



**SUSTAINABILITY
REPORT**
2023

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

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Issued on 30 April 2024

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ORGANISATIONAL PROFILE

Koyo International Limited (“**Company**”) was listed on the Catalist board of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) in 2009.

For the financial year ended 31 December 2023 (“**FY2023**”), the Group focused on its core mechanical and electrical (“**M&E**”) engineering services while the other business activities were not significant.

BOARD STATEMENT

The board of directors (“**Board**”) of the Company is pleased to present the seventh Sustainability Report (“**Report**”) of the Group. This Report is a culmination of the Group’s commitment towards incorporating sustainability into its business operations through the presentation of its economic, environmental, social and governance (“**ESG**”) performance throughout the year. The Board considers sustainability issues an integral part of our strategic formulation, determines material ESG factors, and oversees the identification and management of risks and opportunities relating to ESG issues that are material to our business.

In 2023, the Group conducted the review by focusing on the most pressing ESG issues impacting the business and its stakeholders. The Group has put in place stronger controls and processes to manage the material ESG factors, which in turn demonstrate Koyo’s commitment to sustainability and addressing its stakeholders’ primary concerns.

ABOUT THIS REPORT

This report has been prepared with reference to Global Reporting Initiatives (“**GRI**”) Standards 2021 as well as Catalist Rules 711A and 711B and Practice Note 7F of the Catalist Rules. The GRI standards were referenced as it represents the global best practices for reporting on ESG topics. The report highlights the key ESG-related factors identified for FY2023 and the initiatives taken during the period. The report focused on the Group’s M&E engineering services, which include facilities management. Through this report, we hope to share our commitment to sustainability and transparency with our various stakeholders, including customers, suppliers, employees, investors and government & regulators.

The SGX has introduced a phased approach to mandatory climate disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). The TCFD is an international task force set up by the Financial Stability Board to provide information to investors about what companies are doing to mitigate the risks of climate change, as well as being transparent about the way in which they are governed. The Company is classified to be in the industrial and commercial services industry and climate reporting is mandatory for the financial year commencing 1 January 2024. The Company will comply with the mandatory climate disclosures within the required time period.

The Group has established a team comprising members from Senior Management and operations to maintain oversight of the Group’s sustainability efforts across different departments, including project, contract, facilities management, finance, information technology and human resources. The sustainability team reviews the Group’s sustainability objectives, challenges, targets and progress to ensure their alignment with the Group’s strategic direction and oversees the implementation and tracking of sustainability data and overall sustainability progress of the workforce. Koyo seeks to minimize its environmental footprint and impacts by continuously improving this process in order to ensure the data collection is effective and robust. In the near future, the Group will assess whether it is applicable to include climate-related risks in its Enterprise Risk Management Framework.

Our sustainability reporting process has been reviewed by the internal auditor. We have not sought external assurance on this report but will consider doing so as our reporting matures over time.

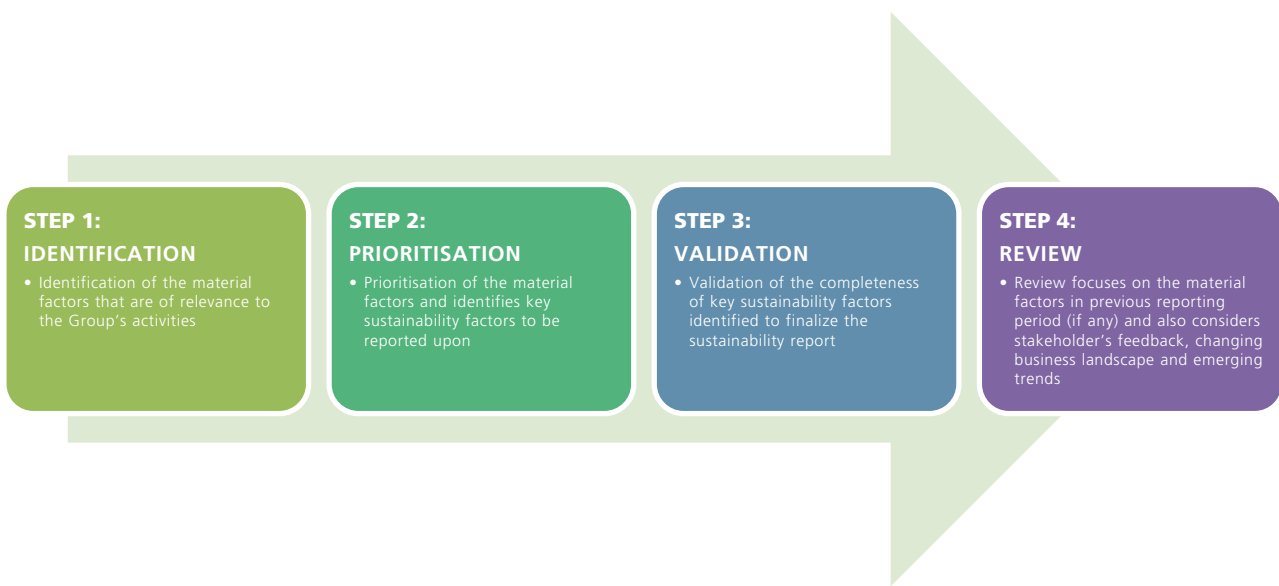
As part of our continual efforts to improve the coverage of our sustainability practices in the report, we welcome stakeholders to submit their questions or feedback on any aspect of our sustainability performance via the following email address: mail@koyointernational.com.

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POLICY, PRACTICES AND PERFORMANCE REPORTING

SUSTAINABILITY REPORTING PROCESSES

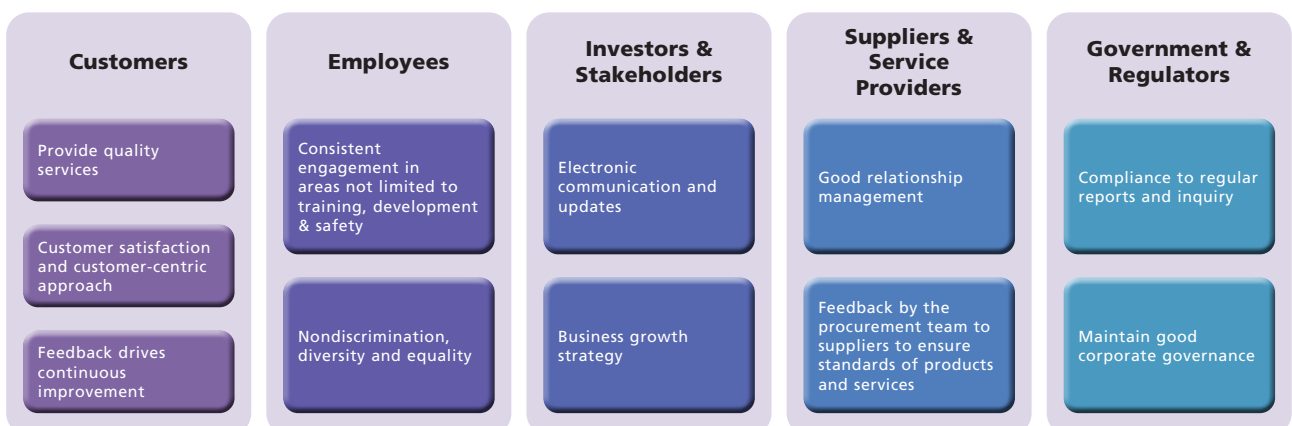
Our sustainability process begins with the identification of relevant aspects of stakeholder engagement. Relevant aspects are then prioritized as material when identifying issues. The final list of issues that are deemed as material to us are the issues that have significant economic, environmental and social impacts or could substantively influence the assessments and decisions of our stakeholders. The result of this process is a list of material factors disclosed in the sustainability report. The sustainability reporting process is as shown below:



STAKEHOLDER ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and material aspects relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to employees, suppliers & service providers, investors & shareholders, customers, and government & regulators.

We adopt both formal and informal channels of communication to understand the needs of key stakeholders and incorporate these into our corporate strategies to achieve mutually beneficial relationships. The following sets out our engagement platforms with our stakeholders:

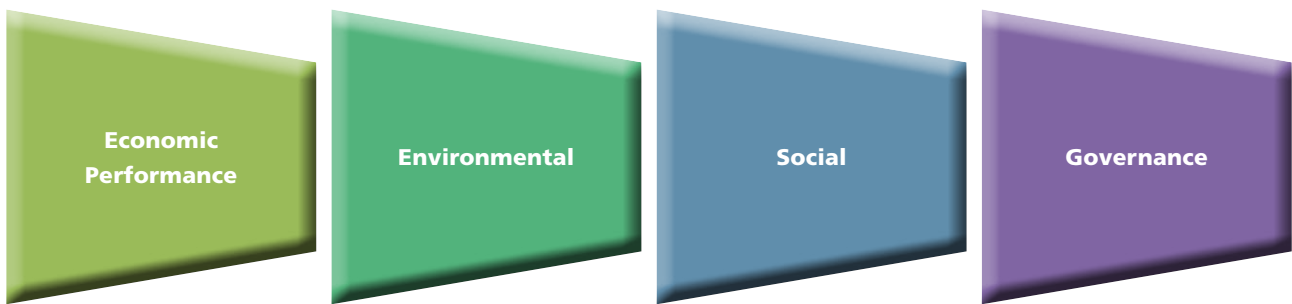


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MATERIAL ASPECTS ASSESSMENT

We conducted a materiality assessment during FY2023 to identify, prioritise and validate ESG topics that are material to the Group. Factors that were deemed material last year were reviewed to ensure their continued relevance. A materiality review will be conducted annually, incorporating inputs from the stakeholder engagements.

To determine if an aspect is material, we assessed its potential impact on the economy, environment and society and the influence on the stakeholders and the Company. Aspects were identified and prioritized through senior management evaluations. Applying the guidance from GRI Standards, we have identified the following material aspects:



The material topics relating to above aspects are identified as follows:

ESG FACTORS	MATERIAL TOPICS
Economic	Economic Performance
Environmental	Green Mark Projects Supply Chain Environmental Aspect and Impact Assessment Waste Management (Reduce, Reuse, Recycle) Conservation of Energy and Water
Social	Diversity and Fair Employment Code of Conduct Training and Education Occupational Health and Safety Safety Training/Safety Campaign Managing Risks at Work
Governance	Anti-Corruption Data Protection Compliance with Laws and Regulations

MATERIAL ASPECTS

ECONOMIC PERFORMANCE

The Group firmly believes that focus on financial sustainability is critical and we aim to maximise returns for long-term profitability, thereby creating sustainable shareholder value. The Group’s basic principle is that long-term profitability and shareholder value are ensured by taking into account the interests of stakeholders, such as shareholders, employees, suppliers and society as a whole.

2023 remained a challenging year for the construction industry despite it being the end of the Covid-19 pandemic, as global economic recovery was curtailed by inflation levels and ongoing geopolitical conflicts. The Group strived to overcome both manpower and operational challenges faced by the Group, which were compounded by the liquidation of one of our customers, Tiong Aik Construction Pte Ltd, resulting in an allowance for expected credit losses of S\$3.1 million. Notwithstanding this unforeseen event, the Group recorded a net profit of S\$1.5 million for FY2023. The Group remained

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prudent in the management of projects, costs and cash flow and was able to maintain a strong net asset value of S\$17.1 million. The Group also maintained a healthy balance of its cash and bank balances amounting to S\$9.4 million at the end of FY2023. Looking ahead, the Group will continue to explore innovative practices to improve productivity and revenue.

For more detailed information regarding our FY2023 financial results, please refer to the following sections in our Annual Report 2023:

- Operating and Financial Review, pages 6 – 7; and
- Financial Contents, pages 37 – 115.

KEY PERFORMANCE AT A GLANCE

PERFORMANCE MEASURES	2022	2023	2023 PERFORMANCE AGAINST 2023 TARGETS
Environmental targets			
Paper			
Paper consumption (in ream)	736	667	The target of a 5% reduction in paper usage was achieved.
Energy			
Total energy consumed (kWh)	207,422	181,275	The target of a 5% reduction in energy consumption was achieved.
Water			
Total water consumed (m ³)	4,729	4,902	The target of a 5% reduction in water consumption was not achieved due to longer operating hours at site offices.
Social Targets			
Employee			
Gender distribution: Male	95%	95%	Achieved – In view of the labour – intensive construction industry that the Group operates in, its employees are made up of majority males. Notwithstanding, the Group aims to maintain a gender distribution ratio within the Group of between 90% to 95% for male employees and between 5% to 10% for female employees.
Gender distribution: Female	5%	5%	
Percentage of local talent	20%	13%	The target of 14% locals in the total workforce was not achieved due to project requirements.
Whistleblowing cases	0	0	The target of zero incidence of discrimination and zero whistleblowing reports are met.
Health and Safety			
Total number of workplace fatalities	0	0	Achieved – Maintain zero workplace fatalities.
Accident Severity Rate (“ASR”) ¹	0	13.4	The target is not achieved due to one incident occurred.
Regulations			
Data privacy	0	0	Achieved – Maintain zero breaches of customer’s information.
Accident Severity Rate (“ASR”) ¹	0	13.4	The target is not achieved due to one incident occurred.

¹ “ASR” refers to the number of lost workdays experienced by the Company’s Engineering and Construction division and computed based on the number of man-days lost due to workplace accidents per million man-hours worked. ASR = (Lost of Man Day/Total Man Hours) x 1,000,000.

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ENVIRONMENT

At Koyo, we strive to carry out our business operations in a socially responsible manner and are committed towards protecting the environment. We recognise the impact of climate change and support the efforts to address it where we operate. We try to adopt environmentally-friendly practices in our business, as well as encourage our employees to inculcate similar habits in their daily lives. Employees can contribute to the global climate positively by consistently innovating to improve operational efficiencies by way of using new technology and methods that would reduce the impact on the environment.

GREEN MARK PROJECTS

As an M&E engineering services provider, the Group continues to implement BCA Green Mark projects and we are committed to working with our valued business partners to construct high-quality and energy-efficient developments for the community. The BCA Green Mark scheme promotes greater energy efficiency, water efficiency, environment protection, indoor environmental quality and other green/innovative features in infrastructure and building interiors.

SUPPLY CHAIN

Subcontractors and external service providers procure materials and services for our contracts and project activities, we execute purchase control to ensure they meet the needs of our project requirements during the procurement. We always ensure quality, accountability and sustainability in our supply chain.

ENVIRONMENTAL ASPECT AND IMPACT ASSESSMENT

Our two main subsidiaries namely, Koyo Engineering (S.E. Asia) Pte Ltd and Koyo M&E Pte Ltd are ISO 14001:2015 certified. The ISO 14001:2015 Environmental Management System provides for a framework that our subsidiaries can follow to manage environmental aspects, fulfil environmental compliance obligations and address environmental risks and opportunities. As such, we carry out environmental aspect and impact assessments for our work.

WASTE MANAGEMENT

The Group adopts the Reduce, Reuse and Recycle (“**3Rs**”) methodology to manage our waste. We believe that by practising the 3Rs, we can help to protect the environment and conserve limited resources. The Group believes that every small effort counts and goes a long way in contributing to the conservation and protection of the earth’s natural resources. We aim to reduce the paper consumption in the head office by 5% in the financial year ending 31 December 2024 (“**FY2024**”).

Our waste management efforts are focused mainly on paper. We are constantly working to reduce waste from our operations, as well as finding efficient ways to recycle. Measures were communicated to all the new and existing employees through induction and informal meetings to reduce, reuse or recycle whenever possible.

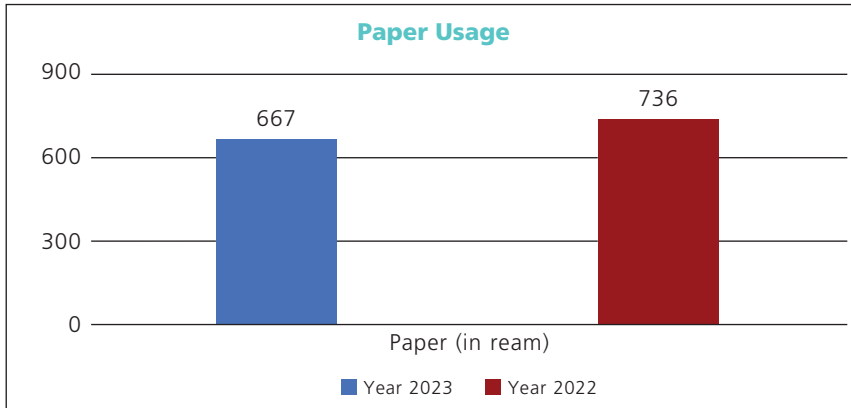
REDUCE	REUSE	RECYCLE
Employees are educated to print double-sided documents.	Employees are encouraged to reuse paper for note taking during meetings.	Waste cardboard and paper are sent for recycling.
Paperless work flow system is being implemented to store documents electronically.	Employees are also encouraged to use waste paper as draft paper.	
	Employees are encouraged not to print documents for discussion purposes and display them on screens instead.	

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The paper consumption with the previous year's trend is illustrated as follows:

Note:

1) 1 ream contains 500 sheets of paper

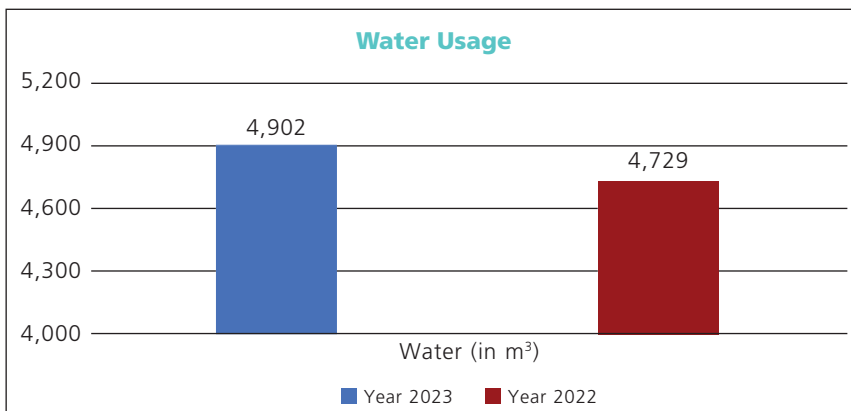


The use of paper declined by 9.4% in FY2023 primarily as a result of the ongoing projects' adoption of Joget (Koyo Mobile Apps) technologies. The Group met its FY2023 target reduction of 5%. The Group is still dedicated to maintaining this goal in FY2024.

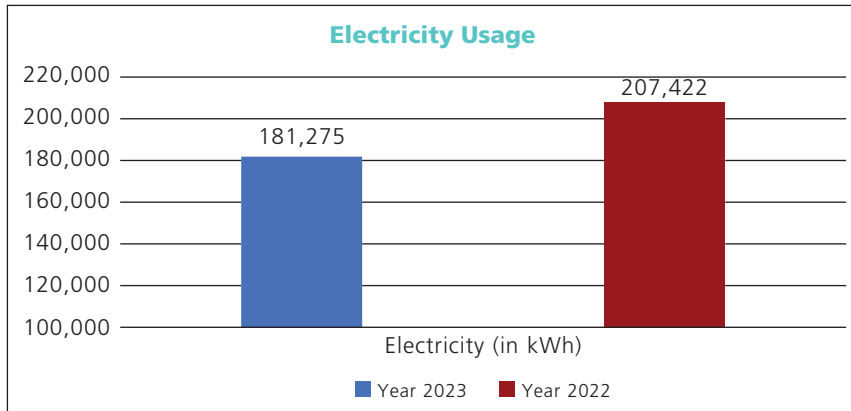
CONSERVATION OF ENERGY AND WATER

The Group believes that long-term sustainable growth for the Group will be positively impacted by the efficient use of natural resources including water and electricity. As part of our ongoing efforts, we have installed more energy-efficient lighting, resulting in lower power use, and have employed water-efficient fittings and fixtures where applicable in our corporate headquarters, reducing water consumption. In FY2024, we aim to reduce the energy and water usage in the head office by 5% respectively.

To help staff contribute to lowering energy usage, the Group has posted reminders on energy-saving techniques like turning off lights and appliances when not in use. The following graph compares the energy and water use to the trend from the previous year:



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Notes:

- 1) m³: Cubic Meter
- 2) kWh: Kilowatt hour

Based on the illustrations, there was a 3.7% increase in water consumption for FY2023 which didn't meet the target set for a reduction of 5% in FY2023. The rise in the consumption of water in FY2023 was largely due to:

- (1) The full resumption of operations at the office and project sites; and
- (2) Some site offices operated over 24 hours.

There was a decrease in electricity consumption of 12.6% for FY2023, resulting from the adoption of more energy-efficient lighting. It achieved the target of a 5% reduction in energy consumption in FY2023.

Going forward, we are committed to continuously optimizing the usage of such precious resources by investing in energy-saving products and driving water-use efficiency in our operations and target to maintain a reduction of energy and water consumption by 5% in FY2024.

SOCIAL

DIVERSITY AND FAIR EMPLOYMENT

We embrace diversity, and at the same time expect employees to be aligned with the Group's vision and strategic initiatives of enhancing overall business performance and delivering sustainable growth. The age of our staff ranges from the 20s to 70s. There is no change in the ratio of male to female staff for approximately 19:1 for FY2023. The higher ratio of male to female employees is not uncommon in the construction industry due to the nature of the work. Our staff consists of people coming from different nationalities and academic qualifications. We strive for fair treatment of all our employees, regardless of nationalities, age, gender and educational level.

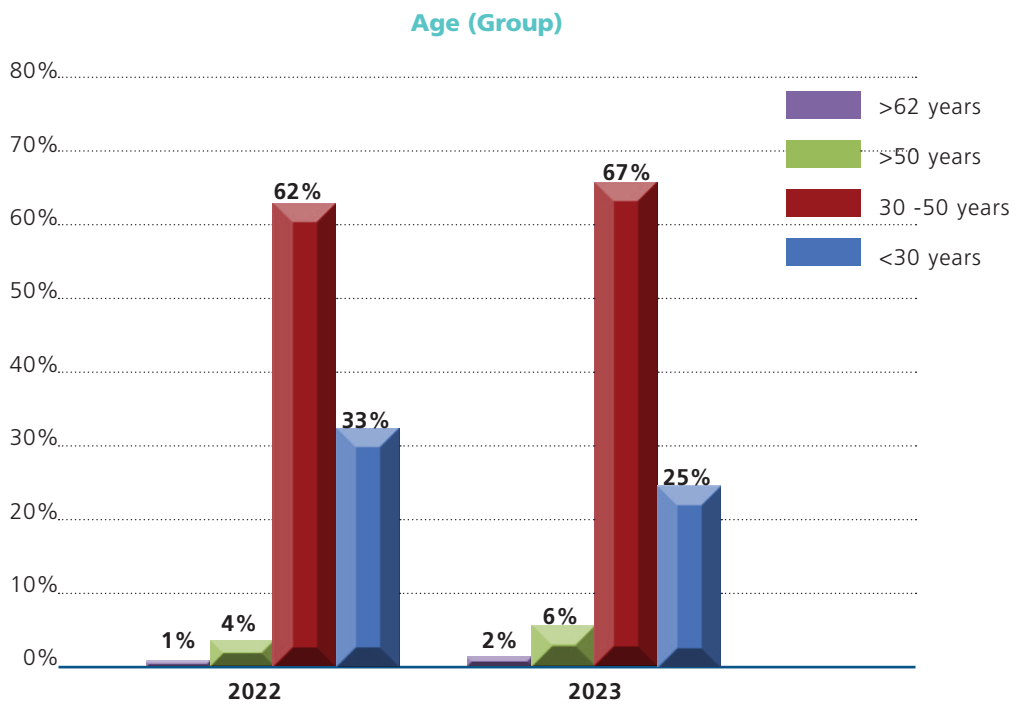
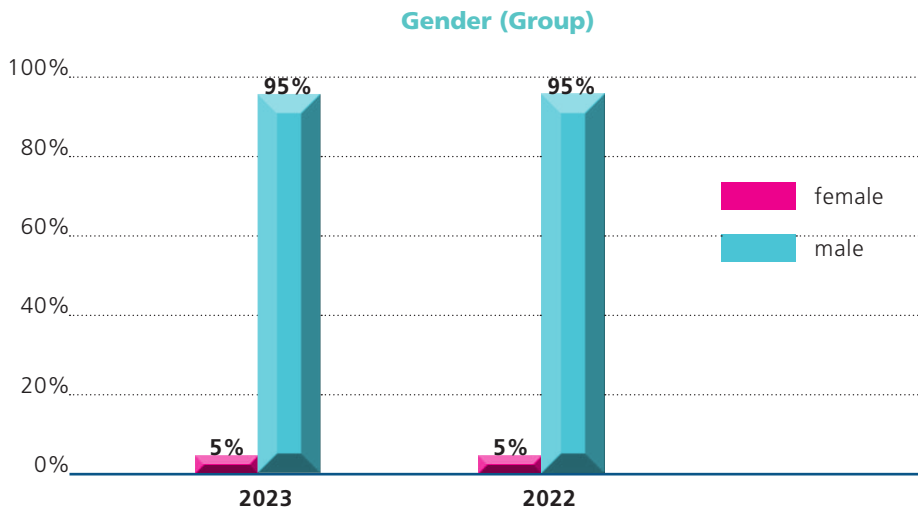
Breakdown of new hires by Age Group and Gender

Age Group	< 30 years	30 – 50 years	> 50 years	> 62 years	Total
New Hires Employees					
Male	19%	74%	3%	1%	97%
Female	–	3%	–	–	3%
Employee Turnover					
Male	16%	70%	4%	1%	91%
Female	–	7%	1%	1%	9%

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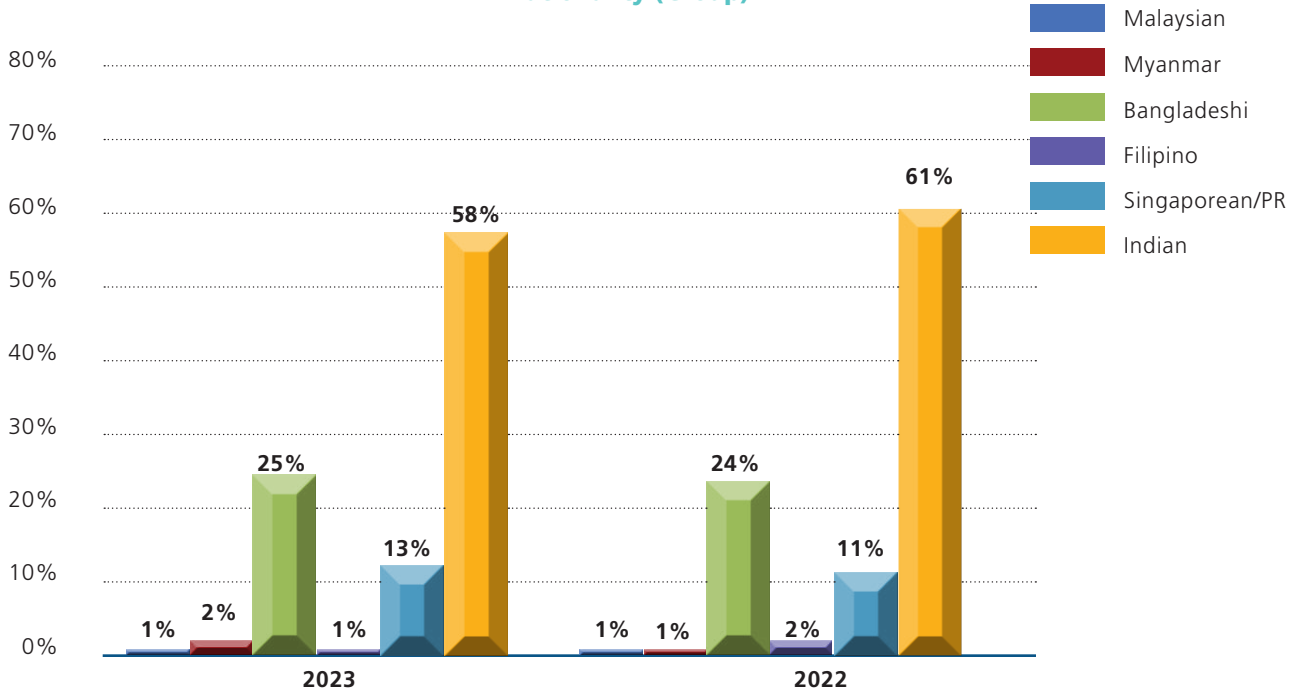
Breakdown of total employees by Age Group, Gender and Nationality

As at 31 December 2023, the Group has 350 full-time employees.



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Nationality (Group)



We always give preference to the hiring of local talent. We have a workforce comprising 13% locals, falling below the target of 14% in FY2023 due to project requirements. Notwithstanding this, we are committed to providing competitive remuneration and benefits to our employees. We are also committed to safeguarding our employees' health and safety against any potential workplace hazards. We have set a target to achieve 14% of locals in our total workforce in FY2024.

CODE OF CONDUCT

New employees are provided a Code of Business Conduct, which is a standard for general employee conduct which the employee agrees to abide by, as well as a Whistle-blowing policy. The Group ensures compliance with labour and employment laws, including working hours. Furthermore, the Group does not condone discrimination against anyone because of age, gender, national origin, disability, religion, sexual orientation, marital or maternity status, union membership or political opinion, among others. Non-compliance in relation to discrimination may be reported to the line manager, HR or through our whistleblowing system. We had not received any incidence of discrimination cases in FY2023. We aim to have zero incidence of discrimination cases in FY2024.

TRAINING AND EDUCATION

Koyo understands that there is a continuous need to upgrade staff skills and knowledge. This is beneficial to the staff's development and the Company. Thus, staff are encouraged to go for courses and seminars to upgrade themselves and improve their skills. Staff are also sent by the Company, to attend online courses to obtain skills or certifications that are necessary in the course of their work, examples of courses include "Construction Safety Orientation Course", "Occupational First Aid Course", "WSH Coordinator Refresher Training", "Workplace Safety and Health in Construction", "Workplace Safety and Health in Metal Work", "Supervise Metal Scaffold Erection Course", "Course to Perform Metal Scaffold Erection", "Course to Operate Scissor Lift", "Course to Operate Boom Lift" and "Top Executive WSH Programme" conducted by Ministry of Manpower Accredited Providers. The total training hours per employee during the year were 200 hours for project in-house training.

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OCCUPATIONAL HEALTH AND SAFETY

Our two main subsidiaries namely, Koyo Engineering (S.E. Asia) Pte Ltd and Koyo M&E Pte Ltd are ISO 45001:2018 certified. The ISO 45001:2018 provides for a framework to maintain the Group's commitment to prevent ill-health and injury through the implementation of the Occupational Health and Safety Management System that meets the requirements of ISO 45001:2018 standard requirement.

We put the safety of everyone above all in whatever we do. This has since become the overriding principle that guides us in our work. We also believe that safety is everyone's responsibility and we are committed to building a strong and positive safety-oriented culture in our workplace to promote safety and create a safe working environment for everyone.

Our Health and Safety Policy is one keyway in which we implement the safety principle in our work. We achieved our FY2023 target with zero workplace fatalities in 2023 despite not achieving zero ASR for FY2023 due to one incident. We will continuously strive to improve the way we carry out our work safely together with our business partners to achieve our goal of zero fatalities in FY2024.

We achieve our goal by managing risk at work, equipping our work crew with competent skills, providing Safety, Health, Environment ("**SHE**") training and conducting campaigns to raise safety awareness at work.

In 2023, Koyo Engineering (S.E. Asia) Pte Ltd participated and successfully implemented the Workplace Safety and Health ("**WSH**") Advocate Programme and received the certification for being a bizSAFE community partner.

SAFETY TRAINING

We strongly believe that to equip our workforce with competent skills and knowledge to carry out the work safely is one of the cornerstones of success for the Group. Selected staff are trained in risk management to build on their fundamentals of hazard identification and risk assessment at the workplace.

SAFETY CAMPAIGN

From time to time, we hold safety campaigns at our various work sites to heighten awareness on Health and Safety matters and promote positive behaviour amongst the work crew. An effective campaign may help to eliminate any doubts that the work crew might have, boost the morale of the workforce, reduce costly mistakes and prevent injury.



Safety promotion



Safety signage: BE SAFE.
STAY SAFE. WORK SAFE.

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MANAGING RISKS AT WORK

We manage risk at work by preparing risk assessments for every job, communicating hazards and risks at pre-task discussions (i.e. toolbox meetings), intervening in unsafe observations, carrying out safety inspections and conducting management walkabouts to support and ensure safety compliance.



GOVERNANCE

ANTI-CORRUPTION

The Group has incorporated “whistleblowing” procedures as part of the Group’s system of internal controls. Our whistle blowing policy provides a mechanism for employees and external parties to report concerns over alleged wrongful acts. The objective of the policy is to ensure that there is independent oversight of such matters and that appropriate follow-up actions will be taken. All reports/complaints including the identity of the complainant will be treated as private and strictly confidential and the Company is committed to ensuring that the whistleblowers are protected against detrimental or unfair treatment. There were no whistle blowing reports received in FY2023. We aim to maintain zero incident report for FY2024.

DATA PROTECTION

Koyo protects the privacy and confidentiality of our customers’ information. We do not divulge or sell personal information to third parties for marketing or promotional purposes. All employees are guided by Koyo’s Code of Business Conduct. In FY2023, there was no identified case regarding breach of customer privacy or loss of customer data. We aim to maintain zero breaches in this aspect in FY2024.

COMPLIANCE WITH LAWS AND REGULATIONS

The Company adheres closely to the principles and guidelines of the Code of Corporate Governance 2018 (“**Code**”) and other applicable laws, rules and regulations, including the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“**Catalist Rules**”). We endeavour to comply to the best extent possible, with the principles, provisions and practices set out in the Code and accompanying practice guidance. Please refer to the Annual report 2023, pages 13 to 36 for the details of the Company’s corporate governance practices.

Koyo actively ensures that all our activities and operations comply with existing regulatory requirements. We carry out regular reviews of legal and other requirements. Any changes and non-compliance with the relevant laws are made known to the management, and actions will be taken to ensure compliance.

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GRI INDEX CHECKLIST

GRI Standards	Disclosure Content	Report Section Reference
GRI 2: General Disclosures 2021		
2-1	Organisational details	Sustainability Report, 03
2-2	Entities included in the organisation's sustainability reporting	Sustainability Report, 03
2-3	Reporting period, frequency and contact point	Sustainability Report, 03
2-4	Restatements of information	Not Applicable
2-5	External Assurance	Company has not sought external assurance for this Sustainability Report
2-6	Activities, value chain and other business relationship	Annual Report 2023
2-7	Employees	Sustainability Report, 12 – 15
2-9	Governance structure and composition	Annual Report 2023
2-10	Nomination and selection of the highest governance body	– Corporate Governance Report
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflict of interest	
2-16	Communication of critical concerns	
2-17	Collective knowledge of the highest governance body	
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	Sustainability Report, 03
2-23	Policy commitments	Annual Report 2023
2-24	Embedding policy commitments	– Corporate Governance Report
2-25	Processes to remediate negative impacts	
2-26	Mechanism for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	Sustainability Report, 18
2-28	Membership associations	Not applicable
2-29	Approach to stakeholder engagement	Sustainability Report, 05
2-30	Collective bargaining agreements	Not Applicable

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GRI Standards	Disclosure Content	Report Section Reference
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Report, 06
3-2	List of material topics	
3-3	Management of material topics	
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Sustainability Report, 07
GRI 205: Anti-Corruption 2016		
205-2	Communication and training on anti-corruption policies and procedures	Sustainability Report, 17 – 18
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report, 17 – 18
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Sustainability Report, 08,11-12 Energy disclosed in this report refers to purchased electricity only
GRI 303: Water and Effluents 2018		
303-1	Water withdrawal by source	Sustainability Report, 08,11-12 The only water used by the Group is public utilities water
303-5	Water consumption	Sustainability Report, 08,11-12
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Sustainability Report, 12 – 15
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Sustainability Report, 09
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Sustainability Report, 15 – 17
403-5	Worker training on occupational health and safety	
403-9	Work-related injuries	
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report, 15

SUSTAINABILITY REPORT

TCFD CONTENT INDEX

TCFD Pillar/Recommendation	Key Points	Page Reference
Governance		
a) Describe the board's oversight of climate-related risks and opportunities.	The Board considers sustainability issues as an integral part of our strategic formulation, determines material ESG factors, oversees the identification and management of risks and opportunities relating to ESG issues which are material to our business.	03-04
b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Company will comply with the mandatory climate disclosures within the required time period.</p> <p>The Group has established a team comprising members from Senior Management and operations to maintain oversight of the Group's sustainability efforts across different departments, including project, contract, facilities management, finance, information technology and human resources. The sustainability team reviews the Group's sustainability objectives, challenges, targets and progress to ensure their alignment with the Group's strategic direction, and oversees the implementation and tracking of sustainability data and overall sustainability progress of the workforce. Koyo seeks to minimise its environmental footprint and impacts by continuously improving this process in order to ensure the data collection is effective and robust.</p>	03-04
Strategy		
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	The Group has described the climate-related risks and opportunities that relevant to the business.	08
Risk Management		
a) Describe the organisation's processes for identifying and assessing climate-related risks.	<p>The Group is committed to supporting our national sustainability agendas and we will assess the climate change related risks:</p> <ul style="list-style-type: none"> a) costs to transition to lower emissions technology; b) enhanced emission-reporting obligations; and c) mitigating negative financial impacts and protecting our assets and employees from more frequent and severe extreme weather, and to work towards integrating sustainable practices throughout the company to create long-term value for all our stakeholders. 	04
Metrics and Targets		
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Koyo will embark on developing GHG emissions (Scope 1 and Scope 2) by FY2024 to establish the baseline emissions.</p> <p>Our targets are to reduce water and energy used by 5% by year-on-year using Year 2023 as a baseline.</p>	08-12



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