



All Marine Offshore Solutions

AMOS GROUP LIMITED
SUSTAINABILITY REPORT 2024



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MESSAGE FROM OUR CHAIRMAN

We are pleased to issue the sixth Sustainability Report ("Report") for AMOS Group Limited ("AMOS"). The Report reflects an overview of our sustainability performance and progress towards our sustainability goals.

Environmental, social and governance considerations have always been at the core of our corporate culture, values, and mission. We recognize the inherent need to integrate sustainable practices throughout our business and operational activities, and strive to strike a balance between delivering value, advancing our sustainability journey, and upholding responsible business practices that positively impact the environment, society, and local communities. As we remain committed to our sustainability strategy and goals, AMOS will continue to monitor, track, and report on our material Economic, Environmental, Social, and Governance ("EESG") topics with a focus on continuous improvement and attention to emerging sustainability trends.

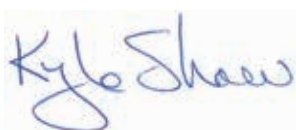
Our people around the world are our most important asset and we continued to invest in their development in spite of the challenging financial headwinds AMOS encountered in FY2024. The average training hours per employee increased 30%. We also increased our engagement with employees, holding more than three large-scale townhall events compared to two the year before. These interactive sessions allowed us to engage with our employees, sharing important updates, fostering open communication, and strengthening our sense of community.

On the environmental front, our ALCONA range of professional-grade equipment, personal protective gear, and daily consumables was expanded to include eco-friendly alternatives, supporting our customers' transformation towards more sustainable operations.

As part of our commitment to social responsibility, AMOS donated provisions and other supplies to "Food from the Heart", a non-profit organisation started in 2003 that distributes food to more than 50,000 beneficiaries

The Board of Directors and management at AMOS Group Limited remain committed to our sustainability strategy and good governance. We are pleased to report that there were no instances of non-compliance with socio-economic and environmental regulations in FY2024, a reflection of our commitment to responsible business practices and operating in a sustainable and compliant manner.

We encourage all our stakeholders to actively participate in our sustainability journey and endeavours. Your engagement and support are instrumental in propelling us towards our shared vision of a better and more sustainable world.



Kyle Arnold Shaw Jr
Executive Chairman

ABOUT OUR REPORT

SCOPE AND BOUNDARY

This Report presents the sixth annual sustainability performance of AMOS in relation to the material Environmental, Economic, Social, and Governance (“EESG”) factors of our business operations, covering the period from 1st April 2023 to 31st March 2024 (“FY2024”).

This sustainability report primarily highlights the operations and initiatives of the Group in Singapore, which accounts for over 50% of our operations, and therefore constitutes a significant portion of our activities globally. The material issues and topics described in this report have been carefully selected based on their significance to the Group as a whole, considering the sustainability context and stakeholder expectations. The aim is to provide consistent and comparable performance indicators over time.

We recognize the need to broaden the scope of our sustainability report in the future. As we expand our operations globally, we intend to include more locations outside of Singapore so as to provide a more comprehensive view of our sustainability practices across different geographies, reflecting our commitment to transparency and accountability.

REPORTING FRAMEWORK

This report has been prepared in compliance with Singapore Exchange Limited (“SGX-ST”) Listing Rules 711(A) and 711(B). We have chosen to adopt the GRI Standards as our preferred sustainability reporting framework due to its international recognition. The GRI Standards provide a robust structure and guidance for our sustainability journey in addressing our material topics.

As AMOS does not belong to the TCFD-identified industries prioritized for climate reporting by SGX, we have chosen to adopt an “explain” approach in meeting the requirement to include climate-related disclosures aligned with the recommendations of the Taskforce for Climate-related Financial Disclosures (“TCFD”). While climate-related disclosures are not mandatory for AMOS in our industry, we are committed to establishing a roadmap for aligning with the Task Force on Climate-related Financial Disclosure (“TCFD”) framework. We look to include relevant TCFD climate disclosures at an appropriate time in future.

ACCESSIBILITY

As part of our sustainability efforts, no physical copies of this report will be printed. The electronic version along with updates on our continuing sustainability efforts can be found at <https://www.amosgroup.com/investor>.

ASSURANCE AND FEEDBACK

We have not sought independent assurance for the information presented in this report. Our sustainability reporting process is subject to internal review by our internal auditors. Such reviews are conducted in accordance with the International Standards for the Professional Practice of Internal Auditing set by the Institute of Internal Auditors.

We value your input and encourage you to share any feedback on this report by contacting us at corporate@amosgroup.com.

ABOUT AMOS



AMOS SINGAPORE HEADQUARTERS

“The AMOS Group supplies Marine and Energy customers with high-quality, cost-efficient products, services and solutions while striving to grow shareholders’ value.”

The Group was founded in 1974 and listed on the Singapore Stock Exchange in 2012. Headquartered at our technologically advanced Fulfillment Center in Singapore, our network strategically links ten key locations across Asia, the Middle East and Europe, enabling single-point sourcing and supply for our customers.

Through our modern procurement, logistics and supply chain infrastructure, AMOS offers a broad and comprehensive portfolio of world-class technical supplies, services and provisioning solutions to customers in the Marine and Energy industries.

AMOS is a leading provider to the Marine and Energy industries of superior rigging and lifting products and specialized engineering services. These include the customized design, fabrication, production and testing of lifting and mooring equipment backed by decades of proven support and technical expertise. AMOS offers load testing, spooling and rental services and holds a wide inventory of premium quality, technical products such as heavy lift slings, wire ropes, crane wires and mooring equipment.

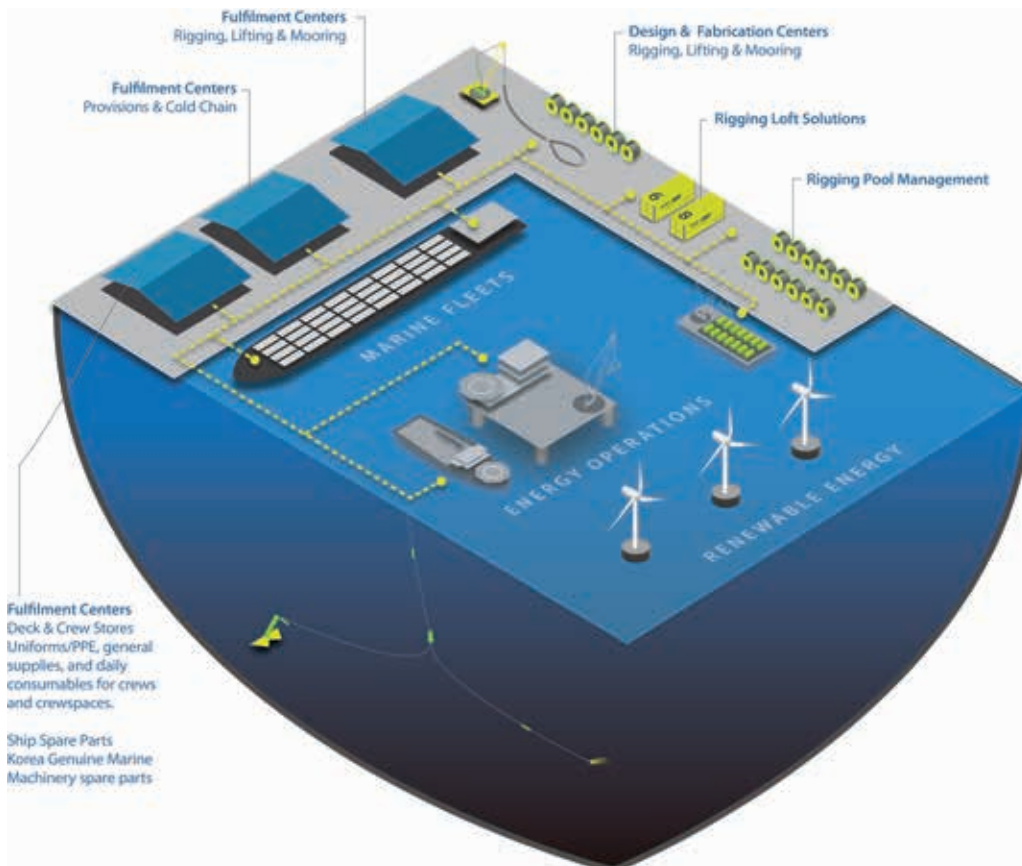
In addition to representing and supporting industry leading brands through exclusive supplier arrangements, we also market our own ALCONA brand of professional grade equipment including personal protective equipment, workwear and crew gear, and an expanding range of technical supplies and daily consumables developed for the Marine and Energy workplace.



ABOUT AMOS



The **AMOS Group** serves multinational customers in the Marine and Energy industries across a network of facilities spanning Asia, the Middle East and Europe. We supply customers with technical services and supply solutions across four of the most vibrant oil and gas production zones on earth and through four of the world's busiest ports – Singapore, Shanghai, Hong Kong and Busan.



OUR SUSTAINABILITY APPROACH

Our Board is responsible for spearheading and driving the sustainability strategy of AMOS. All of our sustainability reporting processes are led by a Sustainability Steering and Working Committee. The Steering Committee is responsible for updating the Board on AMOS' sustainability performance and management systems by addressing key material issues and relevant response mechanisms identified by our stakeholders. The Working Committee monitors, collates and analyses the information and data for our identified ESG topics. Both committees are comprised of representatives from various business units with defined roles and responsibilities.

Figure 5: Sustainability Governance Structure



STAKEHOLDER ENGAGEMENT

Stakeholders are defined as individuals or entities who are directly or indirectly affected by our business operations and outcomes, or who possess significant influence over our organization. At AMOS, stakeholder feedback provides invaluable perspectives that contribute to the ongoing development of our sustainability journey and reinforces our commitment to it.






Understanding the concerns and expectations of our stakeholders is a fundamental aspect of our sustainability approach. We are dedicated to fostering a mutually beneficial relationship with our stakeholders through consistent engagement via both formal and informal channels. We sustain our stakeholder engagement efforts by actively involving the following key stakeholder groups:

- Employees and workers
- Suppliers
- Customers
- Shareholders & Investors
- Government & Regulators

We engage with our stakeholders on a frequent basis through various channels, and continuously monitors opportunities to expand engagement methods. The following is a summary of our stakeholder engagement mechanisms:

OUR SUSTAINABILITY APPROACH

Figure 6: Stakeholder Engagement Mechanism

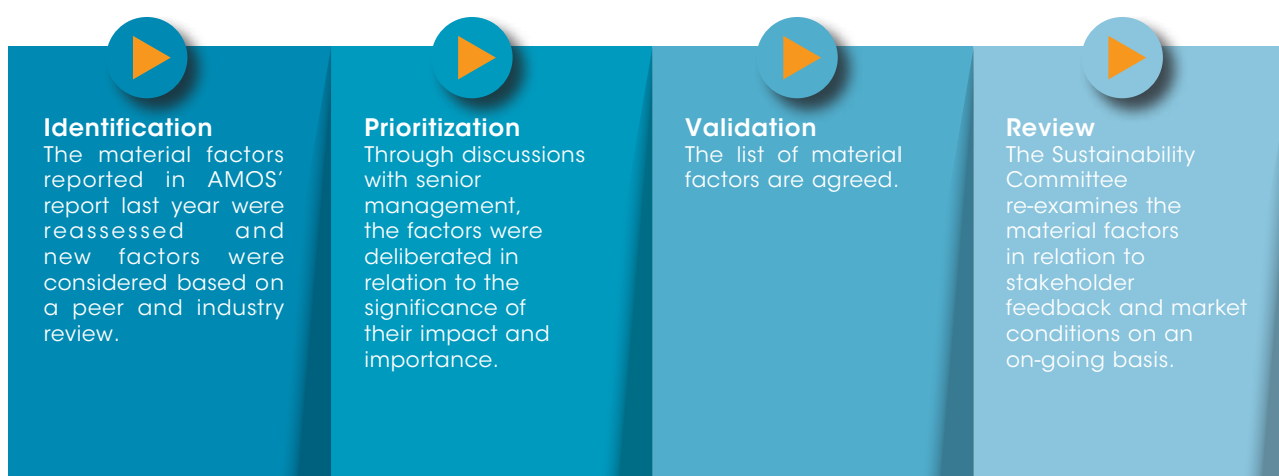
Stakeholder	Key Topics/Concerns	Engagement Mechanism & Our Response
Customers 	Product health and safety, quality and reliability, environmental compliance	<ul style="list-style-type: none"> Customer feedback is gathered through our website and direct contact with sales representatives. Continued participation in joint committees with our customers to tackle environmental issues pertaining to the marine and energy industry.
Employees 	Personal development, career advancement, occupational health & safety, welfare & benefits	<ul style="list-style-type: none"> Orientation conducted for new employees to familiarize them with our management team and policies. Heads of Department conduct monthly sessions with employees for staff reviews and feedback. Town hall sessions to keep employees abreast of our performance and new developments. Implementing effective business continuity and safety measures. Exit interviews for leavers to understand circumstances on leaving and employee needs. Mandatory training by internal and external trainers to better prepare employees at work and ensure safety practices to create a safe environment.
Suppliers 	Safety, compliance, product/material quality and price, social and environmental considerations	<ul style="list-style-type: none"> Annual review of suppliers to evaluate their performance and raise feedback. Conduct Supplier Assessment checklist, which was updated to include a Conflict of Interest Declaration Form for suppliers. Conduct assessment to ensure a robust supply chain.
Shareholders and investors 	Economic and industry trends, Group performance	<ul style="list-style-type: none"> Shareholders are kept abreast of our key developments through social media, press releases and Annual Reports. Annual General Meetings and investor meetings are conducted to engage our shareholders and investors in two-way communications.
Government and regulators 	Marine industry specific regulations, environmental compliance, health and safety, and listing compliance requirements	<ul style="list-style-type: none"> Keep abreast of new policies, regulations and related guidelines launched and implemented by government and regulators. Comply and continually improve the effectiveness of the quality management system which satisfies all standards requirements of ISO 9001:2015, or any relevant statutory and regulatory body such as Building & Construction Authority, Ministry of Manpower and National Environment Agency.

OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT

Conducting a materiality assessment is consequential in establishing a direction for an organisation's corporate sustainability strategy as it accounts for stakeholder perspectives and acknowledges material ESG topics relevant to them and our business. We continue to focus on our previously identified material issues as they remain most relevant to our operations, business, and stakeholders.

Figure 7: 4-step approach to materiality assessment



Our material factors are categorized under environmental, social, and governance pillars as shown below:

Table 2: Our material factors

Material Factors	GRI Standard Reported	Geographical Boundary for First Year Report FY2019	Impact Boundary
Environment			
Energy and Emissions	- GRI 302: Energy - GRI 305: Emissions	Singapore	- Within organization
Waste	- GRI 306: Waste	Singapore	- Within organization
Social			
Human Capital Development	- GRI 401: Employment - GRI 404: Training and Education	Singapore	- Employees
Occupational Health & Safety	- GRI 403: Occupational Health and Safety	Singapore	- Employees and workers - Regulators
Governance			
Product Quality, Health and Safety	- GRI 416: Customer Health and Safety	Singapore	- Customers
Business Ethics and Anti-corruption	- GRI 205: Anti-corruption	Singapore	- All business operations
Responsible Supply Chain	- GRI 308: Supplier Environmental Assessment - GRI 414: Supplier Social Assessment	Singapore	- Suppliers - Customers

ENVIRONMENT

(a) Energy and Emissions

As a global provider of supplies, services, and solutions to major international energy operators and shipping fleets, AMOS recognizes the significant impacts of its activities on the economy, environment, and people, including their human rights. It is crucial to disclose both the actual and potential negative and positive impacts associated with energy and emissions.

At AMOS, we employ two main sources of energy consumption for our operations. Whilst our chartered vessels and fleet of vehicles predominantly function on diesel, our office premises, warehouses, and fulfillment centre primarily utilise electricity. We drive to reduce our energy consumption across all operational processes to ultimately mitigate our carbon footprint whilst striving to negate detrimental environmental impacts. We remain cognisant of curbing energy consumption as in addition to resulting in a sustainable future, responsible energy consumption also lessens organisational costs resulting in savings and overall improvements in economic performance.

AMOS acknowledges its involvement in negative impacts through its activities and business relationships. Our operations contribute to carbon emissions primarily through the use of diesel in our chartered vessels and vehicle fleet. Furthermore, the consumption of electricity in our office premises, warehouses, and fulfillment center adds to the overall environmental footprint. We recognize the need to address these impacts and work towards minimizing them.

AMOS has established policies and commitments to address the material topic of energy and emissions. We are dedicated to reducing energy consumption and mitigating our carbon footprint. Our overarching goal is to transition to cleaner and renewable energy sources while promoting energy efficiency throughout our operations.

Actions Taken to Manage Impacts

To prevent and mitigate potential negative impacts, AMOS has partnered with Urban Renewables to install solar photovoltaic panels on our headquarters, ensuring a shift towards clean and renewable solar energy. Furthermore, we address actual negative impacts by implementing energy-saving practices, such as motion sensor lights, energy-efficient bulbs, and regular efficiency checks. We have installed additional water dispensers in our premises to encourage less use of bottled drinking water while promoting environmental awareness amongst our employees. We have also replaced our fleet of diesel-driven forklifts with electric equivalents to reduce our carbon footprint.

Tracking Effectiveness of Actions

AMOS utilizes robust processes to track the effectiveness of our actions, including monitoring energy consumption data, comparing it with historical records, and utilizing key performance indicators such as kWh generated. We have set specific goals and targets to measure progress in managing energy and emissions, aiming to increase the proportion of renewable energy, reduce carbon emissions, and achieve a greener fleet with the introduction of an EV van. Through continuous evaluation, we assess the effectiveness of our actions and track progress toward our goals, incorporating lessons learned into our operational policies and procedures to refine and improve our energy management practices.

ENVIRONMENT

Targets

Energy use & efficiency	Unit	FY2023 Performance	FY2024 Performance	Our Performance Narrative
Electricity consumption	GJ	4,043.50	3,662.71	We experienced a 9.4% reduction in electricity consumption due to the use of more energy-efficient LED lights as well as from other awareness initiatives.
Diesel consumption	GJ	10,236.47	4,880.32	Diesel consumption decreased due to the use of more electric vehicles and efficiency improvements in the planning of fulfilment activities.
Total Energy Consumption for the year	GJ	14,279.97	8,543.03	
Indirect Scope 2 GHG Emissions ¹	tCO ₂ e	456	424	We are investigating alternative energy sources with the aim of reducing our emissions further, with the ultimate aim of achieving Net Zero emissions.
Direct Scope 1 GHG Emissions ²	tCO ₂ e	759	383	

1 We used the emission factors 0.417 kgCO₂/kWh (2022), for calculation of CO₂e. [Source: <https://www.ema.gov.sg/singapore-energy-statistics/Ch02/index2>].

2 We used https://ghgprotocol.org/calculation-tools#cross_sector_tools id for calculation of CO₂e.

(b) Effluent and waste management

At AMOS, we recognize the significance of managing waste effectively due to the nature of our business operations. Our waste generation includes materials such as metal scrap, plastics, paper, and wood. It is important to describe the actual and potential impacts of waste management on the economy, environment, and people, including their human rights. Additionally, we need to report whether our organization is involved in negative impacts through our activities or business relationships and provide details about those activities or relationships.

The management of waste at AMOS has both negative and positive impacts. Improper waste disposal can lead to environmental degradation, including land and air pollution. It can also affect the health and well-being of communities. Implementing effective waste reduction measures can contribute to a more sustainable economy, reduce resource consumption, and enhance environmental protection.

AMOS is actively involved in managing waste and addressing negative impacts. We engage external waste vendors to handle and dispose of our recyclable waste properly. This ensures that our waste is managed responsibly and reduces the negative impacts associated with improper disposal. Our waste vendors supplies bins for waste segregation, and the collected waste is subsequently sold for recycling purposes.

AMOS adheres to the Group Global Plastic Policy, which focuses on responsible consumption practices through the principles of reduce, reuse, and recycle. This policy guides our approach to waste management across all waste streams and procurement decisions. AMOS is currently in negotiation with major customer with the same commitment to tackle issues on plastic use.

ENVIRONMENT

Actions Taken to Manage Impacts

To prevent and mitigate potential negative impacts, we continuously seek alternative solutions to reduce the amount of plastic used in pallet wrapping and the use of disposable packaging material in general. We also continue to actively advocate for the reduction of plastic materials in our customer engagements and various trade association meetings.

To address actual negative impacts, we only accept the use of recyclable containers for catered food and have implemented a ban on single-use cutlery at our office premises.

To manage actual and potential positive impacts, we engage in waste recycling through our partnership with H&S Environment. This collaboration enables us to contribute to a circular economy by recycling materials such as paper and plastics.

Tracking Effectiveness of Actions

At AMOS, we track the effectiveness of our waste management actions through various processes. We set goals, targets, and indicators to evaluate progress. By regularly monitoring and assessing our actions, we measure the effectiveness of our waste reduction initiatives. Lessons learned from these assessments are incorporated into our operational policies and procedures, ensuring continuous improvement.

Table 4: Performance & Target

Waste Type	Disposal Method	Waste Disposal (metric tonnes) in 2023	Waste Disposal (metric tonnes) in 2024	FY2025 Target
Hazardous	Waste disposal collectors	0	2	To maintain generating zero hazardous waste.
Non-Hazardous	Recycled by waste collector	470	88	We target to keep our non-hazardous waste below 200 tons.

Targets

For FY2025, we maintain our target of zero environmental incidents and to comply with the regulations imposed by the NEA (National Environment Agency).



SOCIAL

The foundation of our business lies in our people. We believe in fair and equitable labour practices. We place great emphasis on attracting and retaining talented employees, nurturing their growth and development, prioritizing their well-being, and fostering a culture of diversity and inclusion. These remain fundamental priorities for AMOS.

Table 5: Our employee profile³

	FY2023			FY2024		
	Male	Female	Total	Male	Female	Total
Permanent	100	66	166	82	50	132
Temporary	9	2	11	0	0	0
Total	109	68	177	82	50	132

EMPLOYEE WELFARE AND TALENT RETENTION

At AMOS, we are committed to attracting and retaining the right talent to drive successful and sustainable business growth. To achieve this, we employ clearly defined hiring practices, engage in succession planning, and invest in employee development. By fostering a high-morale workforce, we contribute to enhanced economic productivity, promote environmental sustainability through efficient operations, and safeguard the well-being and human rights of our employees. These efforts leave a positive impact on the economy, environment, and people.

We have in place an employee handbook that serves as a guiding resource for our staff. This handbook covers a wide range of employment policies and practices, including the unified code of conduct, whistleblowing policy, disciplinary actions, payroll, leave, and recruitment matters. We actively communicate these policies through informative sessions and regular email updates. Furthermore, we foster open dialogue and engagement with employees through townhall events. In FY2024, two large-scale virtual townhall events were held.

AMOS upholds labor laws and fully complies with the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). By adhering to these standards, we demonstrate our dedication to ethical and fair employment practices.

We take great care to ensure that our activities and business relationships do not contribute to any negative impacts related to talent acquisition and retention. Our unwavering commitment to integrity and responsibility safeguards against any adverse effects in this regard.

ACTIONS TAKEN TO MANAGE

AMOS has various measures in place to manage impacts on talent acquisition and retention. There are clear policies governing promotions, performance assessment, and hiring to ensure fair evaluations and reducing the probability of mismatches between employees and job roles. A range of employee benefits such as medical insurance, free basic health screenings, flexible working arrangements and festive gifts are used to motivate employees and enhance retention. When managing excess headcount due to changes in business circumstances, we only resort to redundancy as last resort after exhausting all other possibilities to redeploy each affected employee.

TRACKING EFFECTIVENESS OF ACTIONS TAKEN

The company regularly monitors employee engagement and well-being through consultation and feedback sessions, regular performance review conversations annual performance reviews and linking individual performance metrics to the business plan. Feedback and insights gathered are used to assess the effectiveness and/or achievement of desired outcomes such as employee development, succession planning, and career development. Where appropriate, the employee handbook and operational practices are also updated.

³ We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

SOCIAL

PERFORMANCE

Table 6: Employee New Hire & Turnover by Age

	FY2023				FY2024			
	New Hire		Turnover		New Hire		Turnover	
	Number	%	Number	%	Number	%	Number	%
Less than 30	7	10	27	22	16	27	12	12
Between 30 and 50	61	89	78	63	39	66	70	69
Over 50	1	1	18	15	4	7	19	19
Total	69	100	123	100	59	100	101	100

Table 7: Employee New Hire & Turnover by Gender

	FY2023				FY2024			
	New Hire		Turnover		New Hire		Turnover	
	Number	%	Number	%	Number	%	Number	%
Male	46	67	63	51	37	63	62	61
Female	23	33	60	49	22	37	39	39
Total	69	100	123	100	59	100	101	100

TARGET

In FY2025, we aim to further streamline our performance and compensation review processes so as to retain our high performing employees.

Training & Development

Training and development opportunities are essential to AMOS as they have significant impacts on the economy, environment, and people, including their human rights. Through our training initiatives, we look to make positive contributions to the broader economy by enhancing the competency levels of our workforce to continuously improve the quality and efficiency of business operations. Additionally, by providing training that reinforces safety standards and promotes employee engagement and fulfilment, we contribute to a safer and more supportive work environment.

Training and development opportunities at AMOS have both actual and potential positive impacts on the economy, environment, and people. Enhanced employee competency resulting from training programs improves the quality of operations, leading to increased operational efficiency and productivity. This, in turn, can contribute to economic growth and competitiveness. While there may be negative impacts associated with resource consumption and waste generation during training programs, AMOS takes measures to prevent or mitigate these impacts. For instance, the use of digital learning platforms and virtual training reduces energy consumption and material waste, contributing to environmental sustainability.

Training and development programs at AMOS promote employee engagement, commitment, and fulfilment, leading to increased job satisfaction and motivation. These positively impact the overall work environment and contribute to human rights by providing equal opportunities for career development and maximising the potential of a diverse workforce. AMOS has established policies and commitments regarding training and development to ensure responsible practices. These include:

- Promoting sustainable training practices.

SOCIAL

- Providing access to personal development and vocational training opportunities for all levels of employees.
- Providing equal opportunities for career development and progression.

ACTIONS TAKEN TO MANAGE IMPACTS

AMOS has implemented various actions to manage the material topic of training and development, including:

- Preventive and mitigative measures: Prioritising efficient resource utilisation, encouraging digital learning platforms, and utilising virtual training to minimize environmental impacts.
- Addressing actual negative impacts: Implementing waste management systems for proper handling and disposal of training-related waste and cooperating in remediation efforts through partnerships with waste management companies.
- Managing positive impacts: Continuously monitoring and evaluating the effectiveness of training programs to maximize positive impacts on employee performance, job satisfaction, and career development.
- Providing feedback channels and opportunities for employees to contribute to program improvements.

TRACKING EFFECTIVENESS OF ACTIONS

AMOS tracks the effectiveness of its actions through the following processes:

- Internal monitoring and reporting: Systems are in place to track resource consumption, waste generation, and training program outcomes, which are regularly reviewed and analysed.
- Goals, targets, and indicators: Specific goals and targets related to resource efficiency, waste reduction, and employee performance are set, and key performance indicators (KPIs) are used to measure progress.
- Effectiveness and progress assessment: Regular assessments are conducted to evaluate the effectiveness of actions in achieving desired outcomes, measuring progress toward goals and targets, and identifying areas for improvement.
- Lessons learned and incorporation: AMOS actively incorporates lessons learned from monitoring and assessment processes into operational policies and procedures to drive continuous improvement.

PERFORMANCE

Table 8: The average training hours per employee for the year by gender is as below:

	FY2023		FY2024	
	Total Number	Average Training Hours	Total Number	Average Training Hours
Male	238.5	2.36	271.5	6.79
Female	170	2.58	281.5	6.12
Total	408.5	4.94	553	6.43

TARGET

We aim to expand the scope of non-mandatory training opportunities in FY2025 which are aligned with business needs and individual staff development plans.

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OCCUPATIONAL HEALTH AND SAFETY

AMOS recognizes that effective health and safety management has both actual and potential positive impacts on the economy, environment, and people. These impacts include:

- Economy

Maintaining robust health and safety practices contributes to the overall productivity and efficiency of operations, minimizing disruptions, accidents, and associated costs. It helps protect the well-being of employees, reducing absenteeism and turnover, thus enhancing operational stability.

- Environment

By implementing effective health and safety measures, AMOS aims to prevent accidents and incidents that may lead to environmental harm, such as pollution or resource depletion. The company is committed to complying with relevant environmental regulations and promoting sustainable practices in its operations.

- People and Human Rights

AMOS places a strong emphasis on safeguarding the well-being and human rights of its employees and stakeholders. Through its health and safety policies, the company ensures a safe working environment that respects individuals' rights to life, security, and dignity.

AMOS acknowledges that negative impacts can arise from its activities or as a result of its business relationships. The company actively assesses and manages these impacts, considering the following:

- Activities

AMOS is involved in activities that may pose health and safety risks to its employees, contractors, and other stakeholders. It is committed to addressing these risks and continuously improving its health and safety performance.

- Business Relationships

AMOS maintains business relationships with suppliers, contractors, and other stakeholders. The company expects these entities to adhere to its health and safety standards and guidelines. Collaboration with suppliers and contractors is crucial to ensuring their compliance and mitigating potential negative impacts.

AMOS has established policies and commitments to effectively manage health and safety:

- Health and Safety Governance

The Quality, Health, Security, Safety, Environment (QHSSE) department oversees health and safety directives, performance, and compliance throughout the organization. It collaborates with other departments and regularly holds committee meetings to address safety performance and ensure employee feedback is addressed.

- Compliance to Policies:

AMOS maintains compliance with the Global Group Health Safety Security and Environment Policy Statement, which sets the framework for health and safety practices across the organization.

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ACTIONS TAKEN TO MANAGE IMPACTS

Occupational health and safety (H&S) at AMOS is overseen by our Quality, Health, Security, Safety, Environment ("QHSSE") department. The QHSSE team is responsible for the promotion, administration, and governance of H&S directives and performance throughout the organization, working closely with the management across all other departments to ensure that H&S is managed effectively and holistically. Monthly committee meetings are held to address safety performance, incidents that have occurred, best practices, H&S Campaigns planning, as well as to ensure that feedback from workers and other employees are addressed. The QHSSE department also works to maintain organizational compliance to our Global Group Health Safety Security and Environment Policy Statement.

AMOS continuously strives to enhance health and safety practices to maximize the positive impacts on employee well-being, productivity, and operational stability.

TRACKING EFFECTIVENESS OF ACTIONS

AMOS tracks the effectiveness of its health and safety actions through monitoring and evaluation processes, which include the QHSSE department's monitoring of performance, incident recording, and regular assessments, setting goals, targets, and indicators, evaluating progress, and incorporating lessons learned from these processes into operational policies and procedures to achieve continuous improvement in health and safety practices.

PERFORMANCE

Table 9: Work-related injuries data

	FY2023		FY2024	
	For Employees	For non-employees whose work and/or workplace is controlled by organization	For Employees	For non-employees whose work and/or workplace is controlled by organization
Number of Fatalities as a result of Work-Related Injury	Nil	Nil	Nil	Nil
Number of High-Consequence Work-Related Injury (excluding fatalities)	Nil	Nil	Nil	Nil
Number of Recordable Work-Related Injury	Nil	Nil	2	Nil
Injury Number of Hours Worked	317,308	Nil	317,639	Nil
Rate of Fatalities as a result of work-related injuries (%)	Nil	Nil	Nil	Nil
Rate of High-Consequence Work Related Injury (%)	Nil	Nil	Nil	Nil
Rate of Recordable Work Related Injury (%) ⁴	0%	Nil	1.26	Nil

⁴ Recordable work-related injury rate = (Number of recordable work-related injury x 200,000)/Number of hours worked.

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Table 10: Work-related injuries in FY2024

Date of Incident	Entity	Classification	Preventive Action
22-Jun-2023	AMOS International (S) Pte Ltd	Incident with Injury	Root cause analysis to identify causal factors and reviews of relevant work procedures conducted. Changes were communicated to all employees.
14-Aug-2023	AMOS International (S) Pte Ltd	Incident with Injury	Root cause analysis was performed, which identified areas for improvement to existing safe work procedures. Training on revised procedures were also conducted.

TARGET

In FY2025, we continue to maintain our occupational health and safety targets of zero fatalities, zero recordable incidents, and zero attrition/resignations resulting from work-related burnout.

GOVERNANCE

(A) RESPONSIBLE SUPPLY CHAIN MANAGEMENT

AMOS recognizes the importance of its supply chain achieving business successes, as well as the significance of supplier engagement in our sustainability performance and reputation. AMOS places utmost emphasis on stringent management to ensure a responsible supply chain.

Operating through various parties predominantly located overseas, our supply chain encompasses suppliers providing a broad range of supplies used in the marine and offshore industries such as personal protective equipment (PPE), rigging systems, water filtration systems and ship spare parts. We ensure that they adhere to high standards of product quality, health, and safety, thereby enhancing the quality of services and products offered to our customers.

In line with our management approach, AMOS maintains close relationships with suppliers and strategic partners to enforce our commitment to high quality and safety standards. We secure and sustain our reputational advantage and strengthen customer loyalty by working with responsible manufacturers who share and are able to meet our objectives of transparent procurement processes, efficient turn-around times, and limited waste generation.

To effectively manage our supply chain, we have a Procurement and Supplier Management Policy. We gather information from and about our suppliers which enables us to assess the risks associated with our suppliers' quality, health and safety, environmental, and social processes. Through this risk assessment, we identify potential areas for improvement across our engaged suppliers, which are then addressed through a Supplier Improvement Action Plan arranged by our QHSSE Department.

As a fundamental process before engaging a new supplier, we conduct a pre-qualification assessment in line with our Know Your Supplier (KYS) policy. By requiring vendor applicants to complete a checklist, we thoroughly assess quality considerations, supplier compliance with social and environmental regulations, and their health and safety management systems. This process culminates in the identification of selected vendors for inclusion in our Approved Vendor List (AVL). For high-risk suppliers, we conduct periodic audits and checks to ensure a responsible and transparent supply chain. At AMOS, we actively promote supply chain visibility for our customers through our established database, making relevant material certifications and test reports readily available, thereby contributing to the Inventory of Hazardous Material (IHM).

We are pleased to report zero incidences of non-compliance with regards to supplier environmental and social criteria in FY2024.

Target

In FY2025, we maintain our target of having zero incidences of non-compliance concerning environmental and social criteria.

(B) PRODUCT QUALITY AND RELIABILITY

The maritime industry is a densely populated and competitive sector. We strive to maintain our competitive advantage by upholding our reputation as a provider of safe and quality products and services to our customers. We continuously strive to exceed the expectations of our customers through sustained development to ultimately nurture a long-term relationship with them.

We ensure the quality and safety of all our products and service offerings through strict adherence to all applicable international standards. We administer periodic assessments of the health and safety impacts of our products and services to identify, assess and evaluate affiliated risks. We address all quality and safety-related risks associated with our organisational processes and offerings responsibly.

We have a robust quality management system that is based on well-established international standards. The majority of our operations are certified to ISO 9001 Quality Management Systems or the equivalent. In addition, all our operations abide by the requirements of their industry regulatory bodies. We actively work with our suppliers and collaborators to ensure the quality of bought-in parts and services. By regularly seeking feedback from our customers, we are able to strengthen our offerings.

GOVERNANCE

The key product offering at our Alcona Brand entails the provision of Personal Protective Equipment (“PPE”). Due to the nature of the product, ensuring its safety, quality and durability are key requirements for our customers. We ensure products we supply not only meet customer specifications, but also applicable quality standards and requirements prior to its sale. We complement the standards and certification requirements of our customers through testing and accreditation support from respective appointed testing bodies, whilst guaranteeing the product with AMOS’ certificate of conformity.

Our product range includes Alcona Advanced Hydration System (“AHS”), a sustainable solution that provides high quality drinking water which allows our customers to reduce plastic waste from bottled water. By offering the Alcona Advanced Hydration System, we are committed to providing our customers with a sustainable solution that aligns with their environmental goals while prioritizing the delivery of high-quality drinking water. As the demand for this system continues to grow, we remain dedicated to supporting our customers and helping them navigate the challenges of maintaining healthy water standards on their vessels. Together with our valued customers, we are making strides towards a greener future, reducing plastic waste, and ensuring the provision of safe and refreshing drinking water aboard vessels.

In FY2024, we experienced zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.

Target

For FY2025, we maintain our target of zero reportable incidents of non-compliance concerning the health and safety impacts of products and services.

(C) ETHICS & ANTI-CORRUPTION

Good governance refers to having the appropriate people, policies and processes to manage the business and affairs of the company to enhance long-term stakeholder value whilst upholding high standards of compliance and ethical business practices. As a company listed in Singapore, we are bound by SGX listing rules and practice guides, and we comply with all the requirements stipulated in Singapore’s Code of Corporate Governance (2018).

We remain committed to maintain a high standard of corporate governance through the embodiment of honest, accountable, and responsible behaviours at every level of the company. We have in place a sound system of internal controls which holds people to high standards of ethical behaviour.

We ensure compliance and good corporate governance through regular internal audits conducted by independent external parties with reports directly to the Audit Committee. We encourage all our employees, suppliers, customers, patrons and other stakeholders to report any cases of malpractice, fraud or other irregularities to our Audit Committee.

AMOS regularly promotes our whistle-blowing policy to encourage reporting of ethical issues and/or wrongdoing. Besides complementing our risk management systems, it also helps to deter undesirable behaviour. We have zero tolerance for fraud, bribery, corruption and misconduct in all our business units globally, and throughout our supply chain. We are determined to foster and maintain an environment where anyone can report any wrongdoing in good faith without the fear of retaliation.

The specific objectives of our whistle-blowing policy are:

- to maintain a high standard of corporate governance
- to provide a channel of communication to the employees of AMOS to report fraudulent practices and to guide employees on actions to address their concerns on suspicious fraudulent activities
- to provide a process in investigations and management reporting

Our whistle-blowing policy can be found on our website.

GOVERNANCE

Our Code of Business Conduct forms the foundation of the Group's commitment to ethical business conduct and regulatory compliance. The code comprises of Human Rights and Labour Practices Policy, Anti-Bribery and Anti-Corruption Policy, Conflict of Interest Policy, Confidentiality Policy, Whistle Blowing Policy, Child Labour Policy and Harassment & Discrimination Policy. This comprehensive code provides guidance to our staff and business partners, enabling them to make business decisions in alignment with AMOS' values and uphold the highest ethical standards. By adhering to this code, we mitigate business risks, foster trust, and cultivate positive relationships with all our associates, colleagues, and partners.

In FY2024, we are pleased to report that there were no cases of breaches to our Code of Business Conduct.

Target

For FY2025, we maintain our target of zero reportable incidents relating to our Code of Business Conduct.



MEMBERSHIPS AND EXTERNAL CERTIFICATIONS

Membership in relevant industry and trade associations holds significant importance for AMOS. It ensures that we remain abreast of industry advancements, facilitates networking and communication with fellow professionals, enhances our visibility, and aligns us with reputable industry organizations. AMOS maintains memberships with the following associations:

- Singapore Association of Ship Suppliers and Services
- International Marine Procurement Association
- Lifting Equipment Engineers Association
- International Marine Contractors Association
- Singapore Logistics Association



GRI CONTENT INDEX

Statement of use	AMOS Group Limited has reported the information cited in this GRI content index for the period 1 April 2023 to 31 March 2024 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE NO.
GRI 2: General Disclosures 2021	2-1 Organizational details	3-5
	2-2 Entities included in the organization's sustainability reporting	2
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	Nil
	2-5 External assurance	2
	2-6 Activities, value chain and other business relationships	3-5
	2-7 Employees	11-16
	2-8 Workers who are not employees	Nil
	2-9 Governance structure and composition	5
	2-10 Nomination and selection of the highest governance body	Refer to FY2024 Annual Report - Corporate Governance Report
	2-11 Chair of the highest governance body	Refer to FY2024 Annual Report - Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to FY2024 Annual Report - Corporate Governance Report
	2-13 Delegation of responsibility for managing impacts	Refer to FY2024 Annual Report - Corporate Governance Report
	2-14 Role of the highest governance body in sustainability reporting	5
	2-15 Conflicts of interest	Refer to FY2024 Annual Report - Corporate Governance Report
	2-16 Communication of critical concerns	Refer to FY2024 Annual Report - Corporate Governance Report
	2-17 Collective knowledge of the highest governance body	Refer to FY2024 Annual Report - Corporate Governance Report

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NO.
	2-18 Evaluation of the performance of the highest governance body	Refer to FY2024 Annual Report - Corporate Governance Report
	2-19 Remuneration policies	Refer to FY2024 Annual Report - Corporate Governance Report
	2-20 Process to determine remuneration	Refer to FY2024 Annual Report - Corporate Governance Report
	2-21 Annual total compensation ratio	Refer to FY2024 Annual Report - Corporate Governance Report
	2-22 Statement on sustainable development strategy	1
	2-23 Policy commitments	Respective sections on Environment, Social and Governance pillars
	2-24 Embedding policy commitments	Respective sections on Environment, Social and Governance pillars
	2-25 Processes to remediate negative impacts	7
	2-26 Mechanisms for seeking advice and raising concerns	Refer to FY2024 Annual Report - Corporate Governance Report
	2-27 Compliance with laws and regulations	17-19
	2-28 Membership associations	20
	2-29 Approach to stakeholder engagement	5-6
	2-30 Collective bargaining agreements	Not applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7
	3-2 List of material topics	7
Energy Consumption		
GRI 302: Energy 2016	3-3 Management of material topics	8-10
	302-1 Energy consumption within the organization	9
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	9
	305-2 Energy indirect (Scope 2) GHG emissions	9
Waste Management		
GRI 306: Waste 2020	3-3 Management of material topics	9-10
	306-2 Management of significant waste-related impacts	10

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NO.
Employment		
GRI 401: Employment 2016	3-3 Management of material topics	13-14
	401-1 New employee hires and employee turnover	14
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	14
Human Capital Development		
GRI 404: Training and Education 2016	3-3 Management of material topics	11
	404-1 Average hours of training per year per employee	13
	404-2 Programs for upgrading employee skills and transition assistance programs	12
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	14
	403-9 Work-related injuries	15-16
Supply Chain Management		
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	17
	308-1 New suppliers that were screened using environmental criteria	17
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	17
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	17-18
Ethical Business		
GRI 205: Anti-corruption 2016	3-3 Management of material topics	18
	205-3 Confirmed incidents of corruption and actions taken	Nil



We Supply.