

GKE

CORPORATION LIMITED

DELIVERING VALUE TODAY, PRESERVING TOMORROW

SUSTAINABILITY REPORT 2024





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This sustainability report has been prepared by GKE Corporation Limited (“**Company**”) for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the “**Exchange**”).

This sustainability report has been reviewed by the Company’s sponsor, RHT Capital Pte Ltd, (“**the Sponsor**”). It has not been examined or approved by the Exchange which assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Josh Tan at 36 Robinson Road, #10-06 City House, Singapore 068877. Email: sponsor@rhtgoc.com.

BOARD STATEMENT

This is the seventh sustainability report (“**Report**”) for GKE Corporation Limited (“**GKE**” or “**Company**” and together with its subsidiaries, “**Group**”) for the financial year ended 31 May 2024 (“**FY2024**”). The Board of Directors of the Company (“**Board**”) and management of GKE oversee the management and monitoring of the economic, environmental, social and governance (“**EESG**”) factors of the Company, and take them into consideration in the determination of the Company’s strategic direction and policies. The Board has oversight of the EESG material factors which are reviewed annually and ensures that the factors are relevant and current for the business. The Board is also involved in the management and monitoring of these EESG factors through the Group’s Sustainability Committee, which is chaired by Mr Neo Cheow Hui, Chief Executive Officer (“**CEO**”) and Executive Director of the Group. The Board and management of GKE were involved in the preparation and review of this Report before it was approved and published.

This Report describes our sustainability initiatives and performance for the period from 1 June 2023 to 31 May 2024 (“**FY2024**”) with regards to the Group’s activities in Singapore and China.

This Report has been prepared with reference to the GRI Standards and the primary components as set out in Rules 711A and 711B of the Exchange’s Listing Manual Section B: Rules of Catalist, read with Practice Note 7F Sustainability Reporting Guide. We have chosen the GRI Standards as a reporting framework as it is a well-known and globally-recognised sustainability reporting standard, and have also used the United Nations Sustainable Development Goals (“**UN SDG**”) to report on our sustainability performance. We have also aligned our report with the latest GRI Universal Standards. The Group doesn’t fall within the Taskforce for Climate-related Financial Disclosures (“**TCFD**”) identified industries that are prioritised for mandatory climate related disclosures. We are working progressively towards the milestone for climate related disclosures by FY2025, by identifying and disclosing climate related risks and opportunities in this report.

The Report covers all subsidiaries for which the Group has management control, unless otherwise stated. The Group’s corporate structure can be found on Page 2 of this Report. The reporting boundary for our material topics may vary, due to differences in where the impacts occur most for each topic. These boundaries are specified in the section “Materiality”.

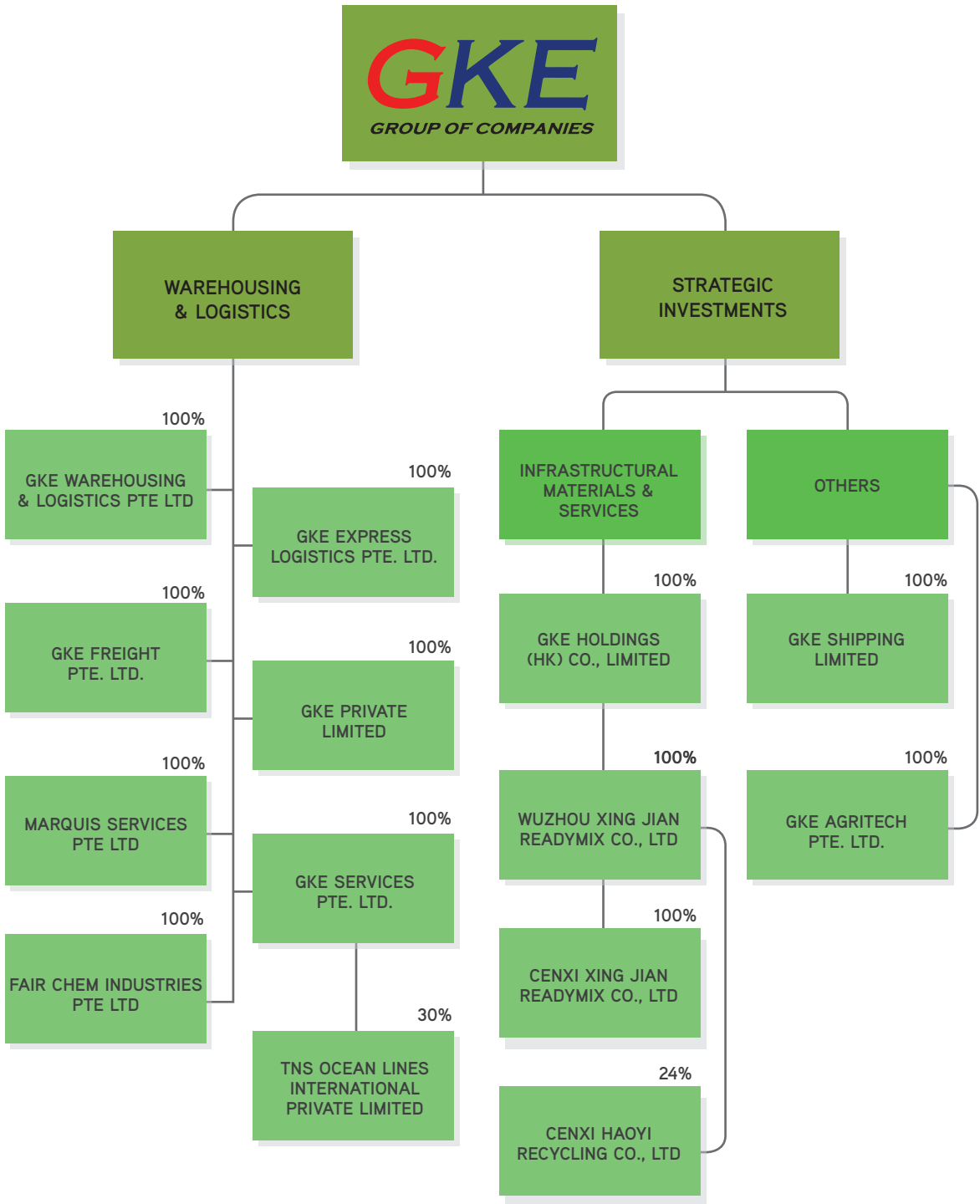
This Report is published annually and covers the same period as the financial year of the Group and Company (June 2023 to May 2024). Our last sustainability report was published in September 2023. Where possible, we have shared three-year historical information on our material topics to provide a meaningful basis for comparison. To allow for a better analysis of our performance data with respect to our business, we have reported the performance of our material topics based on business segments as described in our corporate structure.

This Report provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhancing company risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

Our sustainability processes were subjected to internal review by the internal auditor, BDO LLP. The Report is currently not externally assured but we may consider external assurance as our Report matures over time.

We welcome comments and feedback on our sustainability report at enquiry@gkegroup.com.sg.

CORPORATE STRUCTURE



OUR SUSTAINABILITY APPROACH

The sustainability focus for GKE is delivering long-term value for all our stakeholders: customers, employees, investors and the communities in which we operate. Within this sustainability approach, we take the broader EESG aspects, such as labour practices, human rights, and societal responsibilities into account. This approach guarantees that our services and solutions are provided to our customers in a manner that is respectful to people and the environment, and is economically smart. This commitment to sustainability involves ensuring that strong EESG criteria are integrated in our Company's strategy and business model, and in its internal policies and processes. We are committed to delivering effective solutions and services to our customers, and creating greater value for our shareholders through our core values.



Sustainability Committee

GKE's Sustainability Committee comprises of our Head of Committee (CEO and Executive Director), supported by nine (9) members representing various business units. Members are selected based on their duties, gender and age so as to provide different perspectives and diversities on sustainability topics. The Head of Committee reports to the Board and provides updates on GKE's sustainability performance and targets.

The purpose of the GKE Sustainability Committee is to manage the organisation's sustainability efforts and develop our institutional capacity around sustainability. The Sustainability Committee members assess the current state of GKE's sustainability initiatives, brainstorm possibilities for improvements and coordinate and support GKE's sustainability initiatives and efforts as well as raising awareness of sustainability within their departments.

2023/2024 Sustainability Committee



STAKEHOLDER ENGAGEMENT

Our key stakeholder groups and the channels we use to maintain dialogue with them are shown in the table below. For each group, the engagement varies on a case-by-case basis, and includes formal and informal channels of communication.

In FY2023, we have conducted a stakeholder survey with our employees, suppliers and customers to better understand what material topics matter most to them. We conducted the stakeholder survey for our employees through an in-person workshop that involved key representatives from our different business units, while our suppliers and customers were engaged through an online survey.



Communities

- Community Relations Committees
- Interactions with authorities / governments
- Membership of associations
- Dialogue with non-governmental organisations



Customers

- Company website: www.gke.com.sg
- Networking sessions
- Feedback channel



Employees

- Q&A sessions with senior management
- Employee surveys
- Company human resource initiatives



Investors

- Half-yearly results communications
- Annual shareholders' meeting
- Annual report
- Announcement through SGXNet



Suppliers

- Networking sessions
- Visits / Interactions with supplier

Engagement on This Report

The specific reviewers of our report are the Board and the key management of GKE.

MATERIALITY

We had undertaken a review of the materiality matrix and updated the material topics in FY2023. A list of potential sustainability matters and associated risks and opportunities was identified through:

- Peer benchmarking review of material matters;
- Identification of internal and external stakeholders;
- Discussion with key management representatives to understand their concerns, and the concerns of key external stakeholders with whom they communicate with; and
- Legal / regulatory aspects affecting the Group directly or indirectly.

The list of prioritised material topics that are reported in our Report are shown below.

Material Topic	Materiality Score
Employee health and safety	9.54
Employee welfare	9.33
Economic performance	9.11
Data privacy and security	8.74
Anti-corruption practices	8.67
Transport and network optimization	8.22
Employee training and development	7.93
Water consumption and reduction	7.78
Waste	6.81
Carbon emission and reduction	6.74
Compliance	N.A.

These 11 material topics have been grouped into the various focus areas, namely Economic Enhancement and Compliance, Environmental Responsibility and Empowering Employees and mapped to the relevant GRI Standards and Topic Specific Disclosures.



MATERIALITY

Focus Areas	Material Topics	GRI Standard	Boundary of Reporting	
			Singapore ¹	China
Economic Enhancement and Compliance	Economic performance	GRI 201		
	Compliance	GRI 2-27	✓	✓
	Anti-corruption	GRI 205		
	Data privacy and security	GRI 418		
Environmental Responsibility	Waste management	GRI 306		
	Energy consumption and GHG emissions	GRI 302, GRI 305	✓	✓ ²
	Water	GRI 303		
Empowering Employees	Employee welfare	GRI 401		
	Employee health and safety	GRI 403	✓	✓
	Training and Development	GRI 404		

✓ denotes subsidiaries and operations in that country which are included in the Report

PERFORMANCE OVERVIEW IN FY2024



1.56%

year-on-year increase in revenue from
S\$ 108.9 million in FY2023 to
S\$ 110.6 million in FY2024



Average of **34 hours** of training per employee



928 employees in Singapore and China



96%

of our employees are permanent employees



22 tonnes of plastic, paper and carton boxes recycled



No cases of breaches of customer privacy or loss of customer data

¹GKE Holdings (HK) Co., Ltd and GKE Shipping Limited are holding companies with no headcount and thus sustainability performance data from these entities has been excluded from the Report.

²Consolidated waste data excludes China operations.

OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



- The Wuzhou Xing Jian's Ready-Mix Concrete ("**RMC**") plant in Wuzhou City, China ("**RMC plant**") has a fully enclosed structure and runs on electricity. The trucks and traffic areas are frequently sprayed with water and the trucks are also washed before they go onto the roads so as to minimise dust emissions. This helps to prevent the generation of dust particles which could be hazardous for the health of our employees and the neighbouring communities.



- GKE recognises the importance of women's participation and equal opportunities for leadership in the organisation - 50% of our key management team is female



- GKE prohibits any form of forced labour including child labour, human trafficking and modern slavery across all our business units. 99% of our employees are full time staff and 96% of employees are on permanent contracts. All our employees are paid fair wages in line with local regulations.



- The RMC plant in Wuzhou City, China, and Cenxi City with its fully enclosed structure, allows for a cleaner mixing process and prevents air pollution in neighbouring villages and communities.



- GKE encourages reducing and recycling in all our operations. In FY2024, 22 tonnes (FY2023: 31 tonnes) of plastic, paper and carton boxes were recycled in Singapore.
- To conserve the use of water at our RMC plant in Wuzhou City, China, the water runoff from the washing of trucks is channelled into a water treatment facility which recycles the water for the RMC mixing process.



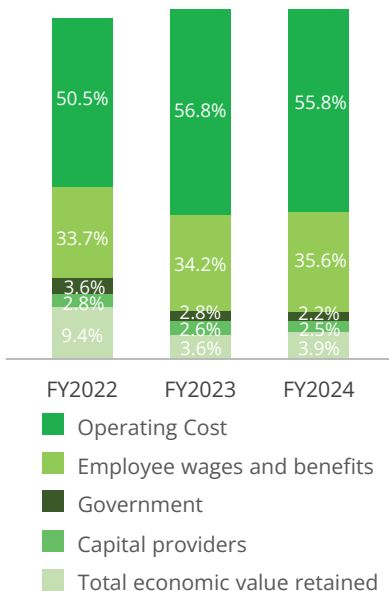
- GKE does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromise equal opportunities in the recruitment process and career development.

ECONOMIC ENHANCEMENT AND COMPLIANCE

Economic Performance [GRI 201-1]

In FY2024, GKE distributed approximately 40.3% of our revenue to key stakeholders, 35.6% to employees, 2.2% to the governments in countries where we operate, namely Singapore and China, and 2.5% to capital providers. The economic value retained was approximately 3.9% of our revenue. The Group reported 1.6% year-on-year increase in revenue from S\$108.9 million in FY2023 to S\$110.6 million in FY2024. For further information, please refer to Annual Report on pages 11 to 15.

Direct Economic Value Distributed and Retained



Compliance [GRI 2-27]

Regulatory compliance is critically important to GKE, serving to protect our integrity and reputation and foster trust among stakeholders. Observance of all regulatory requirements forms the basis of good corporate governance within the Group. We also ensure our compliance with all relevant local and international laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2018. More details can be found in our Annual Report for FY2024.

In FY2024, there were no non-monetary sanctions or significant fines³ relating to non-compliances with laws and regulations. We strive to maintain zero non-compliance cases in FY2025.

³A significant fine refers to monetary fines amounting to SGD 5,000 or more.

ECONOMIC ENHANCEMENT AND COMPLIANCE

Data privacy [GRI 418-1]

As the world becomes increasingly digital, our opportunities continue to expand. But with these opportunities come ever-more complex challenges, such as how to keep personal data private and secure, even when it moves across borders. We recognise the risks and negative impacts that our business and stakeholders may encounter if information such as confidential/sensitive corporate data, personal data of customers, employees and stakeholders, is not adequately protected. As we harness technology in our business and operations, the risks have also further increased. Data security and privacy is a top priority for us.

Personal data in Singapore is protected under the Personal Data Protection Act 2012. We aim for complete transparency in the way we process and manage the data that our clients entrust to us. Employees of GKE are required to sign a Non-Disclosure Agreement for the work that they conduct at GKE. The company's networks, database and websites are also secured to prevent loss of data. CCTV cameras are installed at strategic locations in our facilities for physical security, certain offices are also biometric-controlled for greater control and access. Training and ongoing engagement are the primary ways we build awareness among our employees.

In FY2024, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data across the various GKE subsidiaries. For FY2025, we aim for zero cases of breaches of customer privacy or loss of customer data.

Anti-corruption [GRI 205-3]

Being part of a global value chain, GKE is directly and indirectly exposed to ethical risks through its business operations. GKE's framework for corporate governance is intended to decrease business risk, maximize value and utilize the company's resources in an efficient, sustainable manner, to the benefit of shareholders, employees and society at large. GKE's Code of Conduct regulates how employees are to behave towards one another, towards suppliers, partners, and other stakeholders that they meet in daily operations. The Code of Conduct also provides clarity on topics such as the company's zero-tolerance anti-corruption policy.

In FY2024, there were no confirmed cases of corruption that needed to be reported. There were no employees dismissed or terminated due to corruption, nor were any business contacts terminated due to corruption. Our target for FY2025 is to maintain zero confirmed cases of corruption.

ENVIRONMENTAL RESPONSIBILITY

We are sensitive to the environmental impact across our business operations, and are committed to taking steps to reduce our impact, in particular, the waste generated at our operations and GHG emissions arising from our activities. Fuel and energy consumption is managed and monitored by the individual business units, and efforts are also taken to minimise waste generation or to recycle and reuse materials where possible.

Both of the ready-mix concrete plant, Wuzhou Xing Jian's RMC plant in Wuzhou City, China and Cenxi Xing Jian's RMC plant in Cenxi City, China, are fully enclosed lines which also includes fully enclosed conveyor belts. The decision to use a fully enclosed lines was a management decision and exceeds the requirements set by the local regulatory authorities. The key reason for GKE to invest in a fully enclosed lines for the RMC plants was to prevent the risk of air pollution and generation of particulate matter caused by mixing of the aggregates and cement which could have a long-term health impact on the neighbouring villages and communities. The trucks and traffic areas are frequently sprayed with water and the trucks are also washed before they go onto the roads so as to minimise dust emissions. This helps to prevent the generation of dust particles which could be hazardous for the health of our employees and the neighbouring communities. We believe that to ensure long-term sustainability of our RMC plants, it is important to invest in technologies that will allow our process to be resilient, green, clean and efficient.

Apart from ensuring that our business does not result in negative impacts on the environment, GKE is also committed to reducing our environmental footprint through three (3) key approaches:

- Managing our waste responsibly;
- Reducing our GHG emissions; and
- Reducing our water consumption.

From FY2023 onwards, we have included the performance data of an additional entity, Fair Chem Industries Pte Ltd, a wholly-owned subsidiary of the Company primarily engaged in the business of contract manufacturing, chemical distribution and re-drumming in our environmental data consolidation.

Waste management [GRI 306-1, 306-2, 306-3]

We are conscious of the amount of waste produced in our operations and strive to reduce the amount of waste generated where possible. Waste such as carton boxes and plastic shrink wrap are sent for recycling while general waste and hazardous waste are collected by licensed operators. We have made a conscious effort towards a paperless culture throughout our business operations, including avoiding the use of paper for meeting agendas and presentation materials. The adoption of online tools and digital platforms has also helped us to move away from paper-based documentation in our meeting materials, operations and invoicing.

Since the implementation of an Enterprise Resource Planning ("ERP") system at GKE Services Pte Ltd in 2020, and the rollout of a similar system at other GKE entities in 2022, we have helped to reduce the use of paper from printing of purchase orders and invoices. This interconnected digital network and data storage in the Cloud has also allowed us to better streamline our business processes.

In FY2022, we embarked on a project to further digitise the accounting and procurement process. The project commenced in FY2023, and has helped to reduce the use of paper and improved internal controls, filing storage and remote access across various department.

ENVIRONMENTAL RESPONSIBILITY

The amount of liquid general waste generated during the course of our business operations was 43,627L in FY2024. Approximately 22 tonnes of paper and plastic waste which we generated in our warehouses was sent for recycling. In FY2025, we shall monitor the waste generated from our operations to minimise it.

Please refer to Performance data on page 27 for more information.

Energy Consumption and GHG emissions [GRI 302-1,305-1, 305-2, 305-4]

As one of the leaders in providing warehousing and logistics solutions, we have a dedicated and modern fleet for our operational needs. We operate our own fleet of vehicles, including prime movers and trailers, and have replaced our older trucks with Euro VI models in our logistics business, which complies with the air pollution regulation⁴ set by the National Environmental Agency in Singapore, which helps reduce nitrogen oxide pollutants and fine particulate matter. Currently 60% of our fleet vehicles comply with Euro VI emission standards.

Our overall energy consumption in FY2024 for Singapore and China operations was 87,984⁵ gigajoules (“GJ”) which is approximately 11.8% higher as compared to 78,674GJ⁶ in FY2023.

The Warehousing and Logistics business segment took up the largest amount of energy – 44,362GJ of energy was consumed in FY2024, an increase of 12.3% compared to 39,498 GJ⁶ consumed in FY2023. The increase is largely attributable to the commencement of hydroponics farming by GKE Agritech in FY2024.

The Infrastructural Materials & Services segment saw an increase of 8.6% in energy consumption, from 36,547 GJ⁶ in FY2023 to 39,682 GJ in FY2024, due to various reasons including job sites being further away, and the use of ageing equipment. For the Others segment, the agriculture business has also seen a 49.9% increase in consumption, from 2,629 GJ⁶ in FY2023 to 3,940 GJ in FY2024 as the farm has commenced hydroponics farming.

Approximately 4.8% of our total energy consumed in FY2024 was from renewable energy generated by solar panels installed on the rooftops of our warehouses as compared to approximately 2.3% in FY2023. Overall, the renewable energy production has increased by 134.7% year-on-year from 1,811GJ in FY2023 to 4,249GJ due to the completion of installation of solar panels of 6 Pioneer Walk warehouse. In FY2024, GKE Agritech produced 74.7% of the solar energy with our Warehousing & Logistics segment accounting for the rest.

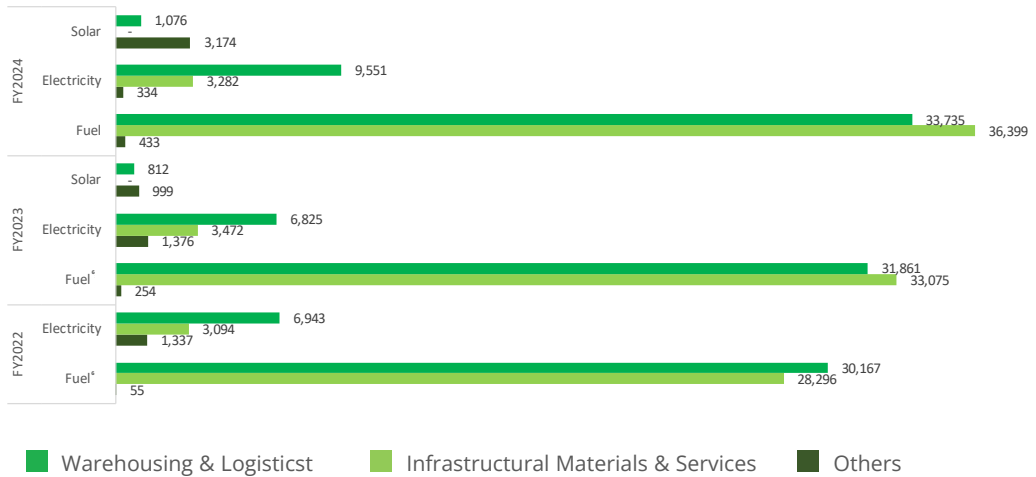
⁴ <https://www.nea.gov.sg/our-services/pollution-control/air-pollution/air-pollution-regulations>

⁵ While we expected an increase in energy consumption due to GKE Agritech Pte Ltd's operations, we noticed an unusual meter reading for GKE Private Limited and GKE Agritech Pte Ltd at in FY2024. This case was investigated and meters have since been retified in mid-June 2024 and the data adjustments will be reflected in FY2025

⁶ Fuel figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 2

ENVIRONMENTAL RESPONSIBILITY

Total Energy Consumption (GJ)



Our overall Scope 1 and Scope 2 GHG emissions in FY2024 amounted to 7,177 tonnes⁵ CO₂e (“tCO₂e”), which is an approximately 8.7% increase compared to 6,601 tonnes⁷ emitted in FY2023. Our Scope 1 emissions account for 73.3% of our total overall emissions, with 51.6% of Scope 1 emissions attributable to the trucks used by our RMC plant in Wuzhou City, China and Cenxi City China. Warehousing & Logistics segment account for the remaining 47.8% of Scope 1 emissions from the trucks in Singapore and “Others” segment accounts for 0.6%

Scope 2 emissions are primarily the electricity consumption of the Warehousing & Logistics segment (57.6%), and Infrastructural Materials and Services (40.4%). In FY2024, Scope 2 emissions in “Others” category dropped from 159 tCO₂e in FY2023 to 32 tCO₂e in FY2024 due to generation of solar energy by Agritech business.

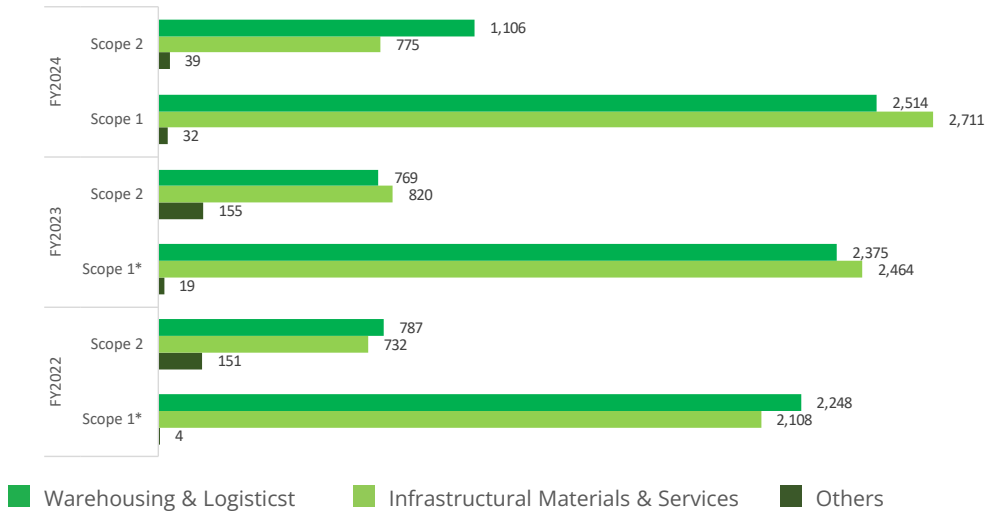
The Scope 1 and 2 GHG intensity in FY2024 based on revenue was approximately 64.9 tCO₂e per million Singapore dollars revenue, showing a 7.0% increase over the FY2023 figure of 60.6⁷. As we continue to track and monitor our total GHG emissions and GHG intensity, we aim to identify opportunities for improvement to make our processes more efficient as well as ways to transition to a lower carbon economy.



⁷ Scope 1 figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024) compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2

ENVIRONMENTAL RESPONSIBILITY

Total Scope 1 & 2 GHG Emissions (tCO₂e)



Transport and Network Optimization

Transport and Network Optimization is crucial for our logistics company to conserve resources and minimize environmental impact. By optimizing delivery routes and managing loads more effectively, we aim to reduce fuel consumption, emissions, and costs. Through processes such as careful route planning and load consolidation, we aim to ensure efficiency in transportation. We guide our drivers to follow best practices to reduce idling, maintain steady speeds, and minimize fuel waste. Regular vehicle maintenance is also prioritized to improve fuel efficiency. These procedures help us to reduce our carbon footprint, while maintaining operational effectiveness and high service standards.

Taskforce for Climate-related Financial Disclosures (“TCFD”)

At GKE, we are acutely aware of the profound impact of climate change and the role that each organisation has to play in both mitigating and adapting to these challenges. In preparation for climate related disclosures, the Group has initiated the process of identifying key climate related risks and opportunities. This effort aims to integrate these considerations into the organisation’s overall risk management framework.

Below is a summary of the climate risks and opportunities that have been identified by various business units, and which we will prioritise in FY2025. These areas will guide the development of necessary action plans to ensure GKE’s long-term sustainability and resilience.

ENVIRONMENTAL RESPONSIBILITY

Type	Climate-Related Transition Risk	Potential Financial Impacts
Policy and Legal	Enhanced emissions-reporting obligations	Significant investment in new technologies and infrastructure increases capital costs due to more time spent collecting data, an increasing frequency in reporting emissions data and stricter carbon-related regulations.
Market	Changing customer behavior	Consumers may prefer businesses that use renewable or green energy resulting in a loss of revenue and markets if customers switch to others.
	Increased cost of raw materials	An increase in operating and capital costs due to the rise in cost of procuring raw materials and R&D costs as businesses explore environmentally friendly or sustainable options.
Reputation	Shifts in consumer preferences	A fall in revenue may occur if customers move towards companies that follow more sustainable business practices.
	Increased stakeholder concern or negative stakeholder feedback	A loss of revenue may occur if environmentally conscious consumers do not support our products in the long run. There is reputational risk if the Agritech business fails to produce vegetables in a sustainable manner.

Type	Climate-Related Physical Risk	Potential Financial Impacts
Acute	Increased severity of extreme weather events such as cyclones and floods	Higher operational costs due to an increase in insurance premiums. Extreme weather could lead to more accidents.
Chronic	Changes in precipitation patterns and extreme variability in weather patterns	An increase in operating cost and a fall in revenue from delayed deliveries and potential loss of contracts. Delays in deliveries due to a) negative impact on logistics affecting service quality and reputation b) workers at port being vulnerable to heat strokes and illness c) unexpected delay due to weather at sea, as a result of which ships may be unable to reach the port in time. Increase in precipitation may also reduce our solar energy generation and increase operational costs.
	Rising mean temperatures	An increase in energy consumption in order to control rising ambient temperatures, leading to higher air-conditioning servicing requirements. Operating costs also go up from increased energy consumption from air-conditioning. Increase in unknown virus threats may impact productivity of workforce and business continuity.

ENVIRONMENTAL RESPONSIBILITY

Type	Climate-Related Opportunities	Potential Financial Impacts
Resource Efficiency	Use of more energy efficient modes of transport, renewable energy	A reduction in operational costs could be achieved by investing in energy-efficient vehicles and technologies which could reduce fuel costs and emissions leading to long-term savings.
Production and Services	Development of new products or services through R&D and innovation	An increase in revenue from new product lines that are more sustainable, with opportunities to explore in R&D could lead to options for Agritech business to grow veggies in a more sustainable way.
Markets	Access to new markets	An increase in revenue by offering green logistics services could result from attracting environmentally conscious customers and creating a new market segment.
Resilience	Participation in renewable energy programs and adoption of energy efficiency measures	A reduction in operational costs could occur as renewable energy becomes cheaper than fossil fuel, through the use of energy-efficient LEDs and airconditioning. With investment in solar panels, Agritech can “use less to grow more”, by exploring new methods to grow veggies.

Water [GRI 303-1, 303-2, 303-3]

The chemical toll blending and ready-mixed concrete manufacturing activities of GKE are water-intensive activities. Toll blending is a specialised activity where we assist customers with sourcing, importing, storing and production of chemicals. Water is similarly vital for the production of ready-mixed concrete. The level of purity of the water incorporated into the mix is crucial to the strength of the product. Our RMC plants therefore have to fine-tune their processes and practices even further to safeguard their water supply and ensure the standards and sustainability of their product.

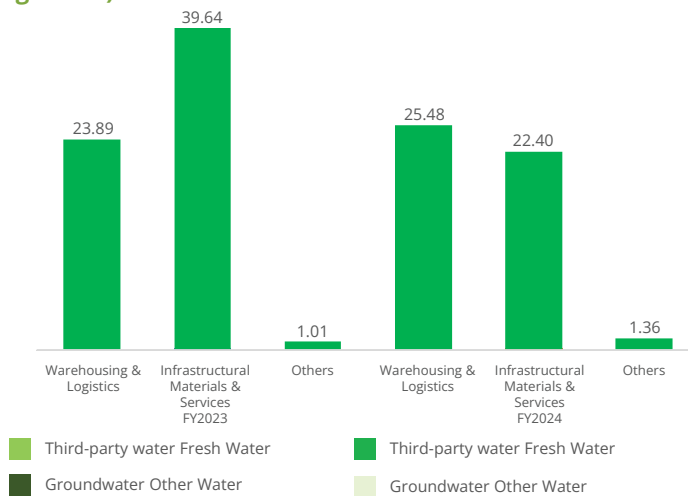
In FY2024, GKE has not had production from or withdrawn water from areas of high or extremely high baseline water stress as described by the Aqueduct® tool⁸ (owned by World Resources Institute). Based on the Aqueduct® tool, the locations where the Group’s manufacturing facilities are located are classified as low baseline water stress areas. As part of our efforts to improve the efficiency of water consumption, we have started to collect data for our various sites to better understand our baseline data. In FY2024, based on data available, our total water consumption was 49.32 Megaliters (ML) .

In FY2025, we shall continue to monitor our water consumption performance for the various sites so as to understand our baseline and identify opportunities for improvement.

⁸ <https://www.wri.org/applications/aqueduct/water-risk-atlas/>

ENVIRONMENTAL RESPONSIBILITY

Water Withdrawn (Megaliters)



EMPOWERING EMPLOYEES

Employee Welfare [GRI 2-7, 401-1]

At GKE, we operate on the basis of continuous improvement where we constantly looking for ways to be more efficient, more responsive, less wasteful, more profitable and safer.

GKE aims to foster an excellence culture. Our employees are passionate, committed, and excel in what they do. In return, we recognise their efforts and encourage a culture of collaboration, providing enriching career opportunities and always challenging ourselves to do better. As at 31 May 2024, our total headcount was 928 employees, with 824 (89%) of employees based in Singapore and 104 (11%) of employees based in China.

The talent and motivation of our employees across our various business units are the foundation of our success. Implementing a strong, common culture and purpose across the Group remains the main priority of our management team. 99% of our employees are full time staff and 96% of employees are on permanent contracts.

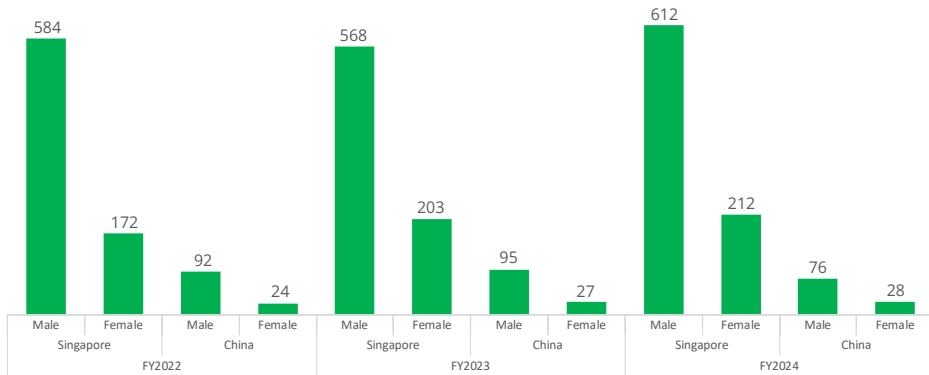
In FY2024, we had an overall turnover rate of 32.4% which reduced from 37.6% in FY2023. We also saw a reduction in the hiring rate of 37.9% in FY2024 as compared to 39.0% in FY2023. However, the “Under 30 years” category, saw an increase in hiring rate to 12.3% in FY2024 from 8.7% in FY2023 due to GKE Express’ & GKE Services’ recruitment drive of interns. They hired a large number of intern students who were assigned to various departments such as Customer Services, HR, Operations and others.

As part of employees’ benefits as a Group, the Company provides medical benefits, dormitory accommodation and daily meals at the staff canteen for employees. The Company will continue to implement effective employee retention strategies such as compensation reviews, recognition programs, and opportunities for upskilling and reskilling.

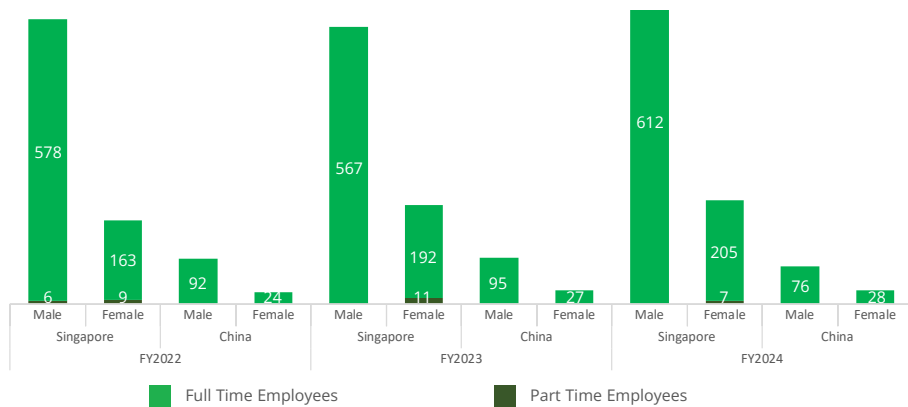
We aim to reduce our overall turnover rate to 15% in FY2025.

EMPOWERING EMPLOYEES

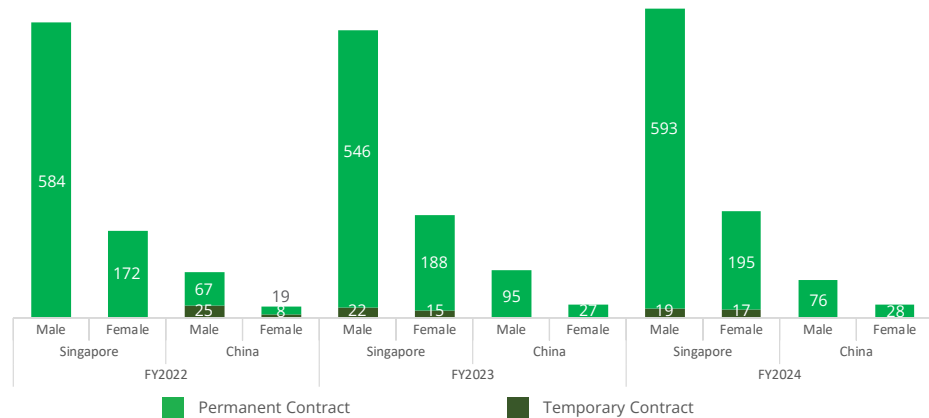
Total number of Employees by Gender & Region



Total number of Employees by Employment Type, per Gender & Region

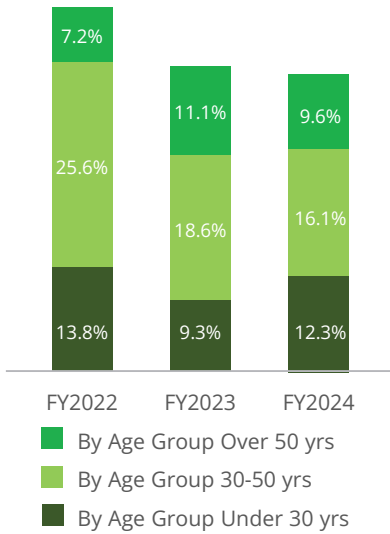


Total number of Employees by Employment Contract, per Gender & Region

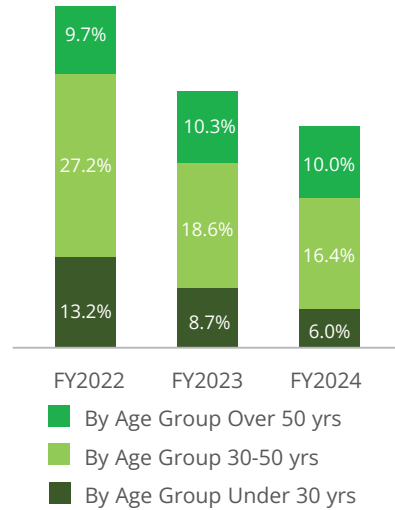


EMPOWERING EMPLOYEES

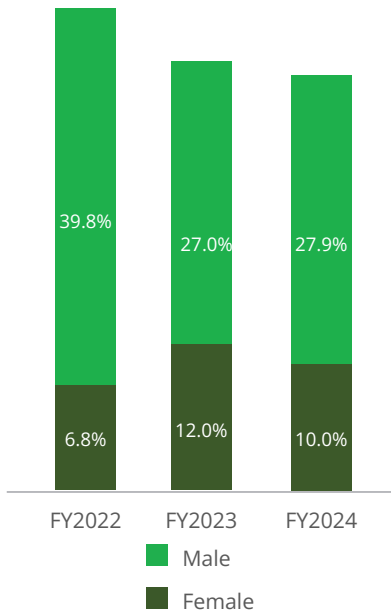
Hiring Rate by Age Group (%)



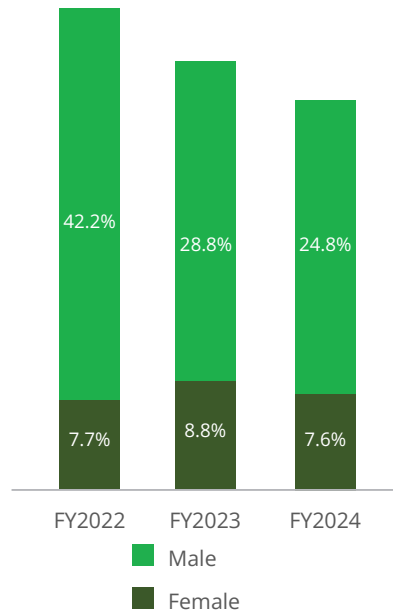
Turnover Rate by Age Group (%)



Hiring Rate by Gender (%)



Turnover Rate by Gender (%)



EMPOWERING EMPLOYEES

Employee Health and Safety [GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9]

Our people are our most important asset. Neglecting their health and safety would not only be irresponsible and unethical but would also endanger our business performance. GKE strives to work in a healthy and safe manner that complies with all applicable occupational safety and health laws and standards, and are committed to providing our employees with a healthy and safe working environment. Our employees are encouraged to take ownership when it comes to health and safety.

Occupational health and safety management systems are implemented in GKE's operations in Singapore and China to ensure that all business units have a standard practice in place for managing health and safety hazards as well as ensuring that workers are provided with a safe working environment. GKE Corporation Ltd, together with GKE Private Limited, GKE Warehousing and Logistics Pte Ltd as well as GKE Express Logistics Pte Ltd, are all certified to ISO 9001, ISO 14001, ISO 45001 and BizSafe Star. Fair Chem Industries Pte Ltd is also certified to ISO 9001, ISO 14001 and BizSafe Level 3. Marquis Services Pte Ltd is also certified to BizSafe Level 3.

The early implementation of occupational health and safety management at GKE Services was largely due to customers' requirements, while for the RMC plants in China, the sites have established a robust health and safety management system which complies with local health and safety regulations⁹.

A systematic approach is used across all our sites to identify safety hazards. This is supported by a risk management system and the hierarchy of controls¹⁰ applied to reduce the risk associated with the hazards. Risk assessments are conducted by risk management teams from each business entity and these are submitted to GKE's Senior Manager – Quality, Health, Safety and Environment (“QHSE”) and Dangerous Goods (“DG”) Compliance, who oversees the health and safety performance for the Singapore operations. For the RMC plants in China, the General Manager is in charge of overall health and safety at the site and works closely with the managers and engineers to identify safety hazards. Automation has also been used for many of the processes, for example, the loading of materials onto conveyor belts, which helps to reduce worker's exposure to physical hazards such as moving machinery parts as well as ergonomic hazards such as lifting of heavy loads.

All our employees are to stop their work if they encounter a dangerous or hazardous situation. They are to highlight the situation to their Supervisor who will then take the necessary precautions to ensure the situation is deemed safe again before work is resumed. In the event of a work-related incident, a thorough investigation will be conducted by the safety representatives from the respective business entity and the investigation report submitted to GKE's Senior Manager – QHSE and DG Compliance. A root cause analysis is conducted and appropriate corrective actions implemented to prevent recurrence.

⁹ Law on Work Safety, Law on Prevention and Control of Occupational Diseases.

EMPOWERING EMPLOYEES

Our employees attend various internal and external health and safety training relevant to their roles. For example, managers who are appointed as Site Incident Controller (“**SIC**”) would be required to attend SIC training and staff who are appointed as members of the Company Emergency Response Team (“**CERT**”) would be required to attend annual CERT training as they are responsible for incident response at their respective sites. All new employees are provided with an Employee Safety and Health Handbook in two languages, English and Chinese, and are required to attend a safety induction training which includes a video on the company’s safety practices. Refresher safety training for employees is conducted in-house by the various Department Managers/ Assistant Managers / Supervisors, while for mandatory safety training required under the Ministry of Manpower Workplace Safety and Health Act, our employees are sent to attend the courses through external approved training providers. Respective department managers conduct regular in-house training on topics such as fire drills, handling of heavy loads and dangerous goods management. Employees who handle chemicals are also required to attend a chemical awareness course.

At the RMC plant in Wuzhou City, China, a large proportion of our employees are employed as drivers for our trucks. In FY2024, health and safety, fire prevention and evacuation training were conducted at both Wuzhou Xing Jian and Cenxi Xing Jian Readymix.

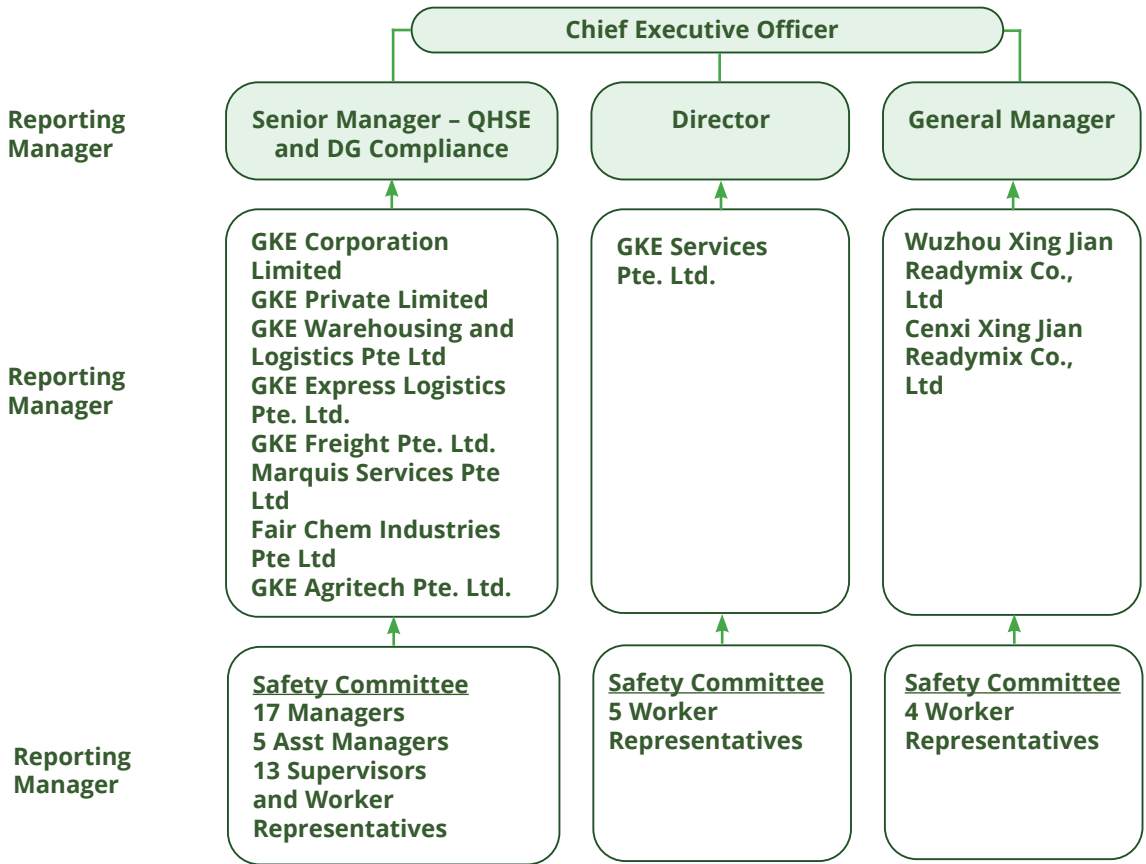
All subcontractors who work at our sites in Singapore and China are required to understand the company’s rules and regulations before they are allowed to be deployed at our sites. For our Singapore sites, contractors undergo a selection and evaluation process prior to the awarding of a job. Contractors are also required to submit their risk assessments and safe work procedures prior to the start of work, and those who are at least qualified to bizSAFE level 3 are preferred.

Top management is briefed monthly on the overall GKE health and safety performance by GKE’s Senior Manager – QHSE and DG Compliance, as well as by the Directors of the various entities. Our health and safety committees at the various sites are represented as follows and report to the CEO.

¹⁰ Hierarchy of controls – elimination, substitution, engineering controls, administrative controls and personal protective equipment.



EMPOWERING EMPLOYEES



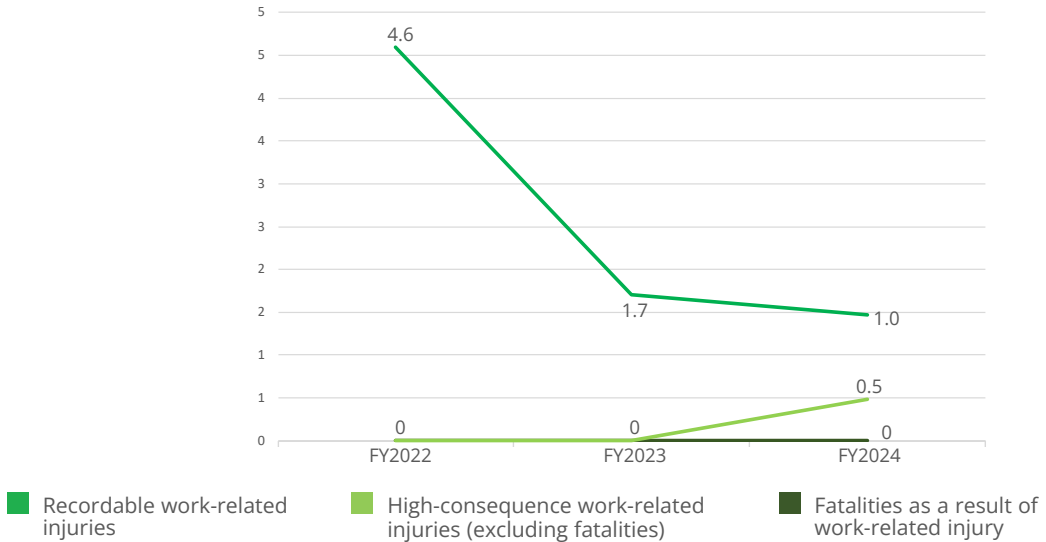
In FY2024, there were zero fatalities like in FY2023. There was one incidence of high-consequence work-related injuries (excluding fatalities) in FY2024 which was a fracture on the left leg resulting from the employee jumping off his vehicle while rolling down the ramp. GKE has taken immediate action to prevent an incident like this from recurring by disallowing parking on chassis on ramps, and by instructing drivers to use the wheel choke to be used during coupling of chassis. There were 2 cases of recordable work-related injuries related to medium forklift operations. The recordable workplace injury rate¹¹ in FY2024 was 1.0 which was less than 1.7 in FY2023.

In all these cases, immediate actions were taken to review the risk assessments and briefings were conducted for all employees in the affected areas to strengthen the awareness of the hazards in the workplace and exercise the necessary controls to prevent recurrence of these incidents.

¹¹ Total manhours for FY2024 was 2,044,679

EMPOWERING EMPLOYEES

Rate of Work-Related Recordable Injuries, High-Consequence Injuries and Fatalities



In FY2025, we aim to maintain zero workplace fatalities and zero high-consequence work-related injuries (excluding fatalities)

Employee Training and Development [GRI 404-1]

We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce. Employees are often unfamiliar with the work required of them, upon joining an organisation. Although they may be qualified and have the prerequisite skills, they may not have the required experience for their particular position, or be from a different cultural or social background that prevents them from being effective in their job. All these have to be taken into consideration when determining the type of training required.

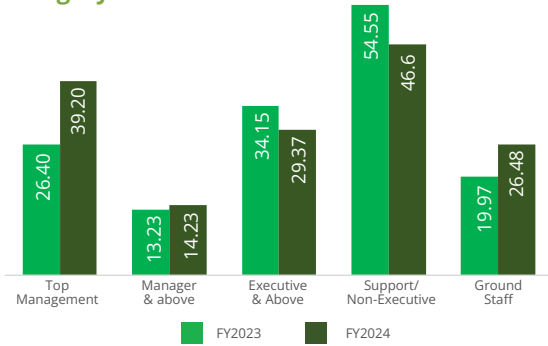
In FY2024, each of our employees attended approximately 34 hours of training. The training is targeted based on the employees' job scopes and skills set requirements. Training topics range from soft skills development in areas such as communication and leadership, to technical programmes covering project management and office productivity tools, health and safety related training including work at height, container lashing, wharf operations, chemical safety awareness, operation of prime movers and forklifts, as well as driving and haulage operations. All Directors have attended the mandatory sustainability training as prescribed by the Exchange.

In FY2024, the training hours by Top Management shows a significant increase by 48.5% over the previous year due one employee attending the "Leadership for Transformation (ELT)" programme which ran for several months. Ground staff's training hours in FY2024 showed an increase of 32.6% from FY2023 as there were several new staff who were required to attend the prescribed PSA courses before commencing work.

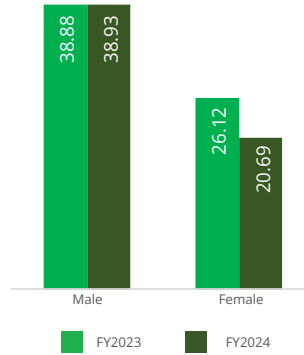
Please refer to Page 26 Performance data for more information.

EMPOWERING EMPLOYEES

Average Training Hours by Employee Category



Average Training Hours by Gender



SOCIAL CONTRIBUTIONS

Cash donations:

A total of \$17,000 was made in cash donations for this year towards the following:

West Coast National Day Dinner to West Coast CC (\$5,000), UOB Chinese New Year Charity (\$10,000) and West Coast Chinese New Year Celebration 2024 (\$2,000)

Food donation

Approximately 1.6 tonnes of vegetables from GKE Agritech were donated to Lions Home Bishan.



PERFORMANCE DATA

Economic Performance [GRI 201-1]

	FY2022		FY2023		FY2024	
	S\$M	% of direct value generated	S\$M	% of direct value generated	S\$M	% of direct value generated
Direct value generated ¹²	104.8		108.9		110.6	
Economic value distributed	94.9		105.0		106.3	
Operating cost ¹³	52.9	50.5%	61.9	56.8%	61.7	55.8%
Employee wages and benefits ¹⁴	35.3	33.7%	37.3	34.2%	39.4	35.6%
Government ¹⁵	3.8	3.6%	3.0	2.8%	2.5	2.2%
Capital providers ¹⁶	2.9	2.8%	2.8	2.6%	2.7	2.5%
Total economic value retained¹⁷	9.9	9.4%	3.9	3.6%	4.3	3.9%

S\$M: Singapore Dollars, in Million

Our Employee Profile

Total Employees by Employment Contract & Type, per Gender & Region [GRI 2-7]

Total Employees by Employment Contract & Type, per Gender & Region	FY2022				FY2023				FY2024			
	Singapore		China		Singapore		China		Singapore		China	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full time Employees	578	163	92	24	567	192	95	27	612	205	76	28
Part time Employees	6	9	-	-	1	11	-	-	-	7	-	-
Permanent contract	584	172	67	16	546	188	95	27	593	195	76	28
Temporary contract	-	-	25	8	22	15	-	-	19	17	-	-
Total	584	172	92	24	568	203	95	27	612	212	76	28

¹² This includes revenue and excludes other income – nett.

¹³ This includes cost of goods and administrative expenses, and excludes employee compensation, less other income and share of results of associate.

¹⁴ This includes wages, salaries and benefits.

¹⁵ This includes income tax expenses.

¹⁶ This includes dividends and interest expenses on borrowings and other finance costs.

¹⁷ Economic value retained = Economic value generated – Economic value distributed

New Employee Hires and Turnover in Singapore & China [GRI 401-1]

New Employees Hire and Turnover	FY2022				FY2023				FY2024				
	New Hires		Turnover		New Hires		Turnover		New Hires		Turnover		
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	
By Age Group	Under 30 yrs	120	13.8	115	13.2	83	9.3	78	8.7	114	12.3	56	6.0
	30-50 yrs	223	25.6	237	27.2	166	18.6	166	18.6	149	16.1	152	16.4
	Over 50 yrs	63	7.2	85	9.7	99	11.1	92	10.3	89	9.6	93	10.0
By Gender	Male	347	39.8	370	42.4	241	27.0	257	28.8	259	27.9	230	24.8
	Female	59	6.8	67	7.7	107	12.0	79	8.8	93	10.0	71	7.6
Overall Total		406	46.6	437	50.1	348	39.0	336	37.6	352	37.9	301	32.4

Workplace safety and health statistics for our operations in Singapore and China [GRI 403-9]

	FY2022		FY2023		FY2024	
	No. of cases	Rate	No. of cases	Rate	No. of cases	Rate
Fatalities as a result of work-related injury	-	-	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	Not reported	Not reported	-	-	1	0.5
Recordable work-related injuries	Not reported	4.6	3	1.7	2	1.0
Total Man hours	1,745,895		1,715,463		2,044,679	

For FY2022, no. of man hours worked is assumed to be 1,745,895 man hours for the total headcount in Singapore and China (872 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 8.8 hrs/day) and different number of working days per month.

For FY2023, no. of man hours worked is assumed to be 1,715,463 man hours for the total headcount in Singapore and China (893 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 8.8 hrs/day) and different number of working days per month.

For FY2024, no. of man hours worked is assumed to be 2,044,679 man hours for the total headcount in Singapore and China (928 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 12 hrs/day) and different number of working days per month. Man hours increased from approximately 1.7million in FY2023 to 2.0 million in FY2024 as there was more detailed tracking done in FY2024.

PERFORMANCE DATA

Training and Education [GRI 404-1]

Average Training Hours by Employee Category

Employee Category	FY2023	FY2024
Top Management	26.40	39.20
Manager & above	13.23	14.23
Executive & Above	34.15	29.37
Support/Non-Executive	54.55	46.67
Ground Staff	19.97	26.48
Total	35.59	34.21

Average Training Hours by Gender

Gender	FY2023	FY2024
Male	38.88	38.93
Female	26.12	20.69
Total	35.59	34.21

Water Withdrawal (in Megalitres ML [GRI 303-3])

		FY2023			FY2024		
		Warehousing & Logistics	Infrastructural Materials & Services	Others	Warehousing & Logistics	Infrastructural Materials & Services	Others
Groundwater	Fresh Water	-	0.08	-	-	-	-
	Other Water	-	-	-	-	0.08	-
Third-party water	Fresh Water	23.89	39.64	1.01	25.48	22.40	1.36
	Other Water	-	-	-	-	-	-
Total		23.89	39.72	1.01	25.48	22.48	1.36

Waste Generated [GRI 306-3]

Non-Hazardous Waste Generated	FY2022*		FY2023*		FY2024	
	kg	liter	kg	liter	kg	liter
Commercial and industrial waste	233,050	39,960	33,480	347,723	-	43,627
Paper and board: board	16,532	-	16,980	-	11,043	-
Plastics: average plastic film	12,258	-	14,197	-	10,814	-
Waste from Electrical and Electronic Equipment : mixed	665	-	-	-	-	-
Total	262,505	39,960	64,657	347,723	21,857	43,627

* FY2022 & FY2023 waste include collected waste (on behalf of customers).

Data above excludes waste from our operations in China.



PERFORMANCE DATA

Energy consumption within the organisation from non-renewable sources (in MJ) [GRI 302-1]

MJ		FY2022		FY2023			FY2024		
Business Unit	Fuel *	Electricity	Fuel *	Electricity	Solar	Fuel	Electricity	Solar	
Warehousing & Logistics	GKE Express Logistics Pte. Ltd.	22,990,793	167,003	23,815,170	273,782	-	26,122,756	260,524	-
	GKE Private Limited	469,955	193,270	248,766	735,155	59,324	204,785	3,267,007	214,530
	GKE Services Pte. Ltd.	2,367,851	384,134	2,297,314	338,259	-	2,178,350	307,624	-
	GKE Warehousing & Logistics Pte Ltd ^	803,099	5,474,570	767,822	3,877,013	752,315	686,733	4,017,474	861,180
	Fair Chem Industries Pte Ltd	Not reported	Not reported	1,123,152	835,521	-	435,909	981,728	-
	Marquis Services Pte Ltd	3,534,981	723,944	3,608,866	765,669	-	4,106,771	717,008	-
	GKE Freight Pte. Ltd. ^	NA	NA	NA	NA	NA	NA	NA	NA
	Subtotal	30,166,678	6,942,921	31,861,091	6,825,399	811,639	33,735,304	9,551,366	1,075,710
Total	37,109,599		39,498,129			44,362,380			

* Fuel figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.

^ Energy consumed for GKE Warehousing and Logistics Pte Ltd includes GKE Corporation Limited and GKE Freight Pte. Ltd. as they are in the same building and have a common electricity billing.

While we expected an increase in energy consumption due to GKE Agritech Pte Ltd's operations, we noticed an unusual meter reading for GKE Private Limited and GKE Agritech Pte Ltd at in FY2024. This case was investigated and meters have since been retified in mid-June 2024 and the data adjustments will be reflected in FY2025

PERFORMANCE DATA

MJ		FY2022		FY2023			FY2024		
Business Unit		Fuel *	Electricity	Fuel *	Electricity	Solar	Fuel	Electricity	Solar
Infrastructural Materials & Services	Wuzhou Xing Jian Readymix Co., Ltd.	28,295,565	3,093,606	28,365,214	2,955,524	-	31,376,788	2,825,496	-
	Cenxi Xing Jian Readymix Co., Ltd.	Not reported	Not reported	4,709,893	516,780	-	5,022,628	456,714	-
	Subtotal	28,295,565	3,093,606	33,075,107	3,472,304	-	36,399,416	3,282,210	-
	Total	31,389,171		36,547,411			39,681,626		
Others	GKE Agritech Pte. Ltd.	54,864	1,336,536	253,770	1,375,739	999,238	432,555	333,943	3,173,756
	GKE Corporation Limited ^	NA	NA	NA	NA	NA	NA	NA	NA
	Subtotal	54,864	1,336,536	253,770	1,375,739	999,238	432,555	333,943	3,173,756
	Total	1,391,400		2,628,747			3,940,254		
Total		58,517,107	11,373,063	65,189,968	11,673,442	1,810,878	70,567,275	13,167,519	4,249,466
Grand Total		69,890,170		78,674,287			87,984,260		

* Fuel figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.

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PERFORMANCE DATA

Direct (Scope 1) emissions & energy indirect (Scope 2) GHG emissions [GRI 305-1, GRI 305-2]

kgCO ₂ e		FY2022		FY2023		FY2024	
Business Unit		Scope 1 [#]	Scope 2	Scope 1 [#]	Scope 2	Scope 1	Scope 2
Warehousing & Logistics	GKE Express Logistics Pte. Ltd.	1,713,481	18,927	1,774,808	30,854	1,946,853	30,163
	GKE Private Limited	35,030	21,904	18,543	82,848	15,264	378,247
	GKE Services Pte. Ltd.	176,497	43,535	171,239	38,120	162,372	35,616
	GKE Warehousing & Logistics Pte Ltd [^]	59,862	620,451	57,233	436,918	51,188	465,134
	Fair Chem Industries Pte Ltd	Not reported	Not reported	83,719	94,159	32,492	113,662
	Marquis Services Pte Ltd	263,494	82,047	269,001	86,287	306,115	83,014
	GKE Freight Pte. Ltd. ^{##}	NA	NA	NA	NA	NA	NA
	Subtotal	2,248,364	786,864	2,374,543	769,186	2,514,284	1,105,836
Total		3,035,228		3,143,729		3,620,120	

Conversion factors for the above table are based on Emission Factors for Cross Sector Tools March 2024. Grid Emission Factors are sourced from Singapore Energy Market Authority (EMA) and IGES Institute for Global Environmental Strategies (2021). List of Grid Emission Factors, version 11.4.

[#] Scope 1 figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.

^{##} Scope 2 emissions for GKE Warehousing and Logistics Pte Ltd includes GKE Corporation Limited and GKE Freight Pte. Ltd. as they are in the same building and have a common electricity billing.

While we expected an increase in energy consumption due to GKE Agritech Pte Ltd's operations, we noticed an unusual meter reading for GKE Private Limited and GKE Agritech Pte Ltd at in FY2024. This case was investigated and meters have since been retified in mid-June 2024 and the data adjustments will be reflected in FY2025

PERFORMANCE DATA

kgCO ₂ e		FY2022		FY2023		FY2024	
Business Unit		Scope 1 [#]	Scope 2	Scope 1 [#]	Scope 2	Scope 1	Scope 2
Infrastructural Materials & Services	Wuzhou Xing Jian Readymix Co., Ltd.	2,107,795	732,153	2,113,067	697,832	2,337,421	667,131
	Cenxi Xing Jian Readymix Co., Ltd.	Not reported	Not reported	350,646	122,018	374,071	107,835
	Subtotal	2,107,795	732,153	2,463,714	819,850	2,711,492	774,966
	Total	2,839,948		3,283,563		3,486,458	
Others	GKE Agritech Pte. Ltd.	4,089	151,474	18,916	155,038	32,242	38,663
	GKE Corporation Limited ^{**}	NA	NA	NA	NA	NA	NA
	Subtotal	4,089	151,474	18,916	155,038	32,242	38,663
	Total	155,564		173,954		70,905	
Total	4,360,248	1,670,492	4,857,173	1,744,074	5,258,018	1,919,465	
Grand Total	6,030,740		6,601,246		7,177,484		

Conversion factors for the above table are based on Emission Factors for Cross Sector Tools March 2024. Grid Emission Factors are sourced from Singapore Energy Market Authority (EMA) and IGES Institute for Global Environmental Strategies (2021). List of Grid Emission Factors, version 11.4.

[#] Scope 1 figures for FY2022 and FY2023 have been restated to reflect the updated conversion factors in the latest GHG Protocol Emission Factors for Cross Sector Tools V2.0 (March 2024), compiled from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2.

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OUR DISCLOSURES BASED ON TCFD RECOMMENDATIONS

Based on the requirements in the Listing Rule 711B(1) and Practice Note 7.6 Sustainability Reporting Guide, we have outlined our climate related disclosures based on TCFD Recommendations as shown in the table below.

RECOMMENDATIONS	KEY POINTS
GOVERNANCE: Disclose the organisation’s governance around climate-related risks and opportunities	
<p>a. Describe the Board’s oversight of climate-related risks and opportunities</p>	<p>GKE’s Sustainability Committee provides support and guidance for the organizational ESG strategies and programs that enable GKE to address climate-related risks and opportunities. As of FY year end May 31, 2024 the Sustainability Committee comprised of Head of Committee (CEO and Executive Director), supported by 9 members representing various business units. (Refer to Board Statement, Pg 1 and Our Sustainability Approach, Pg 3)</p>
<p>b. Describe management’s role in assessing and managing climate-related risks and opportunities</p>	<p>Risks, including those related to climate risk, are managed at multiple levels throughout the organisation and across cross-functional teams. GKE’s risk reporting structure aims to allow our internal teams to monitor the status of key risks and the effectiveness of our mitigation efforts. Our Sustainability Committee solicited feedback in FY2024 from the members of various business units to identify the potential risks and opportunities faced by the different business units.</p>
STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is critical	
<p>a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term</p>	<p>A qualitative exercise was conducted in FY2024 to identify and assess GKE’s climate related transition and physical risks, as well as corresponding opportunities. Members representing various business units were engaged to establish an understanding of how these climate risks and opportunities could impact on GKE’s business objectives. GKE is working progressively towards climate-related risks and opportunities over the short, medium and long term, and will be disclosing more in future reports.</p>

OUR DISCLOSURES BASED ON TCFD RECOMMENDATIONS

RECOMMENDATIONS	KEY POINTS
<p>b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning</p>	<p>The business and financial impacts have been outlined in the TCFD table on pages 14-15, section on Environmental Responsibility</p>
<p>c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>As GKE works progressively towards reaching maturity of reporting, it is currently working on this and shall be disclosing more information in future reports.</p>
<p>RISK MANAGEMENT: Disclose how the organisation identifies, assesses and manages climate-related risks</p>	
<p>a. Describe the organisation's processes for identifying and assessing climate-related risks</p>	<p>Climate risk assessment, development and action was conducted through engagement with our key internal business stakeholders as well as our third-party consultants.</p> <p>In FY2024 we conducted a climate risk identification process, Members of various business units were engaged to establish an understanding of how these climate risks and opportunities could impact on GKE's business objectives.</p>
<p>b. Describe the organisation's processes for managing climate-related risks</p>	<p>As GKE works progressively towards reaching maturity of reporting, it is currently working on this and shall be disclosing more information in future reports.</p>
<p>c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management</p>	<p>As GKE works progressively towards reaching maturity of reporting, it is currently working on this and shall be disclosing more information in future reports.</p>

OUR DISCLOSURES BASED ON TCFD RECOMMENDATIONS

RECOMMENDATIONS	KEY POINTS
METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	We have identified different metrics to understand our exposure to physical and transition climate-related risks and opportunities. Transition risk metrics include energy consumption and greenhouse gas emissions, while physical risk metrics focus on our water consumption and electricity consumption from the grid. Please refer to pages 11-15
b. Disclose Scope 1 and 2, and if appropriate Scope 3 GHG emissions and related risks	Our Scope 1 and Scope 2 GHG emissions are reported on pages 11-13
c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	As GKE works progressively towards reaching maturity of reporting, it is currently working on this and shall be disclosing more information in future reports.



GRI Content Index

Statement of Use	GKE Corporation Limited has reported the information cited in this GRI content index for the period 1 June 2023 to 31 May 2024 with reference to the GRI Standards		
GRI 1 used	GRI 1: Foundation 2021		
General Disclosures			
GRI Standard	GRI Disclosure	Location	Omission
GRI 2 General Disclosures (2021)	2-1	Organisational details	2
	2-2	Entities included in the organisation's sustainability reporting	6
	2-3	Reporting period, frequency, and contact point	1
	2-4	Restatements of information	11, 12, 29, 31
	2-5	External assurance	NA
	2-7	Employees	16, 24
	2-27	Compliance with laws and regulations	8
GRI 201 Economic Performance (2016)	201-1	Direct economic value generated and distributed	8, 24
GRI 205 Anti-Corruption (2016)	205-3	Confirmed incidents of corruption and action taken	9
GRI 302 Energy (2016)	302-1	Energy consumption within the organization	11, 12, 28, 29
GRI 303 Water and Effluents (2018)	303-1	Interactions with Water as a Shared Resource	15
	303-2	Management of Water Discharge-Related Matters	15
	303-3:	Water Withdrawal	15,16, 26
GRI 305 Emissions (2016)	305-1	Direct (Scope 1) GHG Emissions	12, 13, 30, 31
	305-2	Energy indirect (Scope 2) GHG Emissions	12, 13, 30, 31
	305-4	GHG Emissions intensity	12

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CONTENT INDEX

General Disclosures				
GRI Standard		GRI Disclosure	Location	Omission
GRI 306 Waste (2020)	306-1	Waste generation and significant waste-related impacts	10	
	306-2	Management of significant waste-related impacts	10	
	306-3	Waste generated	10, 27	
GRI 401 Employment (2016)	401-1	New employee hires and employee turnover	16-19, 25	
	403-1	Occupational health and safety management system of work-related fatalities	19-22	
GRI 403 Occupational Health and Safety (2018)	403-2	Hazard identification, risk assessment, and incident investigation	19-22	
	403-3	Occupational health services	19-22	
	403-4	Worker participation, consultation, and communication on occupational health and safety	19-22	
	403-5	Worker training on occupational health and safety	19-22	
	403-6	Promotion of worker health	19-22	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19-22	
	403-9	Work-related injuries	19-22, 25	
GRI 404 Training and Education (2016)	404-1	Average hours of training per employee per year	22-23, 26	
GRI 418 Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	9	

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