



EVER GLORY
UNITED HOLDINGS
LIMITED



**COMMITTED
TO EXCELLENCE**

自強不息

20
24

SUSTAINABILITY REPORT

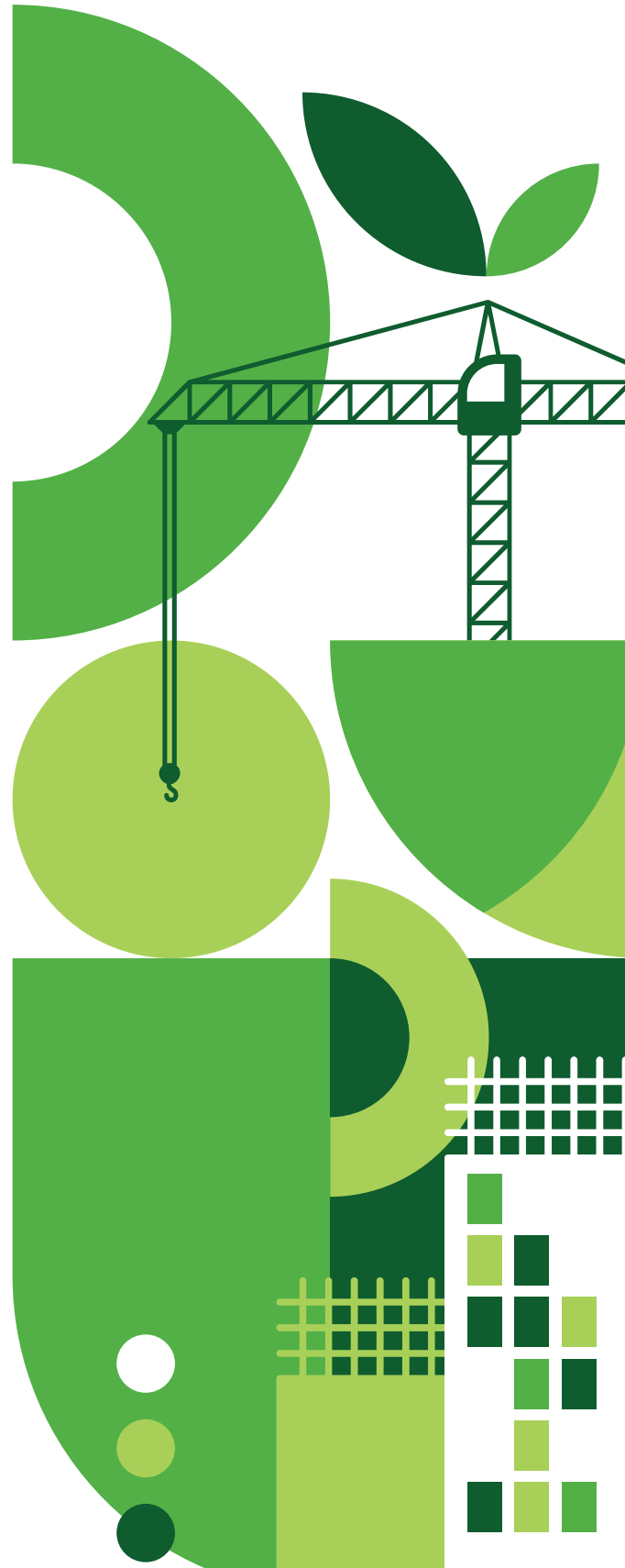
CONTENTS

01	Message from CEO
02	Organisational Profile
03	Reporting Practice
04	Sustainability Strategy Overview
05	Contribution to the UN SDGs
06	Stakeholder Engagement
08	Materiality Assessment
09	Focus 1: Governance and Ethics
12	Focus 2: Climate Change
21	Focus 3: Human Capital
26	SGX-ST Six Primary Components Index
27	GRI Content Index
31	TCFD Index

*Ever Glory United Holdings Limited (the “**Company**”) was listed on Catalist of the Singapore Exchange Securities Trading Limited (the “**Exchange**”) on 18 May 2023. The initial public offering of the Company was sponsored by Novus Corporate Finance Pte. Ltd. (the “**Sponsor**”).*

This sustainability report has been reviewed by the Sponsor. It has not been examined or approved by the Exchange and the Exchange 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. Pong Chen Yih, Chief Operating Officer, at 7 Temasek Boulevard, #04-02 Suntec Tower 1, Singapore 038987, telephone (65) 6950 2188.



MESSAGE FROM CEO

Dear Stakeholders,

Ever Glory United Holdings Limited (the “**Company**” or “**Ever Glory**”, and together with its subsidiaries, the “**Group**”) is pleased to present the second Sustainability Report (the “**Report**”) of the Group which contains information about the sustainability performance and practices of our business during the financial year ended 31 December (“**FY**”) 2024.

As we continue our journey toward greater environmental and social responsibility, we are proud to share the progress we have made in embedding sustainability and ethical governance into the core of our operations. Our commitment to Environmental, Social, and Governance (“**ESG**”) practices is not just a response to the growing expectations of our stakeholders but an integral part of our operations and business strategies.

In this phase of our ESG initiatives, we have focused on closely monitoring and managing our environmental footprint, including energy usage and waste production. At the same time, we are fostering an inclusive and diverse workplace where every team member has the opportunity to grow and develop their skills. Recognising the urgent challenges posed by climate change, we have aligned our climate-related disclosures with the Task Force Climate-related Financial Disclosures (“**TCFD**”) framework, helping to ensure transparency and accountability in how we address environmental risks and opportunities.

Thank you for being a part of this critical journey. Your continued support strengthens our resolve as we move forward.

Xu Ruibing

Executive Director and Chief Executive Officer



ORGANISATIONAL PROFILE

Ever Glory was listed on the Catalist board of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) on 18 May 2023. Ever Glory is a Singapore-based Mechanical and Electrical (“**M&E**”) engineering service provider.

We provide a wide array of M&E engineering services, catering to projects in both the public and private sectors. These projects encompass the development or redevelopment of various properties, including Housing and Development Board (“**HDB**”) residential flats, private residential properties, private schools, mixed-use properties, commercial buildings or industrial buildings.

Ever Glory specialises in air-conditioning and mechanical ventilation systems, electrical engineering systems, fire prevention and protection systems, plumbing, sanitary and gas systems, and integrated building services.

As of 31 December 2024, the Group has three wholly owned subsidiaries:

1. Sunbeam M&E Pte. Ltd. (“**Sunbeam**”), an M&E sub-contractor working with the main contractors who deliver projects to our clients and developers;
2. Ever Capital Pte. Ltd. (“**Ever Capital**”), our property investment and development arm, was incorporated in October 2023; and
3. Fire-Guard Engineering Pte. Ltd. (“**Fire-Guard**”), specialising in fire protection systems for both public and private sectors, which was acquired in February 2024.



REPORTING PRACTICE

REPORTING PRINCIPLES AND STATEMENT OF USE

This Sustainability Report (“**Report**”), best read together with our Annual Report 2024, provides a comprehensive overview of our ESG imperatives. This Report is prepared with reference to the Global Reporting Initiative (“**GRI**”) 2021 Standards, covering our Group’s performance from 1 January 2024 to 31 December 2024. The GRI Standards were selected as it is a globally recognised standard and represent the best practices for reporting on economic, environmental and social impacts.

The Group applied the following GRI reporting principles within this Report to ensure the quality and proper presentation of information: *Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability*. For more information on our GRI disclosures, please refer to the GRI Content Index.

This Report is compliant with Rules 711A and 711B of the SGX-ST Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”). Reference has also been drawn from Practice Note 7F Sustainability Reporting Guide of the Catalist Rules.

To provide our stakeholders with an overview of the potential impacts of climate change on our business, this Report discloses the Group’s potential climate-related risks and opportunities, in line with the TCFD recommendations (“**TCFD Recommendations**”). The Sustainable Development Goals (“**UN SDGs**”) have also been integrated into the Report to highlight the Group’s contributions to sustainable development.

The Board of Directors of the Company (the “**Board**” or the “**Directors**”) has reviewed and approved the reported information and material topics disclosed.

REPORTING SCOPE

This Report covers the performance of the Group’s operations and subsidiaries as of 31 December 2024. Ever Capital was not included in the reporting boundary as there were no operations in FY2024.

ASSURANCE

The Group has established internal controls to ensure the accuracy and reliability of the narratives and data disclosed within this Report. The Group has also engaged an ESG consultant to facilitate the selection of relevant material topics as well as compliance with GRI Standards, TCFD Recommendations and the Catalist Rules. To further enhance the credibility of this Report, the Group has subjected its sustainability reporting process to be reviewed by Internal Auditors, based on the audit plan approved by the Audit Committee, as required under Catalist Rule 711B(3). The Board has assessed that independent external assurance is not required at this juncture.

FORWARD-LOOKING STATEMENT

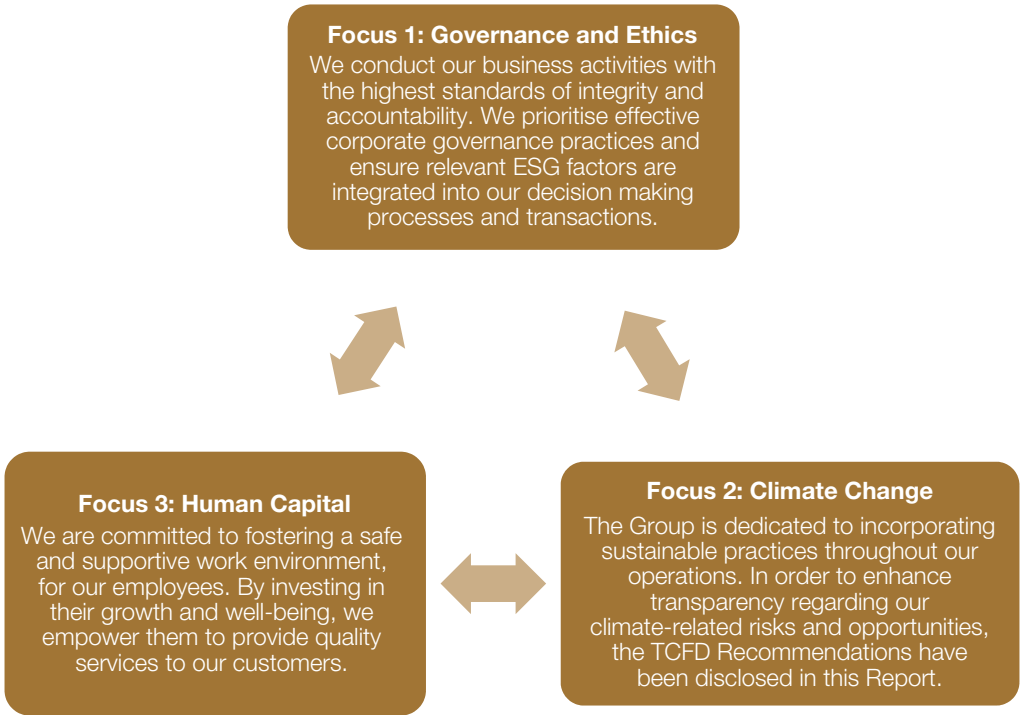
This Report presents the Group’s future aspirations based on our current industry knowledge and sustainability objectives. While these statements reflect our best estimations, they inherently involve some level of uncertainty. Actual results may differ due to unforeseen circumstances. However, the Group remains committed to transparency and will update these projections if significant changes occur.

FEEDBACK

Ever Glory is committed to providing clear and accurate disclosures in this Report to our stakeholders. We welcome any comments or feedback on our sustainability reporting process and practices at enquiry@egu-holdings.com.

SUSTAINABILITY STRATEGY OVERVIEW

Ever Glory acknowledges the importance of addressing ESG considerations to establish a resilient and sustainable business model. We are committed to embedding diverse ESG principles into our operational framework, prioritising areas that are most relevant to our business. In response to the increasing demands of our stakeholders, we have defined the following three focus areas that will guide our sustainability strategy.



ESG PERFORMANCE HIGHLIGHTS

- Zero workplace fatalities and high-consequence injuries.
- Zero incidence of non-compliance with relevant laws and regulations pertaining to economic, environmental or social concerns.
- Completed disclosures of climate-related risks and opportunities.

AWARDS AND ACCREDITATIONS

As a testament to our high standards in quality of services and workplace safety practices, we have received the following recognitions.

Name of Award/Accreditation	Year Obtained
Quality Management System Accreditation (ISO 9001:2015)	2022
Operational Health and Safety Management System Accreditation (ISO 45001:2018)	2022
bizSAFE Star	2023

CONTRIBUTION TO THE UN SDGs

The Group actively supports the UN SDGs in our daily operations, strategic planning and stakeholder engagement. Achieving the UN SDGs is an ongoing global effort and is integral to the Group's long-term commitment to sustainable practices.

The table below outlines the Group's contributions toward the attainment of pertinent UN SDGs.

UN SDGs	The Group's Contribution	Relevant Focus Areas
	Comply fully with all socioeconomic and environmental laws and regulations	Focus 1: Governance and Ethics
	Reduce waste generation through recycling and reuse, and monitor water, energy and diesel consumption	Focus 2: Climate Change
	Reduce emissions according to organisational capacity. Strengthen resilience and adaptive capacity to climate-related risks and opportunities	Focus 2: Climate Change
	Prioritise employee's health and safety in our daily operational work	Focus 3: Human Capital
	Actively promote gender equality and diversity in the workplace	Focus 3: Human Capital
	Provide work opportunities and a conducive working environment to the local community	Focus 3: Human Capital

STAKEHOLDER ENGAGEMENT

Engaging our stakeholders is integral to our sustainability strategy, as we actively seek their input on their concerns within our operations and sustainability efforts. We have defined our stakeholders as groups who significantly influence or are greatly impacted by our operations, including customers, employees, suppliers and business partners, government and regulators, and shareholders and investors. We actively engage with our stakeholders through various channels, allowing us to address their concerns, improve our performance and align our sustainability approach with their evolving needs.

The following table summarises our primary stakeholders, their areas of concern and how the Group engages and responds to their concerns.

Stakeholder	Areas of Concern	Our response	Engagement Platforms	Section Reference
Shareholders and Investors	<ul style="list-style-type: none"> Economic performance Compliance with relevant laws and regulations Corporate Governance and Ethics Environmental impacts of operations 	<ul style="list-style-type: none"> Provide reliable and relevant information to shareholders and investors Manage our waste, energy and emissions performance Disclose climate-related risks and opportunities 	<ul style="list-style-type: none"> Annual Report and Sustainability Report Annual shareholder meeting 	<ul style="list-style-type: none"> Focus 1: Governance and Ethics Focus 2: Climate Change Focus 3: Human Capital
Government and Regulators	<ul style="list-style-type: none"> Compliance with relevant laws and regulations Environmental impacts of operations 	<ul style="list-style-type: none"> Ensure full compliance with all applicable environmental and socioeconomic regulations, including all necessary safety requirements 	<ul style="list-style-type: none"> Annual Report and Sustainability Report SGX half-yearly financial results announcement 	<ul style="list-style-type: none"> Focus 1: Governance and Ethics Focus 2: Climate Change Focus 3: Human Capital
Employees	<ul style="list-style-type: none"> Equal opportunities and non-discrimination Safe and conducive working environment Training and development 	<ul style="list-style-type: none"> Establish a fair and diverse working environment Provision of internal and external training opportunities Implement workplace safety measures and provide regular safety briefings 	<ul style="list-style-type: none"> Provide meaningful feedback through performance appraisals Provide regular training and updates on workplace safety measures 	<ul style="list-style-type: none"> Focus 3: Human Capital

STAKEHOLDER ENGAGEMENT

Stakeholder	Areas of Concern	Our response	Engagement Platforms	Section Reference
Customers	<ul style="list-style-type: none"> Product Quality and Safety 	<ul style="list-style-type: none"> Continue to deliver quality products and services Achieve relevant certifications for our product quality and safety 	<ul style="list-style-type: none"> Annual Report and Sustainability Report Customer feedback channel: enquiry@egu-holdings.com 	<ul style="list-style-type: none"> Focus 3: Human Capital
Suppliers and Business Partners	<ul style="list-style-type: none"> Economic performance Product and services quality and safety Business ethics and sustainable practices 	<ul style="list-style-type: none"> Ensure full compliance with all applicable environmental and socioeconomic regulations Engage suppliers on product safety and certification 	<ul style="list-style-type: none"> Regular communication and meetings with suppliers 	<ul style="list-style-type: none"> Focus 1: Governance and Ethics



MATERIALITY ASSESSMENT

Our senior management team works with an external ESG consultant to conduct a materiality assessment workshop annually. During this workshop, we identified relevant ESG topics based on recent global events. Material topics were selected in line with the GRI Standards 2021. In FY2024, a stakeholder engagement survey was disseminated to key stakeholders, requiring them to prioritise material topics based on the significance of their impacts. The material topics selected have been benchmarked against comparable peer companies, areas of concern in the M&E engineering services industry, and current sustainability themes.

The following steps were carried out to identify and present the relevant material topics in this Report:

1. Identification

- The Sustainability Working Committee identifies material sustainability issues and topics relevant to stakeholders, drawing from both universal criteria and the GRI Standards.

2. Comparative Study

- Comparison against competitors and peers to determine how the industry identifies and prioritises material factors.

3. Prioritisation

- Material sustainability issues and topics are grouped under the shortlisted focus areas. Each focus area is ranked based on its significance in terms of ESG impact and stakeholders' concerns.

4. Validation

- The focus areas and its underlying sustainability topics are circulated to the sustainability team and Board to ensure the completeness and relevance of topics selected before report preparation.

Following the results of our materiality assessment, we have validated 12 key material topics. In FY2024, we have added two material topics, *GRI 416: Customer Health and Safety 2016* and *GRI 418: Customer Privacy 2016*, due to their increasing relevance to our business and our prioritisation process with our stakeholders. Further information on our material topics can be found in the GRI Content Index at the end of this Report.



FOCUS 1: GOVERNANCE AND ETHICS

Robust corporate governance policies and practices are integral to our sustainability strategy. We are committed to maintaining transparency and ethical conduct by adhering to the highest standards and ensuring full compliance with all relevant laws and regulations in every market where we operate.

SUSTAINABILITY GOVERNANCE STRUCTURE

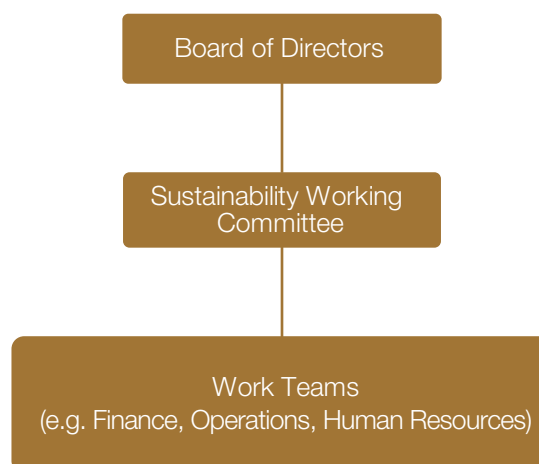
The Board has embedded sustainability into the Group's broader business strategy and is accountable for overseeing the management of ESG impacts.

Following the SGX-ST's requirements, all Board members have completed the mandatory sustainability training as of 31 December 2024. This training is designed for directors of SGX-listed companies and conducted by an approved training provider to ensure that all directors are equipped with the necessary knowledge about sustainability.

To steer the Group's sustainability efforts, the Board has established a Sustainability Working Committee ("**SWC**"), led by the General Manager and composed of senior executives. The SWC is responsible for driving the implementation, management, and monitoring of sustainability initiatives across the Group. The SWC additionally conducts materiality assessments to identify key ESG issues most relevant to the Group's strategy and operations. The Board then reviews and approves these material ESG factors, along with the proposed targets over different time horizons.

Under the Board's guidance and advisory, the SWC implements these initiatives and provides timely performance updates. Specialised teams work in close collaboration with the SWC to drive these efforts. Notably, employee sustainability performance is not tied to compensation.

With guidance from the Board and the approved targets, the Group's management ("**Management**") is tasked with executing the ESG initiatives. Management provides regular updates to the Board on performance relative to sustainability objectives. In addition, dedicated teams collaborate with Management to further sustainability initiatives, ensuring they remain aligned with the Group's strategic goals.



BOARD STATEMENT

In FY2024, the Board has reviewed and approved the ESG material topics identified by the Management, ensuring that these ESG factors are continuously monitored. The Management provides updates on Ever Glory's progress towards meeting ESG targets at least annually. The Board sets the Group's strategic direction, integrating sustainability considerations into our operations, wherever possible.

FOCUS 1: GOVERNANCE AND ETHICS

RISK MANAGEMENT

The Group has implemented an extensive risk management framework. Given the nature of our industry, we take a precautionary approach towards strategic decision-making and managing day-to-day operations.

Further details regarding our corporate governance practices and risk management framework can be found in the Corporate Governance Report section in our Annual Report 2024.

CORPORATE COMPLIANCE

The Group complies with a comprehensive range of laws and regulations, including the Code of Corporate Governance 2018, Catalyst Rules and the Securities and Futures Act 2001, amongst others.

Our employees, secretarial firms and auditors conduct regular reviews of new regulations and updates to existing regulations. Updates are communicated to relevant staff and processes have been established to consistently monitor the associated activities and performance. Directors are kept informed on the latest relevant legal, accounting and regulatory developments via email, briefings or presentations. The Company Secretary additionally disseminates the relevant articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority to the Directors.

During FY2024, there were zero instances of non-compliance with relevant laws and regulations pertaining to economic, environmental or social issues that resulted in any warnings, penalties or fines.

POLICY COMMITMENTS AND GRIEVANCE PROCEDURES

To demonstrate our commitment to maintaining strong corporate governance and ethics practices, the Group has implemented various policies throughout our operations. This includes our Whistle-Blowing Policy and Quality Occupational Health & Safety ("QOHS") Policy.

To ensure transparency and accountability, we provide all stakeholders, including our employees, safe and confidential avenues to report any concerns regarding unethical conduct. This includes any wrongdoing, financial malpractice, illegal acts or business practices that go against Ever Glory's code of conduct. We have established an anonymous whistle-blowing channel for stakeholders to raise concerns, without fear of retaliation or reprisal. Further details regarding our Whistle-Blowing Policy are outlined in the Corporate Governance Report in our Annual Report 2024.

Our QOHS Policy is aligned with the Singapore Ministry of Manpower's ("MOM") guidelines on Workplace Safety and Health ("WSH").

We have applied due diligence and exercised the precautionary principle while developing and executing our policy commitments. All policies are approved by our Directors and communicated to our employees annually.

In FY2024, we received zero whistle-blowing reports and zero incident of workplace safety issues.

FOCUS 1: GOVERNANCE AND ETHICS

ANTI-CORRUPTION

The Group upholds a strict zero-tolerance policy towards fraud, bribery, corruption and any violation of laws and regulations. We have thoroughly assessed all our operations for any risks related to corruption, including money laundering, fraud and bribery. Significant risks of anti-corruption are identified through our whistle-blowing channel.

Our anti-corruption policy is strictly enforced throughout all aspects of our business. All employees and Board members are required to adhere to the Group's effective controls, processes and procedures in their dealings with customers, business partners and colleagues. We also expect our business partners and suppliers to comply with the applicable anti-corruption laws and regulations. The Group's anti-corruption policy has been communicated to all Board members, full-time employees and business partners. There were zero reported cases of corruption in FY2024.

DATA PROTECTION

We are committed to safeguarding the privacy and security of all personal and sensitive information we handle, in compliance with the Personal Data Protection Act ("PDPA"). Our data protection policies ensure that personal data is collected, used, and disclosed only with explicit consent, and that robust measures are in place to safeguard against unauthorised access, disclosure, or loss. This includes implementing access rights for employees to secure company systems and accounting platforms.

Lastly, we also continuously review and enhance our security measures to mitigate risks and protect against data breaches, fostering trust with our stakeholders and maintaining the integrity of our operations.

In FY2024, there were zero incidents of breaches of customer privacy and zero incidents of identified leaks, thefts, or losses of customer data.

GOVERNANCE AND ETHICS TARGETS

FY2024 Targets	FY2024 Targets Status	FY2024 Targets Performance
Zero cases of corruption	Met	No instance of corruption
Zero incidents of non-compliance with corporate laws and regulations	Met	No instance of non-compliance with corporate laws and regulations
Zero instances of data breaches	Met	No instance of data breaches
Zero incidents of environmental non-compliance	Met	No instance of environmental non-compliance

Targets	Short-term (FY2024 – FY2028)	Medium-term (FY2029 – FY2033)	Long-term (Perpetual/Beyond FY2033)
Zero cases of corruption	√	√	√
Zero incidents of non-compliance with corporate laws and regulations	√	√	√
Zero instances of data breaches	√	√	√
Zero incidents of environmental non-compliance	√	√	√

FOCUS 2: CLIMATE CHANGE

The Company strives to minimise its environmental footprint, serving both our internal and external stakeholders. We have targets and initiatives relating to waste minimisation, energy use optimisation, and greenhouse gas reduction. Being cognizant of the impacts of climate change on our business we implement management strategies across our operations accordingly.




CLIMATE-RELATED RISKS AND OPPORTUNITIES

As part of our commitment to increase transparency of climate-related reporting, Ever Glory will be progressively enhancing its climate-related disclosures and adopt the TCFD Recommendations with reference to SGX's phased approach.

Following the recommendations of TCFD, we have assessed the impact of climate-related risks and opportunities across the Group's operations and proposed mitigating responses to cushion against the impact of climate change on our operations. In FY2024,



- A qualitative scenario analysis exercise was conducted at the Group level by the SWC to develop a good understanding of Ever Glory's key climate-related risks; and
- All identified climate-related risks have been reviewed by the respective entity's risk owners including sustainability impact owners. The likelihood assessment of each risk occurring was aligned between respective impact and risk owners.

The four core elements of the TCFD Recommendations provide an appropriate structure to identify, disclose and manage climate-related risks and opportunities. The following table summarises our considerations of each element in our disclosures.

 Implemented  Commenced, In-progress  Not commenced

TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps
------------------------------	---------------	------------------------

Governance		
-------------------	--	--

Describe the Board's oversight of climate-related risks and opportunities		<p>At Ever Glory, governance of climate-related issues falls within the broader sustainability governance structure. The Board meets bi-annually to discuss relevant updates on climate-related risks and opportunities.</p> <p>All targets are approved by the Board, which is also responsible for reviewing targets on an annual basis and monitoring performance. The SWC provides updates on the performance of these targets on an annual basis.</p>
Describe management's role in assessing and managing climate-related risks and opportunities		<p>The SWC is responsible for the overall management of climate risks and opportunities, as well as the implementation of climate policies, initiatives and targets by business units. Climate risks are identified through workshops facilitated by the ESG consultant and are reviewed annually through internal and external data analysis.</p> <p>Additionally, the SWC reviews the management of climate risks and climate initiatives, policies and targets annually by business units. All material climate issues are discussed and reviewed with the respective material impact owner. The SWC provides the Board with an update on the performance against targets annually.</p>

FOCUS 2: CLIMATE CHANGE

TCFD Recommended Disclosures

FY2024 Status Summary and Next Steps

Strategy

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



The Group engages an independent ESG consultant to facilitate the identification of climate-related risks and opportunities. We define:

Time horizons: short-term (less than 5 years), medium-term (5-10 years), and long-term (more than 10 years).

Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning



Likelihood levels: certain (more than 90% chance), likely (more than 50% chance), and possible (less than 50% chance).

To assess these risks and opportunities, we draw from the Network for Greening the Financial System ("NGFS") scenarios, adapting them to our business context. The selected scenarios, along with their underlying assumptions and justifications, are summarised in the table below:

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



Scenario	Assumptions	Justification
NGFS Orderly Net Zero by 2050: Limit temperature rise to 1.5°C	Earlier adoption of climate policies, with gradual tightening. Reach net-zero emissions by 2050. Low physical risk but high transition risk.	Aligned with the latest international climate agreement and national commitments.
NGFS Hothouse world Current Policies: Temperature rise exceeding 3°C	Preserve currently implemented policies without additional climate policies. Variations in climate policies across different jurisdictions. Emissions increasing until 2080. High physical risk but low transition risk.	Unfavourable outcome and conservative approach.


To determine which risks and opportunities could potentially have a material financial impact on our business, we have engaged internal stakeholders through surveys and workshops, analysed external factors such as regulations and market trends, and employed qualitative analyses.

For further details on potential climate-related issues under each time horizon, please refer to the "Climate-related risks and opportunities" section below for more information.




FOCUS 2: CLIMATE CHANGE

TCFD Recommended Disclosures FY2024 Status Summary and Next Steps

Risk Management

Describe the organisation's processes for identifying and assessing climate-related risks		<p>The Group has commenced discussions on climate change risks and opportunities involving senior management across business units in FY2024. This is facilitated by an independent ESG consultant to determine the key sustainability issues that are crucial to our stakeholders.</p> <p>The Group has identified the relevant climate-related risks and opportunities as outlined in the Climate Risks and Opportunities section below. Each identified risk is assessed based on 1) the likelihood of occurrence; and 2) the severity of potential impacts arising from the risk.</p>
Describe the organisation's processes for managing climate-related risks		The climate risk assessment process detailed above provides input for the Group to determine our risk management strategy. In addition to the likelihood and impact of the risk, we have also taken into consideration other relevant factors such as cost, and time period involved.
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management		In FY2024, an assessment is performed at the Group level, by the SWC, to develop a good understanding of Ever Glory's key climate-related risks. All the identified climate-related risks have been reviewed by the respective entity's risk owners including sustainability impact owners. The likelihood assessment of each risk occurring was aligned between respective impact and risk owners.

Metrics and Targets

Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process		<p>The Group tracks and reports several climate-related metrics. This includes energy consumption, Scope 1 and Scope 2 GHG emissions tracked by both total amount (absolute emissions) and efficiency (emissions intensity), and waste generation.</p> <p>The Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks.</p>
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks		<p>Scope 1 GHG emissions: 46.5 tCO₂e</p> <p>Scope 2 GHG emissions (location-based): 39.4 tCO₂e</p> <p>In line with SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in subsequent sustainability reports.</p>
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets		The Group has determined targets concerning the reduction of our energy consumption and GHG emissions. The Group is also evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks.

FOCUS 2: CLIMATE CHANGE

CLIMATE-RELATED RISKS

In line with our commitment to align with the TCFD Recommendations, our identification and assessment of climate-related risks consider:

- **Transition risks:** include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- **Physical risks:** risks relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.

The table below presents our analysis of our most significant and relevant climate-related risks. The Group acknowledges that the list of climate-related risks identified is not exhaustive and will continually enhance our understanding of these risks as well as their management strategies.

Transition Risks	Descriptions	Mitigation Responses
Policy and Legal	<p>Increased carbon taxes resulting in higher operational costs</p> <p>The Singapore Government has introduced carbon taxes that are set to increase progressively until 2080. These rising carbon taxes will result in higher energy costs and operational expenses across our operations.</p> <p>Time period¹: Short, Medium, Long</p> <p>Likelihood²: Certain</p> <p>Financial impact: Increased operational expenses</p> <p>Impact Area: M&E engineering services</p>	<p>The Group has ensured that the equipment used for all projects adheres to the latest Singapore Green Mark Standard (GM RB/NRB 2015).</p> <p>We shall continue to monitor our energy performance data and identify new areas to improve the energy efficiency of our operations.</p>
Technology/Market	<p>Requirement by certain projects to utilise generators that use biodiesel fuels, leading to increased operational expenses</p> <ul style="list-style-type: none"> • For some projects, our clients have required Ever Glory to use generators that utilise emissions-saving fuels, such as biodiesel fuel, resulting in higher operational costs. <p>Time period: Short, Medium, Long</p> <p>Likelihood: Certain</p> <p>Financial impact: Increased operational expenses</p> <p>Impact Area: M&E engineering services</p>	<p>The Group has adopted the utilisation of biodiesel to meet client requirements.</p> <p>The Group will continue to use biodiesel to meet client requirements and manage our costs to fulfil the biodiesel needs of clients.</p>

¹ Definition of time period used in this Report:

- **Short:** Less than 5 years (2023 – 2027)
- **Medium:** Between 5 and 10 years (2028 – 2032)
- **Long:** More than 10 years (Beyond 2033)

² Three categories of likelihood have been used in this Report (in decreasing order of likelihood): Certain, Likely and Possible.

FOCUS 2: CLIMATE CHANGE

Physical Risks	Description	Risk Mitigation
Acute	<p>Extreme rainfall and increased flooding events will necessitate greater operational and maintenance cost</p> <ul style="list-style-type: none"> • Extreme rainfall and increased flooding events can cause damage to equipment, as well as supply chain disruption, prolonging project period. • This will result in increased operational and maintenance expenses. • The Group's insurance premiums may also increase. <p>Time period: Short, Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Increased operational expenses</p> <p>Impact Area: M&E engineering services</p>	<ul style="list-style-type: none"> • The Group has developed business contingency plans in the event of any sudden weather changes. • The Group is constantly sourcing for more sources of origins for its materials. • We continuously review our insurance plans to ensure adequate insurance coverage. • All workers are covered by foreign worker medical insurance and work-men compensation insurance. Additionally, workers are consistently reminded to monitor their health when working. We have initiated water campaigns that are conducted every few hours to remind workers to drink water and hydrate themselves.
Chronic	<p>Increasing mean temperatures will require increased energy consumption, affect the vulnerability of the labour force and have an impact on the building materials and durability</p> <ul style="list-style-type: none"> • Higher temperatures may affect the durability of materials. • Rising temperatures may also affect employees' health and well-being. This could include increased thermal discomfort and risks of heat-related illnesses. • To ensure durability of materials and health of employees, the Group will need to increase energy consumption to meet its cooling needs. <p>Time period: Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Increased operational expenses</p> <p>Impact Area: M&E engineering services</p>	

FOCUS 2: CLIMATE CHANGE

CLIMATE-RELATED OPPORTUNITIES

The global shift towards a low-carbon economy presents new opportunities in the Green Economy. Ever Glory is strategically positioned to capitalise on these advancements, as outlined below.

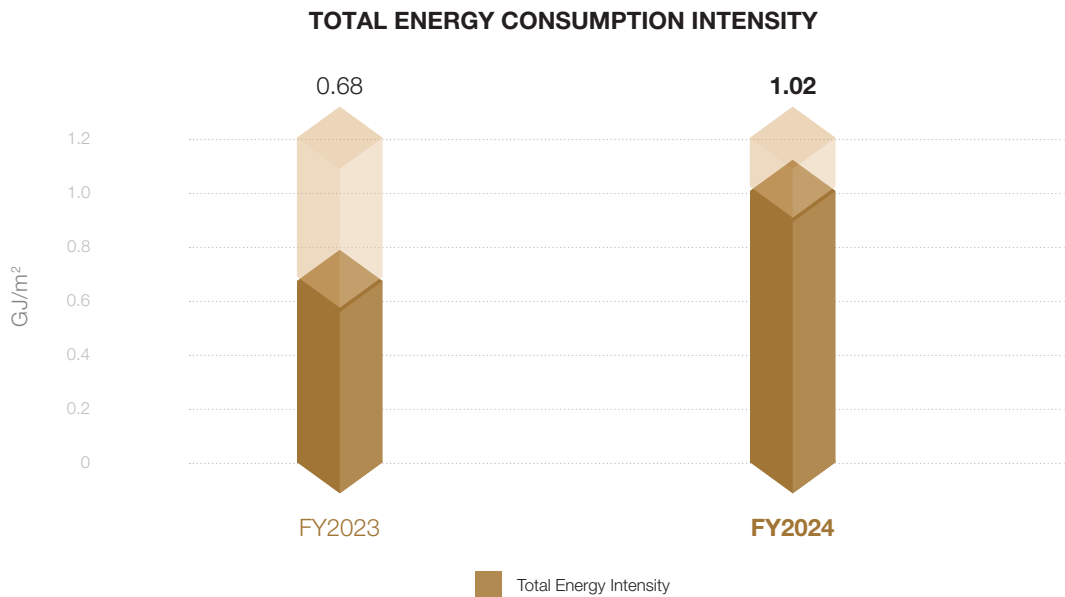
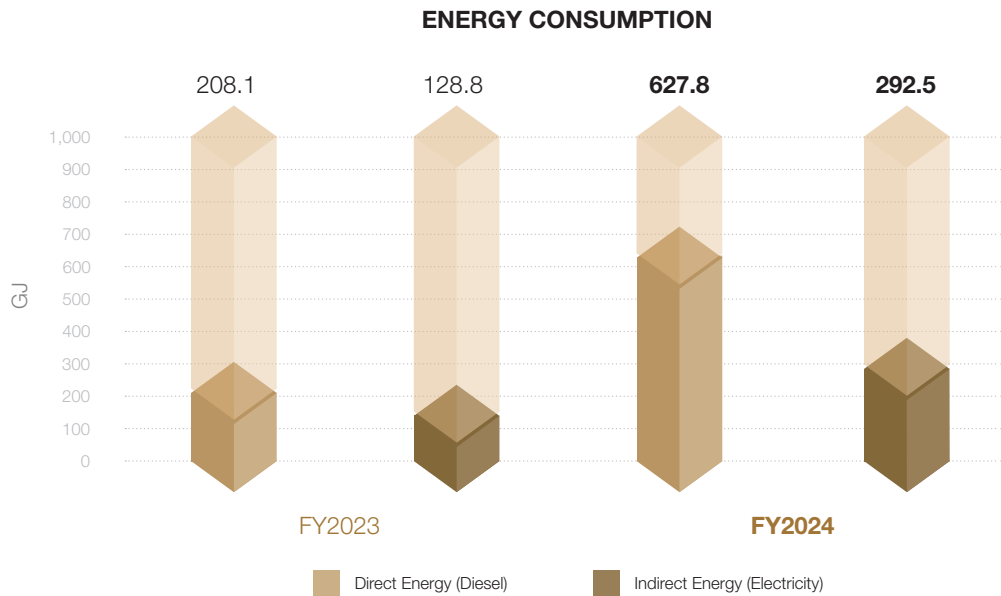
Opportunities	Description	Management's Response
Products and Services	<p>Increased revenue by meeting changing consumer preferences</p> <ul style="list-style-type: none"> Due to the "Singapore Green Plan 2030" implemented by the Singapore Government which requires buildings to be more energy efficient, there is increased demand for A&A of existing buildings to meet these 'green' requirements. Under the SG Green Plan, the Singapore Government has plans to have 80% of all buildings have the BCA green mark by 2030. Cash incentives such as the Green Mark Incentive Scheme will allow greater accessibility for building owners to lower upfront costs of retrofitting, thus further increasing the demand. <p>Time period: Short, Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Increased revenue due to increased demand for buildings with green features</p>	<ul style="list-style-type: none"> The Group shall continue to monitor trends in the market on technology development and designs and provide energy-efficient systems.
Market	<p>Greater demand for air-conditioning and mechanical ventilation systems</p> <ul style="list-style-type: none"> Due to the rising temperatures in Singapore, there may be a greater demand for air-conditioning services. <p>Time period: Short, Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Increased revenue due to increased demand for services</p>	<ul style="list-style-type: none"> The Group shall continue to improve and grow its air-conditioning and mechanical ventilation business.

FOCUS 2: CLIMATE CHANGE

ENERGY AND EMISSIONS

To minimise our carbon footprint and reduce the impacts of our operations on climate change, we actively monitor and disclose our energy consumption and emissions performance. In FY2024, we consumed a total of 920.3 GJ of energy, from diesel and electrical energy, which produced a total of 85.9 tCO₂e³. Our total diesel consumption was 627.8 GJ, comprising 208.6 GJ from Sunbeam, primarily used for on-site generators, and 419.2 GJ from Fire Guard, attributed to the use of commercial lorries. Our electricity consumption for both our corporate offices utilised 292.5 GJ.

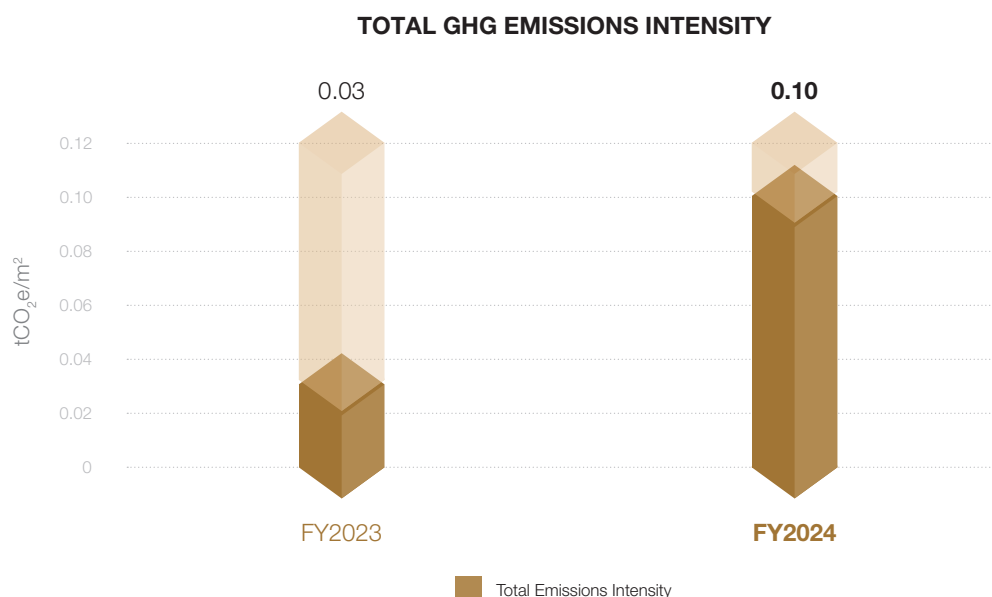
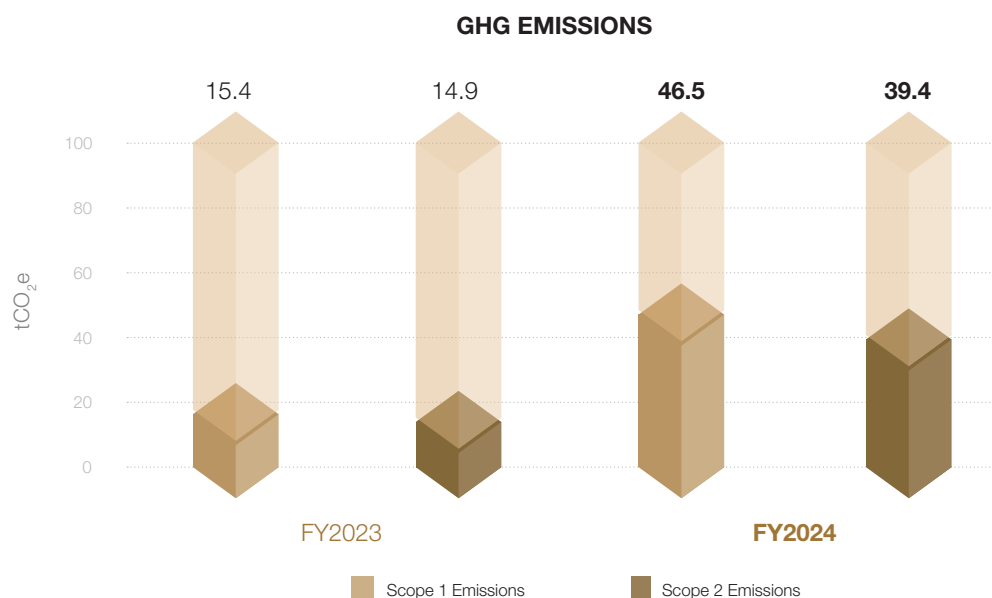
The breakdown of our energy consumption is illustrated below.



³ Values are subject to rounding

FOCUS 2: CLIMATE CHANGE

Additionally, we continue to monitor our Scope 1 and Scope 2⁴ GHG emissions resulting from our direct and indirect energy consumption.



In FY2024, our total energy and emissions intensity increased by 0.34 GJ/m² and 0.07 tCO₂e/m² respectively due to the expansion of the reporting boundary to include both Sunbeam and Fire-Guard, resulting in increased energy and emissions intensity reported. Sunbeam experienced an increase in energy consumption, from 128.8 GJ in FY2023 to 184.9 GJ in FY2024, alongside an increase in Scope 2 GHG emissions of 14.9 tCO₂e in FY2023 to 26.9 tCO₂e in FY2024. This increase was primarily driven by the expansion of rented office space to accommodate a growing workforce.

⁴ Singapore's latest Operating Margin Grid Emissions Factors ("GEF") of 0.4168 kg CO₂/kWh was applied for the calculation of the Scope 2 GHG emissions. The GEF was available on EMA website: <https://www.ema.gov.sg/resources/singapore-energystatistics/chapter2>.

FOCUS 2: CLIMATE CHANGE

WASTE

As part of our commitment to circularity, Ever Glory strives to divert our project waste generated (non-hazardous) from disposal in FY2024. We conscientiously segregate our general waste from our recyclable waste. Construction materials, such as cement pipes, and decommissioned equipment such as Makita machines, faulty motors and cables, are responsibly processed through recycling. Ever Glory also generates paper waste from its operations and implements waste reduction measures such as reusing single-sided printed paper, setting default copier settings to reuse trays, and encouraging energy conservation through signage. Paper consumption is monitored monthly to track usage and reinforce sustainable practices. Our project manager will contact the waste collector for on-site pick-up who will then measure the waste volume and provide a payment voucher for our reference.

In FY2024, we generated and recycled an estimated 13.7 tonnes of waste as compared to the 10.4 tonnes in FY2023. The increase in waste generated was due to higher project volumes and revenue growth.

In our office, we are committed to reducing paper consumption. We encourage a paperless work environment, promoting the reuse of wastepaper and advocating for double-sided printing whenever necessary. Additionally, we meticulously track our monthly paper usage to continuously strive for improvement.

CLIMATE CHANGE TARGETS

FY2024 Targets	FY2024 Targets Status	FY2024 Targets Performance
Minimise coolant storage leakages and ensure it meets industry benchmarks	Ensured compliance with the BCA Green Mark scheme through the implementation of sustainable practices, including management of hazardous materials such as coolants. Additionally, adherence to the NEA guidelines for the safe storage and handling of chemicals was also implemented.	Regular inspections and maintenance were conducted as required for each project. Inspection schedules and maintenance logs were also tracked to ensure ongoing compliance. Internal and external audits were performed to verify adherence to Singapore Standards ("SS"), BCA, and NEA requirements.

Targets	Short-term	Medium-term	Long-term
	(FY2024 – FY2028)	(FY2029 – FY2033)	(Perpetual/Beyond FY2033)
Measure Scope 3 GHG emissions from FY2026	√	√	√
Minimise coolant storage leakages and ensure it meets industry benchmarks	√	√	√

FOCUS 3: HUMAN CAPITAL

Our people are the cornerstone of our business success. We prioritise their well-being and professional development by cultivating a work environment that upholds the highest standards of workplace health and safety. By investing in them through attractive benefits and growth opportunities, we empower them to grow and contribute to the Group's achievements.

OCCUPATIONAL HEALTH AND SAFETY

The Group has implemented a comprehensive occupational health and safety ("OHS") management system to ensure a safe and healthy work environment for all employees. In line with globally recognised best practices, we have adopted the ISO 45001 system based on the Workplace Safety and Health Organisation ("WSHO") guidelines. An internal audit is conducted for our ISO 45001 system annually. Our OHS system applies to all employees and contractors, who have been thoroughly informed of its protocols and guidelines.

All our employees are encouraged to identify and communicate any health and safety issues to their supervisors, managers, or health and safety representatives. This can be done via various channels such as direct conversation, completing a hazard/incident report form, or discussions at toolbox meetings. Our workers are also empowered to refuse work they believe poses a significant safety risk. Under Singapore MOM regulations, workers are protected from retaliation for reporting workplace hazards. These protections ensure that workers report a workplace injury, illness, or hazard, without fear of retaliation or adverse consequences.

Health and safety risks are systematically assessed and identified in accordance with ISO 45001 guidelines by our safety officer or safety coordinator, who is present at every job site. We conduct thorough risk assessments to identify potential hazards and evaluate the potential risks in our operations, services, and supply chains, including routine and non-routine operations. Our risk assessments account for the severity of the risks, probability of occurrence, potential regulatory and legal exposure, and effect on other activities and processes. This involves analysing work processes, materials used, equipment, workplace conditions, and interactions with contractors or suppliers.

We have established a comprehensive safety management system to effectively manage workplace risks across the organisation and our business relationship. The system encompasses policies, procedures, roles, training, monitoring, and continuous improvement initiatives. All work-related incidents are investigated through a systematic process that involves several key steps to identify hazards, analyse the root causes, and determine the necessary corrective actions to prevent future occurrences.

Our workers are covered by foreign worker medical insurance and workmen's compensation insurance. We also offer Work Injury Compensation for all employees and workers, as well as access to a company-linked health clinic that provides medical care and rehabilitation services. The health information of our employees is treated with the highest confidentiality standards and only made available to our Human Resources ("HR") department, when necessary.

To further educate our workers on health and safety procedures, we conduct both internal and external training, such as the Construction Safety Orientation Course ("CSOC"). Moreover, water drinking campaigns are carried out daily at every project site. This was implemented in FY2024 to keep our employees healthy and hydrated, minimising the possibility of heat stroke at the workplace.

In FY2024, there were no instances of workplace fatalities.

FOCUS 3: HUMAN CAPITAL

The table below summarises the Group’s health and safety performance.

Health and Safety Metrics ⁵	FY2024	FY2023
Total man hours worked	458,632	217,360
Number of fatalities as a result of work-related injury	0	0
Number of high-consequence work-related injuries ⁶ (excluding fatalities)	0	0
Number of recordable work-related injuries	2	1
Rate ⁷ of recordable work-related injuries	1.09	0.92
Number of work-related ill health	0	0

CUSTOMER HEALTH AND SAFETY

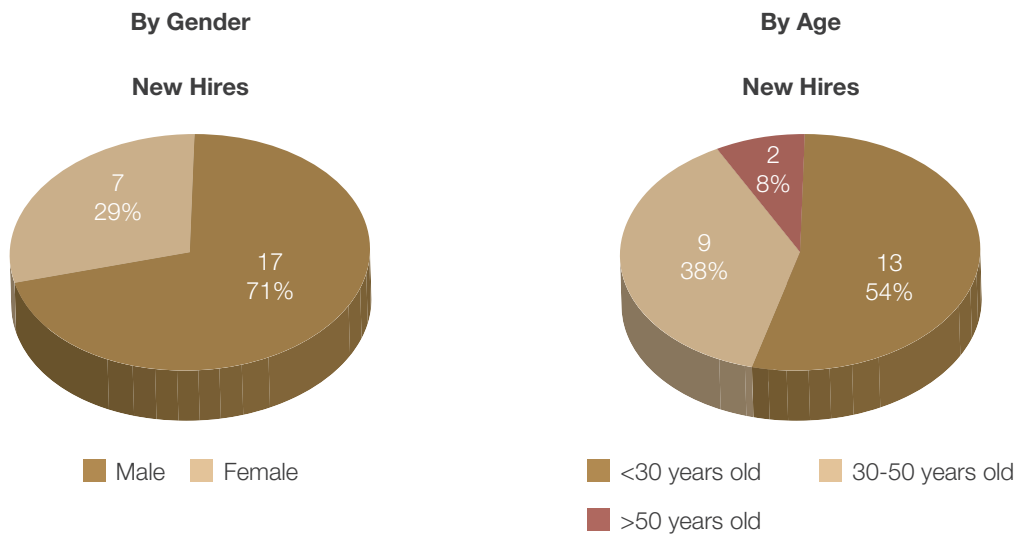
Our products and services comply with ISO 9001, ensuring that we consistently produce high-quality products that meet our customers’ expectations. To achieve this, we regularly conduct rigorous quality checks throughout the project lifecycle, from design and installation to commissioning and maintenance.

There were zero incidences of non compliance concerning the health and safety impacts of our products and services in FY2024.

EMPLOYMENT PRACTICES AND NON-DISCRIMINATION

The Group takes a strong stance against all forms of harassment and discrimination. It is stated in our non-discrimination policy that we do not tolerate discrimination based on race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political opinion, or any other bias. Moreover, the Group does not tolerate harassment of any kind, including racial, sexual, or workplace harassment. Any reported incidents of discrimination are thoroughly investigated, and appropriate corrective measures are promptly implemented. There were no reported incidents of workplace discrimination in FY2024.

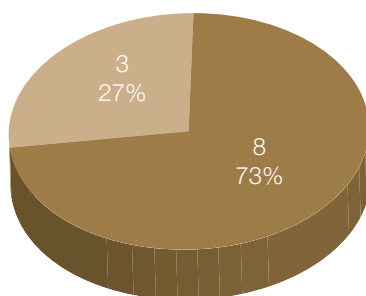
In FY2024, a total of 24 new hires and 11 leavers resulted in a new hire rate of 27.0% and an employee turnover rate of 12.4%.



⁵ Consolidated data for all employees and worker.
⁶ **High consequence work-related injuries** refer to injuries in which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
⁷ Rate is calculated based on 200,000 hours worked.

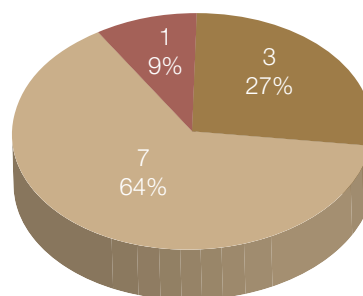
FOCUS 3: HUMAN CAPITAL

Employee Turnover



Male Female

Employee Turnover



<30 years old 30-50 years old
>50 years old

WORKFORCE DIVERSITY

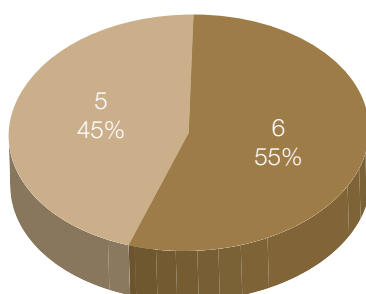
The Group recognises the value of a diverse and inclusive workforce, believing it is integral to our success. We appreciate the unique perspectives and contributions that diversity in age, gender, background, and experience offers to our decision-making processes. We are committed to achieving greater gender diversity at the Board level and maintaining a diverse mix of talent across our management teams and employees by upholding fair and equal employment practices.

Our Board comprises five male Directors, three of which are Independent Directors, and all are above 50 years old. To achieve greater gender diversity at the Board level, our Board targets to appoint a female director to the Board within three years, by FY2027. For more information on our Board, please refer to the profiles of the Directors on page 9 to 11 of our Annual Report 2024 and page 26 of our Annual Report for more details of our gender diversity plans at the Board level.

In FY2024, our workforce comprised 88 full-time permanent employees, as well as one female part-time worker⁸ and 68 male workers⁹ who are employed on a project basis. The following charts provide a breakdown of our full-time permanent employees by age and gender diversity in each employee category¹⁰.

By Gender

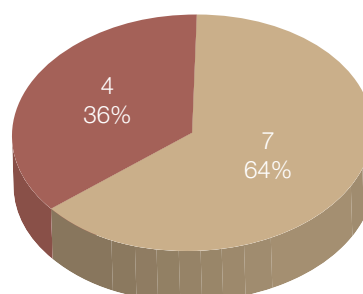
Senior Management



Male Female

By Age

Senior Management



<30 years old 30-50 years old
>50 years old

⁸ **Part-time employee** refers to an employee whose working hours are less than the number of working hours for full-time employees.

⁹ **Worker** refers to a person that performs work for the organisation, such as contractor etc.

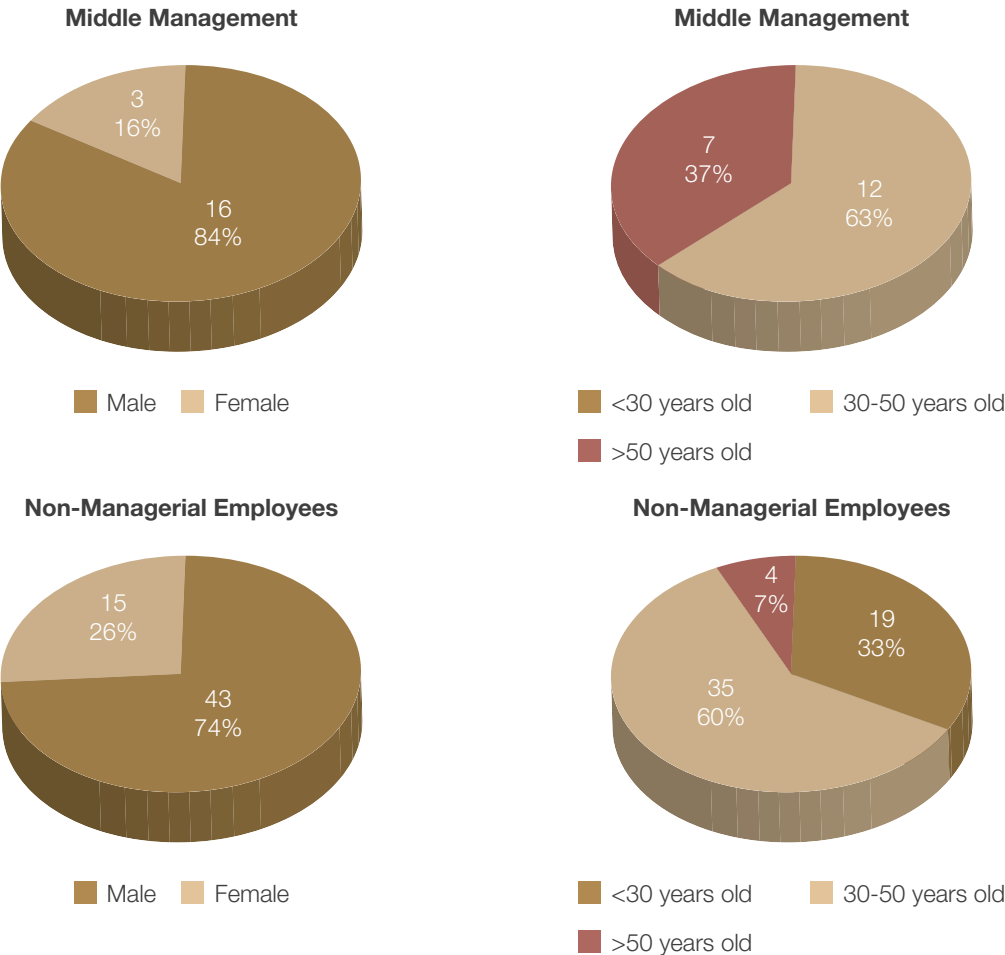
¹⁰ Ever Glory has defined its employee categories as the following:

Senior Management refers to executive officers and heads of departments.

Middle Management refers to Managers and Assistant Managers.

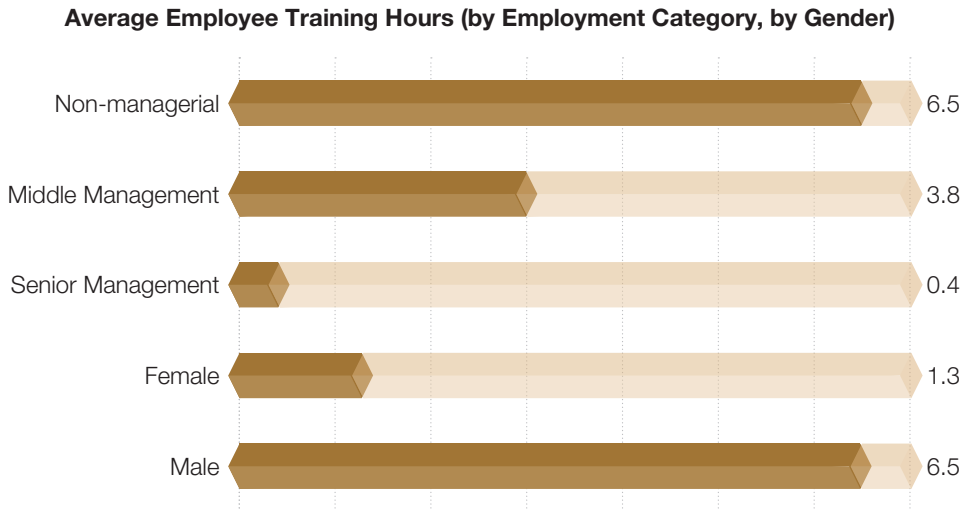
Non-managerial employees refer to employees at the executive below and below.

FOCUS 3: HUMAN CAPITAL



EMPLOYEE DEVELOPMENT AND BENEFITS

The Group emphasises continuous learning and supports employee growth through internal and external training opportunities. Due to the nature of our industry, we have prioritised health and safety training for our workers to ensure they are well-equipped to perform their tasks safely and effectively. During FY2024, our employees attended 450.5 hours of training, each attending an average of 5.06 hours of training.



FOCUS 3: HUMAN CAPITAL

The types of training provided include:

- Core Trade Training
- Safety Coordinator Training
- Forklift/Scissor Lift training
- Fiber Optics Installer Training & Certification Course
- Advanced Excel
- Building Construction Supervisors Safety Course (“BCSS”)

As part of our talent retention strategy, all full-time and permanent employees are entitled to parental leave. However, in FY2024, our employees did not take parental leave.

HUMAN CAPITAL TARGETS

FY2024 Targets	FY2024 Targets Status	FY2024 Targets Performance
To achieve zero complaints relating to discrimination	Met	No instances of complaints relating to discrimination
To achieve zero complaints relating to unfair employment practices	Met	No instances of complaints relating to unfair employment practices
To achieve a Workplace Injury Rate of less than 672 injuries per 100,000 workers, following the industry average for 2023 ¹¹	In progress	Ever Glory achieved a rate of two injuries out of 157 workers ¹² , which is above the industry average for 2023
Zero workplace fatalities	Met	No instance of workplace fatalities
Maintain ISO 45001 Occupational Health and Safety Management Systems	Met	Ever Glory ensures that all employees are covered under ISO 45001
Conduct at least one on-site training on safety practices, per project, to ensure full compliance with laws and regulations	Met	CSOCs are conducted at each project site

Targets	Short-term (FY2024 – FY2028)	Medium-term (FY2029 – FY2033)	Long-term (Perpetual/Beyond FY2033)
To achieve zero complaints relating to discrimination	√	√	√
To achieve zero complaints relating to unfair employment practices	√	√	√
To achieve a Workplace Injury Rate of less than 601 injuries per 100,000 workers, following the industry average for 2024 ¹³	In Progress	√	√
Zero workplace fatalities	√	√	√
Maintain ISO 45001 Occupational Health and Safety Management Systems	√	√	√
Conduct at least one on-site training on safety practices, per project, to ensure full compliance with laws and regulations	√	√	√

¹¹ Based on the latest information released on MOM’s website via “Ministry of Manpower (2023) Workplace Safety and Health Report 2023”.
<https://www.mom.gov.sg/-/media/mom/documents/safety-health/reports-stats/wsh-national-statistics/wsh-national-stats-2023.pdf>

¹² 157 workers are inclusive of 89 employees and 68 workers employed on a project basis in FY2024

¹³ Based on the latest information released on MOM’s website via “Ministry of Manpower (2024) Workplace Safety and Health Report 2024”.
<https://www.mom.gov.sg/-/media/mom/documents/safety-health/reports-stats/wsh-national-statistics/wsh-national-stats-2024.pdf>

SGX-ST SIX PRIMARY COMPONENTS INDEX

S/N	Primary Component	Addressed in this Report
1	Material ESG Factors	Materiality Assessment
2	Climate-related disclosures consistent with the TCFD Recommendations	Focus 2: Climate Change
3	Policies, Practices and Performance	<ul style="list-style-type: none"> • Sustainability Strategy Overview • Focus 1 – 3
4	Board Statement and associated governance structure for sustainability practices	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics – Sustainability Governance Structure • Focus 1: Governance and Ethics – Board Statement
5	Targets	<ul style="list-style-type: none"> • Focus 1 – 3
6	Sustainability Reporting Framework	<ul style="list-style-type: none"> • Reporting Principles and Statement of Use

GRI CONTENT INDEX

Statement of use	Ever Glory United Holdings Limited has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Reference and/or Reason for Omission
GRI 2: General Disclosures 202	2-1 Organisational details	Organisational Profile
	2-2 Entities included in the organisation's sustainability reporting	Reporting Practice – Reporting Scope
	2-3 Reporting period, frequency and contact point	Reporting Practice – Reporting Principles and Statement of Use
	2-4 Restatements of information	There are no restatements from previous reporting periods
	2-5 External assurance	Reporting Practice – Assurance
	2-6 Activities, value chain and other business relationships	Organisational Profile
	2-7 Employees	Focus 3: Human Capital – Workforce Diversity
	2-8 Workers who are not employees	Focus 3: Human Capital – Workforce Diversity
	2-9 Governance structure and composition	Please refer to our Corporate Governance Report 2024
	2-10 Nomination and selection of the highest governance body	Please refer to our Corporate Governance Report 2024
	2-11 Chair of the highest governance body	Please refer to our Corporate Governance Report 2024
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Governance & Ethics – Sustainability Governance Structure
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance & Ethics – Sustainability Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance & Ethics – Sustainability Governance Structure
	2-15 Conflicts of interest	Please refer to our Corporate Governance Report 2024
	2-16 Communication of critical concerns	Focus 1: Governance & Ethics – Policy Commitments and Grievance Procedures
	2-17 Collective knowledge of the highest governance body	Please refer to our Corporate Governance Report 2024
	2-18 Evaluation of the performance of the highest governance body	Please refer to our Corporate Governance Report 2024
	2-19 Remuneration policies	Please refer to our Corporate Governance Report 2024
	2-20 Process to determine remuneration	Please refer to our Corporate Governance Report 2024

GRI CONTENT INDEX

GRI Standards	Disclosure	Reference and/or Reason for Omission
	2-21 Annual total compensation ratio	Confidentiality – Commercial confidentiality reasons Please also refer to our Corporate Governance Report 2024
	2-22 Statement on sustainable development strategy	Focus 1: Governance & Ethics – Board Statement
	2-23 Policy commitments	Focus 1: Governance & Ethics – Policy Commitments and Grievance Procedures
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics • Focus 2: Climate Change • Focus 3: Human Capital
	2-25 Processes to remediate negative impacts	Focus 1: Governance & Ethics – Policy Commitments and Grievance Procedures Please refer to our Corporate Governance Report 2024
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Governance & Ethics – Policy Commitments and Grievance Procedures Please refer to our Corporate Governance Report 2024
	2-27 Compliance with laws and regulations	Focus 1: Governance & Ethics – Anti-Corruption
	2-28 Membership associations	Not applicable. Ever Glory does not have any membership associations
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Not applicable. Ever Glory does not have any collective bargaining agreements
Disclosure of Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
Focus 1: Governance & Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance & Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Governance & Ethics – Anti-Corruption
	205-2 Communication and training about anti-corruption policies and procedures	Focus 1: Governance & Ethics – Anti-Corruption
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance & Ethics – Anti-Corruption

GRI CONTENT INDEX

GRI Standards	Disclosure	Reference and/or Reason for Omission
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Governance and Ethics – Data Protection
Focus 2: Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Climate Change
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Climate Change – Climate-related Risks and Opportunities
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Focus 2: Climate Change – Energy and Emissions
	302-3 Energy intensity	Focus 2: Climate Change – Energy and Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 2: Climate Change – Energy and Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 2: Climate Change – Energy and Emissions
	305-4 GHG emissions intensity	Focus 2: Climate Change – Energy and Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 2: Climate Change – Waste
	306-2 Management of significant waste-related impacts	Focus 2: Climate Change – Waste
	306-4 Waste diverted from disposal	Focus 2: Climate Change – Waste
Focus 3: Human Capital		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 3: Human Capital – Employment Practices and Non-discrimination
	401-3 Parental leave	Focus 3: Human Capital – Employee Development and Benefits
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 3: Human Capital – Occupational Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 3: Human Capital – Occupational Health & Safety
	403-3 Occupational health services	Focus 3: Human Capital – Occupational Health & Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 3: Human Capital – Occupational Health & Safety
	403-5 Worker training on occupational health and safety	Focus 3: Human Capital – Occupational Health & Safety
	403-6 Promotion of worker health	Focus 3: Human Capital – Occupational Health & Safety

GRI CONTENT INDEX

GRI Standards	Disclosure	Reference and/or Reason for Omission
	403-8 Workers covered by an occupational health and safety management system	Focus 3: Human Capital – Occupational Health & Safety
	403-9 Work-related injuries	Focus 3: Human Capital – Occupational Health & Safety
	403-10 Work-related ill health	Focus 3: Human Capital – Occupational Health & Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 3: Human Capital – Employee Development and Benefits
	404-2 Programmes for upgrading employee skills and transition assistance programs	Focus 3: Human Capital – Employee Development and Benefits
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 3: Human Capital – Workforce Diversity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 3: Human Capital – Employment Practices and Non-discrimination
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Focus 3: Human Capital – Customer Health & Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 3: Human Capital – Customer Health & Safety

TCFD INDEX

Please refer to Focus 2: Climate Change for our climate-related disclosures in line with TCFD Recommendations.



EVER GLORY UNITED HOLDINGS LIMITED

3 Little Road
#03-01 CRF Building
Singapore 536982
Tel: 6283 0683
Fax: 6283 0689
Email: enquiry@egu-holdings.com
Website: <https://egu-holdings.com/>