advanced

Empowering. Sustainable. Future-Driven.

NEW BEGINNING
ENDLESS POSSIBILITIES

SUSTAINABILITY REPORT 2024

Advanced Holdings Ltd.
Sustainability Report 2024

Table of Contents

This Sustainability Report has been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "**Sponsor**").

This Sustainability Report has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**SGX-ST**") and the SGX-ST assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Mr Lance Tan, Senior Vice President, at 8 Anthony Road, #01-01, Singapore 229957, telephone (65) 6590 6881.

Managing Director's Message

Dear stakeholders,

On behalf of the Board of Directors (the "**Board**") of Advanced Holdings Ltd (the "**Company**" or "**Advanced**", and together with its subsidiaries, collectively the "**Group**"), we are pleased to present to you the Sustainability Report for the Group, for the financial year ended 31 December 2024 ("**FY2024**"). In this Sustainability Report, we emphasise our commitment to fostering a sustainable future and advancing our long-term growth. We remain focused on enhancing our sustainability initiatives as we pursue continuous improvement and advancement.

FY2024 marks a significant year for the Group as our main corn processing facility in Sulawesi, Indonesia commenced its full operations and processed 13,976 Metric Tons ("**MT**") of raw corns and supplied to markets in Java and Sulawesi, and established key customers in the feed mill industry.

The Group is committed to fostering sustainable practices as we expand our agricultural operations, believing that these efforts will generate positive outcomes for both our stakeholders and the environment. We actively engage with our stakeholders to ensure that our policies and practices align with their needs and expectations. Furthermore, we prioritise human rights and work to improve working conditions for our clients and employees, ensuring they are well-informed of their rights and receive adequate support.

As the Group integrates sustainability into its operations, we recognise the evolving climate-related challenges we face. These challenges include meeting regulatory standards, managing increasing operational and maintenance costs, and dealing with the rising prices of raw materials. However, we also identify opportunities for growth and innovation. For example, we are implementing energy-efficient systems and adopting eco-friendly products and services that minimise environmental impact and promote staff well-being.

The Board is involved in the review of sustainability issues in our business and strategy, determined the material sustainability factors and overseen the management in the monitoring of these factors. The Board is supported by the Sustainability Task Force in the review of key sustainability issues. As we enhance our agricultural business practices, our commitment to sustainability remains steadfast. We will continue to engage with stakeholders to ensure that our policies and practices effectively reflect their interests.

We extend our gratitude to the management team, all our dedicated employees, valued partners, and stakeholders for their unwavering support in advancing our sustainability initiatives and for their significant contributions to our ongoing sustainability journey.

Yours Sincerely,

Dr Wong Kar King
Managing Director

Managing Director's Message

Dear stakeholders,

On behalf of the Board of Directors (the "**Board**") of Advanced Holdings Ltd (the "**Company**" or "**Advanced**", and together with its subsidiaries, collectively the "**Group**"), we are pleased to present to you the Sustainability Report for the Group, for the financial year ended 31 December 2024 ("**FY2024**"). In this Sustainability Report, we emphasise our commitment to fostering a sustainable future and advancing our long-term growth. We remain focused on enhancing our sustainability initiatives as we pursue continuous improvement and advancement.

FY2024 marks a significant year for the Group as our main corn processing facility in Sulawesi, Indonesia commenced its full operations and processed 13,976 Metric Tons ("**MT**") of raw corns and supplied to markets in Java and Sulawesi, and established key customers in the feed mill industry.

The Group is committed to fostering sustainable practices as we expand our agricultural operations, believing that these efforts will generate positive outcomes for both our stakeholders and the environment. We actively engage with our stakeholders to ensure that our policies and practices align with their needs and expectations. Furthermore, we prioritise human rights and work to improve working conditions for our clients and employees, ensuring they are well-informed of their rights and receive adequate support.

As the Group integrates sustainability into its operations, we recognise the evolving climate-related challenges we face. These challenges include meeting regulatory standards, managing increasing operational and maintenance costs, and dealing with the rising prices of raw materials. However, we also identify opportunities for growth and innovation. For example, we are implementing energy-efficient systems and adopting eco-friendly products and services that minimise environmental impact and promote staff well-being.

The Board is involved in the review of sustainability issues in our business and strategy, determined the material sustainability factors and overseen the management in the monitoring of these factors. The Board is supported by the Sustainability Task Force in the review of key sustainability issues. As we enhance our agricultural business practices, our commitment to sustainability remains steadfast. We will continue to engage with stakeholders to ensure that our policies and practices effectively reflect their interests.

We extend our gratitude to the management team, all our dedicated employees, valued partners, and stakeholders for their unwavering support in advancing our sustainability initiatives and for their significant contributions to our ongoing sustainability journey.

Yours Sincerely,

Dr Wong Kar King
Managing Director

Organisation Profile

Advanced Holdings Ltd. was setup in 1993 and was listed on the Singapore Stock Exchange in September 2004.

The Group's operating entities in Singapore include Advanced Holdings Ltd ("**AHL**"), Advanced Controls Pte Ltd ("**ACPL**"), Advanced Engineering Holdings Pte Ltd ("**AEH"**), Advanced Agri Pte Ltd ("**AAPL**"), and Guided Wave Asia Pte Ltd ("**GWA**"). Its overseas operating subsidiary, PT Advanced Agri Indonesia ("**AAI**"), is a subsidiary of AAPL.

With the accumulated knowledge in engineering science and having found the right partners, the Group ventured into the Agri-Technology sector in 2019 when the Company acquired 12.25% equity stake of Agricore Global Pte Ltd. In 2021, the Company also entered into a joint venture agreement and successfully built a corn processing facility in Sulawesi Island, Indonesia and ventured into the business of processing animal feed for the Indonesian and South-East Asian markets.

The Group plans to expand its processing and storage capacities to deliver more products strategically. The Company emphasises on employee development and collaborates with accredited institutions to enhance farmers' knowledge. By prioritising people, technology, and sustainability, the Company ensures long-term business sustainability and readiness for the future.

Reporting Practice

Reporting Principles

The FY2024 sustainability report (the "**Report**") has been prepared in accordance with the Global Reporting Initiative ("**GRI**") Standards covering the period from 1 January 2024 to 31 December 2024. The GRI has been chosen due to its global recognition as a sustainability reporting standard and for representing the global best practices for reporting on economic, environmental, and social topics.

The Report met the requirements of Catalist Rule 711A and 711B on sustainability reporting, as established by SGX-ST. The Board has reviewed and approved the reported information, including the material topics.

The GRI Content Index section of the Report provides a detailed reference to the relevant GRI Standards. The Group has adopted the GRI reporting principles of Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability. Furthermore, the Report incorporates the United Nations Sustainable Development Goals ("**UN SDGs**"), emphasising the Group's contributions to sustainable development. The Group's climate-related disclosures were also guided by the recommendations from the Task Force on Climate-related Financial Disclosures ("**TCFD**").

Reporting Scope

This Report covers the Group's operations in Singapore and Indonesia. The Company and subsidiaries featured in this Report are:

- AHL, AEH, GWA, ACPL and AAPL (collectively referred to as the "**Singapore Subsidiaries**") operating in Singapore; and
- AAI operating in Indonesia.

This Report incorporates details about the corn drying facility in Sulawesi Island, Indonesia, which includes the Satellite Dryer that commenced operations in March 2023 and the main drying facility that started its operations in May 2024.

CAEKSA, operating in Saudi Arabia, was excluded from the Report as it was disposed of effective from 1 November 2024. Accordingly, CAEKSA was accounted as discontinued operation in FY2024. The other entities of the Group in Malaysia and the United Arab Emirates were excluded from this Report as there were no material operations carried out by these entities during FY2024.

Assurance

The Group has established internal controls and verification processes to ensure that the narratives and data in the Report are accurate and reliable. In shaping the content, the Group sought advice from an external Environmental, Social, and Governance ("**ESG**") consultant, incorporating their recommendations in selecting material topics and ensuring compliance with GRI and SGX-ST Listing Rules. The Group did not obtain external assurance on the Report, but an internal audit review of the sustainability reporting process has been carried out by Baker Tilly Consultancy (Singapore) Pte. Ltd.

Reporting Practice (Cont'd)

Availability & Feedback

This Report supplements the Group's Annual Report 2024 which is available online at SGXNet and AHL's website at https://advancedholdings.com/category/2025/.

The Group's Sustainability Story

The Group's Mission

Advancing sustainable solutions.

Empowering our people and the community.

The Group's Vision

To be the global leader in innovative and sustainable Agri-technology and Clean Energy solutions.

Sustainability Philosophy

Advanced believes that achieving its social, environmental, and ethical responsibilities are as essential as running its business operations profitably. Robust corporate governance frameworks and practices enable the Group to effectively implement sustainable practices and ensure that the concerns of key stakeholders are adequately considered during decision making.

The Group is committed to create and distribute economic value to its stakeholders. This ensures the long-term viability of the business and supports the Group's ability to pursue sustainability targets and objectives.

The Group is committed to upholding high standards of quality and safety while addressing environmental concerns and reducing its carbon footprint through innovation. It prioritises environmental stewardship and operational efficiency by integrating sustainable practices into daily operations, with a focus on pollution prevention and energy conservation.

The Group is committed to providing its employees with a safe working environment and adequate safety training. The Group will ensure that employees are provided with opportunities to grow and upgrade their skillsets. The Group also believes in giving back to the community and has been actively involved in charitable works.

Contribution to Sustainable Development Goals

The Group's commitment to sustainability aims to create a positive impact on the environment, the communities it serves, and the financial well-being of its stakeholders. It has aligned its practices with the UN SDGs. By contributing to the UN SDGs and implementing sustainable practices, the Group is dedicated to promoting sustainable development and fostering a better future for all. The Group's contributions to this global agenda are highlighted below.

The Group’s Sustainability Story (Cont’d)

Contribution to Sustainable Development Goals (Cont’d)

UN SDGs	The Group’s Contribution	Reference
4 Quality Education	Provide training programmes and performance appraisals to ensure equal development opportunities for all employees.	Focus 5: Human Capital
5 Gender Equality	Provide equal opportunities in employment, remuneration and career development irrespective of gender.	
8 Decent work and economic growth	Provide work opportunities and a conducive working environment.	
9 Industry innovation and infrastructure	Promote sustainable manufacturing and industrialisation.	Focus 3: Customer Safety and Animal Feed Quality
12 Responsible Consumption and Production	Reduce energy consumption whenever possible.	Focus 4: Protecting the Environment
16 Peace, Justice and Strong Institutions	Promote good corporate governance and adhere to laws and regulations.	Focus 1: Governance and Ethics

Stakeholder Engagement

The Group acknowledges the crucial role of stakeholder engagement in shaping its sustainable business practices. Key stakeholders are identified based on their significant impact on operations. The Group is committed to fostering constructive dialogue to proactively address key issues and maintain transparency. For the FY2024 assessment, the Group continue to collaborate with an external ESG consultant to enhance the credibility of its materiality assessment and strengthen sustainability initiatives. The following table summarises the Group's key stakeholders, engagement platforms, areas of concern, and the Group's responses:

Stakeholders	Engagement platforms	Areas of concern	The Group's response
Employees	• Performance appraisals • Trainings and briefings	• Remuneration and benefits • Training and career development • Occupational health and safety	• Provide fair remuneration and benefits • Provide constructive feedback through performance appraisals • Conduct health and safety trainings for employees
Customers	• Feedback	• Customer Safety and Animal feed quality	• Identify areas for improvement through customer feedback • Conduct animal feed quality inspections
Community	• Community engagement events	• Community engagement services • Environmental preservation	• Conduct corporate social responsibility programmes • Provide corporate donations
Government and Regulators	• Company's announcements • Annual reports • Ongoing dialogues	• Environmental compliance • Compliance with safety regulations	• Engage in seminars carried out by governments and regulators • Comply with relevant laws and regulations
Shareholders and Investors	• Annual reports • Investor relations • General meetings • Company's announcement	• Economic performance • Anti-corruption practice	• Ensure informative corporate communication through announcements and shareholders meeting • Code of business ethics

Materiality Assessment

Advanced identifies and prioritises sustainability issues that are of concern to its stakeholders, considering the impact on the business, economy, environment, and people through the materiality assessment process. The results of the materiality assessment contribute to the development of Group's sustainability strategy, initiatives, and goals. This methodology comprises of the following key steps:

Step 1 Identification	Step 2 Prioritisation	Step 3 Validation	Step 4 Review
Selected potential material topics based on the risks and opportunities to the sector. Researched on a wide range of ESG issues, considering feedback from both internal and external stakeholders.	Prioritised the material factors identified in Step 1 based on their materiality levels, the impact and importance to stakeholders.	The prioritised material factors in Step 2 were presented to the Board for endorsement to be disclosed.	These material factors will be reviewed and reassessed for their relevance to the Group. Feedback is gathered on the Report to improve future sustainability reporting.

Based on Advanced's FY2024 materiality assessment, the following key sustainability topics were identified as most material to the Group's business and are ranked accordingly.

Highly Critical Material Issues	Critical Material Issues	Moderate Material Issues
Product Safety and Animal Feed Quality[1]	Effluents and Waste	Local Communities
Employment	Training and Education	Anti-corruption
Occupational Health and Safety	Non-discrimination	Anti-competitive behaviour
Energy		
Emissions		
Diversity and Equal Opportunity		

Environmental *Social* *Governance*

[1] Material issue title is changed from "Customer Health and Safety" to "Product Safety and Animal Feed Quality" to reflect changes in business focus to production of animal feed-related products.

Materiality Assessment (Cont'd)

In FY2024, the following material topics have been removed, with reasons provided below.

Material Topics Removed	Reasons
GRI 304: Biodiversity	The Group's operational area adheres to local environmental guidelines, with no adverse impact on biodiversity.
GRI 407: Freedom of Association and Collective Bargaining	These rights are upheld through local legislation and internal policies, with no reported incidents.
GRI 408: Child Labour	The Group's operations are compliant with local manpower laws and it has established policies prohibiting forced and child labour. The Group assessed that there is low risk of such exploits impacting its business.
GRI 409: Forced or Compulsory Labour	
GRI 411: Rights of Indigenous People	The Group's operational area adheres to local environmental laws and parameters, with no adverse impacts on the rights of indigenous people.
GRI 207: Tax Compliance	The Group is compliant with local tax regulations and tax compliance does not have adverse impacts on its operations.
GRI 415: Public Policy	The Group has had no reported compliance issues related to public policy to date and is not adversely impacted by public policies.

Focus 1: Governance and Ethics

The Group prioritises governance and ethics to ensure its operations are conducted with integrity and transparency. It has established clear policies and procedures to guide its activities, including expectations for employee behaviour and risk management protocols. These measures are designed to uphold high accountability standards and ensure compliance with all relevant laws and regulations.

Corporate Governance and Risk Management

The Group's strategic decision-making and daily operations are guided by a precautionary approach, particularly in managing risks related to ESG factors, as demonstrated by its Enterprise Risk Management ("**ERM**") framework. The ERM framework facilitates the systematic identification, assessment, and management of material risks, allowing the Group to understand potential ESG impacts and proactively tackle any challenges.

All new employees participate in an induction programme that familiarises them with the Group's code of ethics and conduct (the "**Code**") and its core values, ensuring alignment with ethical standards. In cases of reported ethical breaches or non-compliance, the Group's commitment to fairness is reflected in its thorough investigative processes.

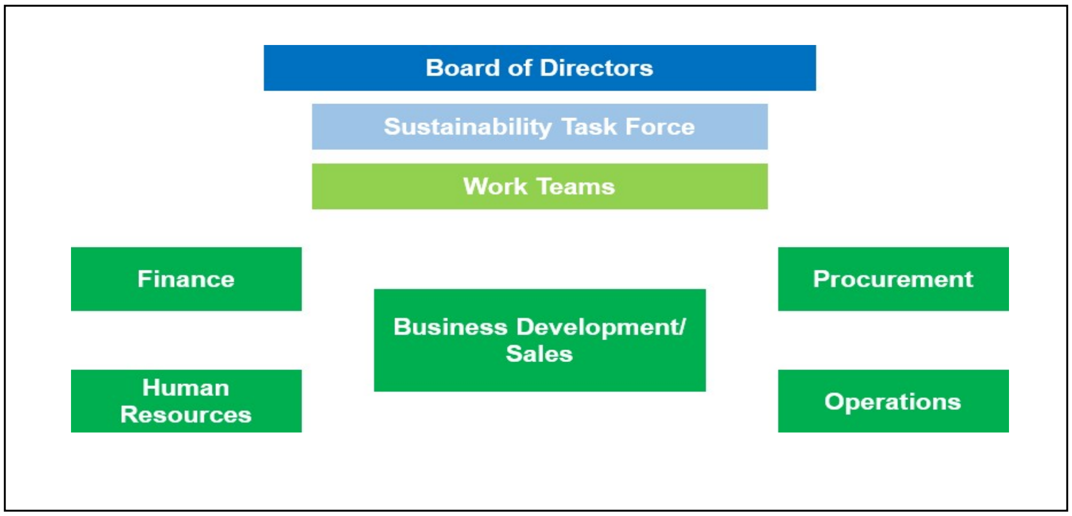
Focus 1: Governance and Ethics (Cont'd)

Corporate Governance and Risk Management (Cont'd)

All concerns can be reported to the Audit Committee (the "**AC**"). There were no material issues identified or reported in the last three reporting periods (FY2022, FY2023 and FY2024). Further, the Group plans to establish key performance indicators linking executive remuneration to sustainability performance, enabling accurate data collection and analysis.

For further details on the Group's corporate governance practices and risk management framework, please refer to the Statement of Corporate Governance section in the Group's Annual Report 2024.

ESG Governance and Statement of the Board



The Group demonstrates its commitment to sustainability at the Board level through the establishment of a Sustainability Task Force (the "**Task Force**"), led by an Executive Director who also holds the position of Group Chief Financial Officer ("**CFO**"). This Task Force includes representatives from various departments including operations, business development, procurement, finance, and human resources.

The Task Force's key focus areas involve developing a sustainability framework, promoting sustainable business practices, and tracking sustainability performance that is vital for stakeholders. Their main duties include establishing a comprehensive sustainability framework, cultivating a culture of sustainability, and closely monitoring performance to ensure it meets stakeholder expectations. This strategy is essential for integrating sustainability into the core values of the Group.

In addition to oversight, the Task Force plays a crucial role in assessing sustainability goals, identifying challenges, setting targets, and tracking progress, ensuring alignment with the Group's strategic objectives. They also oversee dedicated teams responsible for implementing sustainability initiatives and monitoring real-time data on sustainability efforts.

The Board actively considers sustainability when shaping the Group's strategy. Each year, the Board approves key ESG factors and reviews the sustainability performance of the Group.

Focus 1: Governance and Ethics (Cont'd)

Ethics and Integrity

Anti-corruption

Demonstrating its unwavering commitment to integrity, responsibility, and accountability, the Group mandates that all directors and employees adhere to the Code. This guiding framework outlines clear directives for their interactions with government agencies, customers, vendors, business partners, and colleagues. To uphold the highest standards of integrity, the Group has established comprehensive internal policies on anti-bribery and anti-corruption, which are communicated to all newly appointed directors and full-time employees during their induction. Furthermore, the Group periodically conducts training sessions to promote compliance awareness and knowledge among staff.

Before embarking on any collaborative ventures, the Group explicitly conveys its zero-tolerance stance on corruption and bribery to all prospective business partners. These initiatives set forth the high standards of professionalism, integrity, and ethics that the Group expects from its directors, employees, and business partners, ensuring that integrity remains at the heart of its business practices.

In FY2024, there were no incidents of corruption or public legal actions taken against the Group, maintaining a record of zero incidents for the last three reporting periods. The Group noted that no operations were assessed for corruption-related risks during the year but plan to carry out such assessment in the next financial year.

Whistleblowing

The Group has established a whistle-blowing procedure that allows staff to report concerns regarding financial reporting or other matters to the AC without fear of reprisal. All employees have been made aware of the process for submitting complaints. The AC investigates all issues raised, with support from executive directors and/or Management as needed. Following the investigation, the AC will recommend appropriate disciplinary and/or remedial actions and seek Board approval for their implementation by the AC and/or Management. The Group reports that no complaints were received in FY2024, consistent with zero cases of complaints in FY2022 and FY2023. For further details on the Group's whistle-blowing policy, please refer to the Statement of Corporate Governance section in the Group's Annual Report 2024.

Anti-competitive behaviour

The Group is dedicated to maintaining the highest ethical business conduct and transparency standards, with a strict policy against anti-competitive behaviour, anti-trust violations, and monopoly practices. In FY2024 (FY2022 and FY2023), there were no legal actions involving the Group related to anti-competitive behaviour or violations of antitrust and monopoly laws. This underscores the Group's commitment to conducting business that complies with legal requirements and promotes fair competition.

To ensure transparency and accountability—essential for maintaining trust and corporate integrity—the Group has implemented various mechanisms to enhance its business conduct and uphold integrity.

Focus 1: Governance and Ethics (Cont'd)

Ethics and Integrity (Cont'd)

Mechanisms	Description
Open communication channels	The Group provides an open channel where employees can raise concerns about business conduct and integrity to the CFO promptly.
Whistleblowing policy	The Group has a whistleblowing policy in place to protect employees who report misconduct.
Ethics training and awareness trainings	The Group provides induction training for new directors and employees, training sessions to remind all directors and employees about ethical business conduct, including compliance with laws and regulations. Staff will attend trainings to keep updated on key changes, if any.
AC oversight	The AC oversees the compliance of the Group's governance and control framework. Employees can escalate concerns about compliance issues directly to the AC, if required.

Governance and Ethics Targets and Performance – FY2024

Segment	FY2024 Targets	Status	Performance Update
Group	Zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance.	Met	Achieved zero incidents on non-compliance with SGX-ST listing rules or the Code of Corporate Governance.
	Zero reported corruption/ significant whistle blowing report.	Met	Achieved zero reported corruption/significant whistle blowing report.
	Zero reported human rights breach.	Met	Achieved zero reported human rights breach.
	Zero data privacy and cyber security breach.	Met	Achieved zero data privacy and cyber security breach.
	Zero public legal cases.	Met	Achieved zero public legal cases.

Governance and Ethics Perpetual Targets for the Group

1) Zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance.
2) Zero reported corruption/significant whistle blowing report.
3) Zero reported human rights breach.
4) Zero data privacy and cyber security breach.
5) To maintain the Group's overall compliance record and have zero public legal cases brought against the Group.

Focus 2: Economic Performance

The Group is committed to delivering strong financial performance for its stakeholders while supporting sustainability initiatives and practices. The AC and the Board regularly review the Group's financial performance.

Details of the Group's financial performance can be found in the audited financial statements, which have been prepared in accordance with Singapore Financial Reporting Standards (International) and the provisions of the Companies Act 1967. The audited financial statements can be found in the Group's Annual Report 2024.

Direct Economic Value Generated and Distributed

Financial Year		FY2024 (SGD'000)	FY2023 (SGD'000)
Economic Value Generated		4,184	6,917
Economic Value Distributed	Operating Costs	(4,157)	(6,286)
	Employee Wages and Benefits	(1,818)	(2,052)
	Capital Providers	(408)	(296)
	Government	(273)	(117)
	Communities	-	-
	Total Economic Value Distributed	(6,656)	(8,751)
Economic Value (Distributed)/ Retained		(2,472)	(1,834)

Defined Benefit Plan Obligations and Other Retirement Plans

The Group is committed to employees' long-term economic well-being through the offering of retirement plans. While the Singapore Subsidiaries do not have defined benefit plan obligations, they provide retirement benefits through the Employment Assistance Payment ("**EAP**") and a retirement award. Employees with five or more years of service who reach retirement age may qualify for a one-time EAP if no position is available. Additionally, those who serve until age 63 and continue working until the re-employment age of 68 receive a retirement award based on their length of service.

At AAI, the defined contribution plan includes mandatory workforce and healthcare benefits through Badan Pengelola Jaminan Sosial ("**BPJS**") Ketenagakerjaan and Kesehatan. This plan offers pension benefits with a retirement age guarantee requiring a 3.7% contribution from the employer and a 2% contribution from the employee, along with a pension guarantee that involves a 2% employer and a 1% employee contribution. In total, this results in 5.7% from the employer and 3% from employees.

Financial Assistance Received from Government

The financial assistance received from the government, relative to taxes paid, can help create a balanced view of the transactions between the Group and the government. There was no significant financial assistance received by the Group in FY2024.

Focus 2: Economic Performance (Cont'd)

Infrastructure investments and Services Supported

In FY2024 (as well as in FY2022 and FY2023), the Group did not engage in any significant infrastructure investments or support services, nor did it have a notable impact on local communities and economies. Moving forward, the Group will seek opportunities to position itself to make positive contributions to the economy.

Significant indirect Economic Impacts

In FY2024, AAI's Main Facility operations in Indonesia created indirect economic impacts by sourcing corn locally from farmers in Sulawesi. With AAI's main corn drying facility being fully operational, the procurement of corn from local farmers helps stabilise and grow the agricultural sector, support livelihoods, and produce significant positive effects on the local community's socio-economic landscape.

Focus 3: Product Safety and Animal Feed Quality

The Group's commitment to sustainability is central to its mission of providing products that prioritise safety in their design and construction. To ensure the health and safety of its customers, the Group has established stringent measures and practices.

Product Safety

The Group ensures that all animal feed-related products, such as dried corn, meet safety standards and comply with relevant industry regulations. Additionally, the Group collaborates closely with suppliers on product designs and manufacturing processes for its engineering services projects to ensure strict adherence to safety standards.

In FY2024, there were no incidents of non-compliance with regulations or voluntary codes related to the health and safety impacts of products and services, consistent with the records from FY2022 and FY2023.

Animal Feed Quality

At AAI, a rigorous quality assessment process is vital for ensuring the quality of dried corn used in animal feed. AAI has implemented robust procedures, including moisture testing and visual inspections for mould detection. The main drying facility, operational since May 2024, is equipped with advanced machinery that effectively minimises mould risk.

Recognising the importance of safety in the global food and feed supply chain, AAI regularly reviews and enhances its safety systems. Agricultural products undergo thorough quality reviews to ensure they meet high standards for animal feed before delivery. AAI also incorporates good manufacturing practices and regularly assesses facilities to identify contamination risks, implementing safeguards to maintain corn quality throughout the supply chain.

AAI has attained three certifications: 1) the Operation Eligibility Certificate to confirm adherence to operational standards; 2) the Functional Eligibility Certificate to verify process efficiency; and 3) the General Occupational Health and Safety ("**OHS**") Certificate, reflecting its commitment to a safe and healthy workplace for employees.

Focus 3: Product Safety and Animal Feed Quality (Cont'd)

Genetically Modified Organisms ("GMO") Management

AAI's agricultural operations are exclusively dedicated to the cleaning and drying of corn and do not involve GMOs. Local farmers currently use seeds that are regulated and certified as GMO-free, in line with Indonesian government regulations. AAI will maintain its GMO-free practices at this facility and has no plans to incorporate GMOs into its operations in the foreseeable future.

Product Safety and Animal Feed Quality Targets and Performance – FY2024

Segment	FY2024 Targets	Status	Performance Update
Group	Achieve a passing rate of 90% for AAI's corn products during quality inspections.	Met	In 2024: - 59 truck shipments with 97% passing rate. - 301 container shipments with 96% passing rate.
	Zero significant incidents of non-compliance to health and safety requirement of products.	Met	Achieved zero significant incidents of non-compliance concerning the health and safety of products.
	Obtain certifications such as Operation Eligibility Certificate, Functional Eligibility Certificate, General Occupational Health and Safety for the corn drying facility in Indonesia.	Met	Completed

Product Safety and Animal Feed Quality Perpetual Targets for the Group

1) Achieve a passing rate of 90% for AAI's corn products during quality inspections.
2) Zero significant incidents of non-compliance concerning the health and safety of products.

Focus 4: Protecting the Environment

The Group is dedicated to environmental preservation and energy efficiency in its corn processing operations. This commitment is highlighted in the AAI's operations on Sulawesi Island, with a focus on transparent reporting of sustainable practices.

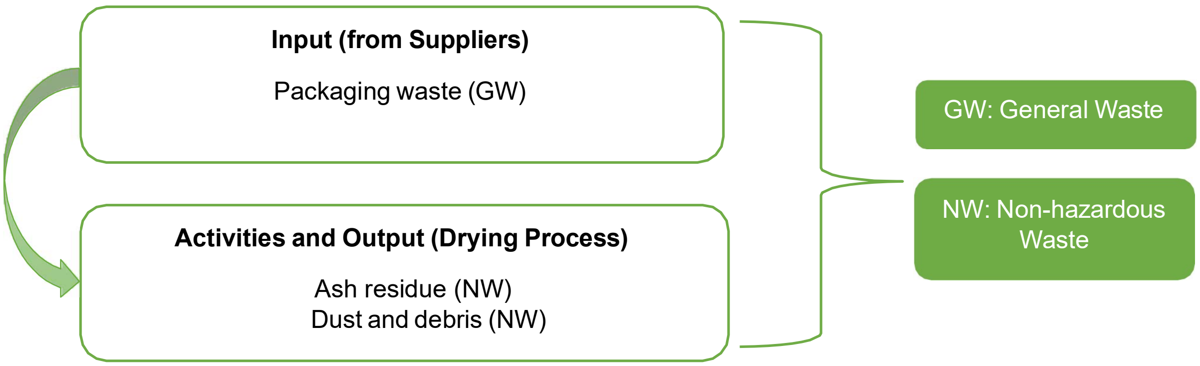
Waste Management

The Group is committed to managing waste generated across all operations, including supplier inputs and outputs from production processes, with a focus on the Corn Drying Facilities (Main Facility and Satellite Dryer) in Indonesia. Although waste generation is relatively low compared to other industries, AAI has established a waste management system to reduce environmental impact. AAI's waste generation falls into three main categories: 1) general waste (mainly packaging materials); 2) agricultural waste (impurities from wet corn delivered by farmers); and 3) non-hazardous waste (ash residue, dust, and debris). These waste types arise at various

Focus 4: Protecting the Environment (Cont'd)

Waste Management (Cont'd)

stages—input, activity, and output. In the input stage, impurities are separated (cleaned) from the corn kernels. During drying and output, dust and debris are produced, with ash residue resulting from biomass fuels (rice husks and corn cobs) used as the primary energy source for the dryer.



AAI is committed to finding sustainable solutions for recycling and repurposing waste generated by its drying facilities, thereby minimising environmental impact. Additionally, AAI attempts to recycle packaging materials (sacks) from suppliers by returning the used materials back to the suppliers after unloading process at the Main Facility and is exploring methods to repurpose dust waste produced during the corn drying process.

AAI adopts an innovative strategy for managing ash residue from biomass fuels (rice husks and corn cobs) burning by converting it into compost to enhance soil fertility. Future recycling initiatives aim to transform this waste into fertiliser, demonstrating AAI's commitment to sustainable practices. This holistic approach reflects its dedication to environmental stewardship and ongoing contributions to ecosystem sustainability.

All Division Heads closely monitor and track waste generated. Weekly updates are provided and consolidated annually for reporting.

We do not generate hazardous waste from our operations. In FY2024, the total weight of waste generated, the amount diverted from disposal, and the waste directed to disposal are outlined below:

	FY2024[2]
Total Non-hazardous Waste Generated (MT)	**4,886**
Corn Impurities	4,841
Ash	45
Non-hazardous waste diverted from disposal (MT)	4,886
Non-hazardous waste directed to disposal (MT)	-

[2] The figures provided reflect data recorded since commissioning in May 2024.

Focus 4: Protecting the Environment (Cont'd)

Waste Management (Cont'd)

This strategic approach allows AAI to implement comprehensive waste management practices and develop effective strategies for waste reduction and diversion. Moving forward, the Group will remain steadfast in its commitment to promote waste reduction initiatives across all operational sites.

Energy Management

The Group recognises the pivotal role of energy in its business activities, with the primary energy sources being biomass fuel and electricity. The Corn Drying Facilities consume a significant amount of energy, relying on-site energy generation through direct fuel combustion for transportation and utilising primary solid biomass, such as rice husks, corn cobs, and wood chips, for the furnace.

In FY2024, the Group's total energy consumption was 15,755 GJ (FY2023: 5,417 GJ). The primary driver for this was increased in operation activities as AAI has commissioned the main facility in Indonesia for operations starting from May 2024. The operation relies heavily on rice husks and corn cobs as its main solid biomass for energy, accounting for a substantial portion of the Group's overall energy consumption of 14,027 GJ (FY2023: 3,806 GJ). Nevertheless, in terms of intensity, we have managed to reduced energy consumption intensity from 2.1 GJ/MT to 1.1 GJ/MT.

Table: Energy Consumption in Gigajoules (GJ)

	FY2024			FY2023			FY2022		
	AAI	**Singapore Office[3]**	**Total**	**AAI**	**CAEKSA[4]**	**Total**	**AAI**	**CAEKSA**	**Total**
Diesel	130	-	130	651	-	651	Data unavailable		
Petrol	432	7	439	706	33	739			
Biofuel	14,027	-	14,027	3,806	-	3,806			
Electricity	1,159	-	1,159	176	45	221	-	10	10
Total	**15,748**	**7**	**15,755**	**5,339**	**78**	**5,417**	**-**	**10**	**10**

Table: Energy Intensity (AAI)

	FY2024	FY2023	FY2022
Total Energy Consumption (GJ)	15,748	5,339	Data unavailable
Total production (MT)	13,976	2,512	
Energy Intensity Ratio (GJ/MT)	1.1	2.1	

The Group is unwavering in its dedication to identifying and implementing initiatives to reduce energy consumption and GHG emissions. It will continue to enhance its measurement systems to monitor these efforts while maintaining energy-saving practices, such as turning off lights during non-operational hours and setting air conditioning to 25 degrees Celsius to minimise its carbon footprint. Additionally, the Group remains committed to "paperless" practices.

[3] The Group has commenced tracking of energy usage by the Singapore office in FY2024. We are unable to report our electricity usage for FY2024 due to the lack of data. Moving forward, we will explore ways to better track our electricity usage.

[4] CAEKSA, operating in Saudi Arabia, was excluded in FY2024 as it was disposed of effective from 1 November 2024.

Focus 4: Protecting the Environment (Cont'd)

Energy Management (Cont'd)

Since March 2024, AAI's Corn Processing Facilities utilises green biomass (rice husks and corn cobs) as a renewable energy source. This proactive initiative underscores the Group's commitment to sustainability and environmental responsibility in shaping its energy usage strategies.

Greenhouse Gas Emissions

As the world increasingly experiences the impacts of climate change through frequent extreme weather events such as droughts, floods, and heatwaves, the Group is committed to minimising its environmental impact to create long-term value for the business, stakeholders, and communities. Aligned with global efforts to reduce GHG emissions, the Group has been monitoring its emission levels to identify key areas for significant reduction.

The Group has adopted an operational control consolidation approach for its GHG emissions, particularly through AAI, meaning it accounts for 100% of the emissions for which it has operational control.

Since March 2024, AAI uses primarily rice husks and corn cobs along with diesel and petrol as its energy sources for operations. The table below demonstrates the Direct GHG emissions measured in Metric Tonnes of Carbon Dioxide Equivalent ("**$MTCO_2e$**") based on the biomass fuel (rice husks and corn cobs) consumption and fuel consumption in Kilolitre of Diesel-Powered Vehicle and Petrol-Powered Vehicle owned by the Group.

Table: Direct (Scope 1) GHG emissions[5] in $MTCO_2e$

Emission Source	FY2024			FY2023			FY2022		
	AAI	Singapore Office	Total	AAI	CAEKSA[6]	Total	AAI	CAEKSA	Total
Diesel	9.7	-	9.7	48	-	48	Data unavailable		
Petrol	903	0.5	903.5	49	2	51			
Biofuel	1,542	-	1,542	426	-	426			
Total	**2,454.7**	**0.5**	**2,455.2**	**523**	**2**	**525**			

The Group's indirect (Scope 2) emissions primarily consist of electricity consumption and are calculated using location-based method in accordance with GHG Protocol.

Table: Indirect (Scope 2) GHG emissions[7] in $MTCO_2e$

Emission Source	FY2024			FY2023			FY2022		
	AAI	Singapore Office	Total	AAI	CAEKSA[6]	Total	AAI	CAEKSA	Total
Purchased Electricity	251	-	251	42	7	49	-	2	2

[5] Scope 1 emissions are calculated from the consumption of diesel, petrol and biofuel, expressed in metric tonnes of CO_2 equivalent ("***$MTCO_2e$***"). Emission factors for direct energy consumption are taken from the IPCC 2006 emission factor database.

[6] CAEKSA, operating in Saudi Arabia, was excluded in FY2024 as it was disposed of effective from 1 November 2024.

[7] Scope 2 emissions are calculated from the consumption of purchased electricity, expressed in metric tonnes of CO_2 equivalent ("***$MTCO_2e$***"). Emission factors for indirect energy consumption are taken from the IEA Emission Factors (2023) and Singapore Energy Statistics 2023 published by the Energy Market Authority in Singapore.

Focus 4: Protecting the Environment (Cont'd)

Greenhouse Gas Emissions (Cont'd)

In FY2024, the Group has also performed a review of its operations and commenced the tracking of Scope 3 emissions, starting with the monitoring business travels taken across the year. As the Group continues its sustainability reporting journey, it will expand the scope of reporting to other Scope 3 GHG emissions categories.

Table: Indirect (Scope 3) GHG emissions in $MTCO_2e$

Category	FY2024		
	AAI	Singapore Office	Total
Business Travel	51.9	9.5	61.4

Table: Total GHG Emission Intensity (AAI only)

	FY2024	FY2023	FY2022
Scope 1 GHG Emissions ($MTCO_2e$)	2,454.7	523	Data unavailable
Scope 2 GHG Emissions ($MTCO_2e$)	251	42	
Scope 3 GHG Emissions ($MTCO_2e$)	51.9	Data unavailable	
Total GHG Emissions ($MTCO_2e$)	2,757.6	565	Data unavailable
Total production (MT)	13,976	2,512	
Emission Intensity Ratio ($MTCO_2e$ /MT)	0.20	0.22	

AAI ensures full compliance with all environmental regulations and permits in Indonesia and remains committed to enhancing the Environmental Impact Assessment. Furthermore, it has secured the Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup, an environmental permit that confirms its capability to manage and monitor the environmental impacts associated with its business activities.

In addition to tracking energy usage and emissions from its internal operations, the Group is also aware of the energy consumption and emissions from its stakeholders, including suppliers and customers. The Group will be performing assessment to identify significant sources of energy consumption beyond its operations and aims to develop a system for measuring Scope 3 GHG emissions. In FY2024, there were no ozone-depleting substances or other significant air emissions, consistent with the results from FY2023 and FY2022.

Environmental Targets and Performance – FY2024

Segment	FY2024 Targets	Status	Performance Update
Group	Electricity Consumption: 776,000 kWh.	Met	Consumption in FY2024: 322,070 kWh
	Biofuel Consumption: 8,300 MT.	Met	Consumption in FY2024[8] : 874 MT
	Zero incidents of environmental non-compliance.	Met	Achieved zero incidents of environmental non-compliance

[8] Given that operations only commenced from May 2024, the reported performance figure is not indicative of the full year's performance. AAI will strive to achieve the targeted figure in FY2025.

Focus 4: Protecting the Environment (Cont'd)

Environmental Short-Term Targets for the Group

1) Monitor energy consumption and GHG emission levels and target to reduce consumption from FY2025 base line. (% reduction target will be established in FY2025)
2) Promote waste reduction initiatives and keep waste directed to disposal to a minimum.
3) Zero incidents of environmental non-compliance.

Environmental Medium-Term and Long -Term Targets for the Group

1) The Group will continue to identify areas to reduce energy intensity and achieve at least 1% from year to year.
2) The Group will continue and consistently achieve zero incidents of environmental non-compliance.

Focus 5: Human Capital

The Group is committed to promoting fair employment practices and providing equal opportunities for all employees. It has enacted policies that comply with local labour regulations, ensuring fair treatment for every employee.

Occupational Health and Safety

The Group values its employees as core assets and prioritises their health and safety across all operations. It strictly adheres to workplace safety regulations at all production facilities and provides comprehensive health and safety training for all employees to mitigate the risks of mechanical hazards (injuries from moving machinery) and non-mechanical hazards (harmful emissions and chemical by-products).

AAI collaborates with its contractors to reinforce and improve safety measures within its facilities, utilising their expertise in building design to ensure optimal safety during construction. This collaboration includes identifying and assessing risks associated with its operations, as well as implementing hazard mitigation strategies and extensive training. At production sites, the safety of all personnel is paramount; all workers are required to wear appropriate safety gear, including protective clothing, helmets, and goggles. The availability of First Aid kits at all production sites helps minimise any adverse impacts on OHS.

The Group's operations follow strict safety procedures and protocols, which include identifying work hazards and requiring workers to report safety issues to their supervisors. Additionally, to prepare employees for potential fire hazards, the Group conducts annual fire drills.

In FY2024, there were no instances of work-related health issues and major injuries. However, in FY2023, AAI received 1 case report of a workplace safety incident related to a minor injury, where a worker accidentally slipped on the stairs. In response to this incident, AAI took immediate action by providing medical care for the worker at the nearest medical facility whilst also reporting to the local government's labor office to ensure compliance towards handling and reporting of the case. The Group took a proactive approach to address

Focus 5: Human Capital (Cont'd)

Occupational Health and Safety (Cont'd)

such occurrences by emphasizing the importance of safe practices among employees and instructing them to intervene when unsafe acts are observed. The Group remains committed to continually developing and implementing preventive measures to reduce the likelihood and severity of workplace safety incidents.

Workforce Diversity

The Group advocates for gender and age diversity among the Board, key management, and the overall workforce to maintain a steady pipeline of skilled employees. The employee data included in this section was derived from payroll records and is in full compliance with data protection and privacy regulations to protect the confidentiality of employee information.

There was a decrease in total employees in FY2024 by 18% after the disposal of CAEKSA in November 2024. The number of female employees (23) rose by 10% as compared to FY2023 (21), and male employees (50) decreased by 26% as compared to FY2023 (68).

Table: Board and Employees by Gender

Entities	Gender	FY2024				FY2023[9]				FY2022[9]			
		Board		Employees		Board		Employees		Board		Employees	
Singapore Subsidiaries	Male	4	67%	1	25%	4	80%	1	20%	4	80%	1	20%
	Female	2	33%	3	75%	1	20%	4	80%	1	20%	4	80%
	Total	**6**	**100%**	**4**	**100%**	**5**	**100%**	**5**	**100%**	**5**	**100%**	**5**	**100%**
AAI	Male	3	75%	49	71%	3	75%	61	79%	3	100%	37	79%
	Female	1	25%	20	29%	1	25%	16	21%	-	-	10	21%
	Total	**4**	**100%**	**69**	**100%**	**4**	**100%**	**77**	**100%**	**3**	**100%**	**47**	**100%**
CAEKSA	Male	Not applicable[10]				3	75%	6	86%	3	75%	6	86%
	Female					1	25%	1	14%	1	25%	1	14%
	Total					**4**	**100%**	**7**	**100%**	**4**	**100%**	**7**	**100%**
Group	Male	**7**	**70%**	**50**	**68%**	**10**	**77%**	**68**	**76%**	**10**	**83%**	**44**	**75%**
	Female	**3**	**30%**	**23**	**32%**	**3**	**23%**	**21**	**24%**	**2**	**17%**	**15**	**25%**
	Total	**10**	**100%**	**73**	**100%**	**13**	**100%**	**89**	**100%**	**12**	**100%**	**59**	**100%**

The Board comprises members with a wide range of skills, experiences, and expertise, which is crucial for encouraging constructive discussions and effectively guiding the Group. Furthermore, the Group has established diversity policies that promote an inclusive environment grounded in ethical principles. For further details on the Group's Board Diversity Policy, please refer to the Statement of Corporate Governance in the Company's Annual Report 2024.

[9] AAI's employee data for FY2023 and FY2022 has been restated due to errors.
[10] CAEKSA, operating in Saudi Arabia, was excluded in FY2024 as it was disposed of by November 2024.

Focus 5: Human Capital (Cont'd)

Workforce Diversity (Cont'd)

Table: Board and Employees by Age Group

Entities	Age	FY2024				FY2023[9]				FY2022[9]			
		Board		Employees		Board		Employees		Board		Employees	
Singapore Subsidiaries	< 30	-	-	-	-	-	-	-	-	-	-	-	-
	30 - 50	-	-	2	50%	-	-	2	40%	-	-	3	60%
	> 50	6	100%	2	50%	5	100%	3	60%	5	100%	2	40%
	Total	**6**	**100%**	**4**	**100%**	**5**	**100%**	**5**	**100%**	**5**	**100%**	**5**	**100%**
AAI	< 30	-	-	37	54%	-	-	34	44%	-	-	18	38%
	30 - 50	3	75%	27	39%	3	75%	34	44%	3	100%	21	45%
	> 50	1	25%	5	7%	1	25%	9	12%	-	-	8	17%
	Total	**4**	**100%**	**69**	**100%**	**4**	**100%**	**77**	**100%**	**3**	**100%**	**47**	**100%**
CAEKSA	< 30	Not applicable[10]				-	-	-	-	-	-	-	-
	30 - 50					1	25%	3	43%	1	25%	3	43%
	> 50					3	75%	4	57%	3	75%	4	57%
	Total					**4**	**100%**	**7**	**100%**	**4**	**100%**	**7**	**100%**
Group	< 30	**-**	**-**	**37**	**51%**	**-**	**-**	**34**	**38%**	**-**	**-**	**18**	**30%**
	30 - 50	**3**	**30%**	**29**	**40%**	**4**	**31%**	**39**	**44%**	**4**	**33%**	**27**	**46%**
	> 50	**7**	**70%**	**7**	**9%**	**9**	**69%**	**16**	**18%**	**8**	**67%**	**14**	**24%**
	Total	**10**	**100%**	**73**	**100%**	**13**	**100%**	**89**	**100%**	**12**	**100%**	**59**	**100%**

The Group is dedicated to promoting an inclusive and diverse environment. It comprises individuals of various nationalities, including Singaporean, Malaysian and Indonesian. This intentional embrace of diversity reflects its global reach and underscores its belief in the strength that arises from the collaboration of different perspectives, experiences, and talents.

Table: Board and Employees by Region

Region	FY2024				FY2023[11]				FY2022[11]			
	Board		Employees		Board		Employees		Board		Employees	
Singapore	6	60%	4	5%	5	38%	5	6%	5	42%	5	8%
Indonesia	4	40%	69	95%	4	31%	77	87%	3	25%	47	80%
Saudi Arabia	Nil[12]				4	31%	7	7%	4	33%	7	12%
Total	**10**	**100%**	**73**	**100%**	**13**	**100%**	**89**	**100%**	**12**	**100%**	**59**	**100%**

The Group notes that the ratio of remuneration of women to men is approximately 41% in the Singapore Subsidiaries and 123% for AAI, primarily due to differences in job roles, seniority levels, and industry-wide gender representation trends. Despite these variations, the Group remains unwavering in its commitment to ensuring fair compensation practices to all its employees irrespective of gender or age.

[11] AAI's employee data for FY2023 and FY2022 has been restated due to errors.
[12] CAEKSA, operating in Saudi Arabia, was excluded in FY2024 as it was disposed of by November 2024.

Focus 5: Human Capital (Cont'd)

Workforce Diversity (Cont'd)

Table: Workforce by Employee Category (FY2024[13])

Number of permanent employees		
By Gender	Male	13
	Female	7
By Region	Singapore	4
	Indonesia	16
Number of temporary employees		
By Gender	Male	37
	Female	13
By Region	Singapore	-
	Indonesia	50
Number of non-guaranteed hours employees		
By Gender	Male	-
	Female	3
By Region	Singapore	-
	Indonesia	3
Number of full-time employees		
By Gender	Male	13
	Female	7
By Region	Singapore	4
	Indonesia	16
Number of part-time employees		
By Gender	Male	37
	Female	13
By Region	Singapore	-
	Indonesia	50

Employee Benefits and Development

In FY2024, the Group added 28 (FY2023: 51) new employees in different age groups as depicted in the table below. Due to the nature of work required (where physical activities are highly demanded) in the operation of our Corn Drying Facilities, a greater number of males aged less than 30 years old was recruited. Nevertheless, the Group strives to uphold a fair hiring process.

[13] This is the first year the Group has disclosed data based on the category recommended by GRI, and a comparison will be provided next year.

Focus 5: Human Capital (Cont'd)

Employee Benefits and Development (Cont'd)

Table: New Hires by Age Group

Entities	New Hires			
	Age Group	**FY2024**	**FY2023**	**FY2022**
Singapore Subsidiaries	< 30	-	-	-
	30 - 50	-	1	-
	> 50	-	1	-
	Total	**-**	**2**	**-**
AAI	< 30	18	27	13
	30 - 50	10	16	2
	> 50	-	6	-
	Total	**28**	**49**	**15**
CAEKSA	< 30	Not applicable[14]	**-**	**-**
	30 - 50		**-**	1
	> 50		**-**	1
	Total		**-**	**2**
Group	< 30	18	**27**	**13**
	30 - 50	10	**17**	**3**
	> 50	-	**7**	**1**
	Total	**28**	**51**	**17**

Table: New Hires by Gender

Entities	New Hires			
	Gender	**FY2024**	**FY2023**	**FY2022**
Singapore Subsidiaries	Male	-	-	-
	Female	-	2	-
	Total	**-**	**2**	**-**
AAI	Male	16	42	11
	Female	12	7	4
	Total	**28**	**49**	**15**
CAEKSA	Male	Not applicable[14]	-	2
	Female		-	-
	Total		**-**	**2**
Group	Male	**16**	**42**	**13**
	Female	**12**	**9**	**4**
	Total	**28**	**51**	**17**

The Group closely monitors employee turnover to identify areas of concern, implement strategies to retain employees and to gain a nuanced understanding of workforce dynamics. The table below provides a breakdown of resignation by age group and gender.

[14] CAEKSA, operating in Saudi Arabia, was excluded in FY2024 as it was disposed of by November 2024.

Focus 5: Human Capital (Cont'd)

Employee Benefits and Development (Cont'd)

Table: Employee Turnover by Age Group

Entities	Employee Turnover			
	Age Group	**FY2024**	**FY2023**	**FY2022[15]**
Singapore Subsidiaries	< 30	-	-	-
	30 - 50	-	1	5
	> 50	1	-	1
	Total	**1**	**1**	**6**
AAI	< 30	13	7	1
	30 - 50	16	6	-
	> 50	7	6	-
	Total	**36**	**19**	**1**
Group	< 30	13	7	1
	30 - 50	16	7	5
	> 50	8	6	1
	Total	**37**	**20**	**7**

Table: Employee Turnover by Gender

Entities	Employee Turnover			
	Gender	**FY2024**	**FY2023**	**FY2022**
Singapore Subsidiaries	Male	-	-	2
	Female	1	1	4
	Total	**1**	**1**	**6**
AAI	Male	27	17	1
	Female	9	2	-
	Total	**36**	**19**	**1**
Group	Male	27	17	3
	Female	10	3	4
	Total	**37**	**20**	**7**

In FY2024, the Group's employee turnover rate[16] is 0.46 as compared to 0.27 in FY2023, representing a slight increase as compared to the prior year.

The Group recognises that attracting and retaining skilled employees is vital for its long-term success. Committed to fostering a positive and engaging work environment, the Group prioritises employee well-being. To support this goal, it offers benefits in accordance with labour laws to enhance both well-being and productivity. These benefits encompass healthcare, insurance, medical allowances, and parental leave, among others. Specifically at AAI, full-time and fixed-term employees receive the mandatory workforce and healthcare benefits (BPJS Ketenagakerjaan & Kesehatan), as well as consumption benefits in FY2024.

[15] The turnover data for Singapore subsidiaries for the age group above 50 in FY2022 has been restated from 0 to 1 due to errors.

[16] Turnover rate is computed using number of turnovers divided by average total number of employees as at the end of the current and previous year.

Focus 5: Human Capital (Cont'd)

Employee Benefits and Development (Cont'd)

The Group provides parental leave benefits to all employees. In FY2024, the Group notes that there was only one (FY2023: one) female employee in AAI who has taken maternity leave. The employee returned to work and remained employed 12 months after her maternity leave.

The annual performance review is a crucial component of the employee development programme, offering a chance to assess performance and determine any additional training required to support employees in reaching their targets for the upcoming year. The Group is dedicated to transparency and accountability in its workforce management practices and reports the total number of employees by gender who have participated in regular performance and career development reviews. It strives to ensure that performance and career development opportunities are fair and accessible to all employees.

All employees under the Singapore subsidiaries undergo annual performance review, while the Group gradually rolled out and required annual performance review for overseas entities. Given that there are significant changes in manpower in the Group's overseas entities, the Group has determined to use FY2024 as the base year for comparison moving forward. The following table shows the percentage of employees who received annual performance review in FY2024:

Table: Performance Review by Gender and Employee Category

			Total No. of Employees with Performance Review	Total No. of Employees	Percentage
Gender	Singapore Subsidiaries	Male	1	1	100%
		Female	3	3	100%
	AAI	Male	49	49	100%
		Female	20	20	100%
Employee Category	Singapore Subsidiaries	Senior Management	2	2	100%
		Middle Management	1	1	100%
		Executive	1	1	100%
	AAI	Senior Management	7	7	100%
		Middle Management	9	9	100%
		Executive	53	53	100%

In FY2024, the Group has also commenced the tracking of training hours for the Group's overseas entities and shall use FY2024 as the base year for comparison moving forward. The average training hours per employee for the Group is 14 hours, with the breakdown as follows:

Focus 5: Human Capital (Cont'd)

Employee Benefits and Development (Cont'd)

Table: Training Hours by Gender and Employee Category

			Total No. of Training Hours	Total No. of Employees	Average Training Hours per Employee
Gender	Singapore Subsidiaries	Male	-	1	-
		Female	97	3	32
	AAI	Male	625	49	13
		Female	314	20	16
Employee Category	Singapore Subsidiaries	Senior Management	69	2	34
		Middle Management	14	1	14
		Executive	14	1	14
	AAI	Senior Management	137	7	20
		Middle Management	127	9	14
		Executive	675	53	13

Ethical Labour Practices

The Group strictly complies with minimum wage laws across all jurisdictions where it operates. It enforces a zero-tolerance policy against any form of discrimination in its operations. There were no incidents of discrimination reported in FY2024 (FY2022 and FY2023: zero).

The Group remains committed to human rights through employment verification, training, and supplier oversight. Also, the Group is dedicated to conducting business with integrity, prioritising sound business practices, innovative solutions, and responsible actions that have a positive societal impact. It actively works to protect human rights within its operations and supply chains, taking measurable and sustainable steps that contribute to the well-being of communities and ecosystems globally.

Focus 5: Human Capital (Cont'd)

Human Capital Targets and Performance – FY2024

Segment	FY2024 Targets	Status	Performance Update
Group	Achieve an average of 10 training hours per year for each employee.	Met	Achieved average of 14 hours of training per employee.
	Maintain regular performance reviews to all eligible employees.	Met	Achieved performance review conducted for 100% employees.
	Maintain zero workplace fatalities or permanent disabilities and zero significant incidents of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act.	Met	Maintained zero workplace fatalities or permanent disabilities and zero significant non-compliance with relevant Health and Safety regulations.
	No material breach of employment laws.	Met	No employment law was breached in the FY2024.

Human Capital Perpetual Targets

1) Achieve an average of 10 training hours per year for each employee.
2) Maintain regular performance reviews and achieve 100% participation rate for all eligible employees.
3) Maintain zero workplace fatalities or permanent disabilities and zero significant incidents of non-compliance resulting in regulatory breaches under the Workplace Safety and Health Act.
4) No material breach of employment laws.

Focus 6: Corporate Social Responsibility

Corporate Social Responsibility

At Advanced, a fundamental principle is the integration of social, environmental, and cultural commitments into its business practices. The corporate culture of the Group prioritises social responsibility, togetherness, and empathy.

In FY2024, the Group continued to be part of the Breadline donation programme and provided valued assistance to one needy family in Singapore. The Group's commitment to this programme is ongoing, and the Group continues to work towards supporting those in need by identifying and providing help to more families through its partnership with Breadline. In FY2023, the Group contributed to the National Arthritis Foundation. By actively participating in initiatives that address a range of community needs, the Group aims to make a meaningful impact on diverse fronts.

Focus 6: Corporate Social Responsibility (Cont'd)

Corporate Social Responsibility (Cont'd)

AAI has launched the Farmer Engagement Programme ("**FEP**"), aimed at assisting the development of local corn farmers' livelihoods. As part of this initiative, AAI supplies agricultural input materials (seeds, fertilisers, herbicides, and pesticides), and offers agronomic consultation services in collaboration with the Bogor Institute of Agriculture (Institut Pertanian Bogor), a state university well-known for its excellence in the field of agronomy. The main goal of the FEP is to improve crop yields, set fair purchase prices, and enhance the livelihoods of corn farmers in the area. Through active involvement with the local farming community, AAI seeks to promote sustainable agricultural practices, foster economic empowerment, and contribute positively to the well-being of the farmers within its supply chain.

The Group does not have any operations with significant actual and potential negative impacts on local communities in FY2024 (FY2022 and FY2023: nil).

Environmental & Social Impacts of Ingredient Supply Chain

The Group is dedicated to responsible material sourcing, particularly in AAI's corn drying operations in Indonesia, where all raw materials are sourced locally to support community development and meet established standards. By collaborating with local suppliers and following guidelines that align with community expectations and regulations, the Group fosters positive relationships and promotes sustainability.

Having established its presence in the agricultural sector and commenced corn drying operations, the Group recognises that its environmental and social impact assessments are still in the early stages. While initial evaluations have been limited, the Group remains committed to deepening its understanding of these impacts and integrating comprehensive assessments into its operational framework.

The Group is committed to actively strategising to manage environmental and social risks. AAI's farmers' engagement programme exemplifies this proactive approach by implementing best management practices that not only address environmental concerns but also enhance the livelihoods of corn farmers. The Group plans to expand and engage more farmers into the programme in the next year. This holistic strategy underscores the Group's belief in the agricultural sector's potential for growth while upholding its commitment to ethical, sustainable, and socially responsible practices.

Task Force on Climate-related Financial Disclosures

The Group has aligned its reporting practices with the Task Force on Climate-related Financial Disclosures (“**TCFD**”) framework, integrating its recommendations into our disclosure approach. This approach aims to enhance the transparency of our communication regarding climate-related risks and opportunities that may impact the Group’s financial performance. In this section, the Group outlines its process for identifying, evaluating, and addressing climate-related risks and opportunities, guided by the four core pillars of the TCFD framework.

Governance

The Board actively engages in discussions about sustainability, including environmental and climate change issues, at least once a year. Relevant topics are circulated in advance to ensure thorough and timely consideration during the meetings. To reinforce the Group's dedication to sustainability, a Task Force has been established, meeting a minimum of twice a year.

Chaired by an Executive Director who also serves as the CFO, the Task Force coordinates and drives the Group’s sustainability initiatives, with a focus on climate-related matters. It includes representatives from various business units and is tasked with maintaining a strong sustainability governance framework. The Task Force reviews the Group’s sustainability strategy to align with changing local and global trends, and it identifies and manages climate-related risks and opportunities. It plays a key role in overseeing the implementation of sustainability objectives, evaluating the progress of management's plans, and integrating climate considerations into the Group's strategic planning and policymaking. Additionally, the Task Force assesses the Group’s sustainability reporting and related key disclosures.

While the Task Force provides broad oversight of sustainability issues, other Board Committees, such as the Audit, Nominating, and Remuneration Committees, address specific sustainability aspects within their areas of responsibility. Please refer to page 9 of this Report for further details on the Task Force.

Strategy

The Group integrates sustainability as a central component of its operations and business model, actively driving initiatives to support governmental and supply chain partners on their path toward achieving net-zero targets and broader climate action. Specifically, within AAI, the approach involves promoting sustainable agriculture through the FEP, which encourages good agricultural practices to enhance farmers’ livelihoods. The Group is also committed to exploring various renewable biomass sources for its corn processing operations in Indonesia, where it is currently in the early stages of development.

The Group's strategy involves identifying and managing climate-related risks and opportunities, categorised by time frames: short-term (1-2 year), medium-term (by 2030), and long-term (by 2050). Physical risks, such as damage from extreme weather events, and transition risks arising from shifts in policies, legal requirements, technology, and market trends, are key considerations. These risks have significant implications for the Group’s business operations, strategy, and financial planning, including potential

Task Force on Climate-related Financial Disclosures (Cont'd)

Strategy (Cont'd)

disruptions, stranded assets, and increased costs related to insurance, damage recovery, and infrastructure adaptations. At the same time, evolving market conditions, technological innovation, and growing consumer preference for sustainable products present new business opportunities.

In support of global decarbonisation efforts, the Group is advancing its sustainability initiatives, such as employing cutting-edge equipment like AAI's advanced dryer with pre-cleaning features that minimise waste. Additionally, the use of a biomass-compatible high-beam furnace, which runs on renewable sources such as rice husks and corn cobs, exemplifies the Group's commitment to reducing its carbon footprint. Looking ahead, the Group remains focused on exploring green biomass and other environmentally friendly technologies to bolster its decarbonisation efforts.

The Group's strategic resilience is underpinned by climate scenario analysis, especially in monitoring the El Niño – Southern Oscillation("**ENSO**") cycle, which includes both El Niño and La Niña events. In addition to international climate scenario analysis models outlined in the following section, the Group considers the ENSO cycle's impact on its business to enhance adaptability to fluctuating environmental conditions. Shifts in temperature may influence the frequency and severity of ENSO events, which, in turn, could exacerbate the localised effects of El Niño or La Niña, creating an interconnected climate landscape that requires both local and global perspectives.

Note: ENSO is a recurring climate pattern involving changes in the sea surface temperatures and atmospheric conditions in the central and eastern tropical Pacific Ocean. El Niño and La Niña represent the contrasting phases of the ENSO cycle and between these two phases is a third phase called ENSO – neutral.

Task Force on Climate-related Financial Disclosures (Cont'd)

Scenario Analysis on Climate-Related Risk and Opportunities (CRROs)

In FY2024, members of the Sustainability Task Force participated in a reassessment to identify CRROs that affect the entire Group. Using the following scenario analysis models, the Group identified eight key climate-related risks and three climate-related opportunities. It then utilised insights from research papers and studies to analyse their potential effects on the business, strategy, and financial planning. The scenarios adopted by the Group are outlined below.

Scenario	Paris-aligned scenario (Below 2°C)	No mitigation scenario (4°C)
Description	The world manages to reduce CO_2e emissions through several measures.	The world fails to curb rising CO_2e emissions by Year 2100 and impacts from extreme weather events are assumed to grow in magnitude.
Rationale	To evaluate the transitional impacts within an economy transitioning to a low carbon world. It reflects measures required to limit global warming to under 2°C.	To evaluate the physical risks under a high-emission scenario, consistent with a future where policy changes to reduce emissions are limited.
Underlying model	This model considers factors such as greenhouse gas emissions and policy developments which serve as a foundation for the Group to analyse how different climate scenarios may impact its business operations and strategy over the short-, medium-, and long-term time horizon.	This model considers factors such as increased frequency of extreme weather events and rising mean temperature. Climate models and scientific assessments play a key role in shaping the narrative of such scenarios.
Assumptions	▪ Global adoption of renewable energy, advancements in technology, regulatory frameworks, and changes in consumer behaviour. ▪ Assumptions related to the physical impacts of climate change, such as mean temperature rise and extreme weather events. ▪ Collective global effort to mitigate climate change and transition towards a low-carbon economy.	▪ The continuation of high greenhouse gas emissions and a lack of climate policy. ▪ Limited technological advancements in clean energy and low levels of international cooperation to achieve climate goals.

Task Force on Climate-related Financial Disclosures (Cont'd)

Climate-Related Risks and Opportunities

Based on the above scenarios, the Group has identified several climate-related risks and opportunities that could impact its operations. These insights highlight the potential challenges the Group may face and point towards avenues for growth and innovation. The associated risk mitigation measures aimed at addressing these risks and leveraging the opportunities are summarised as follows:

Risk Type	Impact	Mitigating Measures
Physical Risks		
Acute *1. Increased severity of extreme weather events, such as droughts, extreme precipitation and frequent flooding*	During El Niño events, there is a tendency for drier-than-average conditions in some regions, potentially leading to drought. Reduced rainfall will impact water availability, affecting both the irrigation of corn crops and the overall water supply for the processing plant. We estimate an 27% reduction in annual profitability during El Niño years. Given that AAI heavily relies on crop yields for conducting its business, the uncertainty of ENSO events may lead to high operating costs and reduced revenue. This could occur due to interruptions in business activities such as supply chain disruptions and logistic delays.	Incorporate considerations and contingency plans for potential changes in environmental conditions, and ambient temperatures, throughout the expected lifespan of the operations in the next following financial year. Establish a plan to engage multiple suppliers across the North Sulawesi Region in Indonesia to mitigate the impact of localised climate events on the supply chain. Monitor ENSO-climate forecasts which allow the plant to anticipate potential challenges and make proactive adjustments to its operations.
Chronic *2. Changes in precipitation patterns and extreme variability in weather patterns* *3. Rising mean temperatures*	Each plant has a minimum and maximum temperature for its development. In agricultural commodity crops, the maximum temperature limit for corn to maintain its productivity is 29º C. According to BMKG Indonesia (Meteorology, Climatology, and Geophysical Agency), the annual high and low temperature in North Sulawesi is 30ºC and 23ºC,	The Group acknowledge the importance of the Corn Plantation sector with regards to its value chain. As such, AAI set up the FEP and plans to expand the capacity of the programme to increase the number of local farmers within North Sulawesi, where AAI provided assistance with Good Agricultural Practices knowledge, access to standardised agricultural inputs (seeds, fertilisers, pesticides, herbicides), and fair market

Risk Type	Impact	Mitigating Measures
	respectively, which can impact corn productivity. A gradual increase in temperature beyond the optimal range for corn productivity in the area could have adverse effects on crop yields, quality, and the financial outlook of the business. Potential production halts resulting from these conditions could lead to reduced revenue for the business, as they would compromise operational efficiency and hinder the ability to meet market demands.	price for raw material purchasing during harvest.
Transition Risks		
Policy and Legal *4. Increased pricing of GHG emissions* *5. Enhanced emissions-reporting obligations*	The Indonesian government's commitment to GHG emission reductions of 29% emissions and 41% with international support by 2030, aligned with the Paris Agreement could affect the production processes and overall business strategies. In the pursuit of its National Determined Contribution GHG emissions reduction targets, the Indonesian Government will introduce a carbon tax starting in 2025, with the rate set at IDR 30 per kilogram CO_2e, leading to increased operational costs for companies.[17]	Conduct regular reviews and monitoring processes to stay aligned with evolving environmental standards. Adopt innovative technologies and practices that contribute to reducing emissions. Regularly review and update internal policies to ensure compliance with labour laws and regulations.
Technology *6. Unsuccessful investment in new technologies*	In Indonesia, businesses might need to comply with specific certifications and standards which may prompt the Group to adopt certain technologies in areas of	AAI utilises high-quality corn drying machine to enhance the quality of the product and meet regulatory standards.

[17] United Nations Framework Convention on Climate Change. (2022). Enhanced Nationally Determined Contribution (NDC) of Indonesia. https://unfccc.int/sites/default/files/NDC/2022-09/23.09.2022_Enhanced%20NDC%20Indonesia.pdf

Risk Type	Impact	Mitigating Measures
7. Costs to transition to lower emissions technology	waste management, carbon emission, and precision agriculture. These technological advancements are crucial for businesses in Indonesia aiming to transition towards a more sustainable business model, aligning with the country's commitment to environmental sustainability and compliance with relevant regulations. The Group may incur costs to deploy new practices, expenses on research and development, and capital investments.	Actively monitor and stay updated on relevant environmental certifications and standards applicable to the industry in Indonesia, which may require technological transitions.
Market *8. Increased cost of raw materials*	Extreme weather events, droughts, or floods may limit the availability of certain materials, creating supply volatility. This could result in production delays, increased storage costs, or a need to diversify suppliers, which might entail higher procurement costs. Rising raw material costs driven by supply chain disruptions can lead to higher operational expenses.	Assess supplier vulnerability to extreme weather and integrate sustainability criteria in procurement decisions. Maintain critical raw materials in buffer stock for high-risk supply disruptions.
Business Opportunities		
Resource Efficiency	▪ Enhancing energy efficiency and water conservation in our office and operations.	
Products and Services	▪ Embracing environmentally friendly products and services that pose minimal harm to both the environment and the staff involved. ▪ Ability to diversify business activities.	

Task Force on Climate-related Financial Disclosures (Cont'd)

Metrics and Targets

At the Corn Drying Facilities in Indonesia, several key metrics have been identified to assess its environmental impact. Following the TCFD recommendations, these metrics include tracking both direct and indirect GHG emissions from the corn drying process, as well as monitoring energy consumption. The Group's strategic targets are carefully designed to reduce emissions and improve resource efficiency. Refer to pages 16 to 17 for metrics disclosures.

The Group has set targets across governance, social, and environmental areas to effectively manage climate-related risks and seize opportunities, aligning with its sustainability commitment. Performance against these targets is continuously monitored, with progress tracked, the effectiveness of measures evaluated, and strategies adjusted as needed. In FY2024, these targets were not linked to financial performance because the Group is in the last phase of transitioning from the energy sector to agriculture. However, moving forward, the Group intends to align its targets to integrate financial and sustainability performance.

GRI Content Index

Statement of use	Advanced Holdings Ltd has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.
GRI used	GRI 1: Foundation 2021

GRI Standard	Disclosure Content	Section Reference
2-1	Organisational details	Organisation Profile
2-2	Entities included in the organisation's sustainability reporting	Reporting Scope
2-3	Reporting period, frequency and contact point	Reporting Principles and Statement of Use
2-4	Restatements of information	Employee profile of AAI in FY2023 and FY2022 was restated. The turnover data for Singapore subsidiaries in FY2022 was restated.
2-5	External assurance	Advanced has not sought external assurance for this reporting period and may consider it in the future.
2-6	Activities, value chain and other business relationships	Annual Report 2024
2-7	Employees	• Focus 5: Human Capital • Workforce diversity
2-8	Workers who are not employees	• Focus 5: Human Capital • Workforce diversity
2-9	Governance structure and composition	Annual Report 2024
2-10	Nomination and selection of the highest governance body	Annual Report 2024
2-11	Chair of the highest governance body	Annual Report 2024
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 2024
2-16	Communication of critical concerns	• Annual Report 2024 • Focus 1: Governance and Ethics
2-17	Collective knowledge of the highest governance body	Annual Report 2024
2-18	Evaluation of the performance of the highest governance body	Annual Report 2024

GRI Content Index (Cont'd)

GRI Standard	Disclosure Content	Section Reference
2-19	Remuneration policies	Annual Report 2024
2-20	Process to determine remuneration	Annual Report 2024
2-21	Annual total compensation ratio	The Group does not disclose against this metric due to confidentiality constraints.
2-22	Statement on sustainable development strategy	The Group's Sustainability Story
2-23	Policy commitments	• Focus 1: Governance and Ethics • Focus 2: Economic Performance • Focus 3: Product Safety and Animal Feed Quality • Focus 4: Protecting the Environment • Focus 5: Human Capital • Focus 6: Corporate Social Responsibility
2-24	Embedding policy commitments	• Focus 1: Governance and Ethics • Focus 2: Economic Performance • Focus 3: Product Safety and Animal Feed Quality • Focus 4: Protecting the Environment • Focus 5: Human Capital • Focus 6: Corporate Social Responsibility
2-25	Processes to remediate negative impacts	• Focus 4: Protecting the Environment • Occupational Health and Safety • Employee Benefits and Development
2-26	Mechanisms for seeking advice and raising concerns	• ESG Governance and Statement of the Board • Ethics and Integrity
2-27	Compliance with laws and regulations	There were no material instances of non-compliance with laws and regulations in this context during the year.
2-28	Membership associations	Not applicable. No reportable memberships of associations.
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
2-30	Collective bargaining agreements	Not applicable. No collective bargaining agreements.

GRI Content Index (Cont'd)

GRI Standard	Disclosure Content	Section Reference
3-1	Process to determine material topics	Stakeholder Engagement and Materiality Assessment
3-2	List of material topics	Stakeholder Engagement and Materiality Assessment

Focus 1: Governance and Ethics

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Anti-corruption • Anti-competitive behaviour
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training about anti-corruption policies and procedure	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Anti-competitive behaviour

Focus 2: Economic Performance

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Direct economic value generated and distributed • Infrastructure investments and services supported • Significant indirect economic impacts
201-1	Direct economic value generated and distributed	• Direct economic value generated and distributed • Annual Report 2024
201-2	Financial implications and other risks and opportunities due to climate change	• Task Force on Climate-Related Financial Disclosures
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Defined Benefit Plan Obligations and Other Retirement Plans

GRI Content Index (Cont'd)

GRI Standard	Disclosure Content	Section Reference
201-4	Financial Assistance Received from Government	Financial Assistance Received from Government
203-1	Infrastructure investments and services supported	Infrastructure investments and services supported
203-2	Significant indirect economic impacts	Significant indirect economic impacts

Focus 3: Product Safety and Animal Feed Quality

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Product Safety • Animal Feed Quality • GMO Management
416-1	Assessment of the health and safety impacts of product and service categories	• Product Safety • Animal Feed Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	• Product Safety • Animal Feed Quality

Focus 4: Protecting the Environment

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Energy Management • Greenhouse Gas Emissions • Waste Management
302-1	Energy consumption within the organisation	Energy Management
302-3	Energy intensity	Energy Management
302-4	Reduction of energy consumption	Energy Management
302-5	Reductions in energy requirements of products and services	Energy Management
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions

GRI Content Index (Cont'd)

GRI Standard	Disclosure Content	Section Reference
305-4	GHG emissions intensity	Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
306-4	Waste diverted from disposal	Waste Management
306-5	Waste diverted to disposal	Waste Management

Focus 5: Human Capital

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Occupational Health and Safety • Workforce Diversity • Employee Benefits and Development • Ethical Labour Practices
401-1	New employee hires and employee turnover	Employee Benefits and Development
401-3	Parental leave	Employee Benefits and Development
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety
404-1	Average hours of training per year per employee	Employee Benefits and Development

GRI Content Index (Cont'd)

GRI Standard	Disclosure Content	Section Reference
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Benefits and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Benefits and Development
405-1	Diversity of governance bodies and employees	Workforce Diversity
405-2	Ratio of basic salary and remuneration of women to men	Workforce Diversity
406-1	Incidents of discrimination and corrective actions taken	Ethical Labour Practices

Focus 6: Corporate Social Responsibility

GRI Standard	Disclosure Content	Section Reference
3-3	Management of material topics	• Corporate Social Responsibility • Environmental & Social Impacts of Ingredient Supply Chain
413-1	Operations with local community engagement, impact assessments, and development programmes	Corporate Social Responsibility

TCFD Disclosures

Code	TCFD Recommendations	Page Reference
Governance		
TCDF 1(a)	Describe the board's oversight of climate-related risks and opportunities.	Pages 30
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy		
TCFD 2(a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Pages 30 and 31
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	
TCFD 2(c)	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management		
TCFD 3(a)	Describe the organisation's processes for identifying and assessing climate-related risks.	Pages 33, 34 and 35
TCFD 3(b)	Describe the organisation's processes for managing climate-related risks.	
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	
Metrics and Targets		
TCFD 4(a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pages 36
TCFD 4(b)	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	
TCFD 4(c)	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	

advanced

Empowering. Sustainable. Future-Driven.

ADVANCED HOLDINGS LTD

Company Registration No. 200401856N

21 Woodlands Close, #06-23 Primz Bizhub, Singapore 737854

Tel : +65 6320 0102

Fax : +65 6320 0103

www.AdvancedHoldings.com