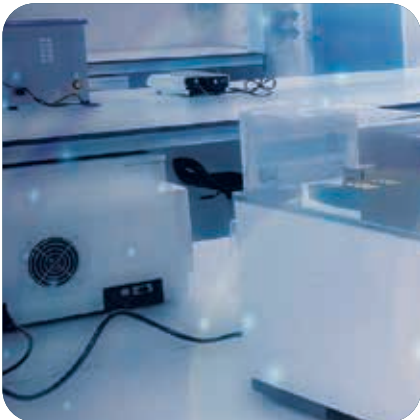


REDEFINING THE **STANDARD**



SUSTAINABILITY
REPORT
2023

TABLE OF CONTENTS



1	BOARD STATEMENT
2	WHO WE ARE
3	WHAT WE DO
6	SUSTAINABILITY APPROACH
10	ECONOMIC
12	ENVIRONMENTAL
14	SOCIAL
20	GOVERNANCE
22	GRI CONTENT INDEX



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

The contact person for the Sponsor is Mr. Chua Hiang Hwee Jerry, 138 Robinson Road, #13-02 Oxley Tower, Singapore 068906, jerrychua@evolvecapitalasia.com.

We are pleased to present the annual Sustainability Report (“Report”) of AcroMeta Group Limited (referred to in this report as “AcroMeta”, or the “Company”, and together with its subsidiaries, the “Group”) for our financial year ended 30 September 2023 (“FY2023”). Sustainability is a key part of the Group’s focus to create long-term value for its stakeholders. The Board of directors of the Company (“Board”) oversees and approves the formulation of the Group’s overall long-term strategic objectives and directions as well as corporate strategy, taking into consideration sustainability issues.

The Group has always attached importance to corporate sustainable development and actively fulfilled its social responsibilities. With this in mind, the Board continues to monitor, review and update our Economic, Environmental, Social and Governance (“EESG”) factors from time to time, taking into account the feedback that we receive from our engagement with our stakeholders and works with the Sustainability Task Force to address sustainability impacts across operations for the long-term success of the Company.

All except one of the executive directors have undergone sustainability training in connection with their duties and responsibilities on sustainability matters. The executive director will complete the prescribed sustainability training as mandated by SGX-ST in the next financial year.

REPORTING PERIOD, SCOPE, AND FRAMEWORK

This Report is prepared in compliance with the requirement of Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalyst, and with reference to the Global Reporting Initiative (“GRI”) Standards 2021. In defining our reporting content, we applied GRI’s principles by considering the Group’s activities, impact and substantive expectations and interests of its stakeholders. For reporting quality, we observed the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

AcroMeta has chosen the GRI framework as it is internationally recognised and covers a comprehensive range of sustainability disclosures. This Report highlights the key EESG factors related initiatives of the Group carried throughout a 12-month period, from 1 October 2022 to 30 September 2023 (“Reporting Period”) and includes all the Group’s entities in its scope of sustainability reporting, unless otherwise indicated.

We understand the importance of the Task Force on Climate-related Financial Disclosures (“TCFD”) climate reporting and addressing climate-related risks and opportunities in our business operations, and we are committed to enhancing our reporting and transparency accordingly. We plan to publish a TCFD report over the next two years and organise our approach to managing sustainability and climate-related risks. As a concrete measure, we will be conducting a comprehensive assessment of our current practices, identifying areas for improvement, and developing a well-defined plan to ensure that we effectively align with the TCFD guidelines.

At this time of reporting, we have subjected our sustainability reporting process to an internal review. This internal review has facilitated more effective decision making in our sustainability reporting efforts.

FEEDBACK

We welcome feedback from our various stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results. Please send your comments and suggestions to enquiries@acrometa.com

12 January 2024

WHO WE ARE

Specialist Engineering Service Provider for Controlled Environments

We are an established specialist engineering services provider in the field of controlled environments. Our expertise is in the design and construction of facilities requiring controlled environments such as laboratories, medical and sterile facilities, and cleanrooms.

We specialise in architectural, mechanical, electrical and process ("MEP") works within controlled environments, and provide integrated services through our two main business segments:

- **Engineering, procurement and construction**
- **Maintenance**

Our customers comprise mainly hospitals and medical centres, government agencies, research and development ("R&D") companies, agencies, multinational corporations, tertiary educational institutions, and companies in pharmaceutical, semiconductor manufacturing, and engineering.

Co-working Laboratory Space Provider

The Group has expanded and diversified its core business in FY2023 to include the operate and manage of co-working laboratory space. The Group currently operates a 6,500 square feet of co-working laboratory space at The German Centre in Singapore. In October 2023, the Group entered into a Management Agreement with HB Universal Pte Ltd, a subsidiary of Mainboard-listed Ho Bee Land Limited, to operate and manage a 21,538 square feet co-working laboratory space at Elementum, One-North, a building in the heart of Singapore's biomedical industry district.

• **OUR MISSION**

To consistently create and deliver market leading Engineering Services ahead of competition at competitive price through excellence in our operations.

• **OUR VISION**

To be the leading Specialist Engineering Company in the field of controlled environment preferred by customers, employees and investors.

• **OUR CORE VALUES**

COMMITMENT

We devote ourselves completely to meet our commitments.

INTEGRITY

We hold ourselves to the highest standards of fairness and honesty in everything we do.

EMPATHY

We understand and share the feelings of one another.

INNOVATION

We strive to create new ideas and translate them into value-added products and services to serve customers' needs.

RESPECT

We value each other and recognise that everyone has a unique set of strengths that complement each other as a team.



CLEANROOMS

A cleanroom is an enclosed space in which airborne particulates, contaminants and pollutants are kept within strict limits. Cleanrooms are typically used in manufacturing and scientific research.

Cleanrooms have various sizes and specifications which comply with Class 1 or ISO 3 to Class 100,000 or ISO 8 standards.

We build cleanrooms for customers such as STATS ChipPAC Ltd, A*Star, ASE Singapore Pte Ltd and ASM Front-End Manufacturing Singapore Pte. Ltd..



MEDICAL AND STERILE FACILITIES

Environmental parameters in medical and sterile facilities are controlled in order to provide clean environments that reduce the risk of infection to patients and/or contain infectious diseases.

These facilities include operating theatres, theatre sterile services units, intensive care units, isolation wards, and fertility centres.

Over the years, we have built medical and sterile facilities for hospitals and medical centres such as National University Hospital, Singapore General Hospital, Tan Tock Seng Hospital, Changi General Hospital, Virtus Fertility Centre, Aptus Surgery Centre and Novartis Surgery Centre.

SPECIALIST ENGINEERING



WHAT WE DO



LABORATORIES

Laboratories require environmental parameters that provide controlled conditions in which scientific or technological research, experiments or measurements can be performed.

There are many types of laboratories such as forensic, diagnostic, and containment laboratories for biomedical research. The last of the three includes the more sophisticated and challenging Bio Safety Level 3 (BSL3) laboratories which are high containment laboratories that allow work to be done with indigenous or exotic agents that may cause serious or potentially lethal disease. Laboratories are also used for research in chemicals and materials, clean technology, electronics, and pharmaceutical products.

We have built laboratories for facility owners such as Procter & Gamble, Singapore General Hospital, National University of Singapore, Johnson Matthey Singapore Private Limited, Neste Asia Pacific Pte Ltd and Genscript Biotech (Singapore) Pte Ltd.



MAINTENANCE

We provide maintenance and repair services for facilities and equipment of controlled environments as well as their supporting infrastructure. We provide corrective, preventive, and routine maintenance services to ensure reliability and minimal disruptions to our customer's operations. Our corrective maintenance services are available 24 hours a day, seven days a week, whereas our preventive maintenance work is carried out in accordance with an agreed schedule.





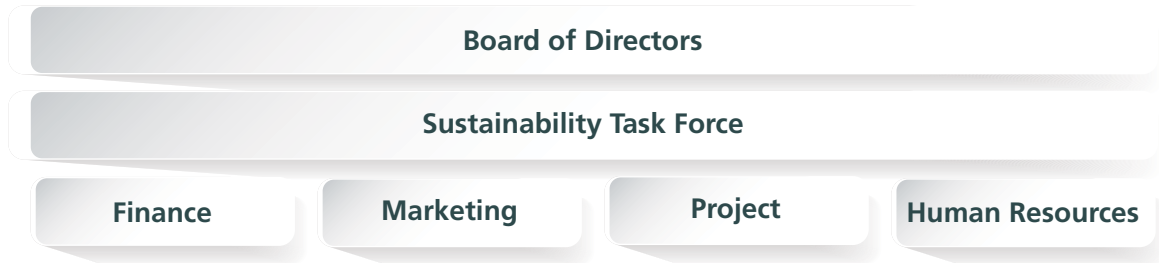
CO-WORKING LABORATORY SPACE

We build and operate world-class co-working laboratory facilities, leasing bench and suite space in fully-fitted laboratories. Our customers are start-ups and businesses seeking independent, flexible, laboratory space to grow their own ideas and businesses. Our first co-working laboratory opened in September 2021 at The German Centre in Singapore. Fueled by strong demand, as more companies conduct R&D to bring innovative products into the market, LSI is looking to expand within Singapore and to other countries.



SUSTAINABILITY APPROACH

OUR SUSTAINABILITY GOVERNANCE



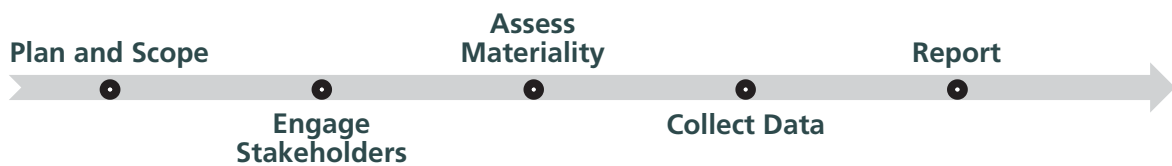
The Board oversees and approves the formulation of the Group’s overall long-term strategic objectives and directions, corporate strategy, and objectives as well as business plans, taking into consideration sustainability issues. The Board is also involved in planning and managing sustainability initiatives to minimise EESG-related risks and determine the following procedures:

- I. Understanding the Group’s industry’s sustainability reporting context;
- II. Forming a sustainability governance structure;
- III. Forming a sustainability goal and statement;
- IV. Developing sustainability plans and timeline; and
- V. Establishing the sustainability reporting framework for data collection, monitoring and reporting.

The Board therefore assigns a Sustainability Task Force which is supported by each head of department to reach decisions and run the day-to-day sustainability responsibilities as part of its oversight on sustainability matters.

OUR SUSTAINABILITY REPORTING METHODOLOGY

Our sustainability reporting methodology comprises of the following steps:



STAKEHOLDERS ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and material factors relevant to our business. The interests and expectations of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to shareholders, employees, customers, suppliers, subcontractors and authorities. We plan to conduct a formal stakeholder engagement next year and has adopted an informal stakeholder engagement this year to understand the key concerns the stakeholders might have.

Key Stakeholders	Platforms	Frequency	Key Concerns Raised
Shareholders and Investors	Annual general meeting ("AGM")	Yearly	Financial and operational performance of the Group, corporate action and governance of the Group
	Extraordinary general meeting	When required	
	Annual report	Yearly	
	Corporate announcements and financial results announcements	When required	
	Company website	–	
Employees	Staff appraisal	Yearly	Remuneration and benefits, as well as training and development
	Town hall session	At least yearly	
	Trainings	When required	
Customers	Meetings and feedback	When required	Quality of services, on-time completion, and data privacy
Contractors and suppliers	Meetings	When required	Selection of reliable suppliers, and workplace health and safety
	Annual evaluation and review	Yearly	
	Immediate notification from subcontractors on occurrence of accident	When required	
Government and regulators	SGX Correspondences/ Announcements Surveys	When required	Full compliance to regulations

SUSTAINABILITY APPROACH

MEMBERSHIP ASSOCIATION

Joining industry associations provides several benefits, such as networking opportunities, access to industry-specific education and training, and a platform to share knowledge and best practices with peers. These associations also advocate for the industry on issues that impact our businesses, providing a unified voice to influence policies and regulations. We are proud to be a member of the following organisations:

Organisation	What They Do
	<p>The Singapore Business Federation (“SBF”) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment, and industrial relations. It represents more than 29,000 companies, as well as key local and foreign business chambers.</p>
	<p>The Singapore Institute of Directors (“SID”) builds competencies and capabilities to enhance boardroom skills of directors for informed decision-making. An accreditation programme serves to set standards for and showcase best practices of good governance. The organisation supports members on their directorship journey with courses, workshops, advanced masterclasses, forum discussions and pit-stops.</p>

MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant EESG factors. After these factors are identified, relevant factors are rated to see which ones are most pervasive in the group. After further evaluation and analysis, the material EESG factors were presented to the Board for approval. The result of this process is a list of material EESG factors disclosed in this Report. Processes of which is as shown below:



The Group has adopted an informal materiality assessment during the year. We engaged our employees from different departments to seek our stakeholders’ feedback for identification of key topics. Such materiality assessment will be conducted every year, incorporating inputs gathered from stakeholders’ engagement. In order to determine if a factor is material, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders. We will perform a more formal materiality assessment in the next financial year. The formal materiality assessment will involve collecting inputs from stakeholders through a survey and evaluating the materiality of identified EESG factors from the Group’s perspective.

Applying the guidance from SGX Practice Note 7F Sustainability Reporting Guide, we have identified the following as our material factors.

ACROMETA MATERIAL ESG FACTORS FY2023

The material factors and sustainability targets included in this sustainability report have been reviewed and approved by the Board.

Economic	Economic Performance, Anti-corruption
Environmental	Energy, Waste, Supplier Environmental Assessment
Social	Employment, Occupational Health and Safety, Diversity and Equal Opportunity, Local Communities
Governance	Corporate Governance, Enterprise Risk Management, Business Ethics, Environmental Compliance, Socio-economic Compliance

I ECONOMIC

ECONOMIC PERFORMANCE

We believe that the Group's economic performance and sustainability go hand in hand to create and preserve stakeholders' value and ensure long-term success. We strive to integrate sustainable business practices and consider economic, environment and society when we do business and endeavour to maximise returns for our shareholders by maintaining financial discipline, reducing risks and performing continuous engagement with various stakeholders to ensure that their voices are heard.

For detailed financial results, please refer to the following sections in our FY2023 Annual Report:

- Operations Review page 18 to 23
- Financial Highlights page 24

ANTI-CORRUPTION

First and foremost, as a responsible corporate citizen, AcroMeta has a duty to operate with integrity and uphold ethical standards. Corruption undermines these principles and can have devastating consequences for our reputation and bottom line. Taking a strong stance against corruption is not only the right thing to do, it is also increasingly important to our stakeholders. Demonstrating our commitment to anti-corruption is thus paramount to us.

AcroMeta does not tolerate corruption in any form. Any report of corruption will be escalated to the attention of the Executive Chairman. We prohibit corruption in all forms, including extortion and bribery. In FY2023, there were zero incidents of corruption (FY2022: nil) and thus, achieved the anti-corruption target we set last year.

Anti-corruption Performance	FY2023	FY2022
Total number of confirmed incidents of corruption	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	0	0

FY2024 Target: We aim to achieve zero incidents of corruption in the future as well.

Whistleblowing Policy

AcroMeta is committed to high standards of corporate governance. As one of the elements of corporate governance, the Group has in place a whistleblowing policy which aims to:

- I. Provide a trusted avenue for employees, suppliers and subcontractors, customers and other stakeholders to report serious wrongdoings or concerns, particularly in relation to corruption, fraud and improprieties, without fear of reprisals when whistleblowing in good faith; and
- II. Ensure that robust arrangements are in place to facilitate independent investigation of the reported concern and for the appropriate follow-up actions to be taken.

AcroMeta will not tolerate the harassment or victimisation of anyone reporting a genuine concern. No person should suffer reprisal as a result of reporting a genuine concern, even if they are mistaken. However, this assurance does not extend to any person who intentionally provides information in a report which they know or reasonably believe to be untrue.

All complaints and concerns should be reported to the Audit Committee Chairman and Lead Independent Director Mr. Alfred Cheong Keng Chuan (“Reporting Officer”) either via mail or via email at whistleblow@AcroMeta.com. All concerns raised will be independently assessed by the Reporting Officer who will ensure that these are fairly and properly considered. Any person making a whistleblowing report will retain his/her anonymity unless he/she prefers otherwise. He/she will also be kept informed of who is handling the matter and the progress of the investigation.

All records will be retained and kept strictly confidential by the Reporting Officer.

I ENVIRONMENTAL

ENERGY

Energy is a fundamental resource that powers our daily operations, from the electricity that lights our offices to the fuel that runs our vehicles. Tracking the consumption of such resources responsibly would also help us in reducing the concentration of greenhouse gas (“GHG”) emissions within our operations in the following years.

We want to reassure you that our commitment to reducing our carbon footprint and improving our energy consumption practices remains unwavering. We are, thus, committed to keep seeking opportunities in energy, tracking, and maintaining our responsible consumption of energy. For our energy stewardship initiatives, we plan to incorporate LED light bulbs within our operations and reduce our energy consumption by turning off lights and electronics when they are not in use.

In FY2023, we started measuring, setting target and reporting our electricity consumption within AcroMeta’s office to ensure our commitment to sustainability.

Energy	FY2023
Electricity	1,000 kWh

FY2024 Target: We will continue to track our energy consumption and we will extend the coverage to include other Group’s entities in the following years.

WASTE

Efficient management of waste is critical to our operations for several reasons. It helps us to reduce our environmental footprint and minimise our impact on the environment. To achieve this goal, we have implemented various initiatives to ensure that we reduce, reuse and recycle as much of our waste as possible. We have also partnered with reputable waste management companies to ensure that we dispose of our waste in an environmentally responsible manner. We believe that our focus on waste management demonstrates our commitment to sustainable business practices.

Throughout the year, we have partnered with reputable waste management specialist to work with our project execution team and practice waste segregation management on project sites. This is followed by a second round of segregation in the waste management specialist company’s factory. In general, we segregate the waste into three main categories:

- Hardcore bins – generally to collect all the bricks, concrete, tiles, cementitious material for reuse, recycle;
- Scrap metal bins – generally to collect all metal-based material for reuse, recycle; and
- General bins – general rubbish and waste.

We have achieved the target set last year.

Similar to the previous year, we have continued to encourage the use of renewable material and resources, reduce waste through re-using and recycling and met the target we set last year. In FY2023, we started to monitor the hazardous and non-hazardous waste generation within our operations to assess our impact on the environment. We compiled the data from our general waste contractors and obtained the following breakdown:

Waste	FY2023	FY2022
Hazardous Waste	None	None
Non-hazardous Waste	45 tonnes	150 tonnes

ENVIRONMENTAL I

We have seen a decrease in weight of non-hazardous waste generated by 70%, from 150 tonnes in FY2022 to 45 tonnes in FY2023 which was mainly due to the demolition works commissioned last year and there was no such demolition activity conducted during this Reporting Period.

FY2024 Target: We will continue to monitor the hazardous and non-hazardous waste generation within our operations to assess our impact on the environment.

SUPPLIER ENVIRONMENTAL ASSESSMENT

AcroMeta believes that sustainable supply chain management drives organisational excellence and delivers desirable business results to its stakeholders. We engage our vendors to provide services such as supplying materials and installations for most of our projects. We have policies and procedures in place for the procurement process emphasising a life cycle perspective. The procurement team will consider the products or service's life cycle so as to assess its requirements and impacts.

In FY2023, we did not meet our target as we have not performed any supplier assessment based on environmental performance factors. However, we have in place stringent policies and procedures on vendor qualification and evaluation so as to reduce the risk that a supplier's products do not meet AcroMeta's requirements as part of our procurement process.

FY2024 Target: We target for relevant vendors to be screened, evaluated, and selected in accordance with their environmental conduct and performance as our pre-qualification and annual performance review. We will continue to reduce our environmental impacts and encourage suppliers and subcontractors to meet the same expectations.

I SOCIAL

We believe in engaging our stakeholders including employees, suppliers, and local communities regularly as they play an essential role in our company. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for one another.

At AcroMeta, we are committed to protecting and respecting human rights everywhere we operate. We strive to uphold our values of fairness, inclusivity, and respect for all people, no matter their race, gender, religion, or ethnicity.

We are proud of our policies and processes in place to ensure that all employees and partners comply with our commitment to human rights. These include ensuring that wages meet or exceed local legal requirements and providing safe and healthy working environments. We also have a zero-tolerance policy on any form of discrimination, harassment, or abuse.



AcroMeta Group Annual Dinner 2023

EMPLOYMENT

Our employees are the backbone of everything we do. Over the years of our growth, we have strengthened the retention of our pool of talented employees whose professional expertise and strong customer relationship has been critical to the sustainable success of the Company.

Without a strong and dedicated workforce, we would not be able to meet the needs of our clients or compete in the marketplace. Hence, we value employees with unique skills, perspectives, and ideas, which help us innovate and stay ahead of the curve.

Key statistics on new hires and employee turnover are as follows:

New Hire Rate	FY2023		FY2022	
	Number	%	Number	%
Employee Gender				
Male	39	16%	102	41%
Female	8	3%	10	4%
Employee Age				
< 30 Years Old	29	12%	49	20%
30-50 Years Old	13	5%	60	24%
> 50 Years Old	5	2%	3	1%
Nationality				
Malaysia	12	5%	15	6%
Bangladesh	6	2%	26	11%
Singapore	7	3%	13	5%
Myanmar	4	2%	12	5%
Philippines	0	0%	1	0%
China	0	0%	1	0%
Indonesia	0	0%	1	0%
Sri Lanka	0	0%	1	0%
India	18	7%	42	17%

Turnover Rate	FY2023		FY2022	
	Number	%	Number	%
Employee Gender				
Male	59	24%	84	34%
Female	8	3%	10	4%
Employee Age				
< 30 Years Old	22	9%	38	15%
30-50 Years Old	35	15%	51	21%
> 50 Years Old	10	4%	5	2%
Nationality				
Malaysia	13	5%	17	7%
Bangladesh	9	4%	9	4%
Singapore	21	9%	26	11%
Myanmar	3	1%	2	1%
Philippines	2	1%	1	0%
China	0	0%	1	0%
Indonesia	0	0%	0	0%
Sri Lanka	0	0%	0	0%
India	19	8%	38	15%

I SOCIAL

Our company's employee rewards and incentives program depends on the profitability of each project, a percentage of the profits are given to employees as project incentives. Based on the company's profitability, employees are rewarded with bonuses each year. In addition, we also offer a long-service reward for every 5 years of service with the company. We are proud to have such a dedicated team and we believe that our employee rewards and incentives program is one way that we can show our appreciation for their commitment to our company's success.

In FY2024, we are committed to maintaining the rate of employment and turnover within our operations.

OCCUPATIONAL HEALTH AND SAFETY

Our employees' health and safety at the workplace is one of our top priorities, and our goal is to have a zero-accident workplace. We are committed to managing and reducing health and safety risks through effective risk management. Our Chief Executive Officer oversees the Group's Quality, Environment, Health, and Safety department.

A toolbox briefing is held at each work site in the morning. Toolbox meetings are generally conducted prior to commencement of work. Although these meetings are generally short in duration, they cover important topics on safety such as safe work practices. It therefore serves as a reminder to workers every morning on workplace safety and refresh their knowledge. During these meetings, more experienced workers can share experiences and knowledge with less experienced ones.

We have established a strict set of health and safety management policies applicable to our project managers, supervisors, foremen, foreign workers and sub-contractors for all projects. These policies cover all stages of our projects, from the time we occupy the work site, up to the point of completion of the projects. In addition, all environmental aspects and occupational health and safety hazards which are in our control or under our management, as well as those that we cannot control or directly manage but are expected to affect our projects, are covered in the policies. Specifically, we introduce engineering and administrative controls to eliminate hazards and minimise occupational, health and safety-related risks.

Our safety committee is responsible for ensuring that the safety measures are adhered to. We have put in place comprehensive safety measures to provide a safe and healthy working environment for all our staff. Such measures include:

- I. Conducting periodic and necessary risk assessments for all our projects to identify the risks and gaps and implement mitigating procedures in order to achieve an accident-free environment or minimise risks to an acceptable level;
- II. Conducting regular safety meetings and providing sufficient management support and resources to plan, implement and execute safety measures in compliance with workplace health and safety legislations and other requirements which include directives, guidelines and standards prescribed by our Group;
- III. Conducting regular tools and equipment checks;
- IV. Improving the competency of our staff and cultivating good safety habits through proper training, instruction and guidance and ensuring that workplace safety and health matters are effectively communicated to all employees; and
- V. Monitoring the effectiveness of risk control measures which have been implemented and conducting a third-party audit or an internal review to ensure that safety measures are being adhered to.

As a testament of our commitment to maintaining high safety standards, Acromec Engineers Pte Ltd, our wholly owned subsidiary, has received the bizSAFE Level Star certification from the Workplace Safety and Health Council since 2014, in recognition of our workplace safety and health management system. The occupational health and safety management systems of Acromec Engineers has also received ISO45001:2018 certification. We are also guided by WHS Council as well as Ministry of Manpower (“MOM”) Guidelines in this regard.

In addition, we provide various insurances to employees where applicable, including hospitalization and surgical insurance, Foreign Workers Medical Insurance, Work Injury Compensation Insurance and Travel Insurance, details are indicated in the Employee Handbook. The one recordable work-related injury arose from slip and trip during work duty. We will continuously work towards reducing both the occurrence and severity of workplace accidents.

In FY2023, we met our target set last year as there were zero instances of fatal accidents (FY2022: nil).

Occupational Health and Safety Performance	FY2023	FY2022
The number of fatalities as a result of work-related injury	0	0
The number of high-consequence work-related injuries (excluding fatalities)	0	0
The number of recordable work-related injuries	1	3
The number of hours worked by employees	478,000	481,000
The number of hours worked by non-employees but whose work and/or workplace is controlled by the Group	579,000	584,000

FY2024 Target: We aim to achieve zero instance of fatal accidents.

DIVERSITY AND EQUAL OPPORTUNITY

Board Diversity

At AcroMeta, we are committed to promoting diversity among our Board members. We recognise the importance of having a range of perspectives in order to make informed decisions and capitalise on innovative ideas.

We understand that diversity means having a variety of backgrounds, experiences, and perspectives in the boardroom. We are actively seeking to recruit individuals with different genders, races, religions, and abilities. We believe that such diversity will lead to stronger corporate governance and better decision-making. We are dedicated to creating a Board that reflects the diversity of our company and our society as a whole.

Employee Diversity

We offer workplace diversity and equal opportunities to our employees. For workplace diversity, we value everyone’s differences. We learn from each other regardless of cultural background and bring those differences into the workplace to broaden experience and knowledge. As of 30 September 2023, we had a workforce of 241 employees (FY2022: 247)¹. Our headcounts were distributed as follows:

Employee Gender	FY2023		FY2022	
	Number	%	Number	%
Male	202	84%	207	84%
Female	39	16%	40	16%
Total	241	100%	247	100%

¹ Figures have been restated due to correction.

I SOCIAL

Employee Age	FY2023		FY2022	
	Number	%	Number	%
< 30 Years Old	78	32%	81	33%
30-50 Years Old	141	59%	145	59%
> 50 Years Old	22	9%	21	8%
Total	241	100%	247	100%

Nationality	FY2023		FY2022	
	Number	%	Number	%
Malaysia	64	27%	73	30%
Bangladesh	40	17%	43	17%
Singapore	38	16%	33	13%
Myanmar	20	8%	16	7%
Philippines	6	2%	8	3%
China	2	1%	4	2%
Indonesia	1	0%	3	1%
Sri Lanka	1	0%	1	0%
India	69	29%	66	27%
Total	241	100%	247	100%

Length of Service	FY2023		FY2022	
	Number	%	Number	%
< 5 years	200	83%	205	83%
5-10 years	24	10%	21	8%
10-15 years	12	5%	16	7%
> 15 years	5	2%	5	2%
Total	241	100%	247	100%

For equal opportunities, all employees are treated equally and are not disadvantaged by prejudices or bias. Well-performing employees will qualify for promotion or rewards regardless of their race, gender, ethnicity, personality, age, education, and background depending on the business performance. We also reward employees with a long service award for every five years of service.

In FY2023, we achieved the target we set last year. There was no discrimination reported in FY2023 (FY2022: nil).

FY2024 Target: We target to have zero instance of discrimination.

LOCAL COMMUNITIES

At AcroMeta, we understand that local communities are essential to the success of our business, as they can provide us with access to talented individuals, resources, and customers.

We are dedicated to helping local communities succeed and strive to make a positive impact on their development and growth. We will continue to support them in any way we can and remain committed to helping them reach their goals.

Similar to the previous year, in FY2023, we achieved our target to organise at least one activity to local communities annually where we give back to our society. We provided ongoing support for local communities through a variety of initiatives, such as volunteering our days and assisting local seniors through Lion Befrienders, promoting cultural diversity and mental wellness among employees, team camaraderie through Group's annual dinners and birthday celebrations, and debriefing sessions for employees learning and development.



FY2024 Target: We continue to aim to organise at least one activity to local communities annually where we give back to our society.

I GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of AcroMeta are committed to the leading practices in corporate governance to ensure the sustainability of the Group's operations in creating long-term value for our stakeholders.

As part of our commitment to sustainability, the Board considers sustainability issues while overseeing and approving the formulation of the Group's overall long-term strategic objectives and directions. The Board also sets the Group's values and standards and ensures that obligations to stakeholders are understood and met.

AcroMeta believes that strong governance is crucial to a sustainable business. This is demonstrated through our compliance with the Singapore Code of Corporate Governance since listing on the Singapore Exchange in April 2016. Please refer to Annual Report 2023 page 27 to 54 for further Corporate Governance details.

In FY2023, we achieved the target we set last year and there have been zero cases of non-compliance related to corporate governance requirements (FY2022: nil).

FY2024 Target: We target to maintain zero cases of non-compliance related to corporate governance requirements.

ENTERPRISE RISK MANAGEMENT

Risk assessment is a process of identifying potential risks that AcroMeta may face in achieving its objectives. The Management regularly reviews the Group's business and operational activities to identify areas of significant business risks, as well as appropriate measures through which to control and mitigate these risks. The Management reviews all significant control policies and procedures and highlights all significant matters to the Board and the Audit Committee.

The Board determines the nature and extent of the significant risks which the Company is willing to take in achieving its strategic objectives and value creation. The Board, with the support of the Audit Committee, oversees the Management in the design, implementation and monitoring of the risk management and internal control systems, and reviews the adequacy and effectiveness of such systems at least annually.

Same as previous year, in FY2023, we achieved the target we set last year to perform annual assessment of risks and report the results to the Board and Audit Committee. We believe the present initiatives will help strengthen our enterprise risk management practice and improve our overall operational performance.

FY2024 Target: We will continue to perform an annual assessment of the risks associated with AcroMeta and to report the results to the Board and Audit Committee.

BUSINESS ETHICS

All of our staff are reminded of the importance of upholding the highest standards when it comes to business ethics. The Group regularly updates relevant staff with development in international and local regulations.

In FY2023, there were no significant fines or non-monetary sanctions for non-compliance in relation to business ethics (FY2022: nil).

FY2024 Target: We will ensure that our company is following the highest ethical standards at all times and strive for zero non-compliance.

ENVIRONMENTAL COMPLIANCE

AcroMeta has achieved ISO14000 accreditation, standards for environmental management. ISO14000 is based on a *plan-do-check-act* methodology, providing a framework for integrating environmental management practices by supporting environmental protection, preventing pollution, minimizing waste, reducing energy and material use. Waste to be re-cycled is stored, collected and processed by qualified third-party recycling firms.

There was zero incidence of non-compliance with the environmental laws and regulations resulting in fines or sanctions in FY2023 (FY2022: nil), as targeted last year.

FY2024 Target: We strive to maintain zero incidence of non-compliance with the environmental laws and regulations resulting in fines or sanctions.

SOCIOECONOMIC COMPLIANCE

Certification

As a commitment to our stakeholders, we have been working to increase the integrity of our sustainability report by obtaining certifications from reputable organisations. These certifications serve as a testament to the accountability of our sustainability efforts. We believe that obtaining these certifications will help us to build trust with our stakeholders and enhance our reputation as a socially responsible company.

Name of Certificate	Accreditation Entity	Accreditation Body	Expiry Date
ISO 9001: 2015	QAI Certification Pte Ltd	Singapore Accreditation Council	30 th August 2026
ISO 14001: 2015	QAI Certification Pte Ltd	Singapore Accreditation Council	30 th August 2026
ISO 45001: 2018	QAI Certification Pte Ltd	Singapore Accreditation Council	30 th August 2026
ME01-L2	Building and Construction Authority	Building and Construction Authority	1 st October 2024
bizSAFE Level Star	QAI Certification Pte Ltd	Singapore Accreditation Council	30 th August 2026
bizSAFE Level 3	Workplace Safety and Health Council	Workplace Safety and Health Council	22 nd November 2025

We pride ourselves in having good corporate governance and observing compliance with applicable laws and regulations. The Group is committed to conducting the business with integrity and to safeguarding the interests of both our internal and external stakeholders.

Similar to the previous year, there was no material non-compliance with laws and regulations in the social and economic area reported in FY2023 (FY2022: nil).

FY2024 Target: We aim to continue maintaining zero incidents of non-compliance.

GRI CONTENT INDEX

Statement of use AcroMeta Group Limited has reported the information cited in this GRI content index for the period 1 October 2022 to 30 September 2023 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2-5
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	17
	2-5 External assurance	None
	2-6 Activities, value chain and other business relationships	2-5
	2-7 Employees	17-18
	2-8 Workers who are not employees	17
	2-9 Governance structure and composition	AR 7
	2-10 Nomination and selection of the highest governance body	AR 33 to 34
	2-11 Chair of the highest governance body	AR 27
	2-12 Role of the highest governance body in overseeing the management of impacts	6
	2-13 Delegation of responsibility for managing impacts	6
	2-14 Role of the highest governance body in sustainability reporting	6
	2-15 Conflicts of interest	AR 28
	2-16 Communication of critical concerns	7
	2-17 Collective knowledge of the highest governance body	1
	2-18 Evaluation of the performance of the highest governance body	AR 43
	2-19 Remuneration policies	AR 44
	2-20 Process to determine remuneration	AR 44 to 45
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints
	2-22 Statement on sustainable development strategy	1
	2-23 Policy commitments	14
	2-24 Embedding policy commitments	14
	2-25 Processes to remediate negative impacts	10-11
	2-26 Mechanisms for seeking advice and raising concerns	10-11
	2-27 Compliance with laws and regulations	21

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GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	2-28 Membership associations	8
	2-29 Approach to stakeholder engagement	7
	2-30 Collective bargaining agreements	None
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8-9
	3-2 List of material topics	9
	3-3 Management of material topics	10-21
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	10
GRI 205: Anti-corruption	205-1 Confirmed incidents of corruption and actions taken	10-11
GRI 302: Energy	302-1 Energy consumption within the organization	12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	12-13
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	13
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	14-16
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	16-17
GRI 405: Diversity and Equal Opportunities	405-1 Diversity of governance bodies and employees	17-18
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	19



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