment
405-1	Diversity of governance bodies and employees	Our diverse workforce
405-2	Ratio of basic salary and remuneration of women to men	Our diverse workforce
406-1	Incidents of discrimination and corrective actions taken	Our diverse workforce
Responsibility towards our environment		
3-3	Management of material topics	Protecting the environment
305-1	Direct (Scope 1) GHG emissions	Protecting the environment
305-2	Energy indirect (Scope 2) GHG emissions	Protecting the environment

GRI CONTENT INDEX

GRI Standard	Disclosure Content	Section Reference
305-3	Other indirect (Scope 3) GHG emissions	Protecting the environment
305-4	GHG emissions intensity	Protecting the environment
305-5	Reduction of GHG emissions	Protecting the environment
305-6	Emissions of ozone-depleting substances (ODS)	Protecting the environment
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Protecting the environment