AMPLEFIELD LIMITED

Sustainability Report FY2024

Contents

Message from the Board

Dear Stakeholders,

The Board of Directors (the "Board") of Amplefield Limited (the "Company", and together with its subsidiaries, the "Group") is pleased to present the seventh Sustainability Report (the "Report") for the financial year ended 30 September 2024 ("FY2024"). This Report covers our sustainability progress and highlights the economic, environmental, social and governance ("EESG") factors that are the most significant to our stakeholders.

The Board, led by the Chairman, considers sustainability in the Group's overall strategy, directs its sustainability efforts and oversees the management of sustainability issues. The Board is assisted by the Group's Risk Management Committee ("RMC") and sustainability task force ("Task Force") to determine, manage and monitor the Group's EESG factors and performance.

In FY2024, we reviewed our material topics and retained them due to their continued relevance to our business. Considering the growing awareness of climate-related impacts globally, we have also begun incorporating the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") into this Report by assessing the physical and transition risks relevant to our operations. We will adopt a phased approach, which includes progressing to scenario analysis to better understand the potential impacts of climate change on our business. For more details on alignment with TCFD, please refer to the TCFD section on page 12 – 13 of this Report.

We have made steady progress in our ESG performance. We continued to maintain zero incidents of corruption and zero non-compliance cases resulting in significant fines or sanctions. In line with TCFD's recommendations, we have continued to track and report our GHG emissions this financial year. On the social front, we achieved a significant improvement in training hours, surpassing our FY2024 targets, with an average of 7.8 training hours per employee. Additionally, we maintained zero cases of work-related injuries, reflecting our commitment to providing our employees with safe and healthy working conditions and fostering professional development opportunities. We will continue to closely monitor our EESG performance and integrate relevant sustainability initiatives into our business processes to generate positive impacts on the economy, environment, and society.

We would like to extend our sincere appreciation to all stakeholders for the unwavering support throughout this sustainability journey.

Sincerely,

For and on behalf of the Board

Mr Albert Saychuan Cheok

Chairman

21 January 2025

About this Report

Reporting Framework, Period and Scope

The Report is prepared in accordance with the requirements of Rule 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalist ("Catalist Rules"). We have prepared the Report with reference to the updated Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards") as they represent the most widely used framework for sustainability reporting. We have employed the principles of stakeholder inclusiveness, sustainability context, materiality and completeness in order to deliver a comprehensive report to the public. The Report also considers the recommendations of TCFD for climate-related disclosures.

The Report summarises the Group's key sustainability issues, management approaches and related performance across our operations during the financial year from 1 October 2023 to 30 September 2024. All active subsidiaries of the Company are included in our reporting scope: Amplefield Development Inc. ("ADI"), Amplefield Facilities Sdn Bhd ("AF") and Niche Properties Sdn Bhd ("NPSB").

Assurance

No external assurance was sought for this Report. We will consider external assurance for our future sustainability reports when such a need arises. Meanwhile, this Report has been internally reviewed by our management staff to validate the data and information disclosed in this Report.

Feedback and Access

As part of our environmental conservation effort, no physical copies of our Report will be distributed. This Report will be accessible through our Company's website: https://www.amplefield.com and on Singapore Exchange Network.

Please address all feedback via email to investor_relations@amplefield.com or by mail to our registered office at 101A, Upper Cross Street, #11-16 People's Park Centre, Singapore 058358.

Our Sustainability Story

The Group is deeply committed to embracing sustainable development as a core element of our business and operations and aiming to create positive impacts for society and the community.

Founded in 1989 and listed on the Singapore Exchange Catalist since 2016, the Group is led by its controlling shareholder, Dato Sri Yap Teiong Choon, who holds direct or deemed interests in the Company. The Group operates across South East Asia with locations in Kuala Lumpur, Johor Bahru in Malaysia as well as Lipa and Malvar Batangas in the Philippines.

Our sustainability efforts are guided by material topics that reflect the most significant impacts on our stakeholders, as identified in the Stakeholder Engagement and Materiality Assessment sections of this Report. These topics are aligned with the GRI Standards. Please refer to the GRI Content Index on page 22-26 for more information. This Report supplements the Group's FY2024 Annual Report.

Sustainability Governance

The Group recognises the importance of an effective sustainability governance structure in driving long-term value creation for our stakeholders. The Board drives the sustainability agenda, maintaining overall oversight and incorporating key sustainability issues into its strategic formulation to ensure alignment with the Group's long-term objectives.

The RMC, led by one of the Executive Directors and comprising key management members, supports the Board in implementing and executing sustainability policies and procedures across the Group. The RMC also reviews and recommends sustainability strategies, policies and other significant matters for the Group. The RMC is also responsible for determining the material EESG factors, overseeing them and providing regular updates to ensure ongoing progress and development are effectively monitored.

The Task Force has been formed to drive our sustainability initiatives. This Task Force comprises Directors, executives and a general manager. The Task Force is overseen by an Executive Director, who reports to the Risk Management Committee of the Board.

Stakeholder Engagement

Engaging with stakeholders is essential to maintaining and enhancing the Group's effective business operations. We strive to foster closer relationships with our diverse stakeholders, ensuring their needs and concerns are incorporated into the development of our sustainability initiatives and strategies. This is achieved through regular, timely engagements across various channels.

Stakeholder engagement takes place through a range of communication methods, including online platforms, meetings, seminars, and face-to-face interactions. Details of our key stakeholders and their engagement activities are presented in the stakeholder engagement table below. The table outlines key engagement activities, expectations and concerns for each stakeholder group.

Stakeholders	**Area of Concern**	**Means of Engagement**	**Frequency of Engagements**	**Section Reference**
Employees	• Remuneration and benefits • Training and development • Ethics and conduct • Diversity and fair employment • Health and safety	• Performance appraisal • Training and education • Whistle blowing mechanism • Regular email communication	• Annual • Year round • Annual • Year round	• Governance • Occupational Health and Safety • Social
Suppliers and Contractors	• Health and safety • Environmental compliance • Social compliance	• Site inspections and site meetings • Supplier and contractors' evaluation • Whistle blowing mechanism	• Annual • Annual • Annual	• Environmental • Occupational Health and Safety • Governance
Governments and regulators	• Anti-corruption • Employment practices • Health and safety	• Licensing • Site inspection	• Annual • Annual	• Environmental • Occupational Health and Safety

Stakeholders	Area of Concern	Means of Engagement	Frequency of Engagements	Section Reference
Community	• Environmental and social compliance • Regulatory and industrial requirements	• SGX announcements • Annual reports • Sustainability reports • Whistle blowing mechanism	• Half-yearly • Annual • Annual • Annual	• Social • Environmental • Economic • Governance
Shareholders and investors	• Economic performance • Anti-corruption	• SGX announcements • Annual reports • Investor relations management • Sustainability reports • Whistle blowing mechanism	• Half-yearly • Annual • Half-yearly • Annual • Annual	• Governance • Economic

Materiality Assessment

A materiality assessment is essential in identifying and prioritising relevant EESG issues that matter most to the organisation. In FY2024, we reviewed our existing material topics, taking into account emerging sustainability challenges, risks and opportunities affecting our business and industry. We will continue to assess and update our material topics annually to ensure our sustainability efforts remain aligned with our business objectives, stakeholder expectations and industry demands.

The 15 material topics remain consistent with the previous financial year. These topics were mapped onto a materiality matrix and listed in the table as shown below.

IMPACT TO STAKEHOLDERS \ IMPACT TO BUSINESS	Low	Medium	High
High			× Economic Performance × Anti-corruption × Compliance with Laws & Regulations × Employment
Medium	× Training and Education × Diversity and Equal Opportunity × Non-discrimination	× Occupational Health & Safety × Energy Consumption × GHG Emissions × Water Management	
Low	× Indirect Economic Impacts	× Waste Management × Supplier Environmental Assessment × Supplier Social Assessment	

Economic	Environmental	Social	Governance
• Economic Performance • Indirect Economic Impacts	• Energy Consumption • Greenhouse Gas (“GHG”) Emissions • Water Management • Waste Management • Supplier Environmental Assessment	• Occupational Health and Safety • Employment • Training and Education • Diversity and Equal Opportunity • Non-discrimination • Supplier Social Assessment	• Anti-corruption • Compliance with Laws and Regulations

Sustainability Targets

We will continue to emphasize on creating a safe working environment for our employees and stakeholders and endeavor for zero-incident rates. We hope to maintain our minimum record of work-related injuries for the financial year ended 30 September 2025 (“FY2025”). We have a trained and accredited Safety Officer in the Philippines to ensure that all safety procedures are implemented and to assist in conducting earthquake and fire drills for the staff at our properties there. Open communications were maintained with tenants and relevant information is quickly disseminated to all stakeholders. Our tenants had complied with the requirements to conduct earthquake and fire drills on their premises as required by the Bureau of Fire Protection (“BFP”) in FY2024. We will ensure that these drills will continue to be carried out on a periodic basis.

In FY2024, our trained and accredited Pollution Control Officer (“PCO”) continues to ensure that all forms of pollutants are minimised and environmental standards are met by our industrial tenants. Meanwhile, we will continue to promote the usage of energy-saving LED lighting devices across our facilities as far as practicable. We aim to maintain zero cases of incidents resulting in employee fatality or disability in FY2025, as well as maintain at least one contractor to be ISO-certified and comply fully with the occupational health and safety laws.

The Group will maintain and uphold the good practices that are relevant to the industry we operate in and will continually monitor the environmental impacts of our operations as well as to ensure the safety of our employees in a good working environment.

In terms of employee turnover, our turnover rate dropped to 4% in FY2024. For FY2025, we have set a target for Turnover Rate not exceeding 10% (FY2024: 20%). We will also endeavour to increase the participation rate of women and younger staff among our workforce. For employee training and education, we exceeded our training target for FY2024, achieving a total of 186 hours of training with an average of 7.8 hours per employee. For FY2025, we have set a target of 192 hours (FY2024: 100 hours) of training for all employees or an average of 8.0 hours of training per employee.

Economic

The Group is dedicated to achieving positive economic performance and delivering maximum value to our stakeholders. Our focus on economic sustainability is central to our business strategy, supporting steady growth and contributing positively to the broader economy.

Economic Performance

(GRI 201-1)

Our economic performance is of crucial importance to our stakeholders, particularly our investors and employees.

In FY2024, the Group recorded a revenue of approximately S$12 million. The improved Profit After Tax was primarily driven by reduced headcount and lower operational costs, resulting from the restructuring of our Vietnam operations. For more details, please refer to the Chairman's Statement on page 3 and the Group's financial statements on pages 37 to 42 of the Company's Annual Report FY2024.

The Group operates through three main segments: (i) property development; (ii) engineering procurement and construction management services; and (iii) facilities provision and investment. Currently, the Group manages a small and medium enterprise ("SME") Park in Batangas, the Philippines, which offers facilities to export manufacturers within a free trade zone. We also hold a 6-storey shop-office block in Kuala Lumpur, which serves as an investment property generating recurring rental income.

Economic Performance	Unit	FY2022	FY2023	FY2024
Revenue and Net Profit				
Revenue	SGD '000	12,176	8,622	12,945
Profit / Loss After Tax	SGD '000	-5,319	-1,649	554
Economic Value Distributed				
Total Economic Value Distributed	SGD '000	17,853	11,709	13,204
Operating Costs	SGD '000	16,758	10,444	11,985
Employee Wages and Benefits	SGD '000	845	962	913
Payments to providers of capital	SGD '000	159	215	196
Payments to governments by country	SGD '000	91	88	110
Community investments	SGD '000	0	0	0

Indirect Economic Impacts

(GRI 203-2)

Contribution to Industry Practice

We continue to build on the success of our SME Park concept in the Philippines, which we pioneered and developed. This initiative brings together small and medium-sized manufacturers to support the multinational companies operating within the free trade zone. It provides these SMEs with essential facilities, utilities and security, as well as close proximity to their customers.

By strengthening supply chain linkages in the export manufacturing sector, the SME Park facilitates seamless collaboration between SMEs, facilities, and customers in the Philippines. This remains a key achievement, and we are committed to maintaining its positive impact on the manufacturing ecosystem.

Governance

The Group is committed to responsible business practices by implementing strong governance frameworks that ensure ethical conduct, transparency and accountability across our operations. We strive to consistently operate responsibly and sustainably, meeting the expectations of our stakeholders.

Anti-corruption

(GRI 205-1, 205-2, 205-3)

The Group maintains a zero-tolerance stance towards corruption and fraud. During the financial year we have assessed our significant operations for risks related to corruption by using criteria such as location and activity in our risk assessment for corruption. This helped us understand areas where the risks were perceived to be higher and allowed us to employ preventive measures where necessary. We have communicated with and trained our employees to identify what may constitute towards an act of corruption and the steps they should take when faced with such a situation.

The Group will continue to be vigilant in its anti-corruption program. We have maintained zero cases of corruption in FY2024.

Percentage of operations assessed for corruption-related risks			
	FY2022	**FY2023**	**FY2024**
Number of operations assessed for corruption-related risks as at the end of Reporting Period	4	3	3
Total number of operations as at the end of Reporting Period	4	3	3
Percentage of operations assessed for corruption-related risks	100%	100%	100%

Percentage of employees who have received training on anti-corruption by employee category				
	Unit	**FY2022**	**FY2023**	**FY2024**
Management	Number of employees who received	7	8	7
	Total number of this category	8	8	8
	Percentage	87%	100%	88%
Staff (excluding Management)	Number of employees who received	5	7	7
	Total number of this category	16	15	16
	Percentage	31%	47%	44%

Confirmed incidents of corruption and action taken			
	FY2022	FY2023	FY2024
Number of confirmed incidents	0	0	0

Compliance with Laws and Regulations

(GRI 2-27)

Personnel Policy and Whistleblowing Policy

The Group upholds a strong commitment to ethical standards in all its operations and business activities. We have adopted a Personnel Policy that emphasises professionalism and ethical conduct. This policy includes a conflict-of-interest provision, which requires all employees to declare any potential conflicts with the Group's stakeholders. All personnel and employees are required to familiarise themselves and adhere to the Personnel Policy. Governance body members and employees must participate in relevant training to ensure they are well-prepared for their duties and responsibilities. Violations of the code of conduct within the Personnel Policy will result in disciplinary action. There were no violations reported in FY2024.

Our Personnel Policy also encompasses a Whistleblowing Policy. The Audit Committee has established and approved clear procedures for addressing whistleblower concerns. Both employees and external parties can confidentially report any issues, such as improper financial reporting or other concerns, to the Chairman of the Audit Committee. Appropriate follow-up actions and independent investigations will be undertaken when necessary. Whistleblowers can also reach out through a dedicated email address, at whistleblower@amplefield.com. Our website at https://amplefield.com provides an avenue for complainants or whistleblowers to submit complaints or concerns to the Group.

The Group has maintained zero whistle-blowing reports in FY2024.

Interested Party/Person Transactions

The Group is required to comply with the relevant rules under Chapter 9 of the Catalist Rules for interested person transactions. All interested person transactions will be properly documented and submitted to the Audit Committee for review to ensure that they are carried out on an arm's length basis, on normal commercial terms and are not prejudicial to the interests of the shareholders of the Company.

Dealing in Securities

In line with Rule 1204 (19) of the Catalist Rules on Dealings in Securities, the Group notifies its directors and employees to refrain from dealings in the securities of the Group from one month before the announcement of the half-year financial statements, and one month before the announcement of the Group's full-year financial statements, ending on the date of the announcement of such results. Under the Code of Conduct, the Directors and employees are expected to observe insider trading laws at all times when dealing with the Group's securities. The directors of the Group are not to deal in the securities of the Group on short term considerations.

Environmental

TCFD Report

Governance

At Amplefield, the Board provides strategic oversight of the Group's sustainability agenda, ensuring that key sustainability issues, including climate-related considerations, are integrated into the Group's strategic direction and aligned with its long-term objectives.

The RMC, chaired by an Executive Director and comprising key management members, supports the Board by implementing and executing sustainability policies and procedures across the Group. The RMC plays a pivotal role in identifying and reviewing key climate-related risks, recommending sustainability strategies and policies and addressing significant ESG matters. It is also tasked with determining material EESG factors, overseeing their management and ensuring regular monitoring and progress updates.

The Task Force has been formed to drive our sustainability initiatives. This Task Force comprises Directors, executives and a general manager. The Task Force is overseen by an Executive Director, who reports to the Risk Management Committee of the Board.

Strategy

This financial year, we commenced our inaugural climate disclosures in alignment with the recommendations of the TCFD. This marks a foundational step in integrating climate considerations into our strategic planning and risk management framework across short- (1 to 5 year(s)), medium- (5 to 7 years), long-term (more than 7 years) horizons. Through this process, we have identified the following key climate-related risks and assessed their potential impacts on our business operations.

Risk Type	Risk	Time Period	Risk Impact *(Factors that influence Impact on operations and finances)*
Acute	**Extreme rainfall and increased flooding events**	Short, Medium Term	• Reduced revenue due to business disruption, damaged or destroyed assets • Increased cost of insurance
Chronic	**Increasing mean temperatures**	Medium, Long Term	• Increased labour costs • Adverse impacts on work productivity and increased exposure to health risks such as exhaustion and heat stroke • Increased energy cooling costs • Increased maintenance costs for wear and tear
	Sea-level rise	Long Term	• Increased investment costs for prevention • Reduced revenue • Increased cost of insurance
	Changes in precipitation patterns	Long Term	• Changes in supply and market prices • Increased cost of insurance • Increased operating costs
Policy	**Increased carbon taxes**	Medium Term	• Increased operational expenses

	Changes in building regulations and updates to standards for energy and resource efficiency	Short, Medium Term	• Increased operational and capital investments costs to comply with requirements
	Enhanced reporting requirements	Short, Medium Term	• Increased compliance costs
Technology	**Increased utilisation of technology and sustainable solutions**	Long Term	• Increased operational and capital investment costs, such as investing in green building technologies, smart energy systems, updating or retrofitting with low-carbon materials
Market	**Changes in investor and financier preferences**	Medium, Long Term	• Reduced access to capital • Higher financing cost
Reputational	**Changing customer and stakeholder expectations**	Medium, Long Term	• Loss of revenue and market share from potential fines or penalties incurred due to environmental non-compliance

Risk Management

Climate-related risks identified by the RMC including typhoons, storms and floods could significantly impact our business operations in the Philippines and Malaysia. To mitigate these risks, the Group implements a robust maintenance program to ensure roofing areas are waterproof and roof gutters remain unobstructed. Additionally, we have introduced an upgrading program to enhance resilience by replacing roof gutters with durable stainless-steel materials.

These measures are integrated into the Group's comprehensive risk management framework, which systematically identifies, assesses and addresses climate-related risks to safeguard operational continuity and resilience.

Metrics and Targets

To enhance our alignment with the recommendations of the TCFD, we are committed to refining our metrics and targets through the adoption of the best practices. These efforts include improving our capacity to collect, measure and report emissions data. For detailed performance data, please refer to the Energy Consumption and GHG Emissions section of this Report.

Energy Consumption

(GRI 302-1, 302-3)

As part of our commitment to energy conservation, we have actively promoted the use of energy-efficient Light-Emitting Diode (LED) lighting throughout our facilities. Moving forward, we will continue to prioritize energy efficiency by developing plans to replace outdated equipment with modern, more energy-efficient alternatives, including the use of solar energy. In FY2024, we have also set aside a maintenance budget of 2% of our revenue to ensure our facilities such as lighting are running at an optimum level. Additionally, at high-risk locations, our Pest Control Operator (PCO) submits quarterly Self-Monitoring Reports, allowing us to closely monitor and evaluate their work and effectiveness.

Our energy consumption during the financial year is based on estimates and remained consistent with the previous financial year's figures. Moving forward, we will work towards improving the accuracy of our energy consumption and reporting processes.

Energy Consumption			
	Unit	**FY2023**	**FY2024**
Total energy consumption (electricity)[1]	GJ	515.2	510.0

Energy Intensity			
	Unit	**FY2023**	**FY2024**
Energy Intensity	GJ / Revenue in million	59.8	59.0

Water Management

(GRI 303-5)

As part of the real estate industry, we recognise that water is an essential resource for our tenant operations. We ensure that our industrial tenants adhere to local water-related regulations. For instance, in our SME Industrial Park in the Philippines, tenants must comply with the environmental requirements in line with the RA9275 Clean Water Act, as well as the Department of Environment and Natural Resources Effluent & Wastewater Standards. We conduct regular monitoring to ensure ongoing compliance with these standards. Additionally, we collaborate with Lima Water Corp to perform environmental compliance audits and conduct routine wastewater testing.

The water consumption during the financial year is based on estimates and remained consistent with the previous financial year's figures. Moving forward, we will work towards improving the accuracy of our water consumption and reporting processes.

Water Consumption			
	Unit	**FY2023**	**FY2024**
Total volume of water used[2]	m^3	345.0	340.0

Water Intensity			
	Unit	**FY2023**	**FY2024**

[1] The total electricity consumption covers offices in Kuala Lumpur (Malaysia), Johor Bahru (Malaysia) and the Philippines.

[2] Total water consumption covers offices in Johor Bahru (Malaysia) and the Philippines only.

Water consumption intensity	m^3 / Revenue in million	40.0	39.5

GHG Emissions

(GRI 305-1, 305-2, 305-4)

Scope 1 GHG emissions covers emissions from sources that are owned or controlled by us. As we do not operate any machinery or consume significant amounts of fuel, our Scope 1 emissions are negligible. Our Scope 2 emissions are primarily from purchased electricity, as we do not utilise steam, heating, or cooling.

The overall increase in energy consumption is reflected in the rise in Scope 2 emissions. That said, the emission intensity for the Group decreased to 9.4 tCO_2e per million dollars ofrevenue generated.

GHG Emissions			
	Unit	**FY2023**	**FY2024**
Scope 2 emissions[3]	Tonnes of CO2e	109.6	121.5

GHG Emissions Intensity			
	Unit	**FY2023**	**FY2024**
Emission Intensity	Tonnes of CO2e / Revenue in million	12.7	9.4

Waste Management

(GRI 306-3)

We monitor the operations of our facility users and tenants to ensure compliance with environmental standards and regulations established by government agencies and local authorities, including those related to waste collection and disposal. In the Philippines, we ensure that our industrial tenants comply with the RA9003 Ecological Solid Waste Management Act. Our Materials Recovery Facility is well-maintained, enabling the efficient sorting, processing, treatment, and disposal of solid waste and all other waste management activities.

The waste generated during the financial year is based on estimates and remained consistent with the previous financial year's figures. Moving forward, we will work towards improving the accuracy of our waste data collection and reporting processes.

Waste Generated			
	Unit	**FY2023**	**FY2024**

[3] Scope 2 emissions are calculated using the Grid Emission Factor (GEF) in Malaysia, 2017-2022 published by Malaysia Energy Information Hub (MEIH) and the Department of Energy (DOE) Philippines 2019-2021 National Grid Emission Factor (NGEF). Scope 2 emissions and emission intensity for FY2023 have been recalculated and restated based on the updated emission factors.

Total waste generated	Tonnes	10.0	10.0

Supplier Environmental Assessment

(GRI 308-1)

The Group is committed to holding its major suppliers, contractors, and subcontractors (collectively referred to as "suppliers") to high environmental standards. We assess our suppliers based on their certifications and adherence to local environmental and safety regulations. In the Philippines, contractors are required to comply with the RA9275 Clean Water Act and RA9003 Ecological Solid Waste Management Act, as well as regulations from the Department of Environment and Natural Resources and the Department of Labor. Suppliers must also be registered with relevant licensing bodies, such as the Philippines Contractors Accreditation Board (PCAB), under the Department of Trade and Industry, or other relevant agencies related to their operations.

As part of our supplier evaluation process, we evaluate suppliers on their environmental track records and any publicly available information. Where applicable, we may request suppliers to provide their Standard Operating Procedures (SOPs) to ensure alignment with our environmental criteria.

In FY2024, we continue to screen suppliers based on their environmental practices. For future significant projects, we will qualify and shortlist contractors based on their environmental qualifications and track record, with contract awards determined through a transparent tender process. This ensures that all new suppliers meet our environmental criteria and supports our ongoing efforts to integrate sustainability into our supply chain.

Percentage of suppliers that were screened using environmental criteria			
	FY2022	**FY2023**	**FY2024**
Number of suppliers screened	1	1	1
Number of total suppliers	5	4	4
Percentage of suppliers	20%	25%	25%

Social

Occupational Health and Safety

(GRI 403-1, 403-2, 403-9, 403-10)

The Group prioritises the safety and well-being of our employees. We are committed to providing a safe working environment for our employees at all times.

Our operations are managed in accordance with local health and safety laws and regulations such as the Occupational Safety and Health Act 1994 of Malaysia and the Occupational Safety and Health Standards (as amended, 1989) of the Philippines. We ensure that our occupational health and safety management system is robust, with the necessary practices for hazard identification, risk assessment, and risk control in place.

Our tenants conduct regular fire and natural disaster drills in operating units located in areas identified as high-risk. For instance, in the Philippines, we have a trained and accredited Safety Officer who ensures the implementation of all safety protocols and oversees earthquake and fire drills for staff at our properties. Tenants comply with local regulations, including conducting mandatory earthquake and fire drills as required by the BFP. Legal compliance and adherence to these requirements are reviewed annually. Furthermore, our Pollution Control Officer (PCO) ensures that all pollutants at our properties are minimised.

We remain committed to fostering a safe and healthy working environment for all employees. We invested in workplace improvements, including purchasing a new conference table and regularly servicing our air-conditioning units to promote better air quality. In the Philippines, we provided high-grade Personal Protective Equipment (PPE) and other protective gear to our occupational health and safety personnel in high-risk areas. Employees have been thoroughly briefed on how to handle health and safety incidents or emergencies in the workplace. Additionally, we distributed health-related materials and resources to further raise awareness among staff.

Employees and contractors are strongly encouraged to report any health and safety incidents, including non-compliance and non-conformities, to the appropriate management representatives. This information is regularly updated on our intranet for transparency and ease of access.

In FY2024, we maintained zero incidents and ensured 100% of contractors are ISO-certified or fully compliant with OHS laws, demonstrating our ongoing commitment to employee safety.

	FY2022	**FY2023**	**FY2024**
Number of work-related fatalities	0	0	0
Number of high-consequence work-related injuries	0	0	0
Number of recordable work-related injuries[4]	0	0	0
Rate of recordable work-related injuries	0	0	0
Number of recordable work-related ill health cases	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0
Cases of recordable work-related ill health	0	0	0

Absentee rate[5] (days per staff per year)				
	Unit	**FY2022**	**FY2023**	**FY2024**
All employees	days/per staff per year	4.8	1.9	1.7
Philippines	days/per staff per year	5.0	0.2	0.57

[4] This is based on work-related incidents that resulted in more than three days of medical leave or more than 24 hours of hospitalisation.

[5] Absentee rate is based on medical leave taken by staff, regardless of whether it is work-related or not. The total figure presented is the Group's average absentee rate.

Vietnam	days/per staff per year	0	0	0
Malaysia	days/per staff per year	4.9	2.7	2.2

Percentage of contractors to be ISO 45001:2018 certified and/or comply fully with local OHS laws and regulations			
	FY2022	**FY2023**	**FY2024**
Percentage of contractors	100%	100%	100%

Employment

(GRI 401-1, 401-2, 401-3)

Employees are our key assets in driving the Group's success. In addition to offering competitive salaries and performance-based bonuses, we provide a comprehensive range of benefits, including medical coverage, healthcare services, parental leave and retirement provisions. Furthermore, we fully support and comply with government policies and regulations related to parental leave, ensuring our employees receive the necessary support during such periods.

In FY2024, our turnover rate has dropped significantly to 4%, achieving our target of not exceeding 20%. We do not have any employees who are under temporary contract or part-time.

Employee profile	FY2022	FY2023	FY2024
Total number of employees	24	23	24

Total Employee Turnover	FY2022	FY2023	FY2024
Total turnover	7	3	1
Percentage of turnover	29%	13%	4%

Training and Education

(GRI 404-1, 404-3)

The Group is dedicated to the holistic development of our employees by enhancing their skills and competencies. We provide both in-house and outsourced training tailored to the diverse job levels and specialisations within our workforce. Training is delivered through a variety of formats, including workshops, seminars, courses, conferences and classroom sessions. During the financial year, we continued to identify employees for relevant training opportunities to help them acquire new skills and knowledge, preparing them to take on greater responsibilities.

We are pleased to report that we exceeded our training target for FY2024, achieving a total of 186 hours of training with an average of 7.8 hours per employee. This surpasses our target of 100 total training hours and average of 4.3 hours per employee.

Average hours of training by gender	FY2022	FY2023	FY2024

Average hours of training for total employees	Total	3.5	4.2	7.8
	Male	4	3.9	7.7
	Female	3	4.8	7.9

In FY2024, 62% of our employees received annual performance and career development reviews, reflecting significant improvements for both male and female employees compared to previous financial years. We will continue our efforts to ensure that more employees benefit from regular feedback and development opportunities.

Percentage of employees receiving regular performance and career development reviews	FY2022	FY2023	FY2024
Male	42%	44%	60%
Female	29%	30%	67%

Diversity and Equal Opportunity

(GRI 405-1)

Fostering a diverse and inclusive workforce is crucial in producing better business outcomes for the Company and the communities that we operate in.

As of 30 September 2024, the Group had a total of 24 employees of which 63% are male and 37% female. Our employees are distributed across various age groups and nationalities, with different experiences and skill sets that build the Group's capabilities for sustainable growth.

Employee profile by gender	Unit	FY2022	FY2023	FY2024
Male	Headcount	16	15	15
	Percentage	67%	65%	63%
Female	Headcount	8	8	9
	Percentage	33%	35%	37%

Employee profile by age group	Unit	FY2022	FY2023	FY2024
<30	Headcount	4	2	2
	Percentage	17%	9%	8%
30-50	Headcount	11	13	14
	Percentage	46%	56%	59%
>50	Headcount	9	8	8
	Percentage	37%	35%	33%

Employee turnover by age group		FY2022	FY2023	FY2024
<30	Number of turnover	3	2	0
	Turnover rate	75%	100%	0%

30-50	Number of turnover	3	0	1
	Turnover rate	27%	0%	7%
>50	Number of turnover	1	1	0
	Turnover rate	11%	13%	0%

Employee turnover by gender		**FY2022**	**FY2023**	**FY2024**
Male	Number of turnover	1	1	1
	Turnover rate	6%	7%	7%
Female	Number of turnover	6	2	0
	Turnover rate	75%	25%	0%

Employee turnover by region		**FY2022**	**FY2023**	**FY2024**
Malaysia	Number of turnover	2	0	0
	Number of employees	16	16	17
	Turnover rate	13%	0%	0%
Philippines	Number of turnover	2	2	1
	Number of employees	7	7	7
	Turnover rate	29%	29%	14%
Vietnam[6]	Number of turnover	3	1	0
	Number of employees	1	0	0
	Turnover rate	75%	100%	0%

New hire rate by age group		**FY2022**	**FY2023**	**FY2024**
<30	Number of new hires	2	2	0
	New hire rate	50%	100%	0%
30-50	Number of new hires	3	0	2
	New hire rate	27%	0%	14%
>50	Number of new hires	0	0	0
	New hire rate	0%	0%	0%

New hire rate by gender		**FY2022**	**FY2023**	**FY2024**
Male	Number of new hires	1	0	1
	New hire rate	6%	0%	7%
Female	Number of new hires	4	2	1
	New hire rate	50%	25%	11%

Employee new hires by region	**FY2022**	**FY2023**	**FY2024**

[6] There are no employees in Vietnam for the reporting year as operations in the country have ceased.

Malaysia	Number of new hires	3	0	1
	New hire rate	19%	0%	6%
Philippines	Number of new hires	2	2	1
	New hire rate	29%	29%	14%

Board of Directors by Gender	**Unit**	**FY2022**	**FY2023**	**FY2024**
Total	Headcount	8	8	8
Male	Headcount	8	8	8
	Percentage	100%	100%	100%

Board of Directors by Age Group	**Unit**	**FY2022**	**FY2023**	**FY2024**
Total	Headcount	8	8	8
<30	Headcount	0	0	0
	Percentage	0	0	0
30-50	Headcount	3	3	3
	Percentage	37%	37%	37%
>50	Headcount	5	5	5
	Percentage	63%	63%	63%

Non-discrimination Policy

(GRI 406-1)

The Group upholds a strong commitment to non-discrimination, ensuring a fair and inclusive workplace for all employees. Discrimination or harassment on the grounds of race, ethnicity, national origin, religion, gender, age or other personal characteristics is strictly prohibited.

Our remuneration practices are rooted in fairness, with compensation determined by market benchmarks, individual roles, responsibilities, merits, and experience—irrespective of gender, race or nationality. Employees who believe they have experienced unfair treatment or discrimination are encouraged to report their concerns to the human resources department. Upon receiving a complaint, the department promptly investigates and implements appropriate remedial measures.

In FY2024, the Group reported no instances of legal action or complaints filed with authorities concerning discrimination.

Supplier Social Assessment

(GRI 414-2)

In addition to environmental standards, we prioritize high social standards for our suppliers. Our assessment process evaluates suppliers based on criteria relevant to their operations, including workplace health and safety practices, corporate social responsibility initiatives and compliance track records.

In terms of labour practices, suppliers are required to meet local government and regulatory standards, such as those established by the Department of Labour and Environment in the Philippines. Contractors engaged in significant development and construction projects must either hold ISO 45001:2018 certification or its local equivalent and comply fully with local occupational health and safety (OHS) laws. We actively monitor contractors' health and safety performance at work sites and strongly encourage non-certified contractors to obtain relevant certifications.

All suppliers are expected to meet the standards applicable to their operating locations to ensure alignment with our social responsibility goals.

Percentage of suppliers that were screened using social criteria	FY2022	FY2023	FY2024
Percentage of suppliers	20%	25%	25%

GRI Content Index

GRI Standard/ Other Source	Disclosure	Page reference and/or Information
GRI 2: General Disclosures 2021	2-1 Organisational details	4 For more information, please refer to Amplefield Limited's website.
	2-2 Entitles included in the organisation's sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	15 Scope 2 emissions have been recalculated and restated
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	5-6
	2-7 Employees	19-21
	2-8 Workers who are not employees	Not applicable
	2-9 Governance structure and composition	Please refer to the Corporate Governance section of our Annual Report for FY2024
	2-10 Nomination and selection of the highest governance body	

	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	4
	2-15 Conflicts of interest	Please refer to the Corporate Governance section of our Annual Report for FY2024
	2-16 Communication of critical concerns	7
	2-17 Collective knowledge of the highest governance body	7
	2-18 Evaluation of the performance of the highest governance body	Please refer to the Corporate Governance section of our Annual Report for FY2024
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	8
	2-23 Policy commitments	8
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, 5-6
	2-27 Compliance with laws and regulations	11
	2-28 Membership associations	Not applicable
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, 5-6
	2-30 Collective bargaining agreements	Not applicable
	3-1 Process to determine material topics	Materiality Assessment, 7-8

GRI 3: Material Topics 2021	3-2 List of material topics	Materiality Assessment, 7
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	9
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	9
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	9
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	9
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	10
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risk related to corruption	10-11
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
Energy Consumption		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	13
	302-3 Energy intensity	14
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
GRI 303: Water and Effluents 2018	303-5 Water consumption	14
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
	305-1 Direct (Scope 1) GHG emissions	15

GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	15
	305-4 GHG emissions intensity	15
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
GRI 306: Waste	306-3 Waste generated	15
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	16
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	7-8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	18-21
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	18-21
	401-3 Parental leave	18-21
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	16-18
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	16
	403-2 Hazard identification, risk assessment, and incident investigation	16-18
	403-9 Work-related injuries	16-18
	403-10 Work-related ill health	16-18
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	18-19
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	18
	404-3 Percentage of employees receiving regular performance and career development reviews	19
Diversity and Equal Opportunity		

GRI 3: Material Topics 2021	3-3 Management of material topics	19-21
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	19-21
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	21
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	21
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	21-22
	414-2 Negative social impacts in the supply chain and actions taken	21-22

This Report has also been reviewed by the Company's sponsor, PrimePartners Corporate Finance Pte. Ltd. (the "Sponsor"). This Report has not been examined or approved by the SGX-ST and the SGX-ST 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 Ms Ng Shi Qing, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg.