



# RESOURCING RENEWABLE FUTURES

SUSTAINABILITY REPORT 2025



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This document has been reviewed by the Company's Sponsor, Evolve Capital Advisory Private Limited. It has not been examined or approved by the Exchange and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

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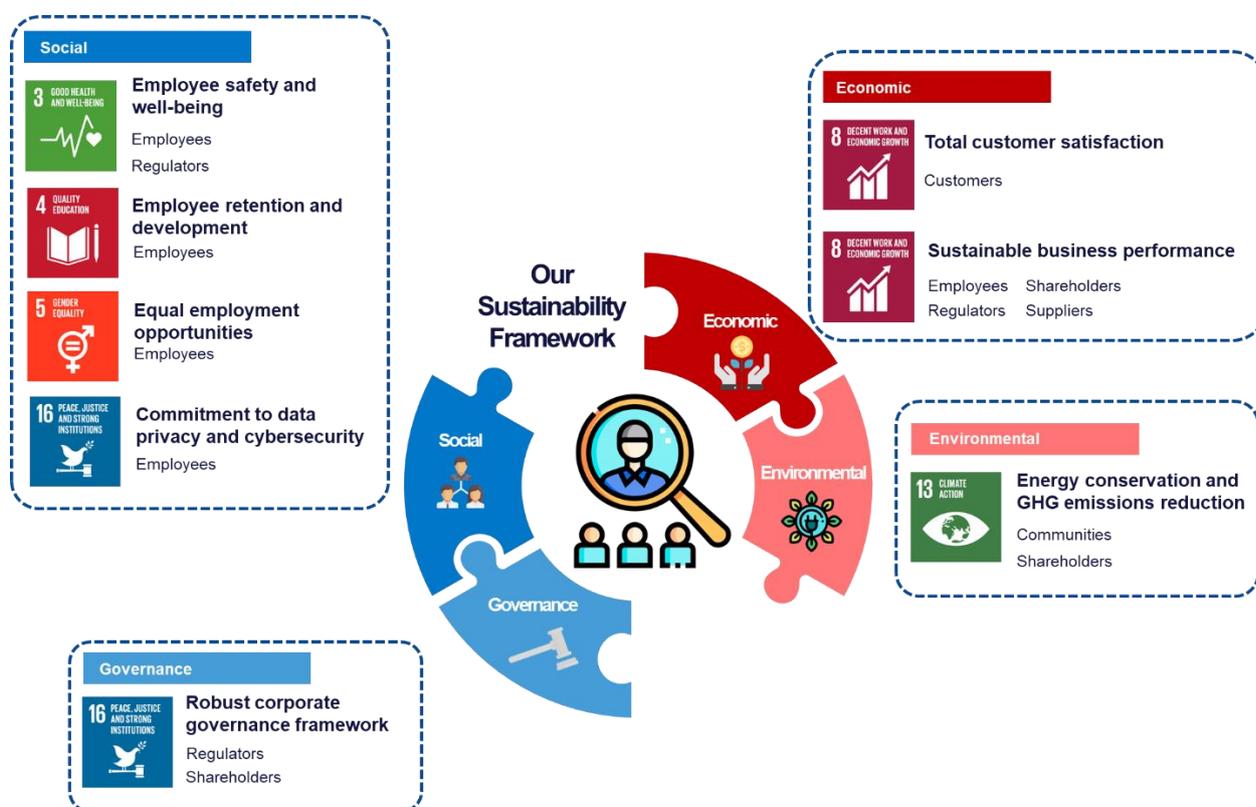
# Sheffield Green Ltd. Sustainability Report FY2025

## 1. Board Statement

Sheffield Green Ltd. (“**Sheffield Green**” or the “**Company**”) and its subsidiaries (the “**Group**” or “**We**”), reaffirm our commitment to sustainability with the publication of this sustainability report (“**Report**”). This Report highlights our initiatives undertaken under the sustainability pillars of economic, environmental, social and governance (collectively as “**Sustainability Factors**”).

Having considered the Group's sustainability issues as part of its strategic formulation and business strategies, the Board of Directors (“**Board**”) determined the material Sustainability Factors, exercised oversight over the management and monitoring of the material Sustainability Factors.

This Report communicates our support towards the United Nations’ Sustainable Development Goals (“**SDGs**”). As we collaborate closely with our stakeholders throughout the supply chain, their inputs serve as the compass directing our sustainability initiatives towards prioritising our material Sustainability Factors. Below shows the interaction between our sustainability framework, material Sustainability Factors, the SDGs and our key stakeholders:



# Sheffield Green Ltd. Sustainability Report FY2025

## 2. Sustainability Performance at a Glance

An overview of our key sustainability performance for our financial year from 1 July 2024 to 30 June 2025 (“FY2025” or “Reporting Period”) is as follows:

Sustainability Pillar	Sustainability Metric	Sustainability Performance	
		FY2025	FY2024
Economic	Economic value generated <sup>1</sup>	US\$19.44 million	US\$17.07 million
	Operating costs <sup>2</sup>	US\$2.20 million	US\$2.86 million
	Employee benefits expense	US\$15.01 million	US\$13.25 million
	Payments to providers of capital <sup>3</sup>	US\$0.63 million	US\$2.11 million
	Income taxes paid to governments	US\$0.95 million	US\$1.81 million
Environmental	Total Greenhouse Gas (“GHG”) emissions (tonnes CO <sub>2</sub> e)	37.99	28.42
	GHG emissions intensity (tonnes CO <sub>2</sub> e/ office employee)	0.61	0.66
Social	Number of reported incidents of unlawful discrimination <sup>4</sup> against employees	-	-
	Number of workplace fatalities	-	-
	Number of high consequence work-related injuries <sup>5</sup>	-	-
	Number of cases of substantiated complaint <sup>6</sup> concerning breaches of data privacy and loss of data reported	-	-
Governance	Number of incidents of serious offence <sup>7</sup>	-	-
	Number of incidents of non-compliance with applicable laws and regulations <sup>8</sup> that resulted in significant fines and/or non-monetary sanctions	-	-

<sup>1</sup> Economic value generated comprises revenue and other income net of grant income.

<sup>2</sup> Operating costs comprise costs of services, administrative expenses, net of depreciation of equipment and right-of-use assets, amortisation of intangible assets and employee-related costs.

<sup>3</sup> Payments to providers of capital include interest payments made to providers of loans and dividend payments to shareholders (if any).

<sup>4</sup> An unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

<sup>5</sup> A high consequence work-related injury refers to one from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.

<sup>6</sup> A substantiated complaint refers to one that has been investigated by the relevant authority and a non-compliance with an applicable regulation has been established.

<sup>7</sup> A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two (2) years, which is being or has been committed against a company by officers or employees of the company.

<sup>8</sup> Incidents involving fraud or dishonesty are excluded.

## 3. Our Business

### 3.1 Value Chain

We provide a comprehensive end-to-end suite of human resources (“HR”) services as follows:

- Provision of HR services – Provision of human resources in the renewable energy industry;
- Ancillary services – Provision of a range of end-to-end ancillary services related to the provision of personnel and include visa and work permit application, training and deployment logistics; and
- Training and development – Provision of accredited courses and specialised training programmes.

An overview of our business is as follows:



#### Key Suppliers

We procure the following services from our suppliers:

- Supply of personnel; and
- Ancillary services such as notarisation, air tickets, training, meals and transportation; and
- Supply of training equipment.



#### Our Operations

We are involved in:

- Provision of HR services;
- Provision of ancillary services; and
- Training and development of personnel.



#### Key Customers

We serve major market players in the renewable energy industry, including:

- Independent power producers;
- Developers;
- Engineering, procurement, construction, installation contractors;
- Transportation and installation contractors;
- Wind turbine manufacturers;
- Offshore wind foundation manufacturers; and
- Vessel owners.

### 3.2 People

As at 30 June 2025, the entities covered<sup>9</sup> have a workforce of 560 full-time employees, comprising office employees and mobilised personnel. Mobilised personnel refer to technicians, engineers, and other skilled workers who are responsible for constructing, operating and maintaining renewable energy facilities. Approximately 89% of our workforce are hired on a temporary basis as they relate to mobilised personnel hired corresponding to the tenure of service agreements with our customers. As at 30 June 2025, the breakdown of our full-time employees is as follows:

Singapore	Taiwan	Japan	Poland	South Korea	Spain	Total
Workforce <sup>10</sup>						
9	531	2	1	2	15	560
Permanent full-time						
9	33	2	1	2	15	62
Temporary full-time						
-	498	-	-	-	-	498

<sup>9</sup> Refer to Section 5 for the entities covered.

<sup>10</sup> Entities covered in the Report did not employ non-guaranteed hours and part-time employees during the period covered.

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## 4. Reporting Framework

This Report is prepared in accordance with 711A and 711B of the Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”) of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”). The Company has prepared the Report with reference to the Global Reporting Initiative (“**GRI**”) Standards. We chose to report using the GRI framework as it is an internationally recognised reporting framework.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainability Development which is adopted by all United Nations Members States in 2015 (“**UN Sustainability Agenda**”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries - developed and developing - in a global partnership. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

Our climate-related disclosures are produced based on the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (“**TCFD**”). Following the publication of the International Sustainability Standards Board (“**ISSB**”) Standards – International Financial Reporting Standards (“**IFRS**”) S1 and IFRS S2, we conducted a gap analysis against our existing TCFD reporting and are in the process of aligning our climate-related disclosures to the ISSB Standards. We are guided by the phased approach described in Practice Note 7F Sustainability Reporting Guide in aligning our climate-related disclosures with the ISSB Standards.

We relied on internal data monitoring and verification to ensure accuracy for this Report. Internal reviews on the sustainability reporting process are incorporated as part of our internal audit review cycle and we will work towards external assurance for our future sustainability reports subject to market trends and regulatory requirements.

## 5. Reporting Scope

This Report covers the following key operating entities which contributed to 100% (FY2024: approximately 99%) of the total revenue for the Reporting Period:

S/N	Entity
1	Sheffield Green Ltd.
2	Sheffield Green (Asia) Pte. Ltd.
3	Sheffield Green K.K.
4	Sheffield Green (Asia) Pte. Ltd., Taiwan Branch
5	Sheffield Green Sp. z o.o.
6	Wind Asia Training Co., Ltd. (Taiwan)
7	Wind Asia Training Pte. Ltd. (Singapore)
8	Sheffield Green LLC
9	Stier Training Services, SLU

The comparative data of FY2024 were adjusted, where applicable, for the addition of the Group’s entities in the reporting scope of FY2025 to facilitate comparison.

## 6. Feedback

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback to our investor relations email account: [info@sheffieldgreen.com](mailto:info@sheffieldgreen.com)

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## 7. Stakeholder Engagement

Through a stakeholder mapping exercise, we identified key stakeholder groups which we prioritise our engagements with.

Our efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, regulators, shareholders and suppliers. Key stakeholders are determined for each material Sustainability Factor identified, based on the extent of which they can affect or are affected by operations of the Group.

We actively engage our key stakeholders through the following channels:

S/N	Key Stakeholder	Engagement Channel	Frequency of Engagement	Key Concerns Raised
1	Communities	<ul style="list-style-type: none"> <li>Annual report</li> <li>Sustainability report</li> </ul>	Annually	Environmental initiatives
2	Customers	<ul style="list-style-type: none"> <li>Meetings and visits</li> <li>Phone calls</li> <li>Email communications</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Customer service</li> <li>Range of services</li> </ul>
3	Employees	<ul style="list-style-type: none"> <li>Meetings and talks held by the management</li> <li>Email communications</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Career development and training opportunities</li> <li>Job security</li> <li>Remuneration</li> <li>Workplace health and safety</li> </ul>
4	Regulators	Consultations and briefings organised by key regulatory bodies such as SGX-ST and relevant government agencies/bodies	As and when required	Corporate governance
5	Shareholders	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Annual report</li> </ul>	Annually	<ul style="list-style-type: none"> <li>Sustainable business performance</li> <li>Market valuation</li> <li>Dividend payment</li> <li>Corporate governance</li> </ul>
		Results announcement	Half-yearly	
		Dedicated email account for investor relations	Ongoing	
6	Suppliers	<ul style="list-style-type: none"> <li>Meetings and visits</li> <li>Email communications</li> <li>Phone calls</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Continuity of orders</li> <li>Fair business practices</li> </ul>

Through the above channels, we seek to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

## 8. Policy, Practice and Performance Reporting

A sustainability reporting policy (“**SR Policy**”) covering our sustainability strategies, reporting structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors, is in place and serves as a point of reference in the conduct of our sustainability reporting. We will continue to monitor, review and update our material Sustainability Factors as and when necessary, considering the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

# Sheffield Green Ltd. Sustainability Report FY2025

## 8.1 Sustainability Governance Structure

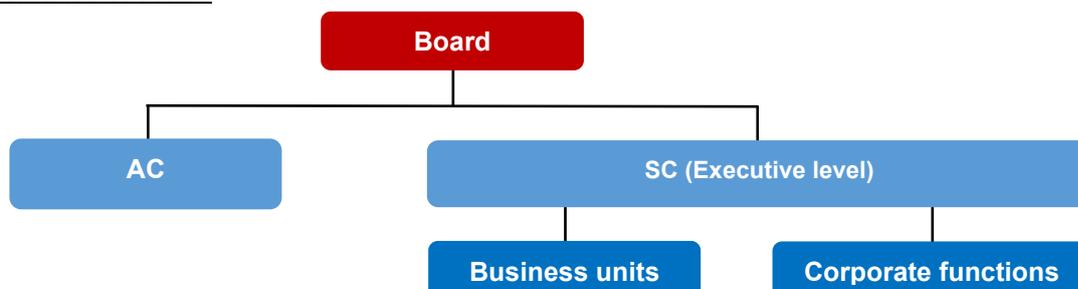
The Board advises and supervises the development of our sustainability strategy and performance targets. As part of our continual efforts to enhance and upgrade the knowledge of our Directors on sustainability reporting and to meet the requirement of SGX-ST under Catalist Rule 720(6), we confirm that all Directors have attended at least one of the approved sustainability training courses.

Our sustainability strategy is spearheaded by an executive level sustainability committee (“**SC**”), with members comprising senior management executives and supported by managers from key business units and corporate functions. The SC is led by the Chairman, Chief Executive Officer cum Executive Director of the Group (“**Chairman**”) and tasked to develop the sustainability strategy, review our material impacts, consider stakeholders’ priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

Besides the SC, the Board is also supported by the Audit Committee (“**AC**”) on specific sustainability matters under their respective terms of reference. As we are still refining our sustainability related metric measuring, tracking and target setting mechanism, we will link the key executives’ remuneration to sustainability performance when the mechanism is more mature and stable.

Our sustainability governance structure and the responsibilities of component parties are detailed as follows:

### Sustainability governance structure



### Terms of reference of component parties

Component Party	Members	Terms of Reference
Board	Board members	<ul style="list-style-type: none"> <li>Determine material Sustainability Factors of the Group</li> <li>Review and approve sustainability strategies, policies and targets (including materiality assessment process and outcome)</li> <li>Monitor implementation of sustainability strategies, policies and performance against targets</li> <li>Oversee the identification and evaluation of climate-related risks and opportunities</li> <li>Ensure the integration of sustainability and climate-related risks and opportunities within the Group’s enterprise risk management (“<b>ERM</b>”) framework</li> <li>Review and approve sustainability reports</li> </ul>
AC	AC members	<ul style="list-style-type: none"> <li>Review the adequacy and effectiveness of the Group’s internal controls and risk management systems</li> <li>Oversee the conduct of assurance activities pertaining to the Group’s sustainability reporting processes</li> </ul>
SC	<ul style="list-style-type: none"> <li>Chairman</li> <li>Chief Financial Officer</li> <li>Finance Manager</li> <li>Operations Director</li> <li>HR and Admin Manager</li> </ul>	<ul style="list-style-type: none"> <li>Develop sustainability strategies and policies</li> <li>Ensure that the implementation of sustainability strategies is aligned across business segments</li> <li>Evaluate overall sustainability risks and opportunities, with a focus on climate-related risks and opportunities</li> <li>Perform materiality assessment</li> <li>Monitor sustainability activities and performance against targets</li> <li>Align the Group’s practices with the organisation-wide sustainability agenda and strategies</li> <li>Consolidate sustainability metrics to track sustainability impact on a group basis and for reporting purposes</li> <li>Prepare sustainability reports</li> </ul>

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Component Party	Members	Terms of Reference
Business units/ Corporate functions	Representatives from business units or corporate functions designated to support the work of the SC	<ul style="list-style-type: none"> <li>Align practices on the operational level with the Group's sustainability agenda and strategies</li> <li>Collect and compile sustainability metrics to track sustainability impact and for reporting purposes</li> </ul>

## 8.2 Sustainability Reporting Processes

Our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

Processes involved are shown in the chart below:



## 8.3 Materiality Assessment

We constantly refine our management approach to adapt to changes in the business landscape. An annual materiality assessment is performed by the SC to ensure that material Sustainability Factors disclosed in our sustainability reports remain current, material and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

Impacts, positive and negative, actual and potential, are assessed based on: (i) the likelihood of occurrence of actual and potential negative and positive impacts; and (ii) their significance on the economy, environment, people and their human rights and their contribution to sustainable development.

# Sheffield Green Ltd. Sustainability Report FY2025

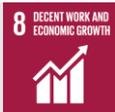
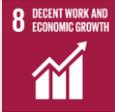
## 8.4 Performance Tracking and Reporting

We track the progress of our Sustainability Factors by identifying, measuring and monitoring the relevant sustainability metrics. In addition, we set performance targets that are aligned with our strategy to ensure that we remain focused in our path to sustainability. We will consistently seek to enhance our performance-monitoring processes and improve our data capturing systems. A sustainability report is published annually in accordance with our SR policy.

## 9. Material Sustainability Factors

In FY2025, a materiality assessment was performed by the SC to update the material Sustainability Factors and this was followed by a stakeholder engagement exercise<sup>11</sup> to understand the concerns and expectations of our key stakeholders. Through the materiality assessment, factors with significant impact on the economy, environment, people and their human rights were updated. In this Report, we also reported our progress in managing these factors and set related targets to improve our sustainability performance.

We endeavour to incorporate the SDGs from the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, where applicable, as a supporting framework to shape and guide our sustainability strategy. Below are the results showing how our material Sustainability Factors relate to these SDGs:

S/N	Sustainability Factor	Key Stakeholder	SDG	Our Effort
<b>Economic</b>				
1	Total customer satisfaction	Customers		Work closely with our customers to ensure that we continue to meet their expectations
2	Sustainable business performance	<ul style="list-style-type: none"> <li>▪ Employees</li> <li>▪ Regulators</li> <li>▪ Shareholders</li> <li>▪ Suppliers</li> </ul>		Contribute to economic growth by creating long-term value for our stakeholders
<b>Environmental</b>				
3	Energy conservation and GHG emissions reduction	<ul style="list-style-type: none"> <li>▪ Communities</li> <li>▪ Shareholders</li> </ul>		Implement measures to reduce energy consumption, improve efficiency, lower GHG emissions and reduce costs
<b>Social</b>				
4	Equal employment opportunities	Employees		Treat employees fairly based on merits
5	Employee safety and well-being	<ul style="list-style-type: none"> <li>▪ Employees</li> <li>▪ Regulators</li> </ul>		Promote safety practices, offer medical benefits and equip employees with safety training
6	Employee retention and development	Employees		Offer training opportunities and benefits to help employees develop skills that enhance productivity and well-being
7	Commitment to data privacy and cybersecurity	Employees		Implement safeguards to protect our confidential data

<sup>11</sup> The Company distributed an online survey to its internal and external stakeholders, including employees and suppliers, to gather perspectives on the most important Sustainability Factors for the business to prioritise.

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S/N	Sustainability Factor	Key Stakeholder	SDG	Our Effort
Governance				
8	Robust corporate governance framework	<ul style="list-style-type: none"> <li>Regulators</li> <li>Shareholders</li> </ul>		Maintain high standards of corporate governance practices to ensure the sustainability of our business

Due to the nature of our business, water consumption and waste management in FY2025 are not identified as material Sustainability Factors. We will continue to monitor our water consumption and waste management within our premises and make the related disclosure in future, if and when deemed material.

We will update the material Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholders' feedback and sustainability trends. For FY2025, pursuant to the materiality assessment, there are no changes to the material Sustainability Factors identified from FY2024.

Details of each material Sustainability Factor are presented as follows:

## 9.1 Total Customer Satisfaction

### Commitment

We acknowledge that customer satisfaction enhances customer's trust in us and is a key factor in achieving our long-term success.

### Approach

Our strategies towards customer satisfaction are as follows:

#### Offer a comprehensive range of human resource services across the entire renewable energy value chain

We provide a range of services to meet our customers' human resource requirements across the entire renewable energy (both onshore and offshore) value chain. The range of end-to-end human resource services that the Group provides is wide and includes, personnel selection, visa application, training, deployment logistics, staff and payroll funding and administration.

#### Maintain presence and proximity to our customers

We established strong and direct local presences in the markets which we operate in. Through our various local subsidiaries and branch office (in Taiwan), we serve our customers directly instead of relying on third-party intermediaries. Our local presence in these markets also enables us to gain expertise and demonstrate to our customers an understanding of the local regulations and market conditions, leading to smoother business processes and better service quality.

To market our capabilities and services, the Group participates in trade fairs and seminars organised for the renewable energy industry. We believe that such participations keep us abreast of the latest developments in the renewable energy industry, allow us to network with other key market players attending such events and raise our profile in the industry.

#### Strong capability and capacity to meet the manpower demands of large-scale projects

The Group maintains a quality assurance and control system whereby the mobilised personnel supplied are checked and approved by our consultants in the recruiting department ("**Recruitment Department**"). Our Recruitment Department works closely with our customers to gather as much information as possible about the role they are hiring for, including the type and scope of the duties and responsibilities involved, the skills, experience, training, or qualifications required for the role, and how the position fits into the broader organisational structure of the customer's business. To maintain a high standard of service, prospective candidates undergo a stringent and systematic recruitment process whereby the most suitable candidates are selected based on customers' requirements.

Our Recruitment Department has a clear understanding and knowledge of the technical requirements that are essential to delivering successful projects and operations in the renewable energy industry. Accordingly, the Group can engage effectively with its customers by sourcing and procuring prospective candidates with

# Sheffield Green Ltd. Sustainability Report FY2025

experience best suited to their requirements across all phases of a project's development lifecycle. You may refer to section 9.6 for details on employee retention and development.

In addition, we have built an extensive database of potential candidates through the years of our business. We continue to engage and source potential candidates actively to expand our talent pool.

## Adoption of market standards in our services

Our operations adhere to international standards for quality management and occupational safety. These standards demonstrate our ability to consistently provide services that meet customer requirements.

## Proactively gather customer feedback to formulate strategies

Feedback from our customers relating to the quality and timeliness of our service, the quality of mobilised personnel, our ability to meet customers' schedules, and pricing is collected via various touchpoints such as customer satisfaction surveys, calls, and messaging applications. Customer complaints are monitored, and corrective or preventive actions are taken where necessary.

## Training and development of capable personnel

As part of our commitment to fostering an injury-free work environment, our training segment operates by applying established industry standards that provide a structured and consistent approach across various areas of our operations. These standards guide the development and upkeep of safe and adequately equipped training environments, the design of training content and curriculum, the selection and qualification of instructors, and the use of risk assessment and incident reporting procedures to help ensure the safe delivery of training activities. Our operations also cover the retention of training records, regular review of participant performance, and clear processes for managing appeals related to assessment outcomes. In addition, we follow defined procedures for addressing non-conformities, including the handling of customer complaints, in order to support ongoing improvement and maintain a reliable level of quality and safety.

## Performance

### Adoption of market standards

To align with market standards and best practices, we attained the following certification for Sheffield Green (Asia) Pte. Ltd.:

Certification/ Standard	Coverage
ISO 9001:2015	Compliance with the requirements of the International Labour Organisation ("ILO")'s Maritime Labour Convention, 2006 ("MLC, 2006") as applicable to recruitment and placement services. MLC is an international labour standard established by the ILO to ensure decent working and living conditions for seafarers on board ships.

### Recognition as accredited training providers

Our training centres in Taiwan and Spain are recognised as accredited training providers by organisations that set international safety training standards. As certified training providers, we are considered competent and capable of delivering safety and technical training aligned with industry expectations:

Training Standards-Setting Body	Entity Recognised as Accredited Training Provider	Coverage
Global Wind Organisation ("GWO")	<ul style="list-style-type: none"> <li>▪ Wind Asia Training Co., Ltd. (Taiwan)</li> <li>▪ Stier Training Services, SLU</li> </ul>	GWO is a non-profit industry association founded and owned by its members who are drawn from globally leading renewable energy manufacturers, owners and operators.

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Training Standards-Setting Body	Entity Recognised as Accredited Training Provider	Coverage
Offshore Petroleum Industry Training Organisation (“ <b>OPITO</b> ”)	Stier Training Services, SLU	OPITO is a non-profit industry association that works with governments and industry worldwide to set safety and competency standards in the offshore oil and gas industry.
International Maritime Organization (“ <b>IMO</b> ”)	Stier Training Services, SLU	As a specialised agency of the United Nations, IMO is the global standard-setting authority for the safety, security and environmental performance of international shipping. The IMO’s International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (“ <b>STCW</b> ”) sets the standards of competence for seafarers internationally.

## Customer satisfaction rate

During the Reporting Period, we recorded a rejection rate of less than 5%<sup>12</sup> from customers for the personnel that the Group mobilised.

## 9.2 Sustainable Business Performance

### Commitment

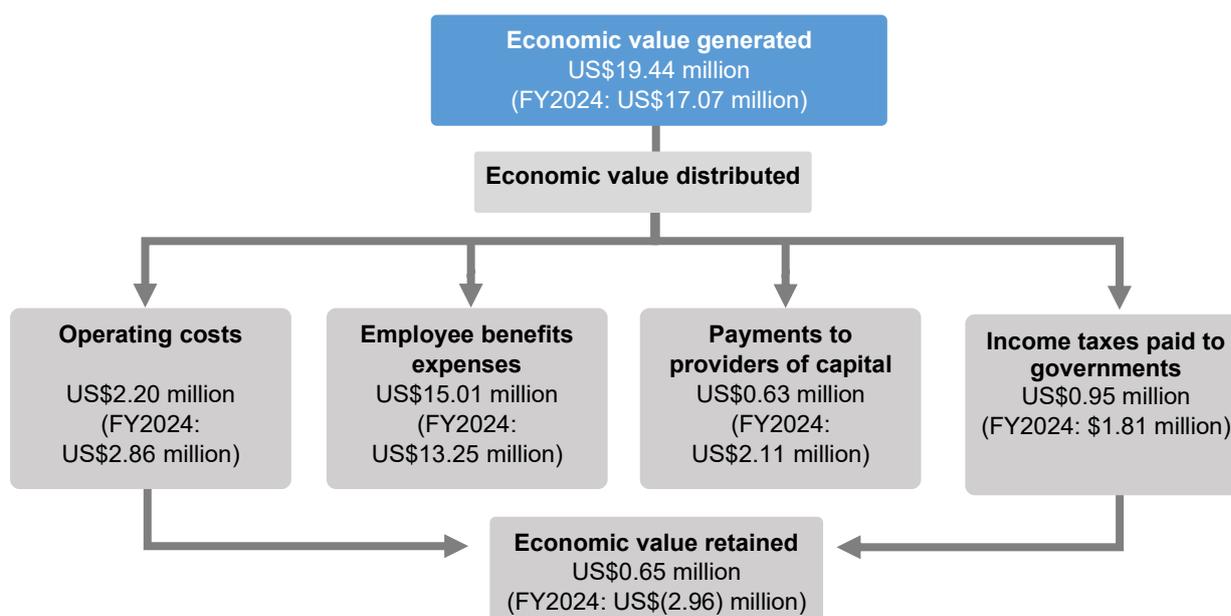
We believe in creating long-term economic value and consistent economic performance for the Group. We are committed to provide value to various stakeholders through relevant and meaningful ways.

### Approach

We strive to generate and distribute economic value via our business strategy, which includes staying abreast with market trends, maintaining a healthy balance sheet and strong cash flow, mitigating relevant business risks identified.

### Performance

In line with this commitment, value created in FY2025 is distributed to various key stakeholders as follows to enable a more sustainable future:



<sup>12</sup> No comparative data is available due to changes in the methodology of calculation.

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Refer to the audited financial statements in the FY2025 Annual Report for the Group's financial performance and financial risk management disclosure on our efforts and progress in maintaining financial sustainability.

## 9.3 Energy Conservation and GHG Emissions Reduction

### Commitment

Energy use and the resulting carbon emissions cause heat to be trapped in the atmosphere, leading to climate change and global warming. Accordingly, we are committed to conserving energy and reducing our carbon footprint while being open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

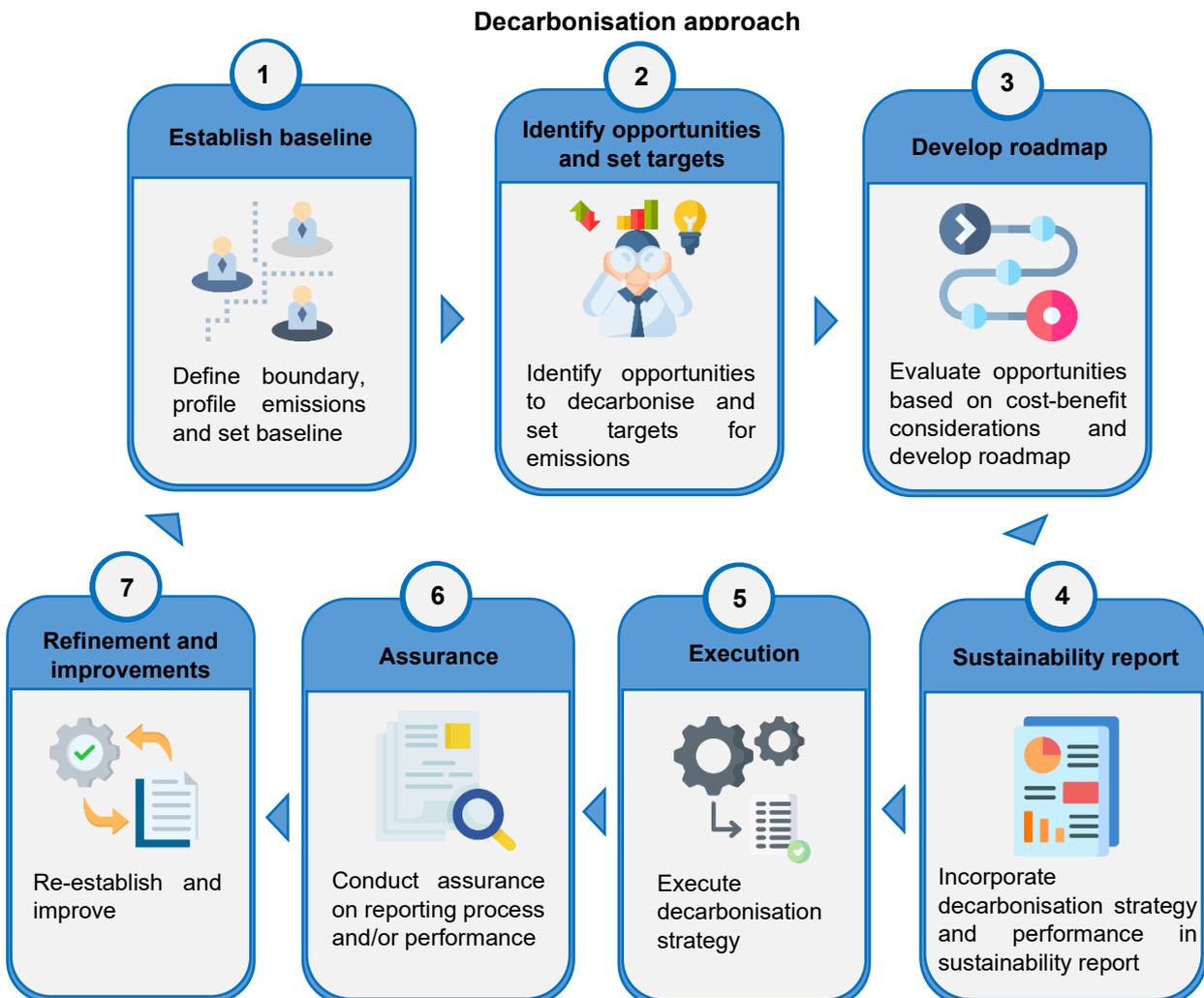
### Approach

In our operations, we rely mainly on electricity for office uses such as lighting, cooling and operating office equipment.

We aim to reduce our environmental footprints and at the same time, establish operational resilience that delivers long-term and sustainable value to our business. We adopt a balanced approach in effectively managing and minimising the impacts arising from our business operations.

#### Decarbonisation approach

To achieve our decarbonisation goals, we set up a 7-step continuous circular process for our decarbonisation efforts as follows:



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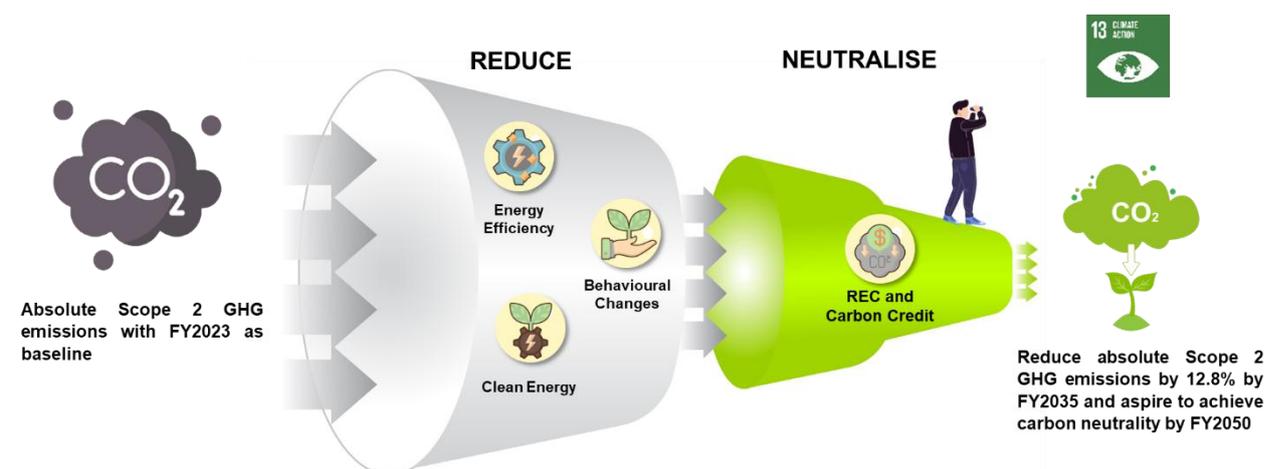
We conducted a GHG emissions profiling exercise for our key operations based on defined organisational boundaries. We track and monitor our Scope 1, 2<sup>13</sup> and certain categories of Scope 3<sup>14</sup> GHG emissions closely and are developing mechanism to track our other categories of our scope 3 GHG emissions, where relevant and practicable. No separate disclosure is made on direct GHG emissions (Scope 1)<sup>15</sup> as we do not generate material direct GHG emissions (Scope 1) from our operations. We will continue to monitor direct GHG emissions (Scope 1) and to disclose them in future, as and when applicable.

We developed a climate change transition plan and will refine and improve the plan as we progressively implement it, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our future sustainability reports with assurance on the reporting process covered by an internal review.

We measure our GHG emissions in alignment with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004) and adopted the operational control approach as a basis to determine GHG emissions data consolidation boundaries across our entities. This approach has been selected as it allows us to manage emissions from our operations where we have practical control to introduce relevant measures and implement operating policies. We have assessed that we have operational control over all reporting entities covered in this Report.

## Climate change transition plan

Our climate change transition plan steers us on our decarbonisation journey. Under this plan, we commit to reduce our aggregated absolute Scope 2 GHG emissions by 12.8% by FY2035 and aspire to achieve carbon neutrality by FY2050, using FY2023 as our baseline. Our climate change transition plan is focused on two (2) strategic levers of reduce and neutralise as follows:



Details of our strategic levers are as follows:

Lever	Reduce	Neutralise
Description	<ul style="list-style-type: none"> <li>Reduce absolute emissions first within our operations and followed by our supply chain</li> <li>Replace existing energy source with low or zero-carbon sources</li> </ul>	Neutralise unavoidable residual emissions
Focus Area	<ul style="list-style-type: none"> <li>Energy efficiency:                             <ul style="list-style-type: none"> <li>❖ Lighting solutions</li> </ul> </li> <li>Behavioural changes</li> <li>Clean energy</li> </ul>	<ul style="list-style-type: none"> <li>Renewable energy certificates ("REC")</li> <li>Carbon credits</li> </ul>

We continuously strive to improve our energy use and efficiency through the following initiatives and aspirations:

<sup>13</sup> Scope 2 GHG emissions are indirect emissions that arise from the generation of purchased electricity consumed by a company. Scope 2 emissions physically occur at the facility where electricity is generated.

<sup>14</sup> Scope 3 GHG emissions are indirect emissions (excluding scope 2 GHG emissions) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

<sup>15</sup> Scope 1 GHG emissions occur from sources that are owned or controlled by a company

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Lever	Focus Area	Action Plan
<b>Reduce</b>	Energy efficiency - Lighting solutions	We optimise electricity efficiency using high-efficiency lighting wherever practicable.
	Behavioural changes	We constantly remind our staff on basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use, enabling power saving modes and optimising operating temperatures.
	Clean energy	We are constantly exploring opportunities to source for clean and/or renewable energy where we operate in.
<b>Neutralise</b>	<ul style="list-style-type: none"> <li>▪ REC</li> <li>▪ Carbon credits</li> </ul>	The Group plans to explore the use of REC and carbon credits to offset unavoidable residual emissions when the relevant markets mature.

## Performance

Key statistics on energy consumption and GHG emissions during the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2025	FY2024
<b>Energy consumption</b>			
Electricity consumption	GJ	299	230
Electricity consumption intensity	GJ/ office employee	4.83	5.35
<b>GHG emissions</b>			
Scope 2 <sup>16</sup> GHG emissions (Indirect GHG emissions from electricity)	tonnes CO <sub>2</sub> e	37.99	28.42
GHG emissions intensity	tonnes CO <sub>2</sub> e/ office employee	0.61	0.66

The increase in Scope 2 GHG emissions is mainly due to the commencement of training courses conducted by our Taiwan training centre and the acquisition of a training centre business in Spain. GHG emissions intensity decreased mainly due to an increase in the number of office employees following the said acquisition.

During the Reporting Period, selected Scope 3<sup>17</sup> GHG emissions for our operations are as follows:

Category	Coverage	Unit of Measurement	FY2025	FY2024
Category 6: Business travel	Air travel for office employees	tonnes CO <sub>2</sub> e	20	15
Category 7: Employee commuting	Transportation of Taiwan and Singapore's office employees between their homes and their worksites	tonnes CO <sub>2</sub> e	32	14 <sup>18</sup>

The increase in business air travel emissions is primarily attributed to a higher number of trips taken for the development of the training business and for business meetings. The increase in employee commuting emissions is primarily attributed to headcount growth within the training business in Taiwan, as well as changes in commuting patterns.

<sup>16</sup> GHG emissions from electricity purchased by the Company (Scope 2) are calculated based on the country-specific grid emission factors published by the relevant local authorities and supplier-specific emission factors published by the relevant local authorities and suppliers.

<sup>17</sup> Scope 3 GHG emissions were calculated using calculation tools comprising International Civil Aviation Organisation Carbon Emissions Calculator for category 6, Singapore Emission Factors Registry and GHG Protocol GHG Emissions from Transport or Mobile Sources Tool for category 7.

<sup>18</sup> Figure has been restated as a correction.

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## 9.4 Equal Employment Opportunities

### Commitment

Human resource is our key asset. A diversified workforce supports business sustainability by offering fresh perspectives and ideas that contribute to the growth of our operations.

### Approach

We maintained the following policies and measures to promote diversity and equal opportunity:

- An Employee Handbook stipulating standards of practices which include extending equal opportunity to all individuals regardless of race, religion, colour, gender, nationality or age, zero tolerance stance against sexual harassment; and
- Adherence to the Tripartite Alliance for Fair and Progressive Employment Practices (“TAFEP”) guidelines in Singapore and relevant labour laws and regulations in other countries of our operations to ensure that employees are not subjected to workplace discrimination.

### Performance

The total number of full-time employees covered as at 30 June 2025 is 560 (FY2024: 514). During the Reporting Period, there were zero (FY2024: zero) reported incidents of unlawful discrimination against employees.

Key statistics on employee demographics are as follows:

#### Gender diversity (%)

We view gender diversity in the Board as an essential element in supporting sustainable development. We have a female representation of one Director in the Board or 20% (FY2024: 20%) of the Board. Key statistics on gender diversity of our employees are as follows:

Sustainability Metric	FY2025		FY2024	
	Male	Female	Male	Female
<b>Overall</b>	95%	5%	96%	4%
<b>Employee category</b>				
Management	64%	36%	64%	36%
Non-management	96%	4%	97%	3%

Due to the job nature in the renewable energy industry, the workforce of mobilised personnel is predominantly made up of male non-management employees.

## 9.5 Employee Safety and Well-being

### Commitment

We strive to ensure good health and safety for our employees in the workplace. A working environment that supports equal opportunity for all helps to create a level platform for employees to excel and showcase their potential in contributing to the Group. We are also committed to providing a substance free workplace for our employees.

### Approach

In line with our commitment to promote a healthy and safe work environment with a strong workplace safety culture, new employees are briefed on safety procedures during orientation, workplace accidents are tracked and monitored regularly, and related corrective procedures are followed through.

Our Employee Handbook stipulates our zero-tolerance stance against employees who report for duty while impaired by the consumption of alcoholic beverages or drugs and encourages employees with drug or alcohol abuse problems to contact their supervisors or Human Resources personnel for assistance.

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To support the safety and well-being of our employees, we provide insurance coverage such as medical insurance in Singapore and social insurance in Taiwan, Japan, Poland, South Korea and Spain. Apart from insurance coverage, we provide employee benefits such as reimbursement of expenses incurred from medical consultation and dental check-ups. We also arrange for employees to undergo requisite training and be equipped with personal protective equipment prior to mobilisation to customer sites, where necessary.

In addition, we provide eligible employees with pro-family benefits such as maternity leave, paternity leave and childcare leave in line with the respective pro-family legislations stipulated within each jurisdiction that we operate in.

## Performance

### Employee safety

During the Reporting Period, we recorded zero workplace fatalities, zero high consequence work-related injuries, zero recordable work-related injuries and zero work-related ill health cases (FY2024: zero fatalities, zero high consequence work-related injuries, zero recordable work-related injuries and zero recordable work-related ill health cases) for our employees<sup>19</sup>.

### Employee well-being

Key statistics on maternity leave and paternity leave (collectively as “**Parental Leave**”) taken by our permanent full-time employees are as follows:

Performance Indicator	FY2025		FY2024	
	Male	Female	Male	Female
Number of employees entitled to Parental Leave	-	-	1	1
Number of employees who took Parental Leave	-	-	-	1
Number of employees who returned to work after Parental Leave ended	-	-	-	1
Return to work rate of employees who took Parental Leave	-% <sup>20</sup>	-% <sup>20</sup>	-% <sup>20</sup>	100%

## 9.6 Employee Retention and Development

### Commitment

We recognise the importance of providing equitable and quality education for our employees. We believe that having a strong team, particularly our experienced recruitment teams, is critical in fulfilling our customers’ needs in the renewable energy industry.

### Approach

We place a high priority on the competency development of our employees as we believe that an effective employee training programme is vital to employee retention and the long-term success of any business. The training programme includes training courses on occupational health and safety and environment.

Employee assessments are performed regularly to evaluate the performance of employees, and this helps to encourage them to take self-initiated enrichment actions to improve themselves.

### Performance

#### New hires

During the Reporting Period, our new hire rate was 23% (FY2024: 35%). Key statistics on new employee hires are as follows:

<sup>19</sup> Figures exclude mobilised personnel as workplace health and safety measures for them are controlled by our customers.

<sup>20</sup> Return to work rate is not applicable as no employees took Parental Leave during the specified period.

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Sustainability Metric	FY2025	FY2024
<b>Overall new hires</b>	23%	35%
<b>Gender</b>		
Male	23%	33%
Female	13%	79%

## Turnover

During the Reporting Period, our overall turnover rate was 19% (FY2024: 69%). Key statistics on employee turnover are as follows:

Sustainability Metric	FY2025	FY2024
<b>Overall turnover</b>	19%	69%
<b>Gender</b>		
Male	18%	70%
Female	58%	47%

The decrease in turnover rate is mainly due to increased project demand from the Group's existing clients and the acquisition of new clients, whereby existing mobilised personnel are transferred to new projects when they completed their projects. The same reason applies for the decrease in new hire rate.

## Regular performance and career development reviews

During the Reporting Period, all<sup>21</sup> eligible confirmed full-time office employees received regular performance and career development reviews.

## 9.7 Commitment to Data Privacy and Cybersecurity

### Commitment

Data privacy is of utmost importance to us as our business is required to handle, store and manage personal information pertaining to the databases of personnel and potential candidates, other confidential commercial and operational information maintained by the Group, as well as transmit personal and confidential information.

### Approach

#### Proactive management of personal data

We conduct our business in compliance with applicable data protection laws that governs the collection, use, disclosure and care of personal data. In addition to abiding to the data protection laws, we implemented the following measures:

- Adhere to Privacy Policy which is publicly available on the Company's website;
- Require all employees to sign a confidentiality agreement as a condition of employment; and
- Publish the email address of our privacy officer on the Company's website to provide an avenue for reporting data breaches and answering of enquiries, as well as for updating and deleting personal data.

#### Implement cybersecurity measures to protect our data

To safeguard data privacy, our IT infrastructure is equipped with its own firewall protocols and antivirus software. Third party access to our network is protected by cybersecurity controls which include strict access via remote secure sockets layer virtual private network coupled with multi-factor authentication. Our databases are stored locally with daily local backups and external cloud backups.

### Performance

In FY2025, there were zero (FY2024: zero) cases of substantiated complaint concerning breaches of data privacy and loss of data reported.

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<sup>21</sup> No comparative data is available as this is a new sustainability metric.

# Sheffield Green Ltd. Sustainability Report FY2025

## 9.8 Robust Corporate Governance Framework

### Commitment

A high standard of corporate governance is integral in ensuring sustainability of our business as well as safeguarding shareholders' interest and maximising long-term shareholder value.

### Approach

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third line roles) and the relationship among them are defined as follows:



Source: Three Lines Model issued by the IIA

The Group implemented a whistleblowing policy to provide a mechanism for employees to raise concerns through accessible confidential disclosure channels about possible improprieties in matters of financial reporting and others. Refer to the corporate governance report of our annual report for details on our corporate governance practices.

### Performance

In FY2025, there were zero incidents of serious offence reported and zero incidents of non-compliance with applicable laws and regulations that resulted in significant fines and/or non-monetary sanctions (FY2024: zero incidents).

## 10. Targets and Progress

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets related to our material Sustainability Factors. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress tracking
○○○	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

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S/N	Material Sustainability Factor	Target <sup>22</sup>	Progress
<b>Economic</b>			
1	Total customer satisfaction	<u>Ongoing</u> Maintain a rejection rate of less than 5% for mobilised personnel	Performance will be measured in the next financial year as comparative figure is not available due to changes in the calculation methodology.
2	Sustainable business performance	<u>Short-term</u> Maintain or improve economic value generated subject to market conditions	●●● Economic value generated improved mainly due to higher demand from the Group's existing clients and acquisition of new clients, resulting in an increase in revenue from provision of human resource segment. This is accompanied with new revenue contributed by the training segment, following the commencement of training courses at the Taiwan and Spain training centres.
<b>Environmental</b>			
3	Energy conservation and GHG emissions reduction	<u>Short-term</u> Reduce Scope 2 GHG emissions intensity (tonnes CO2e/ office employee)  <u>Medium-term</u> Reduce our absolute Scope 2 GHG emissions by 12.8% by FY2035 and aspire to achieve carbon neutrality by FY2050, using FY2023 as our baseline	●●● Achieved a reduction in Scope 2 GHG emissions intensity. This reduction is not considered as management's efforts in meeting the target as it arose largely from the increase in number of office employees due to the acquisition of the training centre business in Spain.  ●●● Scope 2 GHG emissions increased compared to the baseline, mainly due to the expanded reporting scope of covered entities. Based on the same entities covered in FY2023 <sup>23</sup> , there was a slight increase of 4% in GHG emissions. We are considering a revision of the baseline in the next financial year, when the training centre in Spain registers a full year of GHG emissions data under the Group.
<b>Social</b>			
4	Equal employment opportunity	<u>Ongoing</u> Maintain zero reported incidents of unlawful discrimination against employees	●●● Maintained zero reported incidents of unlawful discrimination against employees
5	Employee safety and well-being	<u>Ongoing</u> Maintain zero workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases	●●● Maintained zero workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases

<sup>22</sup> Time horizons for target settings are: (i) short term: within 5 years (until FY2028); (ii) medium term: between 5 and 20 years (between FY2028 and FY2043); (iii) long term: above 20 years (FY2043 onwards); and (iv) ongoing: encompassing short, medium, and long term.

<sup>23</sup> Entities covered in the FY2023 Sustainability Report include Sheffield Green, Sheffield Green (Asia) Pte. Ltd., Sheffield Green K.K and Sheffield Green (Asia) Pte. Ltd., Taiwan Branch.

# Sheffield Green Ltd. Sustainability Report FY2025

S/N	Material Sustainability Factor	Target <sup>24</sup>	Progress
Social			
6	Employee retention and development	<u>Ongoing</u> Provide training opportunities for development and growth to keep our employees motivated and engaged	●●● Continued to provide training opportunities for development and growth to keep our employees motivated and engaged
7	Commitment to data privacy and cybersecurity	<u>Ongoing</u> Maintain zero cases of substantiated complaint concerning breaches of data privacy and loss of data reported	●●● Maintained zero cases of substantiated complaint concerning breaches of data privacy and loss of data reported
Governance			
8	Robust corporate governance framework	<u>Ongoing</u> <ul style="list-style-type: none"> <li>▪ Maintain zero incidents of serious offence</li> <li>▪ Maintain zero reported incidents of non-compliance with applicable laws and regulations for which fines and/or non-monetary sanctions were incurred</li> </ul>	●●● <ul style="list-style-type: none"> <li>▪ Maintained zero incidents of serious offence</li> <li>▪ Maintained zero reported incidents of non-compliance with applicable laws and regulations for which fines and/or non-monetary sanctions were incurred</li> </ul>

For the material Sustainability Factors identified this Report, the Board and SC have considered the relevance and usefulness of setting related targets in the short-term, medium-term and long-term horizons. As the historical data trends for certain material Sustainability Factors have yet to stabilise, we have not set the related medium and long-term targets and will disclose such targets in our future sustainability reports when the data trends have stabilised and subject to market trends.

## 11. Our Disclosures Based on TCFD Recommendations

Our climate-related disclosures are produced based on the 11 recommendations of TCFD.

### Governance

*a. Describe the board's oversight of climate-related risks and opportunities.*

The Board oversees the management and monitoring of the Sustainability Factors and consider climate-related issues in determining the Group's strategic direction and policies.

*b. Describe management's role in assessing and managing climate-related risks and opportunities.*

The Board is ultimately responsible for the oversight of the Group's sustainability matters and is primarily supported by our SC. Our sustainability strategy is spearheaded by our SC, which includes the senior management executives, supported by managers from key business units and corporate functions. The SC is led by the Chairman. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, target setting, evaluation of sustainability risks and opportunities, as well as collection, verification, monitoring and reporting of performance data.

### Strategy

*a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.*

*b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.*

We recognise that climate change poses different types of risks to our business. The Group's assessment on potential implication of climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios as follows:

<sup>24</sup> Time horizons for target settings are: (i) short term: within 5 years (until FY2028); (ii) medium term: between 5 and 20 years (between FY2028 and FY2043); (iii) long term: above 20 years (FY2043 onwards); and (iv) ongoing: encompassing short, medium, and long term.

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Scenario	Description
<u>Orderly</u> Net zero 2050	Reaching net-zero global CO <sub>2</sub> emissions by 2050 will require an ambitious transition across all sectors of the economy. Scenarios tend to emphasise the importance of decarbonising the electricity supply, increasing electricity use, increasing energy efficiency, and developing new technologies to tackle hard-to-abate emissions. Transition risks to the economy could result from higher emissions costs and changes in business and consumer preferences. Physical risks would be minimised.
<u>Hot house world</u> Current policies	While many countries have started to introduce climate policies, they are not yet sufficient to achieve official commitments and targets. If no further measures are introduced, 3 °C or more of warming could occur by 2100. This would likely result in deteriorating living conditions in many parts of the world and lead to some irreversible impacts like sea-level rise. Physical risks to the economy could result from disruption to ecosystems, health, infrastructure and supply chains.

We selected NGFS' orderly and hot house world scenarios for our qualitative climate scenario analysis. We analyse the impact of the climate-related risks on group-wide activities in the short term (until FY2028), medium term (between FY2028 – FY2043) and long term (FY2043 onwards).

Based on the above-mentioned scenarios, the key climate-related risks and opportunities identified by the Group during a climate-related risk assessment exercise are as follows:

Risk and Potential Impact	Potential Impact Magnitude			Mitigation Measure	Climate-Related Opportunity
	Short Term	Medium Term	Long Term		
<b>Key physical risk identified</b>					
<i>Increased severity of extreme weather events</i>					
<p>The demand for the Group's human resources services and the Group's performance is affected by the weather conditions including, potential impact from climate change, known and unknown, and by the seasonal nature of the renewable energy industry. Prolonged extreme weather events can lead to reduced market demand for offshore projects as severe weather disruptions create uncertainty for customers, causing hesitation to initiate or continue projects. Any such occurrence may have a material adverse effect on the Group's prospects, business, operations and financial results.</p> <p>In addition, with rising temperatures and more frequent heatwaves arising from global warming and climate change, risks of increasing cooling expenditure and reduced labour productivity are expected to increase.</p> <p>We remain vigilant in monitoring the impact of climate change on our operations, mindful of the alarming estimated global cost of US\$16 million per hour<sup>25</sup> arising from climate-related damage.</p>	<p><b>Scenario: Orderly</b></p> <p>●                      ●                      ●</p>			<p>We developed a climate change transition plan to steer us on our decarbonisation journey.</p> <p>The increased prevalence and severity of adverse weather conditions drove us in adopting energy efficiency initiatives to manage energy consumption, generate energy savings and reduce GHG emissions. You may refer to the energy conservation and GHG emissions reduction Sustainability Factor for further details.</p>	<p>The extreme weathers from climate change raises awareness for reduction in GHG emissions which presents opportunities to the Group which is in the renewable energy sector.</p>
	<p><b>Scenario: Hot house world</b></p> <p>●                      ●                      ●</p>				
	<p>●                      ●                      ●</p>				

<sup>25</sup> Source: <https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/>

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Risk and Potential Impact	Potential Impact Magnitude			Mitigation Measure	Climate-Related Opportunity
	Short Term	Medium Term	Long Term		
<b>Key transition risk identified</b>					
<i>Enhanced GHG emissions-reporting obligations</i>					
<p>With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are demanding climate-related information. Failure to comply with the relevant climate reporting requirements may lead to adverse impacts on the Group's reputation.</p> <p>The Group experienced an increase in costs due to enhanced obligations for GHG emissions reporting. Such costs include investment of manpower resource in more comprehensive data collection, analysis, and reporting processes, greater involvement from management, and additional costs for consultant and employee training.</p>	<b>Scenario: Orderly</b> 			<p>To strengthen our sustainability governance structure, we put in place a SC for managing and monitoring our material Sustainability Factors, including working with the various business units to ensure these are integrated into our day-to-day operations. In addition, we established terms of reference for component parties involved in the sustainability reporting process, for clarity and accountability purposes.</p> <p>With the above, we will be in a better position to meet the rising needs and expectations of stakeholders on the environment.</p>	<p>The enhanced emissions reporting obligations raise climate awareness among our employees and with more defined job responsibilities and training, the Group will be better positioned to adoption of energy efficiency measures</p>
	<b>Scenario: Hot house world</b> 				

## Legend

Minor   Moderate   Major

Based on the scenarios above, we will continue to formulate adaptation and mitigation plans and allocate resources towards transitioning to a low or net zero carbon operations, through optimal business strategy and effective financial planning. We strive to minimise climate risks associated with our business and will seize opportunities such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

## Strategy

*c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities.

Through our climate scenario analysis, we concluded that unmitigated climate risks (under Warming Scenario 2: Hot House World) may lead to severe financial impacts in the long term. Under the orderly scenario, the climate-related risks identified are not expected to result in significant financial impacts in the short, medium, or long term. To address these risks and capitalise on opportunities associated with climate change, we will continuously refine our strategy to remain resilient throughout our sustainability journey.

# Sheffield Green Ltd. Sustainability Report FY2025

## Risk Management

- a. Describe the organisation's processes for identifying and assessing climate-related risks*
- b. Describe the organisation's processes for managing climate-related risks.*
- c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.*

The Group's climate-related risks and opportunities are identified and assessed during a climate-related risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related sustainability metrics. We will integrate climate-related risks into our risk management framework in the future.

## Metrics and Targets

- a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.*

We track, measure and report on our environmental performance, such as energy consumption, GHG emissions and disclose related metrics in our sustainability report. 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.

- b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.*

To support the climate change agenda, we disclose our Scope 2 and selected Scope 3 GHG emissions in the Report and set climate-related targets such as those related to energy consumption, GHG emissions and water consumption. No separate disclosure is made on direct GHG emissions (Scope 1) as we do not generate material direct GHG emissions (Scope 1) from our operations. We will continue to monitor direct GHG emissions (Scope 1) and to disclose them in future, as and when applicable.

We recognise the importance of monitoring our indirect Scope 3 GHG emissions and disclosed indirect Scope 3 GHG emissions from business travel (category 6) and employee commuting (category 7) in FY2025. We aim to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions and expand the reporting coverage of our Scope 3 GHG emissions on categories relevant to the Group wherever applicable and practicable.

- c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.*

As a commitment towards mitigating climate change, we have set climate-related targets related to energy consumption and GHG emissions. Refer to Section 10 for further details.

# Sheffield Green Ltd. Sustainability Report FY2025

## Appendix 1 GRI Content Index

Statement of use	Sheffield Green Ltd. has reported the information cited in the GRI content index for the period from 1 July 2024 to 30 June 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location/ Page Reference
GRI 2: General Disclosures 2021	2-1 Organisational details	1, Annual Report 2025 ("AR 25"): 79, 111-112, 137-138, 149
	2-2 Entities included in the organisation's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	2, 4, 8
	2-4 Restatements of information	14
	2-5 External assurance	4
	2-6 Activities, value chain and other business relationships	3, 9-11, AR 25: 2
	2-7 Employees	3, 15
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	6-7, AR 25: 7-11, 18, 21-25, 149
	2-10 Nomination and selection of the highest governance body	AR 25: 28-33
	2-11 Chair of the highest governance body	6, AR 25: 7, 26-27
	2-12 Role of the highest governance body in overseeing the management of impacts	6-7, AR 25: 60
	2-13 Delegation of responsibility for managing impacts	6-7
	2-14 Role of the highest governance body in sustainability reporting	6-7, AR 25: 60
	2-15 Conflicts of interest	AR 25: 15, 62-63, 89-93
	2-16 Communication of critical concerns	18, AR 25: 52
	2-17 Collective knowledge of the highest governance body	6, AR 25: 16
	2-18 Evaluation of the performance of the highest governance body	AR 25: 34-35
	2-19 Remuneration policies	AR 25: 36-43
	2-20 Process to determine remuneration	AR 25: 36-43
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints
	2-22 Statement on sustainable development strategy	1, AR 25: 4-6
	2-23 Policy commitments	10-11, 15, 17-18
	2-24 Embedding policy commitments	10-11, 15, 17-18
	2-25 Processes to remediate negative impacts	18, AR 25: 52
	2-26 Mechanisms for seeking advice and raising concerns	18, AR 25: 52
	2-27 Compliance with laws and regulations	15, 17-18
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	5
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7-9
	3-2 List of material topics	8-9
	3-3 Management of material topics	9-20

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GRI Standard	Disclosure	Location/ Page Reference
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11-12
	201-3 Defined benefit plan obligations and other retirement plans	AR 25: 82, 100
	201-4 Financial assistance received from government	AR 25: 81, 98
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	14
	302-3 Energy intensity	14
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	14
	305-3 Other indirect (Scope 3) GHG emissions	14
	305-4 GHG emissions intensity	14
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	16-17
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	16
	401-3 Parental leave	16
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	15-16
	403-5 Worker training on occupational health and safety	15-16
	403-6 Promotion of worker health	15-16
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	15-16
	403-9 Work-related injuries	16
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	16
	404-3 Percentage of employees receiving regular performance and career development reviews	17
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	15
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	15
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	17



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