



PROGEN

Sustainability Report 2025

COMMITTED
TO
SUSTAINABLE
DEVELOPMENT

This Sustainability Report has been reviewed by the Company's sponsor, PrimePartners Corporate Finance Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

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ABOUT THE REPORT

This Sustainability Report is issued by Progen Holdings Ltd (the “Company” and together with its subsidiaries, the “Group”) and focuses on the environmental, social and governance (“ESG”) factors that are identified as material to the businesses of the Group. The reporting period is from 1 January 2025 to 31 December 2025 (“FY2025”), which aligns with the financial reporting period of the Group. There is no re-statement of environmental, human capital and community performance. We reviewed sustainability risks related to our business context in FY2025, and our material sustainability factors are consistent and remained unchanged from the prior year. We have not sought external assurance for this sustainability report but have relied on internal verification to ensure data accuracy.

BOARD STATEMENT

The Board of Directors (“Board”) is committed to creating long-term sustainable value and fostering business growth for all stakeholders, both internal and external. The Board oversees the Group’s overall climate-related strategy and is dedicated to conducting business responsibly, thereby enhancing societal well-being while pursuing business sustainability. The Board has integrated sustainability considerations into its business and strategy, identified the key material ESG factors, and has implemented oversight on the governance and reporting of sustainability through this Sustainability Report. Additionally, the Board is responsible in overseeing, managing and monitoring ESG factors.

SUSTAINABILITY GOVERNANCE STRUCTURE

The Boards sets the tone at the top and is accountable for ensuring that sustainability is embedded in the Group’s strategic planning. At the Board level, the Audit and Risk Committee (“ARC”) monitors and controls the management of material sustainability factors and works closely with the Sustainability Committee (the “Committee”) to ensure effective implementation of sustainability governance across various management levels. The Committee, chaired by the Managing Director, includes members from various operational functions and is responsible for ensuring that sustainability factors are continuously monitored and adequately managed. Any flagged sustainability risks will be promptly brought to the Board’s attention as needed. The Board is considering linking executive remuneration to sustainability performance in consultation with the Remuneration Committee, with a target implementation by FY2026.

FRAMEWORK AND ASSURANCE

This Sustainability Report has been prepared with reference to Rule 711B and Practice Note 7F: Sustainability Reporting Guide of the Listing Manual Section B: Rules of Catalist (the “Catalist Rules”) of the Singapore Exchange Securities Trading Limited (the “SGX-ST”) with reference to the Task Force on Climate-Related Financial Disclosures (“TCFD”) framework and the Global Reporting Initiatives (“GRI”) Universal standards (2021) (“GRI Standards”).

The Company noted on Singapore Exchange Regulation’s (“SGX RegCo”) requirement for all listed companies to start reporting Scope 1 and Scope 2 greenhouse gas (GHG) emissions beginning from financial year (“FY”) 2025. Furthermore, the climate-related disclosures must also gradually incorporate the climate-related requirements in the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board, which builds on the recommendations of the TCFD that SGX RegCo has mandated in phases since FY2022.

STAKEHOLDER ENGAGEMENT

The Group recognises the importance of our stakeholders' interests and expectations for our long-term business success. The key stakeholder groups that have the most significant impact on the Group's sustainability strategy are as follows:

Stakeholders	Key Topic of Concern	Engagement Methods	Frequency
Customers	<ul style="list-style-type: none"> - Availability and timely delivery of products and services - Pricing and quality of products and services 	<ul style="list-style-type: none"> - Emails - Phone calls - Customer visits - Virtual online meetings 	Throughout the year
Suppliers	<ul style="list-style-type: none"> - Timeliness of delivery of products and services - Compliance with regulations and customers' specifications 	<ul style="list-style-type: none"> - Emails - Phone calls - Physical meetings - Virtual online meetings 	Throughout the year
Employees	<ul style="list-style-type: none"> - Work environment - Fair compensation and benefits - Training and education 	<ul style="list-style-type: none"> - Internal circulars and emails - Group chat - Discussion sessions 	Throughout the year
Investors	<ul style="list-style-type: none"> - Economic performance - Corporate governance - Shareholders' returns 	<ul style="list-style-type: none"> - Annual general meeting - Announcements via SGXNET - Annual reports 	Periodically

MATERIALITY ANALYSIS

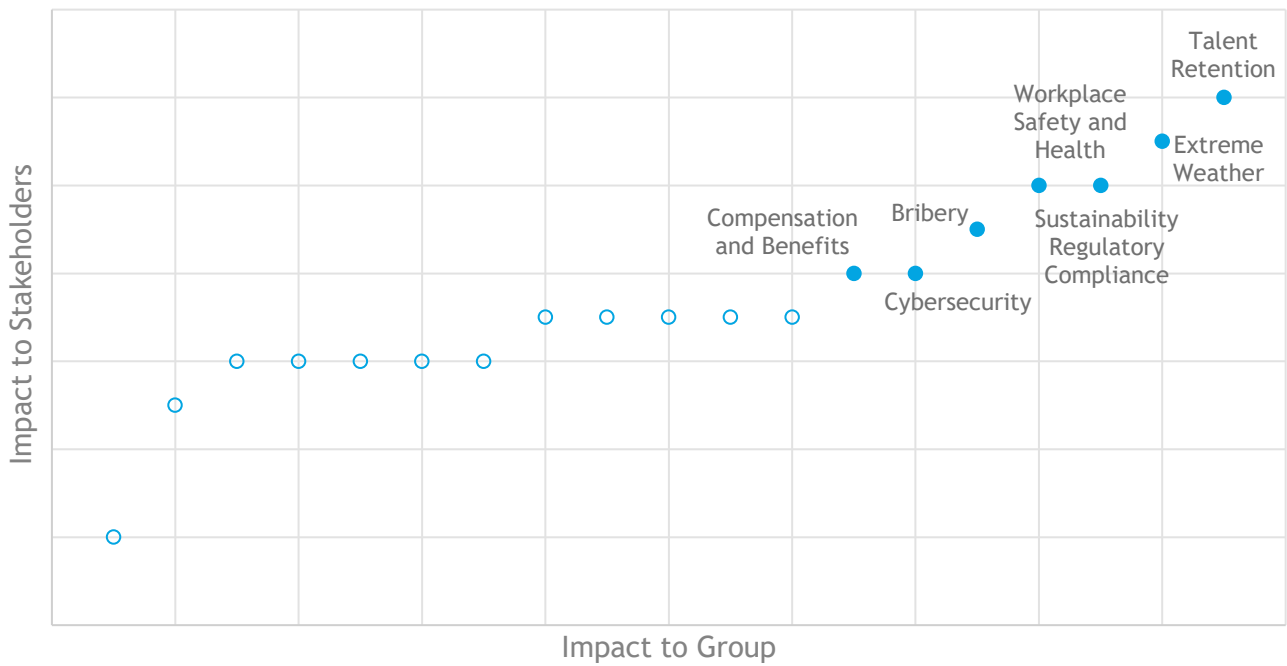
The Group has gradually applied the materiality determination process. We incorporate stakeholder engagement results into our risk management review to enhance our analysis. Concerns stated by stakeholders can be more to business risks than sustainability risks. Therefore, in assessing sustainability risks, we filter the concerns. We review all business-related concerns under our business risks, while those identified as sustainability-related concerns are treated as sustainability risks. Using the GRI Standards as a guide, this filtering process focuses on sustainability issues. We conduct the assessment of sustainability risks by using sustainability risk ratings. The ratings consist of three types of ratings, i.e., impact, likelihood, and velocity. The impact rating considers the sustainability impact of each risk. The likelihood rating considers the occurrence likelihood of each risk, and the velocity rating assists us in determining the onset of each risk. The total score of each sustainability risk represents the materiality for Progen and Stakeholders. In FY2025, we reviewed the relevance of those risks and revisited the materiality of each sustainability risk.

The materiality determination process is as follows:

- 1) **Identify** - Identify sustainability issues from all issues stated in stakeholder engagement. Use GRI Standards as a reference.
- 2) **Rate** - Cluster similar issues into Environment, Social and Ethics, using the management perspective on issue relevance.
- 3) **Prioritise** - Prioritise based on likelihood, impact and velocity.
- 4) **Validate** - Review and validate by the Board.

For this report, we concentrate on the 7 most material factors and note that there has not been any material change in the impact of the material sustainability factors as compared to previous years. Similar to previous years, we will continue to monitor the risks with lower materiality as those risks can affect the Group’s operational performance at certain point in time.

Material Sustainability Factors



Material ESG Factors	Key Stakeholders	Classification
Talent retention	Employees	Social
Extreme weather	Customers, employees	Environment
Workplace safety and health	Employees	Social
Sustainability regulatory compliance	Investors	Environment
Bribery	Customers, suppliers, investors	Ethics
Cybersecurity	Customers, employees	Ethics
Compensation and benefits	Employees	Social

ENVIRONMENT

The Group considers risks and opportunities related to climate change and green procurement to minimise negative environmental impact. Our operations can, directly and indirectly, contribute to climate change. Our indirect impact stems from the installation of air-conditioning systems at various premises. Air-conditioners, by nature, will emit greenhouse gases which contribute to climate change. Whenever possible, we offer customers systems that meet the Green Mark requirements. The Green Mark Certification scheme¹, launched by the Building and Construction Authority in January 2005, rates a building's environmental impact. It provides a comprehensive framework for assessing the overall environmental performance of both new and existing buildings, promoting sustainable design and best practices in construction and operations in buildings. As part of our strategic transition to a lower carbon economy, we filter products from our suppliers and support green procurement. We also manage our direct impact on climate change by investing in green building technologies at our headquarter, including water conservation fittings, energy efficient lightings and high efficiency air conditioners. Additionally, the Group has installed solar panel system for the Headquarters building. For FY2025, there was no violation of environmental laws and regulations that resulted in fines or sanctions. For FY2026, we target to have zero violation of environmental laws and regulations that will result in fines or sanctions.

CARBON FOOTPRINT

In FY2025, our team used MRT and buses for 67,818 km (FY2024: 96,594 km) and 7,821 km (FY2024: 12,845 km) of business travels respectively. The shorter distance travelled in FY2025 was because generally the project sites were closer to the place of residence of the staff. Nationwide, travelling by electric buses or trains potentially cut carbon emissions by 70%² and 90%³ respectively, compared to driving internal combustion engine (ICE) cars.

In FY2023, the Group replaced some of its older, more pollutive diesel light commercial vehicles ("LCVs") to cleaner LCVs. Currently, under the Commercial Vehicle Emissions Scheme (CVES), 50% of our LCVs qualify as Band B LCVs. In FY2024, we set the target of having 65% of the Group's LCV qualify as Band B LCVs in anticipation of securing certain projects that would have required an expansion of the fleet through the purchase of additional vehicles and/or replacement of older vehicles. However, as the projects did not materialise, the plan to acquire more LCVs was subsequently shelved. Given this change in circumstances, the target has been adjusted to a more sustainable level of 50% for FY2025. In FY2025, we have met the target and will set the same target for FY2026.

WATER

Our water usage is tracked in conjunction with our tenants'. The total water usage at the Headquarters building for FY2025 was 3,438 CuM (FY2024: 3,329 CuM). In FY2025, we consumed approximately 72.2% (FY2024: 74.8%) of the total annual water usage, while our tenants consumed 27.8% (FY2024: 25.8%). Our consumption for FY2025 (2,482 CuM) was about the same as for FY2024 (2,490 CuM). We met the target of maintaining or reducing water consumption. For FY2026, we target to maintain or reduce water consumption.

Reference:

- 1 - <https://www1.bca.gov.sg/buildsg/sustainability/green-mark-certification-scheme>
- 2 - <https://www.straitstimes.com/singapore/politics/budget-debate-lifespan-of-electric-cabs-extended-to-10-years-as-spore-sets-new-targets-to-electrify-public-transport>
- 3 - <https://www.mot.gov.sg/news/details/parliamentary-ministerial-statement-by-minister-for-transport-mr-s-iswaran-on-meeting-the-transport-needs-of-singaporeans>

ENVIRONMENT

ELECTRICITY

Our electricity consumption is also tracked alongside with our tenants'. The total electricity usage at the Headquarters building for FY2025 was 333 MWH (FY2024: 351 MWH). In FY2025, we consumed approximately 54.0% (FY2024: 50.6%) of the total annual consumption, while our tenants consumed 46.0% (FY2024: 49.4%). Our consumption for FY2025 (180MWH) was about the same as for FY2024 (178 MWH). The Energy Intensity for FY2025 was 0.0282 MWH per square meter (FY2024: 0.291 MWH per square meter). We met the target of maintaining or reducing electricity consumption. For FY2026, we target to maintain or further reduce electricity consumption. The solar panel system installed at the Headquarters building contributed 23.6% of the electricity consumption during FY2025.



ENVIRONMENT

CLIMATE-RELATED DISCLOSURE

In line with TCFD recommendations, we have integrated climate risk into the Group’s risk management. All risks are flagged to the Committee, which will convene to discuss mitigation measures. Any significant issues identified from the meetings will be brought to the Board’s attention as appropriate.

Types of Climate Change Risk	Risks	Opportunities
Chronic	Sustained lower temperatures may reduce demand for our cooling system services. (Long-term)	Sustained higher temperatures may increase demand for our cooling system services. (Long-term)
Acute	Extreme weather may disrupt and delay on-site service deliveries. (Short-term) High outdoor temperatures may affect employee health and reduce productivity. (Medium-term)	N.A.
Transitional	Availability and feasibility of green technology for timely implementation. (Short-term) Implementation of carbon tax and other regulatory requirements will increase operating costs. (Long-term)	Broader markets opportunities in areas that impose Green Mark requirements. (Medium-term)

In the immediate horizon to mitigate these risks, we educate and encourage our employees to reduce water and electricity usage wherever possible and promote efficient conservation habits. We will also work with business associates, consultants and local authorities to ensure compliance with applicable environmental laws and regulations.

TCFD Recommended Disclosures	Description
Governance: Leadership and Accountability	
Describe the board’s oversight of climate-related risks and opportunities.	The Board has considered sustainability issues including climate-related risks and opportunities in its business and strategy, determined the material ESG factors and implemented oversight on the sustainability reporting and governance of this Sustainability Report. All Board members have attended sustainability training.
Describe management’s role in assessing and managing climate-related risks and opportunities.	The Sustainability Committee (the “ Committee ”), led by the Managing Director, includes members from various operational functions. Each of the operational functions incorporate climate-related risk and opportunities considerations in their respective decision-making scopes. The Committee continuously identifies, assesses and manages climate-related risks and opportunities.

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TCFD Recommended Disclosures	Description
Strategy: Integrating Climate Considerations	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	The Company has identified risks as short, medium and long term, categorised as chronic, acute and transitional as per the table under “Climate-Related Disclosure” section above.
Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	Climate-related risks and opportunities influence decision making at all levels. We recognise the profound impact of climate change on our businesses, strategy, and financial planning. For example, for the conversion of part of the Headquarters building into a dormitory, we have chosen designs and materials that are more environmentally friendly. This approach not only mitigates climate risks but also positions us to capitalise on emerging opportunities in the transition to a low-carbon economy.
Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Current scenarios: The Company encourages employees to reduce water and electricity usage wherever possible and promotes efficient conservation habits. We practice green procurement and propose systems that meet the Green Mark requirements to the customers. Our Headquarter building uses green building technologies including water conservation fittings, energy efficient lightings and high efficiency air conditioners to conserve water and energy. These efforts not only mitigate our environmental impact but also position us to thrive in various climate scenarios, including a 2°C or lower trajectory.</p> <p>Up to 2°C increase scenarios: The Government will likely impose stricter energy efficiency regulations. The Company ensures that we have the skills and capabilities to install and maintain systems that meet the highest energy efficiency standards. The Company will further invest in energy efficient fittings and fixtures for our Headquarter building.</p>
Risk Management: Identifying and Mitigating Risks	
Describe the organisation’s processes for identifying and assessing climate-related risks.	The Committee meets regularly to discuss operational, business and strategic matters. During these meetings, key operational risks, including climate-related risks are identified and discussed. Climate-related risks are identified through ongoing monitoring of environmental trends, regulatory changes, alongside internal assessments of the potential impact these factors could have on the Group’s operations and long-term sustainability.
Describe the organisation’s processes for managing climate-related risks.	Any climate-related risks flagged out during the Committee’s meeting are analysed and mitigating actions will be sought and discussed. Follow-ups are performed in subsequent meetings to ensure effectiveness of mitigating actions.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	Climate risks are integrated into the overall risk management processes across all operation functions. The Committee is represented by management of each operational function and will flag out any climate-related risks that are observed in the course of operation.

ENVIRONMENT

TCFD Recommended Disclosures	Description
Metrics and Targets: Measuring and Reporting Progress	
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Stakeholders were engaged to identify sustainability risks, including climate-related risks. Identified risks were rated for impact, likelihood and velocity. The total score is calculated and risks with higher materiality are monitored and managed more closely. Please refer to the Materiality Sustainability Factors table under “Materiality Analysis” section above.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	We traced sources of our carbon emissions. Scope 1 emission is from owned service fleets; and Scope 2 from our direct electricity consumption. For FY2025, Scope 1 and Scope 2 absolute emissions are 23,413 kg CO ₂ (FY2024: 22,714 kg CO ₂) and 55,261 kg CO ₂ (FY2024: 72,809 kg CO ₂) respectively. The Scope 1 emission for FY2025 was about the same as that for FY2024. The Scope 2 emission for FY2025 was lower than that of FY2024 as the solar system installed at the Headquarter contributed 23.6% of the building’s electricity consumption. The Group has set FY2024 as the baseline year for Scope 1 and Scope 2 emissions.
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	We have targeted and achieved zero incidence of environmental non-compliance for FY2025. For FY2026, we target to maintain zero incidence of environmental non-compliance. By maintaining zero incidence of environmental non-compliance, the Group can strengthen its internal risk management processes, minimising the likelihood of penalties or legal challenges.

SOCIAL

PEOPLE DEVELOPMENT

Employees are essential assets to our business. They manage customers' and potential customers' expectations, propose systems that meet requirements, deliver agreed-upon designs and provide timely and effective after-sales service. The Group is committed to upskilling our workforce, to ensure regulatory compliance, support professional development, promote workplace safety and raise awareness of resource conservation. All employees receive regular reviews of their performance. Training opportunities are provided based on performance and job responsibilities regardless of age or other diversity factors. In FY2025, we met the 2 targets of (i) sending all of our technical workers to the related training and to have the associated certifications from authorities; and (ii) not having gender discrimination incidents related to training and development. For FY2025, total accumulated training hours amongst our workers amounted to 409 hours, bringing the average training hours per employee to 10, which is consistent with FY2024. There were no reported incidents of gender discrimination related to training and development in FY2025. For FY2026, we target to (i) send all of our technical workers to the related training and to have the associated certifications from authorities; and (ii) not have gender discrimination incidents for training and development.

EQUALITY AND DIVERSITY

Employment, promotions, salary increment and training opportunities are given based on performance, skill sets and work attitude without regard to age, gender, race and nationality. We encourage our employees to continue working beyond the statutory retirement age of 63 and offer eligible employees re-employment opportunities within the Group till 67 or older. This approach enables older employees to share their knowledge with the younger generation. For FY2025, no report of discrimination based on age, gender, race or nationality was received. For FY2026, we target to maintain zero discrimination against employees based on age, gender, race or nationality.

		2024		2025	
		No.	%	No.	%
By Age Group	< 30	12	29%	10	23%
	30 - 39	11	26%	13	30%
	40 - 49	10	24%	9	21%
	50 - 59	3	7%	5	12%
	> 60	6	14%	6	14%
		42	100%	43	100%
By Gender	Male	36	86%	37	86%
	Female	6	14%	6	14%
		42	100%	43	100%
By Nationality	Singaporean and PR	13	31%	13	30%
	Others	29	69%	30	70%
		42	100%	43	100%
By Year of Service	< 5	20	48%	17	40%
	5 - 9	2	5%	3	7%
	10 - 14	8	19%	8	19%
	15 - 19	6	14%	6	14%
	20 - 24	0	0%	3	7%
	> 25	6	14%	6	14%
		42	100%	43	100%

SOCIAL

The Group's turnover rate for FY2024 and FY2025 were 2% and 9% respectively - meeting the target of maintaining the rate at below 10%. For FY2026, we target to maintain turnover rate at below 10%.

OCCUPATIONAL HEALTH AND SAFETY

The Group is committed to providing a healthy and safe working environment by managing health and safety risks through Occupational Health and Safety Management programmes. The objectives and targets of these programmes are to reduce and minimise workplace accidents, raise safety awareness among employees to minimise hazardous work environments, and ensure compliance with regulatory requirements. Our Group is certified under bizSAFE STAR, the highest rating of the bizSAFE programme by the Workplace Safety and Health Council. The bizSAFE STAR recognises that Progen's Workplace Safety and Health Management System (WSHMS) identifies, manages and controls workplace risks or hazards in compliance with the Workplace Safety and Health Act 2006 and international standards such as ISO 45001. Progen's ISO45001:2018 certification is valid till August 2026.

The bizSAFE programme, supported by the Ministry of Manpower, helps companies build workplace safety and health capabilities. The programme includes SGSecure elements to assist companies in implementing measures to manage potential safety threats.

The Group continues to monitor the Company Emergency Response Team ("CERT") as they implement safety measures and maintain the Emergency Response Plan ("ERP"). For FY2025, no significant safety-related incidents were reported, meeting the target set. For FY2026, we target to have zero significant work-related injury and zero work-related illness or health conditions resulting from exposure to hazards at work.

Regarding health management, we adhere to the guidelines of the Ministry of Health of Singapore and related authorities when assigning our people to different premises. We also provide spaces for our employees to socialise, rest and support each other, promoting both physical and mental well-being. Due to the anticipated high temperature, we remind employees - especially those working at construction sites - to stay hydrated throughout the day and seek shelter whenever possible.

ETHICS

The Group has a whistle-blowing policy and maintains zero tolerance stance towards fraudulent activities, including bribery, money laundering and other forms of financial crime. Each employee has access to the Company's standard of ethical conduct as outlined in our employee handbook. All employees have received training on our code of conduct. For further details, please refer to the Progen Annual Report FY2025 on page 26 for the whistle-blowing policy and anti-fraud incidents. We met the target of zero report on incident involving ethics or fraud in FY2025. For FY2026, we target to maintain zero ethics-related and fraud-related incidents.

The Group recognises the importance of cybersecurity to prevent the leakage and/or loss of confidential data, including but not limited to customers' personal data and other commercial and financial data. The Group is committed to ensuring customers' personal data are kept confidential in compliance with Singapore Personal Data Protection Act 2012. Additionally, the Group invests in necessary hardware and software to ensure regular and timely data backups.

APPENDIX

GRI STANDARD		DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021			
Disclosure 2-1	Organisational details	Corporate Profile	AR page 1
Disclosure 2-2	Entities included in the sustainability reporting	About the Report	Page 4
Disclosure 2-3	Reporting period, frequency and contact point	About the Report	Page 4
		Corporate Information	AR back cover
Disclosure 2-4	Restatements of information	About the Report	Page 4
Disclosure 2-5	External Assurance	About the Report	Page 4
Disclosure 2-6	Activities, value chain and other business relationships	Corporate Profile	AR page 1
Disclosure 2-9	Governance structures and composition	Corporate Governance	AR pages 9 to 29
		Corporate Governance	AR pages 9 to 29
Disclosure 2-10	Nomination of Selection of the Highest Governance Body	Corporate Governance	AR pages 9 to 29
Disclosure 2-11	Chair of the highest governance body	Corporate Governance	AR pages 9 to 29
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	Board Statement	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
		Corporate Governance	AR pages 9 to 29
Disclosure 2-13	Delegation of responsibility for managing impacts	Sustainability Governance Structure	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Board Statement	Page 4
Disclosure 2-15	Conflicts of interest	Corporate Governance	AR pages 9 to 29
Disclosure 2-16	Communication of critical concerns	Corporate Governance	AR pages 9 to 29
		Sustainability Governance Structure	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 2-17	Collective knowledge of the highest governance body	Board Statement	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 2-18	Evaluation of the performance of the highest governance body	Corporate Governance	AR pages 9 to 29
Disclosure 2-22	Statement on sustainable development strategy	Sustainability Governance Structure	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 2-25	Processes to remediate negative impacts	Board Statement	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Board Statement	Page 4
		Corporate Governance	AR pages 9 to 29
		Sustainability Governance Structure	Page 4
Disclosure 2-27	Compliance with Laws and Regulations	Framework and Assurance	Page 4
		TCFD Recommended Disclosure	Pages 9 to 11

APPENDIX

GRI STANDARD		DISCLOSURE	LOCATION
GRI 3: Material Topics 2021			
Disclosure 3-1	Process to determine material topics	Materiality Analysis	Pages 5 to 6
Disclosure 3-2	List of material topics	Materiality Analysis	Pages 5 to 6
Disclosure 3-3	Management of material topics	Materiality Analysis	Pages 5 to 6
		TCFD Recommended Disclosure	Pages 9 to 11
GRI 302: Energy 2016			
Disclosure 302-1	Energy consumption within the organisation	TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 302-3	Energy intensity	Environment	Page 7 to 11
Disclosure 302-4	Reduction of energy consumption	Environment	Page 7 to 11
GRI 303: Water and Effluents 2018			
Disclosure 303-5	Water consumption	Environment	Page 7 to 11
GRI 305: Emissions 2016			
Disclosure 305-2	Indirect (scope 2) GHG emissions	TCFD Recommended Disclosure	Pages 9 to 11
Disclosure 305-3	Other indirect (scope 3) GHG emissions	TCFD Recommended Disclosure	Pages 9 to 11
GRI 401: Employment 2016			
Disclosure 401-1	New employee hires and employee turnover	Social	Page 12 to 13
GRI 404: Training and Education 2016			
Disclosure 404-1	Average hours of training per employee	Social	Page 12 to 13
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Social	Page 12 to 13
GRI 406: Non-Discrimination 2016			
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Social	Page 12 to 13



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