

# SUTL Enterprise Limited

## Sustainability Report

YEAR ENDED 31 DECEMBER 2025

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## Executive Director and CEO's Message

Dear Stakeholders,

I am pleased to present our Sustainability Report (the "Report") for SUTL Enterprise Limited ("SUTL" or the "Company" and together with our subsidiaries, "the Group") for the period from 1 January 2025 to 31 December 2025 ("FY2025").

As a leading marina operator, we are committed to delivering high-quality experiences to our customers whilst acting responsibly towards the environment. We have retained our GSTC certification in FY2025 by meeting the criteria for sustainable properties across waste management, resource efficiency, sustainable practices, environmental conservation, human rights and welfare, and governance.

In addition, we continued to advance ocean and coastal conservation during the year through initiatives such as ONE°15 Clean Up, our annual beach clean-up programme. This initiative gathers members, employees, volunteers and partners to remove marine debris, raise awareness of marine pollution and contribute to the protection of our surrounding waters. Through these collective efforts, we seek to strengthen environmental stewardship within the marina community and reinforce the importance of safeguarding coastal ecosystems for future generations. We view collaboration and innovation as essential enablers in supporting the long-term sustainability of our business and the environment.

Through our participation in the Sentosa Carbon Neutral Network (SCNN), we contribute to Sentosa Island's collective effort to achieve carbon neutrality by 2030, led by the Sentosa Development Corporation (SDC).

Separately, we have continued our partnership with Sunseap Group Pte. Ltd. A total of 332 solar panels have been installed at our premises, contributing to the expansion of renewable energy capacity on the island.

Our people remain central to our continued growth and performance. Through targeted and role-relevant training programmes, we focus on building a workforce that is equipped to respond to industry developments and evolving business needs. We also regularly review the employment landscape in Singapore to assess our compensation framework, ensuring that our remuneration packages remain competitive, equitable and comprehensive and continue to support talent attraction and retention.

Recognising the significant challenges posed by climate change, we continue to assess and monitor its potential impacts on our operations. In prior years, our climate-related disclosures were prepared using the Task Force on Climate-related Financial Disclosures (TCFD) framework. With the introduction of the International Sustainability Standards Board (ISSB) climate disclosure standards, we have transitioned our reporting approach accordingly. We are pleased to announce that this year marks our first disclosure prepared in alignment with the ISSB's IFRS climate-related requirements, strengthening our ability to identify, assess and respond to climate risks and opportunities with greater depth and insight.

On behalf of the Board of Directors, I extend my heartfelt appreciation to all our stakeholders for your unwavering support. Together, we will continue to build sustainably integrated marinas across the region.

**Arthur Tay**

Executive Director and Chief Executive Officer

## About this Report

This Report provides information about SUTL's key sustainability topics, management policies and sustainability performance from 1 January 2025 to 31 December 2025.

## Reporting Principles and Statement of Use

This Report is produced annually and is prepared with reference to the Global Reporting Initiative ("GRI") 2021 Standards. The GRI standards were selected as it represents the global best practices for reporting on economic, environmental and social topics.

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

For climate-related disclosures, the Group has elected to adopt the IFRS Sustainability Disclosure Standards (IFRS SDS) ahead of SGX's prescribed regulatory timeline. This early adoption allows the Group additional time to build internal readiness and to proactively respond to evolving regulatory expectations, specifically IFRS S1 (insofar as they relate to the disclosure of information on climate risks and opportunities) and IFRS S2. During the year, the Group performed an initial review and gap assessment against the requirements of IFRS SDS and have adopted IFRS S2 together with IFRS S1 (insofar as they relate to the disclosure of information on climate risks and opportunities, particularly the governance and strategy pillars). Per SGX Practice Note 7.6, a statement of compliance is not required for issuers to adopt IFRS S1 and S2, and the Group will continue to assess subsequent implementation of IFRS S2 and IFRS S1 in accordance with the latest SGX guidance on reporting timelines.

This year, the Group has transitioned from TCFD to IFRS S2 for climate-related disclosures. Prior-year information is presented on a TCFD-aligned basis and cross-referenced to IFRS S2 where relevant. Furthermore, greenhouse gas (GHG) emissions disclosures under GRI 305 and IFRS S2 are largely interoperable, as outlined in the joint interoperability guidance issued by GRI and the IFRS Foundation.

The United Nations Sustainable Development Goals ("UN SDGs") have also been incorporated into the Report to highlight the Group's contributions to sustainable development. This Report is compliant with Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules 711A and 711B.

The Board of Directors (the "Board") has reviewed and approved the reported information, including the material topics.

## Reporting Scope

All entities in SUTL Enterprise Group are included in this Report except for the following two subsidiaries:

- ONE15 Luxury Yachting Pte. Ltd, which operates as a yacht brokerage firm and does not own or operate the yachts chartered, thereby limiting its direct environmental or operational sustainability impacts.
- ONE15 Management and Technical Services Pte. Ltd ("MTS"), which provides consultancy and management services for marina-related projects on behalf of third-party owners, with limited control over underlying assets and operations.

Collectively, these entities account for less than 10% of the Group's total revenue and their operations do not give rise to significant sustainability-related financial risks or opportunities.

### **Restatements**

There are 2 restatements within this Report, please refer to sections “Energy and Emissions” and “Waste Management” for more details.

### **Assurance**

The Group has established internal controls and verification mechanisms to enhance the accuracy and reliability of the narratives and data disclosed within this Report. The Group has also considered the recommendations of an independent external Environmental, Social and Governance (“ESG”) consultant, for the selection of material topics as well as in ensuring compliance with the GRI Standards, SGX-ST Listing Rules and the IFRS SDS.

To further enhance the credibility of the Group’s sustainability reporting, the Group has subjected its sustainability reporting process to internal review by its internal audit function, as required by SGX-ST Listing Rules 711B (3).

The Board of Directors has assessed that independent external assurance is not required at this juncture.

### **Availability and Feedback**

This Report supplements the Group’s Annual Report 2025 and is available online at SGXNet and <https://sutlenterprise.com/annual-reports>. A detailed section reference with GRI Standards is documented in the GRI Standards Content Index section of this report.

The Group welcomes feedback from its stakeholders to assist the Group in improving its sustainability practices. Questions or feedback on this Report can be sent to: [investor\\_relations@sutl.com](mailto:investor_relations@sutl.com).

### **Forward-Looking Statement**

Forward-looking statements reflecting SUTL's current expectations regarding future events, incorporating its ongoing and planned sustainability initiatives alongside the anticipated business environment has been included throughout this Report whenever appropriate. These statements inherently involve risks, uncertainties and assumptions that may result in actual outcomes differing significantly from those expressed or implied.

## Organisation Profile

SUTL Enterprise Limited was incorporated in 1993 and listed on Singapore Exchange Securities Trading Limited (“SGX-ST) Mainboard (SGX: BHU) since 2000. Headquartered in Singapore, it is currently the only marina business listed on the SGX-ST.

The Group is a leading developer, operator and consultant of integrated marinas and has three business segments namely Marina Ownership, Consultancy & Management Services and Luxury Yacht Chartering. For more details on the Group’s corporate structure and business activities, please refer to the Annual Report 2025.

### Marina Ownership

The Group builds integrated marinas and operates them under its proprietary ONE°15 brand. Currently, its owned marina is ONE°15 Marina Sentosa Cove in Singapore. An overview of the Group’s business is summarised below:

<p><b>Yachting and Marina</b></p> <ul style="list-style-type: none"> <li>ONE°15 Marina Sentosa Cove offers berthing and is among the few marinas in Asia to have full facilities to accommodate superyachts of up to 220 feet within the shelter of a clean and safe water basin. It has 270 wet berths including 32 superyacht berths. It also has 60 dry berths.</li> <li>ONE°15 Marina Sentosa Cove also provides a range of services such as marine fuel supply, waste pump-out system, Customs Immigration &amp; Quarantine, rescue and towing services, as well as training and certification courses for sailing and power boating enthusiasts.</li> </ul>	<p><b>Luxury Yacht Chartering</b></p> <ul style="list-style-type: none"> <li>The Group, through its wholly owned subsidiary, ONE15 Luxury Yachting Pte. Ltd. (“LY”), operates a complementary yacht chartering business with more than 50 third-party owned luxury yachts ranging from approximately 11 metres to 40 metres registered with LY’s charter programme.</li> <li>LY enables customers to enjoy the boating lifestyle without the financial burden of owning a yacht.</li> <li>By providing this service, it allows yacht owners, most of whom are ONE15 Marina Members, to charter out their under-utilised yachts to defray some of their operating costs.</li> </ul>
<p><b>Food and Beverage</b></p> <ul style="list-style-type: none"> <li>ONE°15 Marina Sentosa Cove offers food and beverage services through several bars and restaurants located on-site such as Latitude Restaurant &amp; Terrace, WOK°15 Kitchen, Bar Nebula, Boaters’ Bar, Pool Bar and HELIOS93.</li> </ul>	<p><b>Meetings, Incentives, Conventions and Exhibitions</b></p> <ul style="list-style-type: none"> <li>ONE°15 Marina Sentosa Cove offers event facilities like meeting rooms, ballrooms and terraces for weddings, conferences, seminars, meetings, exhibitions, dinners and dances, product launches, tea parties and exclusive private events.</li> </ul>
<p><b>Consultancy and Management Services</b></p> <ul style="list-style-type: none"> <li>The Group offers consultancy and management services to developers and owners of waterfront real estate under its wholly owned subsidiary, ONE°15 Management &amp; Technical Services Pte. Ltd. (“MTS”).</li> <li>MTS offers a range of comprehensive pre-construction advisory services including marina master planning, feasibility studies and market research, marina design and project management.</li> <li>Post-construction, MTS provides consultancy services in the form of business planning and optimisation. Under its management services, MTS also offers day-to-day management of the marina’s hospitality operations.</li> </ul>	<p><b>Accommodation</b></p> <ul style="list-style-type: none"> <li>ONE°15 Marina Sentosa Cove obtained its Hotel-Keeper’s Licence in 2013 and offers accommodation services to its members and the public, with 24 deluxe rooms and two suites available for stays.</li> </ul>
	<p><b>Events Management</b></p> <ul style="list-style-type: none"> <li>ONE°15 Events Management is the dedicated event management division of the Group under the esteemed ONE°15 Marina brand. Established with the mission to curate iconic yachting-related events, it aims to solidify ONE°15 Marina’s position as the premier marina event organiser in Asia.</li> <li>Its portfolio includes the organisation of the Blue Water EduFest, an event dedicated to ocean and coastal conservation last held in 2024. It is also the organiser of the Singapore Yachting Festival, which showcases the latest yachts, marine products and lifestyle experiences. It includes a conference which provides attendees with valuable insights into the future of the industry, while also serving as a platform for industry professionals to discuss challenges, exchange ideas and collaborate on innovative solutions.</li> </ul>

## Sustainability Strategy Overview

### The Group's Vision

To be Asia's leading premier integrated marina developer and operator.

### The Group's Mission

The Group's values reflect the defining qualities that have contributed to the success of SUTL. These values form the foundation and ideals required to achieve greater heights for both the Group and quality of life for people in Asia and around the world.

Enterprising	Agile	Responsible	Unified
<ul style="list-style-type: none"> <li>We stay faithful to the founding spirit of enterprise by seeking new perspectives and innovative solutions</li> </ul>	<ul style="list-style-type: none"> <li>We are adaptable, fast moving and unencumbered so we can realise market opportunities</li> </ul>	<ul style="list-style-type: none"> <li>We are trustworthy market experts driven by deep insight, commitment and prudence</li> </ul>	<ul style="list-style-type: none"> <li>We value the collective diversity of our business and people, progressing forward with a common spirit and intent</li> </ul>

### The Group's ESG Strategy and Focus

As an organisation that is committed to supporting and promoting the marina and yachting tourism lifestyle, the Group strives to uphold this commitment while safeguarding the well-being of the environment and society. The Group's business decisions are influenced by various ESG (Environmental, Social and Governance) principles, with a focus on aspects most pertinent to its business.

The following five key focus areas continue to shape its sustainability strategy:



#### Focus 1: Upholding Good Governance and Ethics

Strong corporate governance practices and oversight enable the Group to address concerns of stakeholders and incorporate ESG considerations during decision-making and transactions.

#### Focus 2: Building Climate Change Resilience

The Group has embarked on its climate reporting journey by implementing IFRS S2 within this Report and has incorporated climate risks and opportunities into its business strategy.

### Focus 3: Protecting the Group's Environment

Environmentally friendly practices are actively encouraged in its operations and among its members. The Group prioritises the protection of sensitive biodiversity in its area, ensuring compliance with all relevant laws and regulations related to environmental protection. Additionally, the Group endeavours to make a positive impact on its marine communities by organising events and activities to raise awareness about marine conservation.

### Focus 4: Caring for the Group's Customers

The Group has implemented developments to enhance customer experience and safety measures for customer safety.

### Focus 5: Developing the Group's Human Capital

The growth of its employees is prioritised by providing them with opportunities to develop and grow in their careers. Staff training programmes and upskilling opportunities ensure that staff remain relevant and competent to deliver quality service and customer experience. The Group values diversity among its employees and ensures that adequate training and competitive employment benefits are provided.

### **Noteworthy Awards and Accreditations**

In FY2025, the Group has won numerous accolades and awards in recognition of its commitment to environmental protection and excellence in the marina and yacht charter industry.






- 1. 2025 Nautilus Marine Insurance Marina of the Year (Hall of Fame) – 6 May 2025**  
Recognising outstanding international marinas which have achieved success through exemplary business practices, commitment to service, environmental responsibility and which represent industry excellence. The facility must be a member of the MIA.
- 2. Environment Award (Highly Commended) by Marina Industries Association – 6 May 2025**  
Recognising an outstanding new product, process or service initiative that yields positive environmental outcomes. This category is open to Australian and international member marinas, clubs and industry suppliers.
- 3. Platinum 5 Gold Anchor Award by Marina Industries Association (Sept 2025)**  
The Gold Anchor International Scheme is the highest accolade awarded within the marina industry. It is an accreditation programme designed to guide marina users in their selection while providing a customer-focused framework for marinas to continuously enhance service quality. The Global Gold Anchor Scheme has been specifically developed to address the needs of boaters across the Asia-Pacific region. In 2025, the Group achieved a score of 97.36, an improvement from 96.87 in the previous assessment.
- 4. Retained GSTC Certification in 2025**  
This prestigious recognition by the Global Sustainable Tourism Council underscores its dedication to adopting internationally recognised standards for sustainable operations, environmental conservation and community engagement.



The Group's other notable awards and achievements in recent years include:

Tripadvisor's Travellers' Choice Awards (2023-2024)	Singapore Hotel Sustainability Award (2023-2024)	Best Marina in Asia at the Yacht Style Awards (2024)	Hotel Security Awards – Vigilance Special Mention Award (2024)
Yacht Charters for ONE°15 Charters Luxury Yachting (2023)	Farm-to-Table Base Tier Logo (2023)	International Marina of the Year (2023)	National Safety and Security Watch Group – Outstanding Individual Award (2024)
Level 4 International Clean Marina (2021)	5 Gold Anchor Platinum accreditation by Marina Industries Association (2022)	Superyacht Ready by Marina Industries Association (2022)	Accredited with ISO 14001:2015 (2022)

## Contribution to the Sustainable Development Goals

The Group's business focus is aligned with the UN SDGs. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to the attainment of the relevant UN SDGs are highlighted below.

UN SDG	The Group's Contribution	Read more in the following sections
<b>Goal 3: Good Health and Well-being</b> 	<b>Ensure the well-being of employees and customers</b>  The Group establishes open and transparent communication channels where employees feel comfortable providing feedback and maintenance of high standards with health and safety regulations in the premises.	Focus 4: Caring for the Group's Customers  Focus 5: Developing the Group's Human Capital
<b>Goal 4: Quality Education</b> 	<b>Ensure the active implementation of training programs to upskill employees</b>  The Group has training programs for its employees to enhance its people skills and remain competent to the fast-changing demands in the workforce.	Focus 5: Developing the Group's Human Capital
<b>Goal 6: Clean Water and Sanitation</b> 	<b>Ensure availability and sustainable management of water and sanitation for all</b>  The Group's approach to ensure clean water and sanitation for all includes upgrading its marina to increase water-use efficiency and mitigating water wastage and leakages through real-time monitoring of water consumption. The Group prevents ocean pollution and oil spills by monitoring vessel discharges and educating vessel owners.	Focus 3: Protecting the Group's Environment
<b>Goal 12: Responsible Consumption and Production</b> 	<b>Ensure sustainable consumption and production patterns</b>  The Group manages waste responsibly. Its waste management process ensures that all waste generated are discharged via proper channels. Whenever possible, food waste is recycled into compost whereas non-reusable and non-recyclable waste is discharged into the sewage system.	Focus 3: Protecting the Group's Environment
<b>Goal 13: Climate Action</b> 	<b>Take action to combat climate change and its impacts</b>  The Group recognises the potential negative impact of climate risks on the operations and is integrating climate resilience into its strategy formulation and decision making.	Focus 2: Building Climate Change Resilience  Focus 3: Protecting the Group's Environment

UN SDG	The Group's Contribution	Read more in the following sections
<p><b>Goal 14: Life Below Water</b></p> 	<p><b>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</b></p> <p>The Group continues to collaborate with Institute of Higher Learning to protect the marine ecosystem that surrounds the marina at Sentosa and to provide a natural habitat for sea life.</p> <p>The Group restores corals and contributes to coral research through the ONE°15 Marina – Coral Garden project and organised annual marina clean-ups to further protect the surrounding ecosystem of the marina.</p>	<p>Focus 3: Protecting the Group's Environment</p>
<p><b>Goal 16: Peace, Justice and Strong Institutions</b></p> 	<p><b>Ensure compliance with all socioeconomic and environmental regulations</b></p> <p>The Group continues to ensure that the business complies with all socioeconomic and environmental regulations.</p>	<p>Focus 1: Upholding Good Governance and Ethics</p>

## Stakeholder Engagement

The Group believes that stakeholder engagement is the key to a sustainable business. Furthermore, open and transparent communication with the stakeholders allows the Group to help stakeholders understand the Group's business strategies and respond quickly and effectively to their concerns. The Group actively engages in meaningful and productive dialogues with stakeholders and participates in various industry and government forums to stay informed about any significant stakeholder concerns.

The table outlines the Group's key stakeholders, engagement platforms and their key concerns.

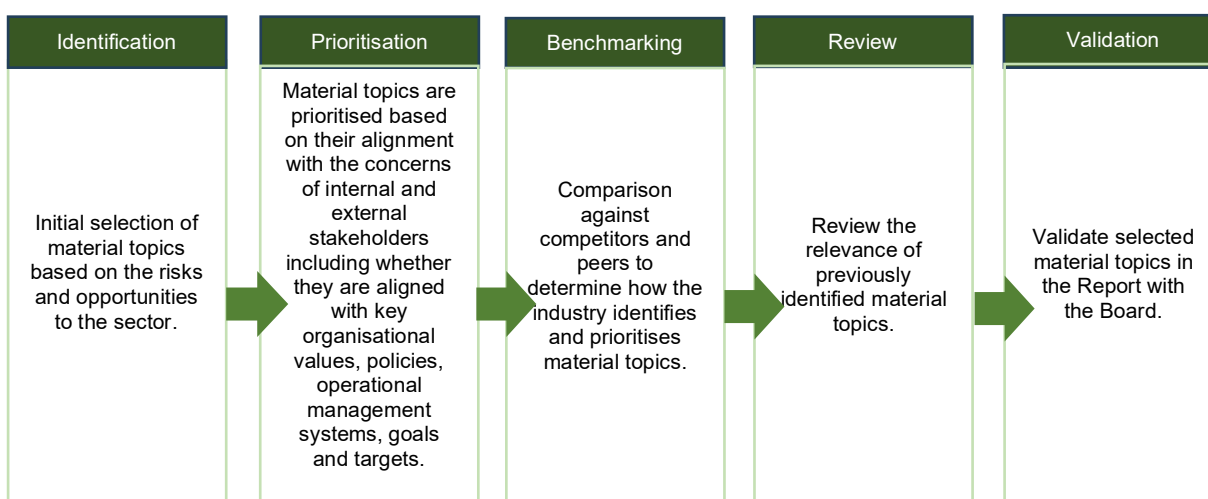
Stakeholders	Engagement platforms	Key concerns	The Group's responses	Section reference
<b>Customers and members</b>	<ul style="list-style-type: none"> <li>• Customer feedback</li> <li>• Club website</li> <li>• Bi-monthly magazine, Longitude &amp; electronic direct mailer</li> <li>• WhatsApp</li> <li>• Members' survey</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement with members</li> <li>• Quality of services</li> <li>• Personal data privacy</li> <li>• Environmental conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Keep customers and members informed via club website, bi-monthly magazine and newsletters.</li> <li>• Conduct market research by analysing customer feedback to identify areas for improvement.</li> <li>• Leveraging on the coral garden to educate members about marine conservation and the importance of corals.</li> </ul>	<p>Focus 1: Upholding Good Governance and Ethics</p> <p>Focus 3: Protecting the Group's Environment</p> <p>Focus 4: Caring for the Group's Customers</p>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Performance appraisal system</li> <li>• Internal communications, memos, reporting lines and functions</li> <li>• Internal chat app - Slack</li> <li>• Daily newsletter, namely "Daily Heartbeat" to share company values and case studies to improve customer services</li> <li>• Quarterly townhall sessions</li> <li>• Monthly employees' appreciation</li> <li>• WhatsApp</li> </ul>	<ul style="list-style-type: none"> <li>• Employee health and safety</li> <li>• Remuneration</li> <li>• Staff benefits</li> <li>• Ethics and conduct</li> <li>• Compliance with local labour laws</li> <li>• Work performance</li> </ul>	<ul style="list-style-type: none"> <li>• Provide fair remuneration and benefits</li> <li>• Provide constructive feedback through performance appraisals</li> <li>• Ensure employees are briefed on health and safety measures through regular meetings</li> <li>• Encourage open and ongoing communication with all employees</li> <li>• Conduct PDPA training for new hires and refresher training course for employees</li> </ul>	<p>Focus 1: Upholding Good Governance and Ethics</p> <p>Focus 5: Developing the Group's Human Capital</p>
<b>Governments and regulators</b>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Sustainability reports</li> <li>• Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with regulatory and industry requirements</li> <li>• Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with relevant laws and regulations</li> <li>• Engage in open dialogues with government and regulatory bodies</li> </ul>	<p>Focus 1: Upholding Good Governance and Ethics</p>

Stakeholders	Engagement platforms	Key concerns	The Group's responses	Section reference
<b>Community</b>	<ul style="list-style-type: none"> <li>Engagement in community services</li> </ul>	<ul style="list-style-type: none"> <li>Environmental impact</li> <li>Social development</li> </ul>	<ul style="list-style-type: none"> <li>Conduct corporate social responsibility programmes to encourage community service engagement</li> <li>Community outreach and educating the public on ocean conservation</li> </ul>	Focus 3: Protecting the Group's Environment
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Half-yearly results announcement</li> <li>Investor relations management</li> <li>Annual general meetings</li> <li>Ad-hoc announcements on SGXNet</li> </ul>	<ul style="list-style-type: none"> <li>Anti-corruption</li> <li>Compliance with government regulations</li> <li>Profitability</li> <li>Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Keep shareholders and investors well informed through informative half-yearly reports, annual reports, sustainability reports and annual general meetings</li> <li>Incorporate good investor relations management</li> </ul>	Focus 1: Upholding Good Governance and Ethics  Focus 2: Building Climate Change Resilience  Focus 3: Protecting the Group's Environment

## Materiality Assessment

The Group reviews its material topics on an annual basis, including the significance of their impacts on both internal and external stakeholders. In determining its material topics, the Group also considers key issues relevant to the leisure and recreation industry, as well as prevailing sustainability themes. A materiality survey among key internal stakeholders was last conducted in FY2024, to support a more structured and comprehensive assessment of the relevance and significance of the Group's material topics.

With the assistance of the ESG consultant, the Group has taken the following steps to identify and present the relevant material topics in this Report:



The materiality assessment informs the Group on the list of material topics to include in this Report. Based on the results of the materiality assessment, the Group has prioritised and categorised the material issues into key themes which are crucial to the Group's business.

The table below presents an overview of the Group's material topics and the topic disclosures they each consist of. After a review of the material topics in FY2025, the Board and management have agreed that the list of material topics reported for FY2024 remain relevant in FY2025.

Material Topics	Topic Disclosures	Applicable segments
<b>Focus 1: Upholding Good Governance and Ethics</b>	GRI 205: Anti-corruption	Group-wide
	GRI 206: Anti-competitive Behaviour	
	GRI 207: Tax	
	GRI 308: Supplier Environmental Assessment	
	GRI 414: Supplier Social Assessment	
	GRI 418: Customer Privacy	
<b>Focus 2: Building Climate Change Resilience</b>	GRI 201: Economic Performance	Group-wide
<b>Focus 3: Protecting the Group's Environment</b>	GRI 302: Energy	The Marina
	GRI 303: Water and Effluents	
	GRI 304: Biodiversity	
	GRI 305: Emissions	
	GRI 306: Waste	
	GRI 413: Local Communities	
<b>Focus 4: Caring for the Group's Customers</b>	GRI 416: Customer Health & Safety	The Marina
<b>Focus 5: Developing the Group's Human Capital</b>	GRI 401: Employment	Group-wide
	GRI 402: Management Relations	
	GRI 403: Occupational Health and Safety	
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	
	GRI 406: Non-Discrimination	

## Focus 1: Upholding Good Governance and Ethics

The Group is dedicated to maintaining high professional standards, workplace ethics and conduct across its business operations. Robust corporate governance has empowered the Group to address key sustainability challenges effectively while considering the interests of all relevant stakeholders in decision-making. Processes have been established to ensure alignment between its practices and the policies the Group has implemented.

### Sustainability Governance and Statement of the Board

The Group prioritises sustainability at the Board level. The Board has incorporated sustainability issues into the formulation of the Group's strategies, ESG management and risk assessments form part of the Group's risk management framework. The Board has overseen the management and monitoring of the material ESG factors.

The CEO is responsible for leading the implementation and management of sustainability measures, with support from the Regional General Manager, the Group Financial Controller and the Sustainability Senior Manager, who will oversee sustainability-related matters. Additionally, the General Manager and Heads of Departments will contribute to strengthening the organisation's sustainability capabilities.

The Board additionally reviews and approves the proposed targets for each focus area and management monitors progress using the relevant metrics available for each target. The Sustainability Task Force subsequently provides updates to the Board on performance against targets annually.

To allow all members of the Board to better understand sustainability, SGX has mandated sustainability training for all board directors of equity issuers listed on SGX. All the Group's Directors have attended the mandatory sustainability training conducted by approved service providers in 2022. Although no specific climate-specific training has been mandated, the Board remains committed to fulfilling its governance responsibilities with ongoing awareness of evolving sustainability and climate-related standards.

The remuneration of the Board, management and employees is currently not linked to its sustainability-related performance.

Please refer to the Corporate Governance section in the Group's Annual Report 2025 for more information on the Group's corporate governance practices and risk management structure.

### Board Statement

SUTL Enterprise remains dedicated to sustainable operations and the Group's aim of setting industry standards by balancing growth with environmental stewardship, fostering a safe and supportive workplace, prioritising stakeholder welfare and upholding robust governance practices.

The Board of Directors holds ultimate accountability for the Group's sustainability strategy and initiatives. The Board provides oversight, guidance and supervision of ESG-related issues alongside management. The Board's mission includes raising awareness about marine biodiversity, advocating for ocean conservation and inspiring the next generation of ocean caretakers through various events. The Board is committed to expanding these efforts in the future.

The Board extends its heartfelt thanks to all stakeholders for their contributions and ongoing support in upholding its sustainability principles and commitments. This Sustainability Report highlights its accomplishments, challenges and continuous efforts. The Board remains steadfast in overseeing and monitoring the material ESG factors the Group has identified, and the Board looks forward to sharing its progress in the coming years.

### Corporate Compliance

The laws and regulations that are applicable to the Group include the Code of Corporate Governance 2018, Listing Rules of the SGX-ST and the Securities and Futures Act, amongst others.

Review of new regulations and updates to existing regulations is regularly conducted by its employees, its secretarial firm and its auditors. Updates are disseminated to relevant staff and processes are in place to monitor the activities and associated performance regularly.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to the Board of Directors by email, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority which are relevant to the Directors.

In FY2025, the Group incurred one regulatory fine of \$200 issued by the Singapore Food Agency relating to a minor premises maintenance matter under the Environmental Public Health (Food Hygiene) Regulations at its clubhouse premises. The matter was resolved promptly, and the Group has since reviewed its internal monitoring and facility maintenance procedures to further strengthen compliance with applicable regulatory requirements.

### Ethics and Integrity

#### Anti-Corruption

The Group forbids any form of corruption during business. The Group has implemented policies and processes to ensure that all employees uphold strong ethics and integrity to prevent any incidents of corruption. While the Group does not conduct dedicated internal anti-corruption training sessions, all employees, associates and board members are kept informed through the Group's established policies and processes.

The Group recognises that the exchange of business courtesies, such as modest gifts and entertainment (including meals and invitations to attend promotional events or parties), particularly during festive periods, is customary and legitimate to create goodwill and/or strengthen business and commercial relationships. Such courtesies are allowed if they are not lavish, considering accepted business practices of the relevant businesses that the Group operates in and are not intended to improperly influence the decisions of the person(s) involved. All gifts and benefits received from vendors are required to be declared and handed over to the Human Resources ("HR") Department.

The Group has also put in place a code of conduct and ethics, which sets an appropriate tone-from-the-top and desired organisational culture and ensures proper accountability within the Group. An employee handbook is also made available to all employees. The employee handbook sets out, inter alia, an introduction to the Group's business, its vision and mission statement and the Group's policies and procedures on unlawful harassment, gratuities and gifts and prohibited conduct. In the case of any conflict of interest, staff members are required to report such conflict to the management or the Board of Directors. In addition, Directors facing conflicts of interest are required to recuse themselves from discussions and decisions involving the issues of conflict. The Company's Constitution provides, inter alia, that a Director who is in any way whether directly or indirectly interested in a transaction or proposed transaction with the Company shall declare the nature of his interest at a meeting of the Directors and shall not vote in respect of any transaction or proposed transaction or arrangement with the Company in which he has directly or indirectly a personal material interest and if he shall do so his vote shall not be counted.

There were no substantiated incidents of corruption in FY2025.

### Whistleblowing

The Group has implemented feedback mechanisms through its Whistleblowing Policy to allow employees and its stakeholders to report any incidents of breaches in business integrity.

Any of the Group's employees who observes or suspects that another employee or anyone else may be acting in contravention of this policy has an obligation to report it. All such concerns may be reported to [whistleblow@sutl.com](mailto:whistleblow@sutl.com), which will be received by the Chairman of the Audit Committee. Investigations will be carried out by the General Manager of Group Risk Management and findings will be reported directly to the Audit Committee.

### Customer Privacy and Data Protection

The Group takes utmost care in protecting its customers' privacy and data. The Group adheres to the provisions of the Personal Data Protection Act ("PDPA"), which comprises various requirements governing the collection, use, disclosure and care of personal data. The Group strives to maintain strict confidentiality of customers' personal information gathered while conducting its operations. No data collected will be used outside the scope of its agreed and intended purpose without prior consent.

The Group has allocated resources to ensure data protection by engaging an external consultant to guide PDPA compliance. The consultant advises on regulatory requirements, reviews data protection policies and practices and recommends measures to enhance compliance. Additionally, they assist in identifying potential risks, developing staff awareness and ensuring the Group stays informed of relevant updates to data privacy regulations.

Reminders to employees about the importance of customer data protection are also mentioned in staff newsletters and the Group conducts PDPA training for new hires & current staff and a refresher training course for employees. This ensures that the customer data protection policy is properly implemented across the Group.

There were no substantiated complaints concerning breaches of customer privacy and loss of customer data in FY2025.

### Risk Management

ESG risk assessments and management form part of the Group's Risk Management Framework. Please refer to the Corporate Governance section in the Annual Report 2025 for more information on the Group's risk management practices.

### Supplier Social and Environmental Assessments

The Group strives to be compliant with all relevant social and environmental regulations. In building a sustainable supply chain, the Group is aware of the wider social and environmental impacts involved and strives to minimise the negative impacts arising from the supply chain. New suppliers are subject to the due diligence process.

In addition, as part of the Group's commitment to protect marine biodiversity, it ensures that its restaurants do not serve any endangered species on the menu. The paper products purchased are certified by either the Forest Stewardship Council, Programme for the Endorsement of Forest Certification, or Green Label certification. The Group has also taken steps to ensure that food takeaway containers purchased are all biodegradable.

### Anti-Competitive Behaviour

In alignment with the Singapore Competition Act, the Group is committed to promoting fair competition and strictly prohibits anti-competitive conduct. The Group has established comprehensive policies to ensure compliance with all relevant competition regulations. In FY2025, there were no legal actions initiated against the Group concerning anti-competitive behaviour, anti-trust, or monopoly practices. The Group remains dedicated to upholding the principles of fair competition in all its business operations.

### Tax Compliance

The Group’s strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions the Group operates in, which indirectly supports the local governments and authorities in their economic, environmental and social development and objectives. The Group views tax compliance as an integral part of ethical business conduct. By maintaining transparency, the Group builds trust with its stakeholders and demonstrates its dedication to responsible corporate citizenship. The Group has zero tolerance for any intentional breach of tax laws and regulations.

Finance department is professionally trained and attend tax-related training to stay updated on the significant changes. They work closely with the various operational departments in developing business strategies that are in line with these approaches. The Group also engages qualified professional tax agents in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings, tax planning and tax reporting matters, managing such tax risks.

The Audit Committee may periodically involve the Group’s internal auditor to monitor compliance with the tax governance and control framework.

### Upholding Good Governance and Ethics Targets

Segment	FY2025 Targets	Status	Performance Update
Group	Zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance.	●	Achieved zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance.
	All whistle-blowing cases would be investigated.	●	There were no whistle blowing cases in the year.
	Zero complaints concerning breaches of customer privacy and losses of customer data.	●	Achieved zero substantiated complaints concerning breaches of customer privacy and losses of customer data.
	Zero incidents of significant tax-related non-compliance.	●	Achieved zero incidents of significant tax related non-compliance.

Status: ● Met ● Partially met ● Not met

FY2026 Targets	
Group	Zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance.
	All whistle blowing cases to be investigated.
	Zero complaints concerning breaches of customer privacy and losses of customer data.
	Zero incidents of significant tax related non-compliance.

## Focus 2: Building Climate Change Resilience

Climate change represents a significant long-term global risk with potential material financial impacts on the Group's business model, encompassing assets, revenue, operations, capital and financing. The Group is exposed to both physical and transition risks, including policy and legal changes, technological advancements, market shifts and reputational challenges.

The Group's climate reporting this year outlines its key climate risks, opportunities and management responses. The governance and strategy pillars of IFRS S2 have been referenced this year, while the remaining pillars on risk management and metrics and targets will be reviewed in the next reporting period as part of the Group's phased approach.

### Climate Governance

Climate risks and opportunities were discussed and identified by the senior management based on the IFRS S2 standards. Management consolidated the climate risks, opportunities and proposed responses and presented them to the Board for review and oversight.

The Board oversees the Group's climate-related strategy and mitigation actions, supported by management and operational leadership teams responsible for execution. The Board is updated on progress against identified climate risks and opportunities at least annually and when matters arise that warrant escalation.

To support effective oversight, the Group recognises the importance of Board competency in sustainability and climate governance. In addition to the sustainability training attended by the Group's directors in 2022, the Group will consider further training on climate governance as needed.

Climate-related risks and opportunities are reviewed annually, considering relevant global climate-related developments. The Group also recognises the importance of progressively strengthening how climate considerations are reflected in enterprise decision-making, including material investments and significant transactions. Management will evaluate the approach to integrating climate risks into enterprise risk management processes in FY2025. Where climate-related considerations create trade-offs, the Board expects these to be surfaced in the relevant proposals.

The Board reviews and approves climate targets and progress is monitored through management updates. Though climate-related considerations are not currently incorporated into executive remuneration, the Group will keep this position under review as its metrics and governance practices evolve.

Management, including the Group Financial Controller, supports the Board by translating the identified climate-related strategies into operational actions, working closely with the Group's operational leadership teams. Operational leaders and management regularly review implementation progress and escalate material matters to the Board where relevant.

Climate-related matters are currently supported through an internal sustainability function and the Group plans to progressively extend these responsibilities across other relevant functions to enhance integration, ownership and execution.

### Climate Strategy and Business Resilience

The Group engaged an external ESG consultant during the reporting period ended 31 December 2025 to refresh its climate strategy and assess the current and potential impacts of climate risks and opportunities on the Group's business model and value chain.

The Group aligns climate-related time horizons with those used for strategic planning. Budgeting and resource planning are conducted annually and include consideration of actions to manage climate risks and opportunities.

The Group has initiated operational measures to address climate risks and opportunities, including energy efficiency improvements, renewable energy adoption where feasible and waste reduction initiatives. These actions support the management of transition-related cost exposure, operational resilience and stakeholder expectations.

The Group recognises that climate considerations may gradually influence strategy and resource allocation. Management will progressively evaluate how climate factors can be more systematically reflected in budgeting, capital planning and investment decisions.

Recognising the physical exposure of marina operations, the Group also intends to further develop its approach to adaptation and asset resilience, including reviewing operational procedures and asset-level measures to manage potential impacts from extreme weather events and sea-level rise in future.

The Group engages customers and members to raise sustainability awareness and encourage responsible behaviours. Management will further evaluate how climate-related considerations can be incorporated into supplier and contractor engagement over time, where feasible, to better manage upstream climate-related risks.

While the Group has established an initial climate-related energy target, it has not yet developed a formal climate transition plan or emissions-specific reduction targets. The current focus remains on strengthening internal understanding, data quality and governance structures to support future strategic decisions. These efforts are intended to provide a more robust foundation to support the evaluation of future emissions targets and the potential development of a climate-related transition plan, considering how internal capabilities and external conditions evolve.

### Scenario Analysis

The Group has conducted climate scenario analysis to assess its exposure to current and emerging climate risks and opportunities.

The Network for Greening the Financial System (NGFS) provides a set of widely recognised climate scenarios that support the assessment of climate risks and transition pathways aligned with international climate objectives. From these, the Group selected two scenarios for its analysis:

- The Net Zero 2050 scenario represents a stringent low-carbon transition aligned with the goals of the Paris Agreement and assumes strong policy intervention, accelerated technological advancement and shifts in market behaviour to achieve climate objectives.
- The Current Policies scenario reflects a pathway based broadly on existing policies and measures, without the introduction of significant additional climate action. This scenario results in higher-end-century temperature outcomes (more than 3°C) and a more severe physical risk environment.

These scenarios are relevant to the Group given its exposure to water and carbon cost pressures, increasing sustainability requirements in the hospitality sector and the physical vulnerability of marina operations to rising temperatures and extreme weather events.

Potential economic impacts of climate change, such as changes in consumption patterns, income distribution or broader industry cost structures, were not quantified as part of this assessment due to the high degree of uncertainty associated with their magnitude and timing.

The impacts on the Group's financial position and planning are currently presented qualitatively. Resource constraints limit the Group's ability, at this stage, to reasonably assess potential adjustments

to the carrying values of assets and liabilities for the upcoming annual reporting period. In applying IFRS S2's proportionality mechanism, the Group has tailored its disclosures to reflect its current internal capabilities, resources and technical expertise.

The Group also notes that it is presently challenging to isolate and quantify the current and anticipated financial effects of climate opportunities, as these are often intertwined with other commercial and strategic drivers. These opportunities will continue to be assessed as the Group further develops its climate strategy and quantitative information will be considered when a more robust basis becomes available.

The Group has adopted a phased approach to integrating climate considerations into its business strategy. This approach begins with the identification of climate risks and opportunities, followed by prioritisation and the establishment of processes to monitor and assess these factors and is intended to progress over time towards the development of meaningful targets aligned with the Group's broader strategic direction.

At this stage, the Group has not set out specific expectations regarding changes to its financial position arising from climate-related matters. As its climate strategy and assessment processes mature, the Group will consider expanding these disclosures and enhancing comparability through relevant IFRS S2 cross-industry and industry-based metrics.

### Climate Risk Management

The assessment of climate risk significance was conducted via an internal stakeholder survey, ranking risks by likelihood and potential impact and mapping them to impact areas.

The CEO and management support the Board in overseeing mitigation responses.

The Group has an ERM framework in place and will evaluate the integration of climate risks into ERM, including risk ownership, assessment methodology, monitoring cadence and escalation processes. The Group will progressively enhance disclosures on how climate risks are monitored, including roles, frequency of review and key indicators.

### Climate-related Risks and Opportunities

The climate risks identified fall under either of the categories below:

- **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.
  - 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 reflects the Group's understanding of its most significant climate risks relevant to the business. The Group recognises and is aware that the list is not exhaustive and it will continue to enhance its understanding and responses to these risks.

1. Rising carbon pricing and water tariffs are increasing operational costs

<b>Risk Classification</b>	Transition Risk, Regulatory
<b>Risk Driver</b>	Stricter regulatory control on carbon emissions and water usage
<b>Risk Description</b>	Rising carbon tax may indirectly raise electricity costs through supplier pass-through, while higher water tariffs directly raise the Group’s operating costs.
<b>Risk Impact on Value Chain</b>	Yachting and Marina; Accommodation
<b>Time Horizon <sup>1</sup></b>	Short, Medium, Long

Risk Hypothesis	Business and Financial Impacts	Mitigation Actions and Response
<p>As Singapore progressively tightens its climate transition policies, including an increase in carbon pricing from S\$25/tCO<sub>2</sub>e in 2024 towards S\$45/tCO<sub>2</sub>e in 2026–2027 and a longer-term range of S\$50–80/tCO<sub>2</sub>e by 2030, alongside higher resource tariffs such as the S\$0.50/m<sup>3</sup> increase in water prices from April 2025, organisations may face growing cost pressures through both supplier pass-through and direct charges.</p>	<p>Rising electricity and water tariffs have led to <b>higher operating costs, creating cost pressures that may affect overall profitability.</b></p> <p><u>Clubhouse and hospitality</u> A significant portion of electricity and water consumption is driven by guest usage and service offerings. As a result, the Group has limited direct influence over absolute consumption levels, which may constrain its ability to fully mitigate cost increases through operational controls alone.</p> <p><u>Marina operations</u> Water usage inefficiencies increase operating costs and heighten sensitivity to rising water tariffs.</p> <p>In response, management has set an internal target of a 1% reduction in water consumption for the clubhouse.</p> <p><u>Yacht-related services</u> Utility costs are partially recoverable through a customer pricing mechanism. However, sustained increases in utility tariffs may place pressure on margins.</p>	<p>The Group has maximised the installation of solar panels across its premises, contributing to 5% of the Group’s total energy consumption in FY2025.</p> <p>Energy-efficient air-conditioning systems with centralised and time-based controls have been implemented to optimise energy use.</p> <p>The Group is implementing and planning facility upgrades across its clubhouse, accommodation, and land lease operations to improve energy efficiency and mitigate longer-term exposure to rising utility costs.</p> <p>Water consumption is managed through recovery and efficiency measures to reduce overall usage and limit exposure to usage-based government charges.</p> <p>The Group <b>remains financially positioned to support these initiatives through disciplined capital planning and the phased deployment of investments.</b></p>

<sup>1</sup> Definition of time period used in this Report: Short: 1-3 years, Medium: 3-5 years and Long: More than 5 years.

**2. Physical damage on marina infrastructure from extreme weather and rising temperatures**

<b>Risk Classification</b>	Physical Risk, Acute and Chronic
<b>Risk Driver</b>	Changing weather conditions
<b>Risk Description</b>	Marina infrastructures may be impacted by: <ul style="list-style-type: none"> <li>• Sea level rise brought about by the increase in global average temperatures</li> <li>• Extreme weather events like thunderstorms</li> </ul>
<b>Risk Impact on Value Chain</b>	Yachting and Marina
<b>Time Horizon</b>	Medium, Long

<b>Risk Hypothesis</b>	<b>Business and Financial Impacts</b>	<b>Mitigation Actions and Response</b>
<p>More frequent and/or more severe storm events may damage marina assets and disrupt operations, increasing repair and maintenance costs, driving higher insurance costs, and causing revenue impacts from downtime and reduced berth utilisation in the medium to long term.</p> <p>Progressive sea level rise and associated increases in coastal hazard exposure may require adaptation measures (e.g., elevation, flood protection), increasing capital expenditure and lifecycle costs over the medium to long term.</p>	<p>Rising sea levels have necessitated the replacement of certain Group cables. To date, no material disruptions from extreme weather events have been experienced, and the Group continues to monitor climate-related developments.</p> <p>Anticipated future repair and maintenance requirements may increase operating and lifecycle costs, <b>with related expenditures recognised through provisions and maintenance budgets.</b></p>	<p>The Group continues to carry out ongoing renovations and upgrades to marina equipment to maintain operational safety and functionality, considering rising sea levels and coastal exposure.</p> <p>In planning for longer-term coastal risks, the Group monitors national adaptation initiatives, including the Public Utilities Board’s planned feasibility studies commencing in 2026. The Group is also in active discussion with the Sentosa Development Corporation (SDC) to formulate solutions to protect the cove in which the marina operates.</p> <p><b>The Group has ensured financial preparedness to support coastal infrastructure upgrades and any required recovery measures in the event of extreme weather events.</b></p>

While changes in the economy and the environment brought about by climate change represent certain risks to the Group, some opportunities arise. The Group is well-positioned to capture such opportunities and create long-term value for its stakeholders.

**1. Strengthened brand positioning and market competitiveness through credible sustainability practices and regulatory alignment**

<b>Opportunity Classification</b>	Market
<b>Opportunity Driver</b>	Increasing regulatory requirements and stakeholder expectations for sustainable buildings and hospitality operations, alongside growing customer preference for credible, certified sustainability practices.
<b>Opportunity Description</b>	The Group strengthens brand trust, differentiates its market position, and boosts customer loyalty by proactively meeting sustainability expectations.
<b>Value Chain Impact of Opportunity</b>	Yachting and Marina; Food and Beverage; Meetings; Incentives; Conventions and Exhibitions; Accommodation and Events Management
<b>Time Horizon</b>	Short, Medium, Long

<b>Opportunity Hypothesis</b>	<b>Business and Financial Impacts</b>	<b>Actions and Response</b>
<p>Sustainability regulations and certification requirements across the hospitality and built environment sectors are becoming more stringent, raising expectations around emissions tracking, resource efficiency, and sustainability disclosures. This shift is increasing the importance of credible sustainability practices as a baseline requirement for market participation.</p>	<p>While the <b>financial effects of sustainability certifications and positioning are not directly quantifiable</b>, alignment with evolving sustainability expectations is increasingly relevant to the Group’s hospitality, marina, and membership-based operations. Such alignment may support the preservation of market positioning and demand resilience, which in turn <b>may influence pricing resilience, customer retention and revenue stability</b> over the medium to long term.</p> <p>In addition, the Group’s involvement in sustainability-related events and engagements may facilitate partnerships or commercial arrangements aligned with sustainability themes, with <b>potential implications for revenue diversification</b>.</p>	<p>Despite the incremental operating expenditure associated with sustainability initiatives, the Group remains committed to advancing these actions, recognising their importance in supporting long-term competitiveness.</p> <p>The Group continues to maintain recognised sustainability certifications, including:</p> <ul style="list-style-type: none"> <li>• Global Sustainable Tourism Council (GSTC)</li> <li>• ISO 14001</li> </ul> <p>The Group continues to embed sustainability considerations into its operations through:</p> <ul style="list-style-type: none"> <li>• Public pledge to eliminate single-use plastics across its operations.</li> <li>• Ongoing tracking of Scope 1 and Scope 2 emissions</li> <li>• Continuous engagement with stakeholders to raise sustainability awareness</li> </ul>

2. Revenue diversification through eco-focused services to enhance business resilience

<b>Opportunity Classification</b>	Products and Services
<b>Opportunity Driver</b>	Changing customer behaviour and demand for sustainable services
<b>Opportunity Description</b>	The Group can diversify its range of services with an eco-friendly focus to pivot towards a growing green economy.
<b>Value Chain Impact of Opportunity</b>	Yachting and Marina; Accommodation; F&B
<b>Time Horizon</b>	Medium, Long

<b>Opportunity Hypothesis</b>	<b>Business and Financial Impacts</b>	<b>Mitigation Actions and Response</b>
<p>If the Group develops and scales eco-focused offerings (e.g., lower-impact guest experiences, sustainable marina services, “green” packages), it may capture incremental demand from sustainability-oriented customers and partners, creating new revenue streams and improving growth prospects over the medium and long term.</p> <p>Shifting part of the service portfolio towards eco-focused offerings may improve the overall service mix and support higher margins, resulting in higher value per customer or berth.</p>	<p>New service offerings will contribute to <b>additional revenue streams, affecting revenue in the statement of profit or loss.</b></p> <p>Diversification of services may reduce revenue volatility and support longer-term revenue resilience.</p> <p>Upfront investments may <b>increase capital expenditure and affect property, plant and equipment and cash flows</b> from investing activities, with subsequent impacts on operating performance.</p>	<p>Although the Group has not yet expanded into eco-focused service offerings, it remains open to exploring opportunities in this emerging market. The Group will continue to evaluate the development of eco-focused services and potential partnerships, including lower-impact marina services and emerging sustainable technologies, to support future revenue opportunities.</p>

### Focus 3: Protecting the Group's Environment

The environment remains a key priority for the Group, given its significant influence on marina and luxury yachting operations. The Group is committed to ongoing efforts to reduce its environmental footprint and promote sustainable practices.

#### Protecting the Marine Biodiversity

Ocean biodiversity remains a central focus of the Group's environmental commitment, as it is essential to marina users and vessel owners who enjoy yachting in open waters. The Group is dedicated to preserving and promoting marine biodiversity, recognising the growing threats posed by climate change and its potential impact on the marina industry. Observable climate-related effects, such as rising ocean temperatures and acidification, have already led to biodiversity loss in coastal regions worldwide, with fragile ecosystems like coral reefs being particularly vulnerable. To support global efforts in combating climate change, the Group continues to contribute to coral preservation and actively monitors its environmental footprint.

Coral reefs play a crucial role in sustaining marine life by providing habitats and food sources while also serving as natural barriers that protect coastlines from erosion and storms. To deepen its understanding of corals and raise public awareness on conservation, the Group collaborates with research institutions and engages in educational initiatives.

The ONE°15 Marina Coral Garden that was launched in 2018 in partnership with the Tropical Marine Science Institute of the National University of Singapore (NUS), aiming to advance research on coral reef restoration. This initiative facilitates the study of optimal conditions for coral transplantation while also offering members opportunities to appreciate marine ecosystems and engage in oceanic research.

Over the years, the Coral Garden has gained positive reputation. In 2025, the Group continued hosting educational tours for stakeholders and members of the public to promote ocean conservation and raise awareness of the ecological importance of corals. As of Feb 2026, the garden has 154 surviving coral transplants (13 genera) with an area of 3.69m<sup>2</sup>. The Group has also installed a reef star (man-made structure to attach corals) and attached 7 coral fragments on it. In addition, ONE°15 Marina allocated a dedicated space within the marina for Seaforms, a Singapore-based startup, to testbed its Electric Reef System (ERS). The ERS applies electrolysis in seawater to deposit calcium carbonate onto submerged structures, supporting coral recovery and reportedly enhancing coral growth rates.

#### Blue Water EduFest

The Group hosted the Blue Water EduFest annually from 2022 to 2024. It was a three-day festival dedicated to raising awareness about ocean conservation and empowering the next generation of ocean stewards. The event brought together like-minded individuals who are passionate about marine and coastal conservation. While the event was not held in FY2025, the Group continues to explore opportunities for future editions.

## Beach Clean Up



Volunteers at East Coast Beach



Beach Clean Up 6 Sept 2025

The Group's annual beach clean-up initiative, ONE°15 Clean Up, was held at East Coast Park during the year. On the morning of 6 September 2025, approximately 30 volunteers comprising event sponsors, conference delegates, attendees, students and members of the public participated in the initiative. Together, they collected approximately 20 kg of waste, including tar balls associated with oil spills, styrofoam, plastic straws and other marine debris. The clean-up contributed to a cleaner and safer coastal environment for beachgoers and marine life, while reinforcing the importance of translating environmental awareness into tangible action to protect marine ecosystems.

## Sustainability Events for Members

**18th ANNIVERSARY**  
ECO WEEKEND  
5 – 7 September 2025 (Fri – Sun)

Beach Clean Up  
Espresso Your Glow: Coffee Grounds Scrubs Workshop  
Leaf It Up: Create Your Own Tiny Eden  
Pesto Party Time

*In celebration of the Club's 18<sup>th</sup> Anniversary, a series of eco activities were organised for Club Members such as coffee ground scrub making workshop, terrarium workshop, & pesto making workshop.*

On 18 July 2025, a member conducted an engaging session titled Learning How to Grow Your Own Veggies at Home. Beyond aquaponics, participants also gained insights into how [@blueacres.sg](https://www.blueacres.sg) supports individuals with autism at St. Andrew's Autism Centre (SAAC) through urban farming initiatives.

It was encouraging to see Members come together not only to learn, but also to support meaningful causes and contribute to a positive social impact.



The Group hosted educators from Valour Primary School for a marina tour at ONE°15 Marina Sentosa Cove during the year. The visit provided an opportunity to demonstrate how technology is integrated into marina operations, from the electric waste pump-out boat to the Collec'Thor water filtration system, supporting clean waters and sustainable practices. As a certified Clean Marina, the Group leverages smart solutions to reduce manual labour and strengthen environmental stewardship.

The Group appreciates the thoughtful reflections shared by the educators, particularly on how such initiatives can support STEAM<sup>2</sup> learning and foster a sense of responsibility towards marine conservation. It is encouraging to see the Group's efforts in sustainability, automation and coral conservation resonate beyond the marina and into the classroom.

<sup>2</sup> STEAM learning is an educational approach that integrates science, technology, engineering, arts and mathematics to develop critical thinking, creativity and problem-solving skills.

Other activities organised by ONE15 Marina to engage the community and educate students and the public about marine conservation.



The Group also made continuous contribution to the community by allocating S\$195,000 in funds to scholarship programmes and a sustainability programme for youths over 3 years, between 2024 – 2026.

- Science Centre Board (Young Sustainability Champion Programme) - \$15,000 (2024)
- SMU Scholarship - \$120,000 (2024-2026)
- NUS Scholarship - \$60,000 (2024-2026)

## Energy and Emissions

As energy consumption is directly linked to the organisation's carbon footprint, the Group recognises that enhancing energy efficiency not only contributes to sustainability but also drives operational cost savings.

To support this, the Group has started to transition from electric garden lights to solar-powered garden lights across all landscaped areas. Within the club, amenities and hotel, various electrical systems are optimised for efficiency—such as scheduling foundation pumps to run at specific times and utilising sensors for exhaust fans and hotel corridor lighting.

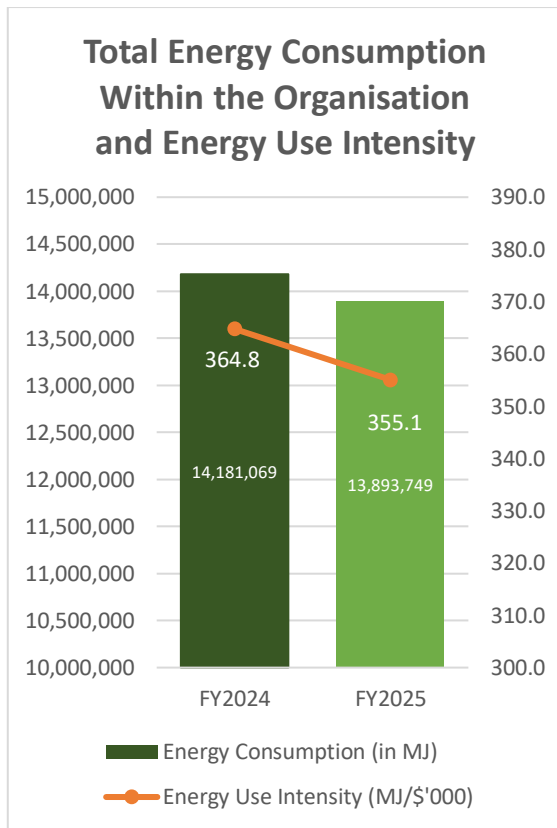
As part of its energy conservation strategy, the Group has started to integrate Internet of Things (IoT) technology to monitor energy usage. This system collects data on peak hours, floor-by-floor consumption and electrical usage for lifts, fans and air conditioning units. By analysing this data, the Group can identify trends, assess energy-saving initiatives and refine its efficiency strategies.

The Group remains committed to continually reviewing and improving its environmental conservation policies and practices. Its ISO 14001:2015 Environmental Management Systems certification stands as a testament to the Group's ongoing sustainability efforts.

In FY2025, total energy consumption within the organisation<sup>3</sup> was 13,893,749 MJ, representing a 2.03% decrease from the 14,181,069 MJ consumed in FY2024. Energy use per S\$1,000 in revenue also decreased by 2.67%, from 364.8 MJ in FY2024 to 355.1 MJ in FY2025.

Energy is also consumed outside the organisation, whereby 13,104,626 MJ of electricity was sold to boaters at the marina in FY2025, representing a 9.69% increase from 11,946,744 MJ in FY2024. Boaters are charged based on their electricity usage as measured through sub-meters installed at the berths. This amount is excluded from the Group's total energy consumption within the organisation.

<sup>3</sup> Includes energy consumed at the clubhouse only.



Energy Consumption within the organisation (MJ)	FY2024	FY2025	YOY (%)
Petrol <sup>4</sup> , diesel <sup>5</sup> and town gas consumption	2,363,487	2,524,223	6.8
Energy purchased for consumption <sup>6</sup>	11,817,581	11,369,526	-3.79
Solar energy	785,802	740,968	-5.71
Electricity	11,031,779	10,628,558	-3.66
<b>Total</b>	<b>14,181,069</b>	<b>13,893,749</b>	<b>-2.03</b>
<b>Energy use intensity (MJ/\$'000 revenue)</b>	<b>364.8</b>	<b>355.1</b>	<b>-2.67</b>

Energy Consumption outside the organisation (MJ)	FY2024	FY2025	YOY (%)
Electricity sold to boaters at the marina	11,946,744	13,104,626	9.69%
<b>Total</b>	<b>11,946,744</b>	<b>13,104,626</b>	<b>9.69%</b>



Photo credit: Sentosa Development Corporation

Solar panels installed at the Group's premises generated 740,968.45 MJ of renewable energy for the Group's use, accounting for 5% of total energy consumption in FY2025.

The Group has achieved its target of reducing annual energy consumption by 1% for the clubhouse. This consistent reduction can be maintained in the upcoming year via implementation of new energy saving initiatives and strengthened monitoring

practices across operations. Electricity consumption is recorded on a daily, weekly, and monthly basis to track usage patterns, monitor variances, and identify significant increases in consumption.

To support energy efficiency improvements, the Group has implemented timer-controlled LED lighting in the back lane areas of the clubhouse. The Group will prioritise the sourcing of higher energy-saving equipment for future equipment replacements, with a minimum three-tick energy rating where applicable.

<sup>4</sup> Petrol is used for club operations such as fuel for work boats.

<sup>5</sup> Diesel is used for both generator that is activated during emergencies and/or when electrical shutdown during annual maintenance and for club operations such as fuel for work boats.

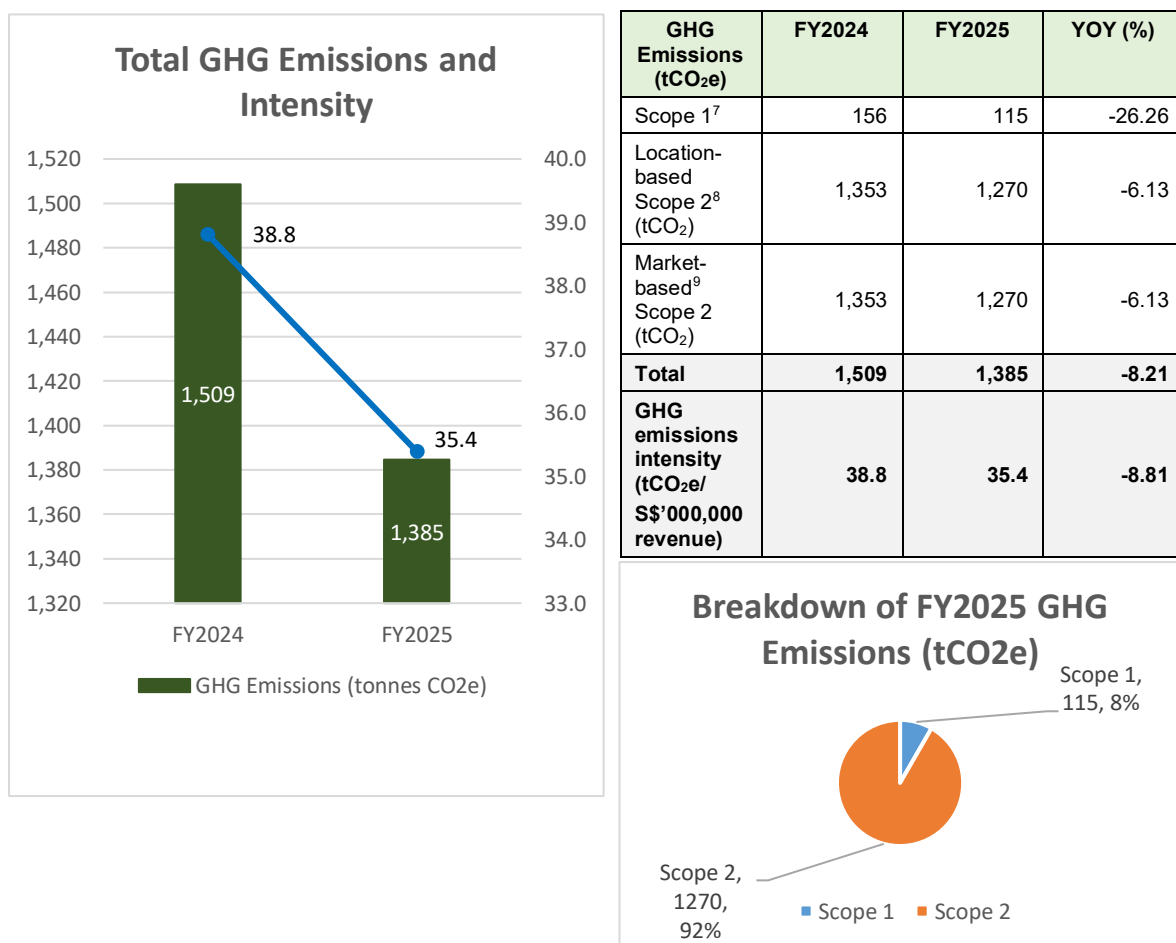
<sup>6</sup> Includes solar energy utilised by the Group and grid electricity utilised by the clubhouse.

The Group measures its Scope 1 and Scope 2 emissions following the operational control approach from the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*.

The Group's total Scope 1 and Scope 2 GHG emissions in FY2025 was 1,385 tCO<sub>2</sub>e, of which 92% was Scope 2 (1,270 tCO<sub>2</sub>e). The Scope 1 and 2 GHG emissions intensity was 35.4 tCO<sub>2</sub>e/revenue in \$'000,000.

The Group has decided to remove its initial target to commence Scope 3 reporting in 2026, as its primary sources of emissions currently arise from Scope 1 and Scope 2 activities. Recent regulatory updates indicating that Scope 3 disclosures are voluntary for the Group further support this approach. The Group will continue to monitor the relevance of Scope 3 emissions and remains open to considering their inclusion in future reporting should such emissions become significant over time.

Please refer to the charts and table below for an overview of the Group's GHG emissions in FY2024 and FY2025.



<sup>7</sup> Scope 1 covers direct emissions from diesel and petrol consumption calculated using the 2024 International Energy Agency (IEA) emission factors. Scope 1 also covers emissions from town gas consumption which are calculated using the NEA Calculator for Reckonable GHG Emissions from Fuel Combustion. This database is available on the NEA Carbon Tax webpage.

<sup>8</sup> Scope 2 includes indirect emissions from grid electricity consumed by the Group and solar energy consumed from third-party owned solar panels installed at the Group's premise for which the Group does not own the associated renewable energy certificates (RECs). The latest Operating Margin Grid Emission Factors (GEF) were applied to the total grid electricity and solar energy consumed by the Group: 0.412 kg CO<sub>2</sub>/kWh for FY2024 and 0.402 kg CO<sub>2</sub>/kWh for FY2025. The GEF data is available on the EMA website (Singapore Energy Statistics).

<sup>9</sup> Per Greenhouse Gas Protocol Scope 2 Guidance, in view that residual mix emissions factors are unavailable in the market the Group operates in (Singapore), market-based Scope 2 emissions are equivalent to location-based Scope 2 emissions.

### Restatement

Scope 2 emissions from solar energy consumption have been restated for FY2024 in this Report following enhancements to the emissions calculation methodology.

Disclosure	Published FY2024 Figure	Restated FY2024 Figure
Location-based Scope 2 GHG Emissions (tCO <sub>2</sub> )	1,263	1,352
Market-based Scope 2 GHG Emissions (tCO <sub>2</sub> )	1,263	1,352
Total (Scope 1 and 2) GHG Emissions (tCO <sub>2</sub> e)	1,419	1,509
GHG emissions intensity (tCO <sub>2</sub> e/S\$'000,000 revenue)	36.5	38.8

### Water and Effluents Management

Given its coastal location, the Group remains vigilant about the potential risk of seawater contamination. It is committed to developing clean and sustainable marina operations, promoting active stewardship of waterways and maintaining high standards in waste management. Recognising that inadequate control measures can lead to water pollution and negatively impact the surrounding ecosystem, the Group continuously enhances its environmental management efforts.

In strict compliance with environmental regulations, yachts berthed at the marina are prohibited from discharging used water into the sea. Instead, vessel discharges are directed to the marina's sewage treatment facilities, where contaminants are removed before the treated wastewater is safely released into the environment. To ensure effective effluent management and prevent pollution, all vessel discharges are closely monitored, with systems in place to detect potential oil spills.

The marina is well-equipped with oil spill response kits, specifically designed to contain oil or fuel spills. Oil dispersant sprays and absorbent pads are deployed for minor spills, while oil booms are used to manage more severe cases. To uphold water quality, the Group provides wastewater pump-out services for yacht owners and enforces strict penalties on offenders responsible for significant spills. Through these measures, the Group remains dedicated to safeguarding marine ecosystems and ensuring responsible environmental practices. There were no major oil spills that originated from the marina or occurred within the Group's premises in FY2025. As stewards of the ocean, ONE15 recognises the importance of a healthy underwater eco-system, and the Group is working closely with its Eco-advisors to monitor and protect the marine biodiversity.

All water used in the Group's operations is sourced from the municipal supplier, PUB. Water withdrawal levels are closely measured and monitored through two main water meters at the marina. As a result, the Group does not anticipate any significant water-related impacts on the surrounding natural environment due to water withdrawal.

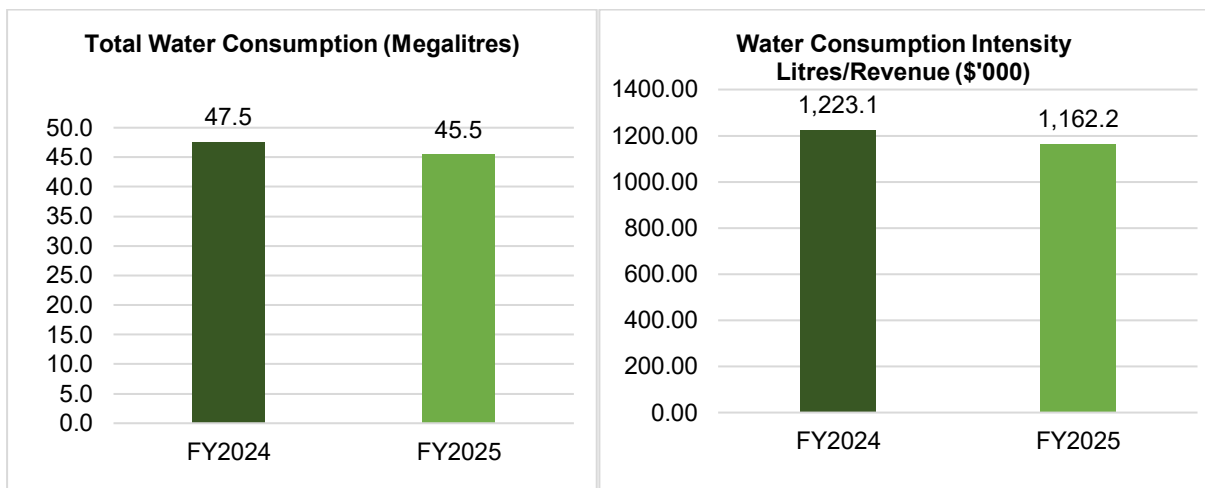
To minimise water consumption, the Group has enhanced the efficiency of its facilities by installing self-closing taps in most public areas and fitting hoses with nozzles to prevent unnecessary water flow. Regular inspections are conducted to check for leaks in marina water pipes and older pipes are replaced to prevent water seepage into the sea.

As part of the marina's reconfiguration, meters have been installed in specific sections to enable real-time monitoring of water usage. The system actively tracks the variance between water consumed and water supplied to pontoons, helping detect potential leaks. In case of irregularities, managers receive

immediate alerts, allowing them to remotely shut off the water supply to prevent further wastage and facilitate prompt repairs.

A breakdown of the water consumption<sup>10</sup> at the marina and clubhouse is as follows:

Water consumption (Megalitres)	FY2024	FY2025	YOY (%)
Marina	23.9	23.5	-1.62
Clubhouse	23.6	21.9	-7.13
<b>Total</b>	<b>47.5</b>	<b>45.5</b>	<b>-4.36</b>
<b>Water consumption intensity (Litres/S\$'000 revenue)</b>	<b>1,223.09</b>	<b>1,162.15</b>	<b>-4.98</b>



With the implementation of continuous water conservation initiatives, total water consumption in FY2025 decreased by 2.1 litres, representing a 4.36% reduction compared to FY2024. The Group's water consumption intensity also decreased from 1,223.1 litres per S\$1,000 in revenue to 1,162.2 litres per S\$1,000 in revenue in FY2025, reflecting a 4.98% decrease compared to FY2024.

The Group achieved its annual target of a 1% reduction in water consumption at its clubhouse. This was supported by initiatives such as daily and monthly monitoring of water consumption to track usage patterns, analyse variances and identify any unusual increases. Water-saving fixtures, including sensor-based taps, urinal sensors and low-capacity water closets, have also been installed in the Level 1 male restroom to improve water efficiency.

In addition, the Group plans to install IoT-enabled water meters and leakage detection sensors by the end of 2026 to strengthen real-time monitoring and enable early detection of water losses. Higher water-efficiency appliances will also be prioritised for future replacements.

<sup>10</sup> Water discharge is negligible in the Group's operations and thus water consumption is assumed to be equivalent to water withdrawal.

### Waste Management

The Group is dedicated to collaborating with stakeholders to enhance its waste management practices. Various measures have been implemented to minimise overall waste generation within its operations. The key initiatives carried out in FY2025 includes:

- Collection and filtration of engine oil disposed of by yacht owners for reuse or recycling. In FY2025, approximately 6800 litres of engine oil were successfully recycled.
- Installation of piped, filtered water machines in the Club's common areas, including the poolside, Members' Lounge and restaurants, to reduce reliance on plastic bottled water.
- Usage of recycled materials for the flooring of the renovated gymnasium.
- Reduced the number of printed copies of the Group's publications, achieving a 30% reduction in promotional brochures and a 6.67% reduction in Longitude magazine printed copies.
- Contributed to a tennis ball recycling programme by sending worn-out tennis balls to Teloon, where they are processed into rubber granules for the construction of sports surfaces. Used tennis balls are also donated to Day Rehab Centre under St. Hilda's Community Services Centre to support rehabilitation activities, including therapy applications and recreational programmes for seniors and recovering patients.

Previous years' initiatives are summarised as follows:

Replaced disposal plastics bottles with water in reusable glass jugs for hotel guests' consumption since 2023	Placed small recycling bins in each hotel room to encourage guests to recycle their waste since 2023	Adopted electronic copy forms for the reporting system since 2023 and transitioned to digital distribution of the Annual Report from 2024
Has been discouraging use of non-biodegradable waste such as balloons and confetti, which often fall into waterways in the Marina, to avoid polluting the ocean	In 2021, ONE°15 Marina Sentosa Cove has signed the pledge to remove single-use plastics by 2025 as a part of a global marina initiative launched by the MIA	Replaced with paper straws and takeaway containers and bags that are mostly biodegradable for F&B guest to reduce the use of non-biodegradable materials
Encouraging all employees to reduce the use of single-use plastic disposables and unnecessary packaging where possible	Do not provide plastic bin liners in hotel rooms	Switched single-use disposable toiletries with dispensers
Installed motion sensors in lift lobbies and car parks, which activate lights only when necessary and LED lighting to reduce energy consumption	ONE°15 Marina Sentosa Cove now uses energy-efficient smart air-conditioning units, centrally controlled and set at 25°C with timed power regulation	Encouraging responsible energy consumption among staff and guests through visible electricity conservation signage within hotel rooms

By switching from mineral water bottles to glassware in the hotel and meeting rooms, the Group can prevent the use of at least 37,000 single-use plastic bottles annually.

As a recognition of the Group's waste management efforts, the Marina was awarded the first Level 4 Clean Marina certification in Southeast Asia and, as part of its bi-annual renewal, was re-accredited as a Level 4 Clean Marina in 2025.

Waste generated (tonnes)	FY2024	FY2025	YOY (%)
Hazardous waste	-	-	-
Non-hazardous waste	364	353	-3.02
<b>Total</b>	<b>364</b>	<b>353</b>	<b>-3.02</b>
Directed to disposal (General waste)	344	331	-3.78
Diverted from disposal/ Recycling	20	22	10
Paper	4.4	3.5	
Metal	0.1	0.3	
Plastic	0.5	1.3	
Glass	5	6.2	
Food	10	10.7	
<b>Total</b>	<b>364<sup>11</sup></b>	<b>353</b>	<b>-3.02</b>

In FY2025, the Marina and Clubhouse operations generated a total of 353 tonnes of non-hazardous waste, representing a 3.02% decrease from 364 tonnes in FY2024. No hazardous waste was generated during the year.

Of the total waste generated, 331 tonnes of general waste<sup>12</sup> were disposed of through the sewage system. The remaining waste was recycled, amounting to 22 tonnes in total.

Recycled waste comprised two main streams. 11,116 kg of recyclables, including paper, metal, plastic and glass, were collected and recycled through NEA's recycling programme. 10,682 kg of food waste was collected and processed through a food digester under the food waste recycling programme organised by SDC, which converts dry food waste into compost.

The Group continues to review its waste management practices and utilise on-site waste compacting equipment to optimise storage capacity while ensuring compliance with local environmental regulations.

To enhance recycling efforts, the Group increased the size of all recycling bins in the Marina in FY2023. Additionally, three Collec'Thor units were purchased in 2023 to remove marine debris from the water surface. Each unit, powered by electricity, can hold up to 100 kilograms of trash and utilises metal baskets instead of trash nets, improving durability while reducing waste from the equipment itself.

Furthermore, the Group has upgraded its waste pump-out boat, increasing its capacity to 1,500 litres of blackwater. The vessel, now equipped with an electric engine and a more powerful pump, enhances waste management for superyachts while reducing the Group's overall environmental impact.

<sup>11</sup> FY2024 total waste generated is restated due to exclusion of recycled waste in the reported 344 tonnes in the 2024 Sustainability Report.

<sup>12</sup> Excludes toxic waste and used cooking oil.

The target to install electrical charger for boats has been removed following an unsuccessful grant application, as the funding was not applicable to the project. The Group will continue to monitor opportunities to support future electrification initiatives.

**Protecting the Group's Environment Targets and Performance**

Segment	FY2025 Target	Status	Performance Update
Group	Reduce energy consumption by 1% year-on-year.	●	Energy consumption at the clubhouse decreased by 2.03% from FY2024.
	Reduce water consumption by 1% year-on-year.	●	Water consumption at the clubhouse decreased by 7.13% from FY2024.
	Maintain ISO 14001 certification and Level 4 Clean Marina certification.	●	Maintained ISO 14001 certification and Level 4 Clean Marina certification.
	Continue to collaborate with academic institutions to advance coral research.	●	The Group has continued to collaborate with academic institutions to advance coral research in FY2025.
	Zero incidents of environmental non-compliance.	●	A fine was incurred from the SFA regarding club premises maintenance in FY2025. Please see page 16 for more details.
	Zero major oil spills (i.e. significant oil spills that result in the release of a large volume of oil into the Ocean) from the facilities.	●	There were no major oil spills that originated from the marina or occurred within the Group's premises in FY2025.
	Educate and engage boaters on reduction of carbon emission by including messages on ONE15's green amenities in boaters' Electronic Direct Mail.	●	The Group has sent out Electronic Direct Mail to the boaters on the reduction of carbon emissions.

Status: ● Met ● Partially met ● Not met

FY2026 Targets	
Group	Reduce energy consumption by 1% year-on-year.
	Reduce water consumption by 1% year-on-year.
	Maintain ISO 14001 certification and Level 4 Clean Marina certification.
	Continue to collaborate with academic institutions to advance coral research.
	Zero incidents of environmental non-compliance.
	Zero major oil spills (i.e. significant oil spills that result in the release of a large volume of oil into the Ocean) from the facilities.
	Educate and engage boaters on reduction of carbon emission by including messages on ONE15's green amenities in boaters' Electronic Direct Mail.

## Focus 4: Caring for the Group's Customers

The Group remains dedicated to providing an unparalleled yachting experience, offering an extensive array of premium club facilities and amenities for both members and non-members. Ensuring the safety and privacy of its valued customers remains a top priority. At the same time, the Group continuously seeks innovative ways to enhance the Marina experience. This commitment includes upholding stringent safety standards and expanding its membership programme, ensuring that every individual enjoys a secure and exceptional experience with the Group.

### Customer Health and Safety

The Group conducts regular health and safety assessments across its clubhouse amenities and F&B outlets to ensure a safe environment for all customers. To uphold high safety standards, F&B and hotel staff are continuously reminded of the importance of safety practices, including fire safety. Additionally, the Group periodically reviews safety policies and ensures proper maintenance of safety equipment.

To enhance emergency preparedness, the Group has implemented a structured Emergency Response Plan, establishing a clear and systematic evacuation procedure to safeguard everyone in the event of an emergency. In line with evacuation guidelines set by the Singapore Civil Defence Force, biannual fire evacuation drills and routine security patrols are conducted to strengthen preparedness for potential safety and security incidents.

### Clubhouse and Amenities

The Group remains committed to prioritising the health and safety of guests and patrons. It actively keeps up with evolving safety regulations and conducts regular assessments to evaluate health and safety risks while ensuring clear communication of safety guidelines to all facility users. To enhance security and operational efficiency, the Group has invested in a management system aimed at optimising marina management. Moving forward, it will continue to implement innovative solutions to enhance services and elevate the overall marina experience.

To align marina safety measures with industry regulations, the Group's policies adhere to the standards set by the Marina Industries Association. Adequate safety control measures have been put in place, including rescue ladders, lifeboats, slippery surface warnings, first-aid stations and "No Swimming" signs. The Marina is also under 24-hour CCTV surveillance. For sea activities, the Group provides safety boats and conducts pre-event safety briefings to ensure a secure environment.

To further enhance guest security, access restrictions have been implemented, allowing entry to certain areas only through designated points, preventing unauthorised access. Pool safety awareness is actively promoted through visible "No Diving" signs, and the pool is closed at 9 PM to minimise accident risks. Reflective tapes have been added to pool steps to reduce trip hazards and Automated External Defibrillators (AEDs) have been installed at key locations within the Marina & clubhouse to assist individuals experiencing sudden cardiac arrest.

The Group remains committed to upholding strict safety practices and conducting regular maintenance of safety equipment, ensuring a well-prepared environment that mitigates potential health and safety risks for all customers.

### F&B Outlets

Beyond preventing physical hazards, the Group has also implemented stringent food hygiene and safety standards. The F&B outlets adhere to established food hygiene regulations to maintain the quality and safety of all food served. These policies cover proper food storage, handling and preparation practices, with all staff required to obtain a Food Handlers' License under the Singapore Food Agency ("SFA").

In addition to overseeing the food hygiene practices of its employees, the Group has also established procurement standards, evaluating food suppliers based on the freshness and quality of their products,

as well as the reliability of their delivery schedules. This ensures that all food served meets high standards of freshness and quality, safeguarding food safety for patrons and hotel guests.

Furthermore, in compliance with the latest SFA requirements, ONE°15 Marina Sentosa Cove has adopted the Food Safety Management System ("FSMS"), a proactive framework designed to identify, prevent and mitigate food-borne hazards, ensuring food remains safe for consumption. Relevant F&B staff have successfully completed FSMS training certification, reinforcing the Group's commitment to preventing food spoilage and cross-contamination across all stages, from handling to storage.

During FY2025, there were zero incidents of non-compliance with customer health and safety regulations.

### Enhancing the Customer Experience

The Group remains committed to delivering exceptional service quality to its guests, with its quality management systems for marina operations certified to ISO 9001:2015 standards. In line with the certification requirements, the Group upholds key quality management principles, including a strong customer focus across the organisation and a continuous drive for service improvement.

The Group has introduced a guest survey system since 2023 to further enhance guest satisfaction. This advanced tool enables targeted feedback collection across departments, allowing the Group to analyse trends, patterns, competitor insights and guest sentiment through semantic analysis. When combined with insights from the Global Review Index, an online reputation review platform, this data empowers the Group to make informed strategic decisions regarding capital expenditures and long-term projects. By gaining deeper insights into customer needs and identifying areas for enhancement, the Group can refine its services to better align with guest expectations.

### Caring for the Group's Customers Targets and Performance

Segment	FY2025 Target	Status	Performance Update
Group	Maintain zero health and safety incidents and zero incidents of non-compliance with health and safety regulations.	●	There were no incidents of non-compliance with health and safety regulations.
	For first aiders and security teams to have qualified certifications. For first aiders, to have at least one refresher course every two years.	●	All first aiders and security teams are professionally qualified, and all first aiders participate in at least one refresher course every two years.
	To obtain guest feedback from various operations unit and report the results.	●	Guest feedback, including feedback on sustainability matters, has been collected and the results have been reported.

Status: ● Met      ● Partially met      ● Not met

FY2026 Targets	
Group	Maintain zero health and safety incidents and zero incidents of non-compliance with health and safety regulations.
	For first aiders and security teams to have qualified certifications. For first aiders, to have at least one refresher course every two years.
	To obtain guest feedback from various operations unit and report the results.

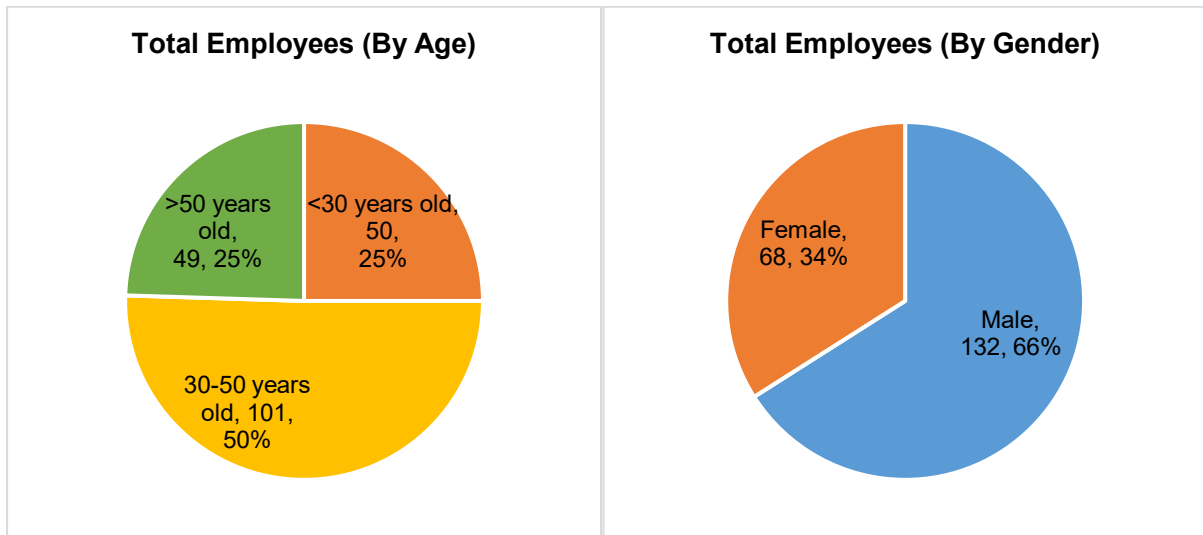
## Focus 5: Developing the Group's Human Capital

Employees are integral to the Group's success, serving as the foundation of its achievements. The Group remains committed to their development and well-being by recognising strong performance, providing fair compensation and ensuring equal treatment regardless of gender, age, or race. By cultivating an inclusive and supportive workplace, the Group seeks to empower every individual to thrive and contribute to the organisation's collective growth.

### Workforce

The Group is dedicated to fostering a diverse and inclusive workplace where every individual feels respected and valued. Its hiring processes are merit-based, ensuring fairness and equal opportunities for all applicants. The Group believes that a diverse workforce is essential for driving innovation and achieving stronger business outcomes. As of 31 December 2025, the Group had 166 permanent<sup>13</sup>, 1 temporary<sup>14</sup> and 33 non-guaranteed hours<sup>15</sup> employees. This amounted to 200 employees in the Group's workforce, all of whom work full time<sup>16</sup>.

The Group's workforce breakdown is as illustrated below:



During the year, 50 new employees were hired, and 61 employees left the Group. The Group's new hire rate and staff turnover rate is 28% and 32% respectively.

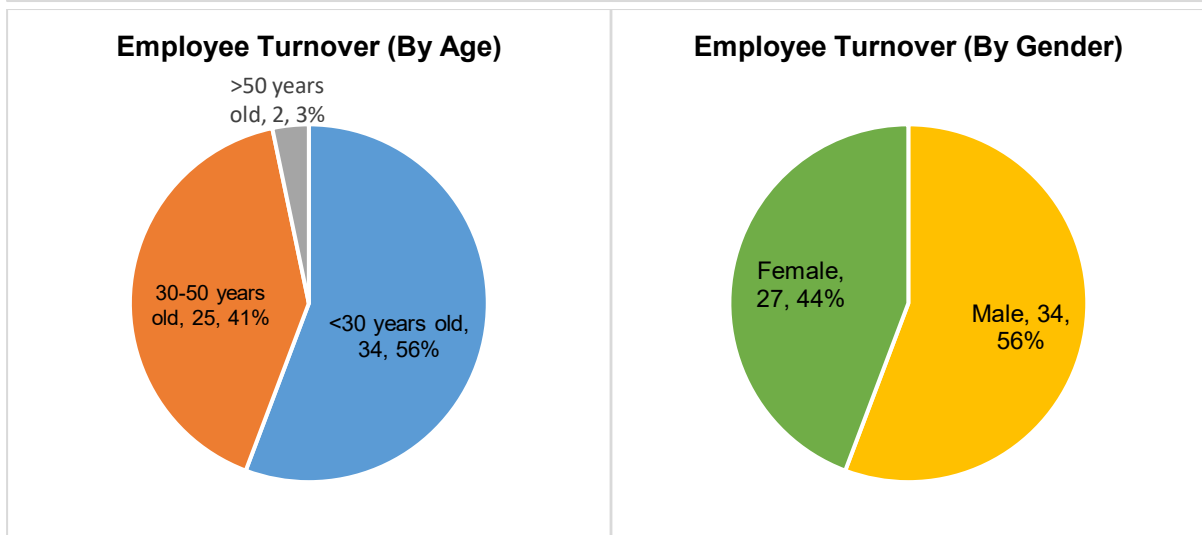
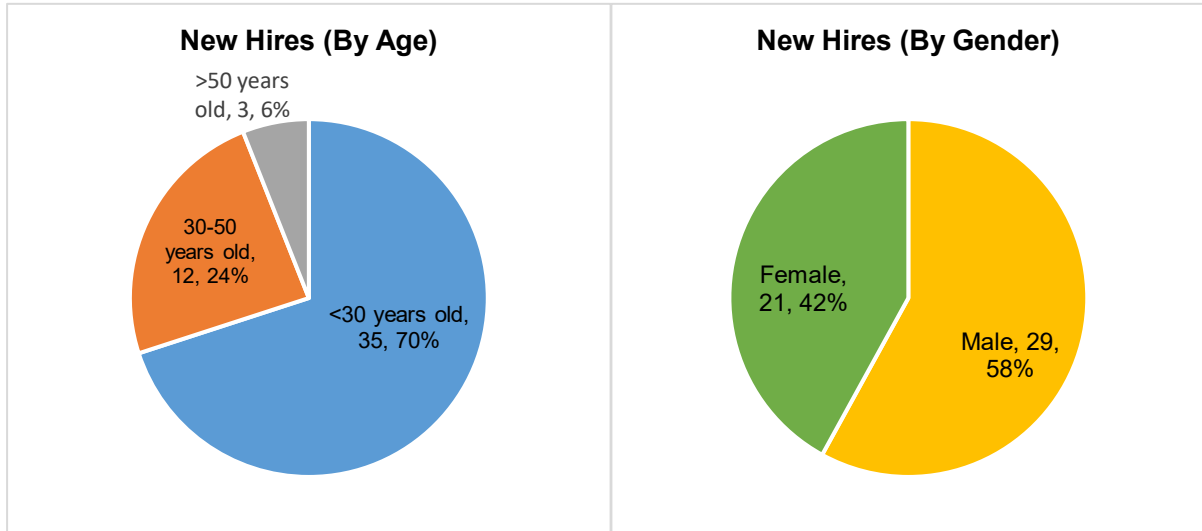
<sup>13</sup> Permanent employees are employees with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part time work.

<sup>14</sup> Temporary employees are employees with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed.

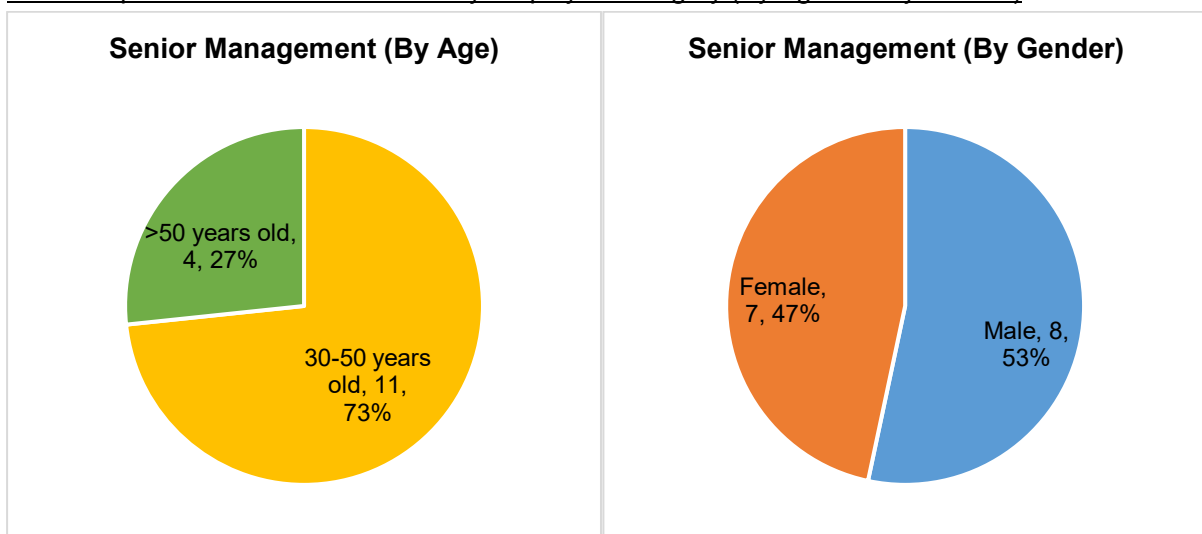
<sup>15</sup> Non-guaranteed hours employees refer to casual employees, such as temporary servants for banquets and kitchen helpers.

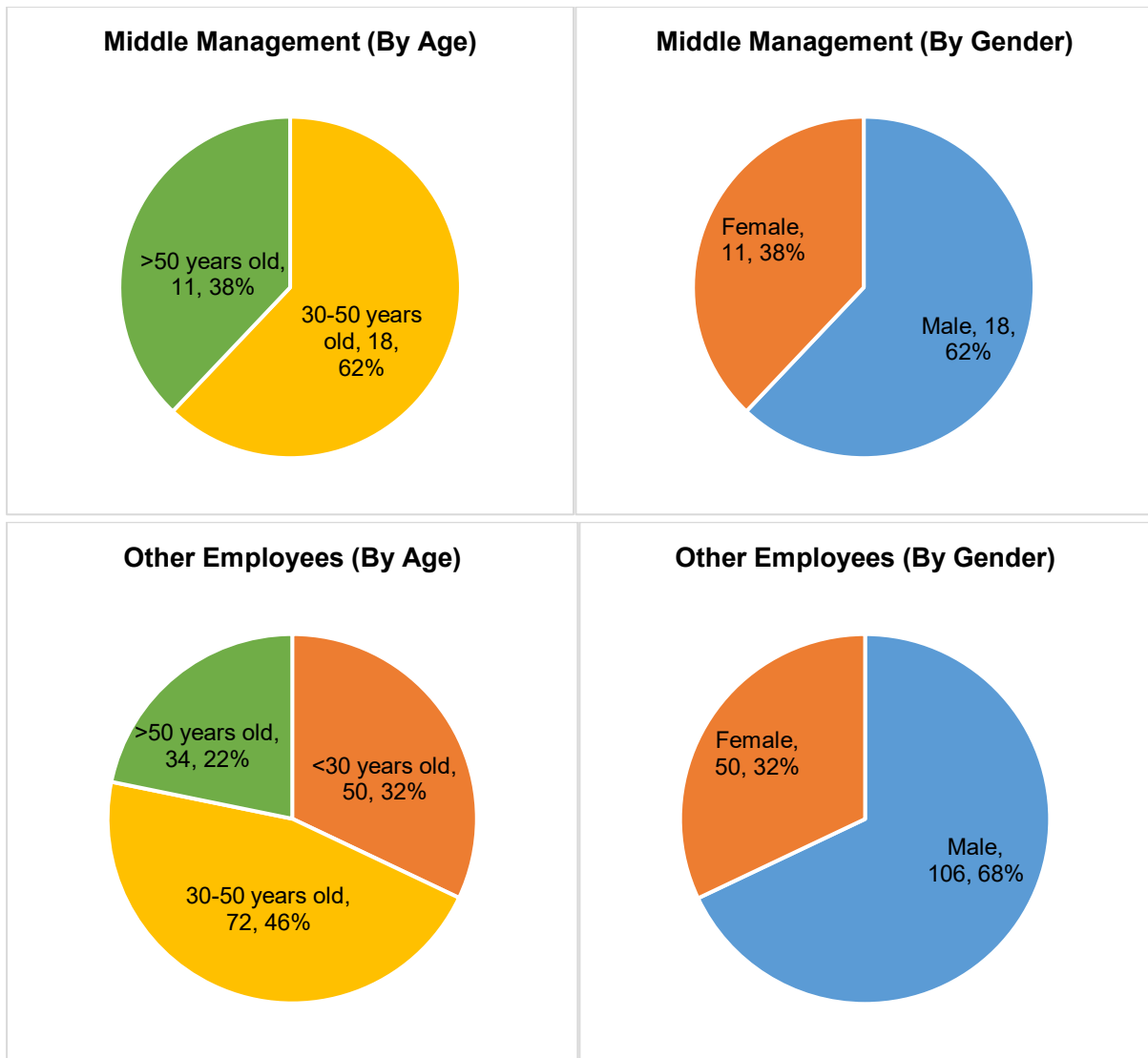
<sup>16</sup> Full time employees are employees whose working hours per week, month, or year are defined according to national law or practice regarding working time.

Breakdown of New Hires and Leavers (By Age and Gender)



The Group's Workforce – Breakdown by Employee Category (By Age and By Gender)





The Group's board members are all males who are all over 50 years old.

The Group outsources some of its staffing requirements and has 13 workers who are not employees as of 31 December 2025, consisting of cleaners, landscapers, security guards and auxiliary police.

The Group practices inclusive recruitment policies that do not discriminate against gender or age in employment. In FY2025, there was zero incidents of discrimination.

### Collective Bargaining

The Group values its partnerships with trade unions and prioritises maintaining harmonious and collaborative relationships with them. The whole workforce is under trade union agreements.

The Group's collective bargaining agreements encompasses key areas such as health and safety, remuneration, employee benefits, working hours, training, career development, work-time flexibility, employability, lifelong learning, stress management and equal opportunities.

The Group ensures proper employee representation in collective bargaining discussions and actively engages with unions to communicate changes to agreements, gain alignment and address any concerns raised by employees.

The Group acknowledges the key role that unions play in providing a structured platform for employees to raise grievances, including those related to equal remuneration, workplace discrimination and harassment. The Group collaborates closely with unions to identify and resolve such concerns, with clear guidelines in place to ensure grievances are handled appropriately.

All reported grievances are carefully reviewed, investigated and tracked through to resolution. In the event of a dispute, the Group's management and the union are committed to working together to achieve a fair and timely resolution.

### **Management Relations**

The Group ensures that employees are provided with a minimum two-week notice period before the implementation of significant operational changes that may impact them. This commitment reflects the Group's dedication to transparent communication and fair employment practices.

### **Occupational Health and Safety**

The Group places the highest priority on safety, ensuring strict adherence to its safety policies and principles. It holds bizSAFE accreditation and fully complies with local labour laws and regulations, actively fostering a positive safety culture across all operations. To support this, the Group has established a safety committee comprising Heads of Departments and ground staff, which meets quarterly to identify, discuss and mitigate potential safety hazards.

Employees are encouraged to report safety concerns through various channels, such as email, chat messages, or verbal communication, with the option to provide photographic evidence. The security team oversees these reports, ensuring prompt action and safeguarding employees from any form of retaliation.

A dedicated Health and Safety Officer is appointed to conduct regular inspections of health and safety controls, ensuring that the Marinas consistently provide a safe working environment. For any works carried out at the Marina, risk assessments are conducted to identify potential health and safety hazards, with appropriate measures implemented to control and mitigate risks.

During induction, all employees, including external workers, are required to sign an acknowledgment confirming their attendance at Occupational Health and Safety training, such as security awareness courses. This training covers key topics, including the identification and management of work-related hazards, working alone safely and mitigating heat stress in outdoor environments.

Furthermore, F&B and hotel staff undergo specific safety training related to their roles, including the proper use of protective equipment. F&B staff receive specialised training on kitchen safety, covering the safe handling of sharp objects, operating machinery and maintaining correct posture when lifting objects of varying weights. To maintain a safe and healthy workplace, the Group regularly assesses safety risks, implements appropriate control measures and provides refresher training for operational staff as needed.

Within the Group, there are employees who are first aid trained to ensure prompt response to medical emergencies. Additionally, first-aid boxes are readily available at every outlet in the Marina. It also has adequate fire safety measures in place, such as enough fire extinguishers strategically positioned throughout the premises.

	Number of occurrences		Rate (Per 200,000 hours worked)		Total Hours Worked	Total Hours Worked
	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees
Fatalities because of work-related injury	0	0	0	0	373,360	29,744
High-consequence work-related injuries <sup>17</sup> (excluding fatalities)	0	0	0	0		
Recordable work-related injuries (including high-consequence work-related injuries)	4	0	2.14	0		
Work-related ill health	Nil	Nil				

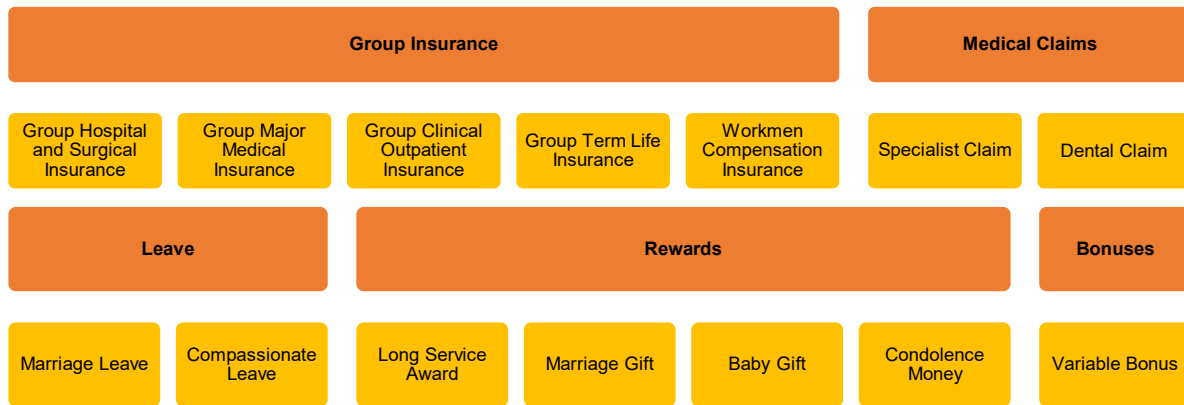
The Group also focuses on addressing general health and wellness needs, rather than solely on injuries or illnesses directly related to the workplace. This year, the HR department has provided a free health screening to all employees.

### Employee Benefits and Training

The Group is committed to ensuring that employees receive competitive compensation and benefits in line with industry standards. It has implemented a merit-based remuneration system and firmly upholds the principle of equal pay for equal work.

<sup>17</sup> Rate of recordable work-related injuries = (Number of recordable-related injuries/ Number of hours worked) x 200,000

Within the Group, all its full-time employees are entitled to a range of benefits that are illustrated below:



In FY2025, a total of 166 employees were entitled to parental leave, subject to the birth of a child<sup>18</sup>. During the year, 31 employees (24 males and 7 females) took paternity and maternity leave. All returned to work after the parental leave ended, with a return to work rate<sup>19</sup> of 100%. All remained employed with the Group for at least 12 months or longer after his or her return, contributing to a 100% retention rate<sup>20</sup>.

The Group believes that continuously upgrading and enhancing employees' knowledge and skills is essential for both business development and delivering exceptional service to valued customers. As part of its commitment to continuous improvement, the Group regularly enrolls employees in training programmes tailored to their specific roles. These include PDPA training, Occupational First Aid and AED courses, the Halal Foundation Programme, Digital Marketing in Hospitality, Fire and Hazardous Materials Emergency Response Training and Forklift Operation courses.

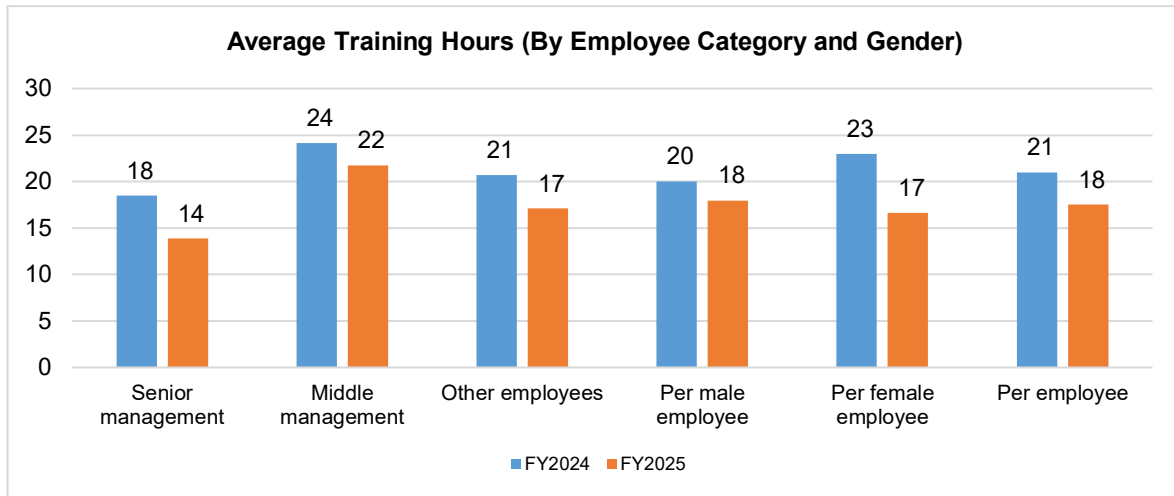
Beyond technical and professional training, the Group also provides corporate dressing and personal grooming courses to help employees project a professional image. Additionally, it offers a sponsorship programme that allows employees to enrol in courses relevant to their profession. Employees receiving sponsorship for courses costing \$1,000 or more are required to serve a bond upon completion.

<sup>18</sup> Employees entitled to parental leave refers to employees that are covered by organizational policies, agreements or contracts that contain parental leave entitlements. Parental leave includes maternal, paternal, childcare and adoption leave.

<sup>19</sup> Return to work rate = (Total number of employees that did return to work after parental leave/ Total number of employees due to return to work after taking parental leave) x 100

<sup>20</sup> Retention rate = (Total number of employees retained 12 months after returning to work following a period of parental leave/ Total number of employees returning from parental leave in the prior reporting period(s)) x 100

In FY2025, the Group has provided a total of 3,504 training hours (FY2024: 3,993) to its employees, with an average hours of 18 hours per employee.



The Group recognises the vital contributions of all employees to its success. Regular evaluations ensure fair compensation based on experience, qualifications and performance, with no bias toward age or gender. Ongoing performance reviews provide constructive feedback and create opportunities for personal growth and career development. In FY2025, 100% of the employees received performance reviews.

**Developing the Group's Human Capital Targets and Performance**

Segment	FY2025 Target	Status	Performance Update
Group	Achieve at least 16 training hours per employee annually.	●	Achieved a total of 18 training hours per employee.
	Maintain zero workplace fatalities or major injuries.	●	Maintained zero workplace fatalities or major injuries, with four minor recordable workplace injuries reported during the year.
	Zero incidents of non-compliance with health and safety regulations and manpower related regulations.	●	Zero incidents of non-compliance with health and safety regulations and manpower related regulations.
	Provide safety related trainings to all employees.	●	Safety related trainings were provided to all employees.

Status: ● Met ● Partially met ● Not met

FY2026 Targets	
Group	Achieve at least 16 training hours per employee annually.
	Maintain zero workplace fatalities or major injuries.
	Zero incidents of non-compliance with health and safety regulations and manpower related regulations.
	Provide safety related trainings to all employees.

## SGX-ST Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> <li>Stakeholder Engagement and Materiality Assessment</li> </ul>
2	Climate-related disclosures consistent with the International Sustainability Standards Board (ISSB) climate disclosure standards	<ul style="list-style-type: none"> <li>Focus 2: Building Climate Change Resilience</li> </ul>
3	Policies, Practices and Performance	<ul style="list-style-type: none"> <li>Sustainability Strategy Overview</li> <li>Focus 1: Upholding Good Governance and Ethics</li> <li>Focus 2: Building Climate Change Resilience</li> <li>Focus 3: Protecting the Group's Environment</li> <li>Focus 4: Caring for the Group's Customers</li> <li>Focus 5: Developing the Group's Human Capital</li> </ul>
4	Board Statement	<ul style="list-style-type: none"> <li>Focus 1: Upholding Good Governance and Ethics                             <ul style="list-style-type: none"> <li>Sustainability Governance</li> <li>Board Statement</li> </ul> </li> </ul>
5	Targets	<ul style="list-style-type: none"> <li>Upholding Good Governance and Ethics Targets</li> <li>Protecting the Group's Environment Targets and Performance</li> <li>Caring for the Group's Customers Targets and Performance</li> <li>Developing the Group's Human Capital Targets and Performance</li> </ul>
6	Framework	About this Report

## GRI Standards Content Index

<b>Statement of use</b>	SUTL Enterprise Limited has reported with reference to the GRI Standards 2021 for the period from 1 January 2025 to 31 December 2025.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Not applicable

<b>GRI Standards</b>	<b>Disclosure Content</b>	<b>Location/ Reason for Omission</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	Organisation Profile
	2-2 Entities included in the organisation's sustainability reporting	About this Report <ul style="list-style-type: none"> <li>• Reporting Scope</li> </ul>
	2-3 Reporting period, frequency and contact point	About this Report
	2-4 Restatements of information	About this Report <ul style="list-style-type: none"> <li>• Restatements</li> </ul>
	2-5 External Assurance	About this Report <ul style="list-style-type: none"> <li>• Assurance</li> </ul>
	2-6 Activities, value chain and other business relationships	Organisation Profile
	2-7 Employees	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Workforce</li> </ul>
	2-8 Workers who are not employees	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Workforce</li> </ul>
	2-9 Governance structure and composition	Annual Report 2025
	2-10 Nomination and selection of the highest governance body	Annual Report 2025
	2-11 Chair of the highest governance body	Annual Report 2025
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Sustainability Governance</li> </ul>
	2-13 Delegation of responsibility for managing impacts	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Sustainability Governance</li> </ul>
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Sustainability Governance</li> </ul>
	2-15 Conflicts of interest	Annual Report 2025
	2-16 Communication of critical concerns	Annual Report 2025
	2-17 Collective knowledge of the highest governance body	Annual Report 2025
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2025

GRI Standards	Disclosure Content	Location/ Reason for Omission
	2-19 Remuneration policies	Annual Report 2025
	2-20 Process to determine remuneration	Annual Report 2025
	2-21 Annual total compensation ratio	Confidentiality constraints – the Group would like to maintain confidentiality due to intense competition for talent in the industry
	2-22 Statement on sustainable development strategy	Board Statement
	2-23 Policy commitments	Focus 1 - 5
	2-24 Embedding policy commitments	Focus 1 - 5
	2-25 Processes to remediate negative impacts	Annual Report 2025
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• Focus 1: Upholding Good Governance and Ethics – Whistle Blowing</li> <li>• Annual Report 2025</li> </ul>
	2-27 Compliance with laws and regulations	Focus 1: Upholding Good Governance and Ethics
	2-28 Membership associations	<p>The Group is a member of the following associations and foundations:</p> <ul style="list-style-type: none"> <li>• Marina Industries Association</li> <li>• Singapore Sailing Federation</li> <li>• International Associate Club</li> <li>• Sentosa Carbon Neutral Network</li> <li>• Singapore National Employer Federation</li> <li>• Singapore Business Federation</li> </ul>
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Focus 4: Developing the Group's Human Capital
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
<b>Focus 1: Upholding Good Governance and Ethics</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<p>Focus 1: Upholding Good Governance and Ethics</p> <ul style="list-style-type: none"> <li>• Anti-corruption</li> </ul>
	205-2 Communication and training on anti-corruption policies and procedures	<p>Focus 1: Upholding Good Governance and Ethics</p> <ul style="list-style-type: none"> <li>• Anti-corruption</li> </ul>
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Upholding Good Governance and Ethics

GRI Standards	Disclosure Content	Location/ Reason for Omission
		<ul style="list-style-type: none"> <li>• Anti-corruption</li> </ul>
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Tax Compliance</li> </ul>
	207-2 Tax governance, control and risk management	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Tax Compliance</li> </ul>
	207-3 Stakeholder engagement and management of concerns related to tax	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Tax Compliance</li> </ul>
	207-4 Country by country reporting	Confidentiality constraints
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Supplier Social and Environmental Assessments</li> </ul>
	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Supplier Social and Environmental Assessments</li> </ul>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Supplier Social and Environmental Assessments</li> </ul>
	414-2 Negative social impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Supplier Social and Environmental Assessments</li> </ul>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Upholding Good Governance and Ethics <ul style="list-style-type: none"> <li>• Customer Privacy and Data Protection</li> </ul>
<b>Focus 2: Building Climate Change Resilience</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Annual Report 2025
	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Building Climate Change Resilience
	201-3 Defined benefit plan obligations and other retirement plans	Not applicable as there is no pension obligation plans in the jurisdiction the organisation is operating in
	201-4 Financial assistance received from government	There was no financial assistance received from government in FY2025
<b>Focus 3: Protecting its Environment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment

GRI Standards	Disclosure Content	Location/ Reason for Omission
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Energy and Emissions</li> </ul>
	302-2 Energy consumption outside of the organisation	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Energy and Emissions</li> </ul>
	302-3 Energy intensity	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Energy and Emissions</li> </ul>
	302-4 Reduction of energy consumption	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Energy and Emissions</li> </ul>
	302-5 Reductions in energy requirements of products and services	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Energy and Emissions</li> </ul>
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
	303-2 Management of water discharge related impacts	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
	303-3 Water withdrawal	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Water and Effluents Management</li> </ul>
	303-4 Water discharge	Information unavailable – the Group does not track water discharge
	303-5 Water consumption	Focus 3: Protecting the Group's Environment
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable – the Group's operational sites are not located at protected areas
	304-2 Significant impacts of activities, products and services on biodiversity	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Protecting the Marine Biodiversity</li> </ul>
	304-3 Habitats protected or restored	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>• Protecting the Marine Biodiversity</li> </ul>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable – the Group's operational sites are not located at protected areas
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Focus 3: Protecting the Group's Environment

GRI Standards	Disclosure Content	Location/ Reason for Omission
		<ul style="list-style-type: none"> <li>Energy and Emissions</li> </ul>
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Energy and Emissions</li> </ul>
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable – the Group will consider reporting Scope 3 GHG emissions in the future
	305-4 GHG emissions intensity	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Energy and Emissions</li> </ul>
	305-5 Reduction of GHG emissions	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Energy and Emissions</li> </ul>
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable – the Group does not emit ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Not applicable – the Group does not emit NOx, SOx and other significant air emissions
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Waste management</li> </ul>
	306-2 Management of significant waste related impacts	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Waste management</li> </ul>
	306-3 Waste generated	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Waste management</li> </ul>
	306-4 Waste diverted from disposal	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Waste management</li> </ul>
	306-5 Waste directed to disposal	Focus 3: Protecting the Group's Environment <ul style="list-style-type: none"> <li>Waste management</li> </ul>
<b>Focus 4: Caring for the Group's Customers</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Focus 4: Caring for the Group's Customers <ul style="list-style-type: none"> <li>Customer Health and Safety</li> </ul>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 4: Caring for the Group's Customers <ul style="list-style-type: none"> <li>Customer Health and Safety</li> </ul>
<b>Focus 5: Developing its Human Capital</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Materiality Assessment
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Focus 5: Developing the Group's Human Capital

GRI Standards	Disclosure Content	Location/ Reason for Omission
		<ul style="list-style-type: none"> <li>• Workforce</li> </ul>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Employee Benefits and Training</li> </ul>
	401-3 Parental leave	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Employee Benefits and Training</li> </ul>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> </ul>
403-2 Hazard identification, risk assessment and incident investigation		
403-3 Occupational health services		
403-4 Worker participation, consultation and communication on occupational health and safety		
403-5 Worker training on occupational health and safety		
403-6 Promotion of worker health		
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8 Workers covered by an occupational health and safety management system		
403-9 Work-related injuries		
403-10 Work-related ill health		
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Employee Benefits and Training</li> </ul>
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Employee Benefits and Training</li> </ul> (b) Not applicable – There is no transition assistance programmes available within the Group
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Employee Benefits and Training</li> </ul>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Workforce</li> </ul>

GRI Standards	Disclosure Content	Location/ Reason for Omission
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality constraints -- the Group would like to maintain confidentiality
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Focus 5: Developing the Group's Human Capital <ul style="list-style-type: none"> <li>• Workforce</li> </ul>

## IFRS ISSB Content Index

IFRS S2 by Pillars	Guidance	Source	Relevant Sections
Governance	a) Governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities	IFRS S2 6 (a(i)-a(v))	Focus 1: Upholding Good Governance and Ethics
	b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate - related risks and opportunities	IFRS S2 6 (b(i)-b(ii))	<ul style="list-style-type: none"> <li>Sustainability Governance and Board Statement</li> </ul> Focus 2: Building Climate Change Resilience <ul style="list-style-type: none"> <li>Climate Governance</li> </ul>
Strategy	a) the <b>climate-related risks and opportunities</b> that could reasonably be expected to affect the entity's prospects	IFRS S2 10-12	Focus 2: Building Climate Change Resilience
	b) the <b>current and anticipated effects</b> of those climate-related risks and opportunities on the entity's business model and value chain	IFRS S2 13	<ul style="list-style-type: none"> <li>Climate Strategy and Business Resilience</li> </ul>
	c) the effects of those climate-related risks and opportunities on the <b>entity's strategy and decision-making</b> , including information about its climate-related transition plan	IFRS S2 14	
	d) the effects of those climate-related risks and opportunities on <b>the entity's financial position, financial performance and cash flows</b> for the reporting period and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning; and	IFRS S2 15-21	
	e) the <b>climate resilience of the entity's strategy</b> and its business model to climate-related changes, developments and uncertainties, taking into consideration the	IFRS S2 22-23	

IFRS S2 by Pillars	Guidance	Source	Relevant Sections
	entity's identified climate-related risks and opportunities		
Risk Management	(a) the <b>processes and related policies</b> the entity uses to identify, assess, prioritise and monitor climate-related risks.	IFRS S2 25 (a)	In this reporting period, we have applied the first two disclosure pillars—governance and strategy. The remaining two pillars, covering risk management and metrics & targets, will be reviewed in the next reporting period as part of our phased approach to climate-related reporting.
	b) the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	IFRS S2 25 (b)	
	c) the extent to which and how, the processes for identifying, assessing, prioritising and monitoring CRROs are integrated into and inform the entity's overall risk management process	IFRS S2 25 (c)	
Metrics and targets	Climate-related metrics	IFRS S2 29-32	
	Climate-related targets	IFRS S2 33-37	