TriTech

BEYOND BUSINESS: OUR APPROACH TO ENVIRONMENTAL RESPONSIBILITY

SUSTAINABILITY REPORT 2025

BOARD STATEMENT

Tritech Group Limited (hereafter referred to as "**Tritech**" or the "**Company**", and together with its subsidiaries, the "**Group**" or "**We**") has always considered the importance of sustainability for long-term growth and the subsequent environmental impacts of its operations. On behalf of the Board of Directors (the "**Board**"), we are pleased to report on the sustainability practices in our business operations in the Sustainability Report (the "**Report**") for the financial year from 1 April 2024 to 31 March 2025 ("**FY2025**").

Headquartered in Singapore, Tritech provides one-stop services that span across the entire value chains of smart urban development and water & environment. The Group serves a broad range of industries, such as urban infrastructure, oil & gas, commercial & high-end residential buildings, water products and wastewater treatment facilities. Over the years, the Group has established a strong foothold in projects for government statutory boards such as the Jurong Town Corporation, Land Transport Authority, Housing and Development Board and Public Utilities Board. Since inception, Tritech has built an excellent reputation as a specialist engineering group with capabilities to provide a full range of engineering services based on its technical expertise and proprietary technologies.

SUSTAINABILITY GOVERNANCE STRUCTURE

The Group believes that sustainable development acts as a key to maintain long-term value, prosperity and stability of its business. Consequently, the Board is responsible for setting and determining the strategic direction, targets and policies of sustainability, identifying and reviewing the key material environmental, social and governance ("**ESG**") factors, evaluating and managing the Group's material ESG risks and opportunities as well as monitoring and overseeing overall sustainability performance and management of the Group. The Board fully understands that it is crucial to harmonise proper management, environmental conservation, and social inclusion in order to achieve sustainable development and improve the sustainability reporting practices. The Group is therefore committed to conducting its business in a responsible and sustainable manner.

Under the Board's supervision, the Executive Committee ("**Executive Committee**") is responsible for developing and executing the practical and feasible sustainability strategies to enhance the overall ESG performance. The main findings, decisions and recommendations are necessary to be reported to the Board bi-annually with the relevant expertise and experience regarding sustainable development in each ESG aspect. The chart below shows the detailed composition and roles of the Board and its committees:

BOARD STATEMENT

SUSTAINABILITY STRATEGY

The Group has continually created long-term value and safeguards the sustainability of its operations with the support of its trusted partners and business communities, in order to form and maintain deep, authentic and respectful relationships with all of its stakeholders. Since sustainability is one of our core values, we strive to put priority on the health and safety of our employees and be environmentally responsible by developing and building our capabilities in water and environmental protection. To enrich the content of this Report, we have enhanced our sustainability approach by strengthening climate-related sustainability disclosure.

Finally yet importantly, we would like to extend our gratitude to all stakeholders for the continued support. The Board will continue to focus on its sustainability practices towards the core ESG aspects, in hope of evolving Tritech to become more sustainable and contribute more to the environment and the well-being of important stakeholders by adopting appropriate strategies.

ABOUT THIS REPORT

REPORTING FRAMEWORK

The Report is prepared for FY2025 with reference to the Global Reporting Initiative ("**GRI**") Standards 2021 issued by the Global Sustainability Standards Board. We are also guided by Rules 711A and 711B of the Listing Manual Section B: Rules of the Catalist ("**Catalist Rules**") of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") with reference to the Practice Note 7F of the Catalist Rules. The GRI Standards were adopted as the sustainability reporting framework as it is one of the well-established international sustainability reporting standards, providing generic sustainability factors, including general principles and indicators for reporting on policies, practices, performance, and targets. Based on the GRI's recommended approach to sustainability reporting, the Report covers key areas of sustainability that include ESG factors after considering the Group's activities, impacts and substantive expectations and interests of its stakeholders. This helps us to gain a comprehensive understanding of the risks and opportunities for the business, in order to build trust with our customers and partners, monitor and mitigate risk, and find ways to improve efficiency. In preparing the Report, we have applied the GRI's principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. In addition, the Group has reported mandatory climate-related disclosures in line with the Task Force on Climate-related Financial Disclosures ("**TCFD**") recommendations.

REPORTING SCOPE AND PERIOD

The Group publishes its sustainability reports on an annual basis. The Report covers information on material sustainability aspects of the Group for FY2025. It covers the operations of the entities that contribute major revenue to the Group, including ADAS Group Pte Ltd and Tritech Water Technologies (Group) Pte Ltd in Singapore. In line with the Group's continued commitment in pursuit of sustainability, the Group will expand its scope of disclosures as the Group's sustainability reporting practice matures.

INDEPENDENT ASSURANCE

We have relied on internal data monitoring and verification to ensure accuracy of this Report. The Report is reviewed internally by the Board. In addition, the data and information provided in the Report have been reviewed and verified by the internal audit function engaged by the Group. This internal review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors. The scope included a risk-based review of the processes, including but not limited to the sustainability governance and management; the identification, prioritisation and assessment of ESG-related risks and opportunities; relevant sustainability reporting information including climate-related disclosures; and compliance against local regulatory reporting requirements. We have not sought external independent assurance for FY2025. We may take the consideration of external independent assurance into account for future sustainability reports.

FEEDBACK

We welcome feedback from our stakeholders with regard to our sustainability efforts as this enables us to enhance our policies, systems and results. Please send your comments and recommendations to general@tritech.com.sg.

STAKEHOLDER ENGAGEMENT

The Group values the interests and opinions of its key stakeholders as their concerns raised are crucial for the identification of its material ESG factors and business strategies formulation. The key stakeholders include, but are not limited to, investors and shareholders, customers, employees, government and regulatory bodies, and suppliers and contractors. We adopt both formal and informal communication channels to understand the needs of key stakeholders and incorporate these into our business strategies to enhance their effectiveness and achieve mutually beneficial relationships. Consequently, the Group determines and reviews the material aspects which are relevant to its business and stakeholders regularly.

We have engaged and involved all our key stakeholders to align our principal business, operational risks and sustainability strategies with their opinions and expectations and contribute together to meeting challenges, and better understand the material factors to achieve sustainable development. The table below sets out our engagement with the stakeholders:

Key stakeholders	Engagement and communication channels	Key issues raised
Investors and shareholders	• Annual General Meeting • Annual reports • SGXNet announcements	• Economic performance • Growth strategy and future outlook
Customers	• Customer surveys • Emails or phone calls	• Customer satisfaction • Warranty programmes • On-time completion • Zero defects and safety
Employees	• Performance reviews • Professional training • Workplace health and safety activities • Whistle-blowing mechanism	• Employment and career developments • Skill and professional training • Health and safety
Government and regulatory bodies	• Occasional meetings • Emails or phone calls	• Regulatory compliance
Suppliers and contractors	• Regular on-site visits • Requirement and progress meetings	• Past performance • Procurement practices • Quality assurance • Conformance to requirements

MATERIAL FACTORS

We have planned a sustainability strategy for long-term business growth. Hence, the Group conducts a materiality assessment on an annual basis to identify the material ESG factors. We have evaluated the potential impact of ESG factors on our business strategy, external environment and employees (including impacts on their human rights) and influence on the key stakeholders.

A list of material ESG factors were determined by taking reference from the regulatory requirements, international standards (such as MSCI and SASB) and global and industry trends. We have adopted a systematic approach to conduct the materiality assessment in order to better understand the opinions and expectations of stakeholders on the ESG performance of the Group. The questionnaire was designed and distributed to the major stakeholders to rate on the significance of various ESG factors' impacts on the Group's sustainability development, and respond to any open-ended questions. The table below summarises the materiality levels of the Group's different material ESG factors through the analysis of the questionnaire results:

Materiality levels	Material factors
Highly important	▶ Business Ethics and Anti-corruption ▶ Whistle-blowing Mechanism ▶ Employee Welfare and Development ▶ Gender and Race Equality ▶ Occupational Health and Safety
Moderately important	▶ Climate Risk Mitigation and Adaptation ▶ Customer Satisfaction ▶ Energy Conservation and Emissions Management ▶ Waste Management ▶ Water Management ▶ Stakeholders and Community
Generally important	▶ Vendor Qualification ▶ Board Diversity

▶ Governance ▶ Environmental ▶ Social

SUSTAINABILITY TARGETS

The Group has set targets for each material ESG factor, and the Board reviews and tracks its overall sustainability performance progress constantly. Targets are classified as follows: "short-term" for the upcoming year, "medium-term" for two to five years, and "long-term" for more than five years. The specific targets set will be subject to an assessment of the resources, both financial and operational, that are available to the Group. The table below summarises our sustainability targets performance in FY2025:

Aspects	Topics	Targets for FY2025	Performance Updates
Governance	Board Diversity	Increase the board diversity with a balance of skills, gender, knowledge and experience.	The current board composition provides a diversity of skills, experience and knowledge to the Company.
	Business Ethics and Anti-corruption	Maintain zero incidents of corruption.	The target was achieved.
		Maintain zero incidents of non-compliance with laws and regulations in the environmental, social and economic areas.	The target was achieved.
	Whistle-blowing Mechanism	Maintain zero whistle-blowing reports.	The target was achieved.
Environmental	Energy Conservation and Emissions Management; Climate Change Mitigation and Adaptation	Organise or participate in at least one activity each year to raise awareness among stakeholders on energy conservation and climate change.	The target was achieved due to the participation in the sustainability-related conference.
		Maintain or reduce current level of energy consumption and greenhouse gas ("**GHG**") emissions intensities in short-term; and reduce energy consumption and GHG emissions intensities by 5% respectively by the financial year from 1 April 2027 to 31 March 2028 ("**FY2028**") in medium- to long-term, using the financial year from 1 April 2022 to 31 March 2023 ("**FY2023**") as the baseline, which were approximately 48.72 MWh/million revenue and 14.68 tonnes of carbon dioxide equivalent ("**tCO_2e**")/million revenue.	Due to project requirement differences, the short-term target was not achieved. The Group is actively taking actions to mitigate its impact to the environment, striving to meet its short-term target as well as medium- to long-term targets.

SUSTAINABILITY TARGETS

Aspects	Topics	Targets for FY2025	Performance Updates
	Water Management	Post water-saving slogans at prominent locations in the office to promote water conservation to reduce water consumption.	The target was achieved.
		Increase the use of NEWater by 5% by FY2025, using the financial year from 1 April 2023 to 31 March 2024 ("**FY2024**") as the baseline, which was approximately 203.70 cubic metres.	Due to project requirement differences, the target was not achieved.
		Reduce total water consumption intensity by 5% by FY2028, using FY2023 as the baseline, which was approximately 497.67 cubic metres/million revenue.	The Group is on track to achieve the target and will continue to implement appropriate measures to meet it by FY2028.
	Waste Management	Post paper-saving slogans at prominent locations in the office to promote paper conservation to reduce waste.	The target was achieved.
		Provide recycling bins for cans and plastics in the building premises and encourage staff to use it.	The target was achieved.
		Reduce total waste disposal intensity by 5% by FY2028, using FY2024 as the baseline, which was approximately 1.15 tonnes/ million revenue.	The Group is in progress toward achieving the target and will continue to implement appropriate measures to meet it by FY2028.
Social	Employee Welfare and Development	Continue to develop more staff with the latest advancements in technologies and with relevant certifications for skilled works.	The target was achieved.
		Continue to provide a safe, healthy workplace environment and training activities.	The target was achieved.
		Increase the average hours of training to approximately 11 hours per employee to ensure the adequate level of training for their scope of work by FY2028.	Although the average training hours per employee decreased to 7.77 hours in FY2025 from 9.26 hours in FY2024, the training provided is aligned with project demands. The Group will continue to expand the training scope as appropriate to meet the target.

SUSTAINABILITY TARGETS

Aspects	Topics	Targets for FY2025	Performance Updates
	Occupational Health and Safety	Maintain zero work-related fatalities and injuries, which are required to be reported to the Ministry of Manpower ("**MOM**").	The target was achieved.
	Gender and Race Equality	Maintain zero incidents of discrimination.	The target was achieved.
	Vendor Qualification	All new vendors shall be pre-qualified and approved prior to becoming an approved vendor, and all existing vendors will be assessed yearly as per latest ISO 9001:2015 standards.	The target was achieved.
	Customer Satisfaction	Maintain zero incidents concerning breaches of customer privacy, identified leaks, thefts or losses of customer data.	The target was achieved.
		Maintain zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.	The target was achieved.
	Stakeholders and Community	Organise or participate in at least one community service each year.	Although the Group attempted to make a donation through the relevant organisation, the target was not achieved.

To strengthen its commitment to sustainability, the Group has updated and established additional targets for the financial year from 1 April 2025 to 31 March 2026 ("**FY2026**") and for subsequent years, which are detailed in the corresponding sections and designed to achieve long-term sustainability goals.

GOVERNANCE

BOARD DIVERSITY

The Board is mindful that diversity is not specific to gender or certain personal attributes and will strive to ensure the diversity to enhance the long-term success of the Group. The Group's policy with regard to diversity in identifying Director nominees is primarily to have an appropriate mix of members with complementary skills, core competencies and experiences regardless of gender. The Group has formulated the "Board Diversity Policy" to emphasise the importance of diversity on the Board, so as to avoid groupthink, foster constructive discussion relevant to corporate governance and ensure that the composition is optimal to support the Group's needs. During FY2025, there were 5 Directors in the Board (FY2024: 6). The breakdown is as follows:

Categories	Number of Directors (breakdown)	
	FY2025	FY2024
By gender		
Male	5 (100%)	6 (100%)
Female	– (–)	– (–)
By age group		
< 31 years old	– (–)	– (–)
31 – 40 years old	– (–)	– (–)
41 – 50 years old	1 (20%)	1 (17%)
51 – 60 years old	3 (60%)	3 (50%)
> 60 years old	1 (20%)	2 (33%)

With regard to the Board composition, the Nominating Committee ("**Nominating Committee**") evaluates the diversity and balance of skills, gender, knowledge, expertise and experience of the Board which would facilitate effective functioning and decision-making on an annual basis. In light of such evaluation and consultation with management, the Nominating Committee assesses whether there is any inadequate representation in any of those attributes and if so, determines the role and the desirable competencies for a particular appointment. The current board composition provides a diversity of skills, experience and knowledge to the Company. For further information on board diversity, please refer to the "Corporate Governance Report" section of the Annual Report.

Target set for FY2026

- Increase the board diversity with a balance of skills, gender, knowledge and experience.

BUSINESS ETHICS AND ANTI-CORRUPTION

The Group is committed to maintaining high standards of corporate governance and executing its corporate governance processes and systems to ensure greater transparency and accountability. During FY2025, there were no instances of non-compliance with laws and regulations in the environmental, social and economic areas (FY2024: Nil). We firmly believe that adopting sustainable business practices offers attractive opportunities. In the sense of that, we make the effort to advance ethical business conduct and uphold our commitment to respect human rights. The Group will continue to engage with stakeholders to ensure the long-term profitability and shareholder value. We are committed to:

- Complying with all local laws and regulations where we operate;
- Conducting business with uncompromising honesty and integrity;
- Preventing any possibility of conflict of interest in the workplace, as stipulated in the "Service Guideline for Tritech Employees";
- Adhering to the principles set forth in internationally recognised codes, including but not limited to the United Nations ("**UN**") Guiding Principles on Business and Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises; and
- Engaging with our stakeholders regularly to understand their expectations and concerns.

GOVERNANCE

Furthermore, the Group resolves to continue its strict corporate governance on illegal matters or malpractices. We prohibit authorising, offering, giving, or promising anything of value directly or indirectly to a government official to influence official actions, or to anyone in encouraging them to perform their work disloyally or improperly. A breach of these requirements can result in disciplinary action, including dismissal. Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programmes.

We are also committed to contributing to the fight against corruption and working with businesses, the government and civil society to support this effort. We have implemented the "Anti-corruption Policy" and relevant anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached. During FY2025, there were no corruption cases, as well as no charges or investigations involving the Group (FY2024: Nil).

Target set for FY2026

- Maintain zero incidents of corruption;
- Maintain zero incidents of non-compliance with laws and regulations in the environmental, social and economic areas;
- Ensure ongoing monitoring of any misconduct to uphold a culture of integrity and ethical responsibility; and
- Continue to ensure adherence to business ethics and anti-corruption practices.

WHISTLE-BLOWING MECHANISM

Integrity and ethical behaviour remain as the fundamental elements in the context of code of ethics and conduct, and this has been cascaded from top to bottom and across all levels within the Group. In addition, we have a "Whistle-blowing Policy" in place to enable our employees and external parties such as suppliers and customers to report any non-compliance or dishonest practices or notify serious matters that they may be aware of, in order to provide assurance to them. The Audit Committee ("**AC**") is responsible for investigating any matter including whistle-blowing within its terms of reference and reviewing all whistle-blowing complaints during the AC periodic review meetings. Reports made anonymously will not be considered unless directed by the AC, and all complaints will be recorded in the whistle-blowing register.

In addition, the Group's employees and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle-blowing report to the members of the AC via email: whistleblow@tritech.com.sg. During FY2025, there were no reported cases of whistle-blowing incidents (FY2024: Nil).

Target set for FY2026

- Maintain zero whistle-blowing reports;
- Provide briefing or training to employees on the importance of reporting unethical behaviour; and
- Conduct reviews of the whistle-blowing mechanism and make necessary improvements based on employee feedback.

ENVIRONMENTAL

ENERGY CONSERVATION AND EMISSIONS MANAGEMENT

Energy Conservation

The major sources of energy consumption by the Group are:

- Direct energy consumption, which includes diesel used for vehicles; and
- Indirect energy consumption, which includes purchased electricity for its office operations.

The Group has implemented the "Environmental Policy" and power-saving programmes to raise employees' awareness of energy-saving strategies, such as setting the guideline for energy saving on computer equipment and using energy-efficient appliances in the office. The Group has been certified with ISO 14001:2015 by SOCOTEC Certification Singapore for its environmental management system. Aside from measures for vehicles described in the section headed "GHG Emissions Management", the Group has also taken other initiatives to reduce its energy consumption during FY2025:

- Replace office areas with low energy consumption LED light tubes; and
- Ensure unnecessary light and air-conditioning were turned off at 7 pm and complete shutdown at 10 pm.

The total energy consumption intensity has increased compared to FY2024 due to the decrease in revenue, despite a reduction in total energy consumption due to project requirement differences. The table below summarises the Group's performance on energy consumption:

Indicators	Unit	FY2025	FY2024
Direct energy consumption[1] – Fuel consumption by vehicles	MWh	1,075.76	1,086.94
Indirect energy consumption – Purchased electricity	MWh	322.89	345.23
Total energy consumption	MWh	1,398.65	1,432.17
Total energy consumption intensity[2]	MWh/million revenue	56.40	52.46

Note(s):

1. The unit conversion method of direct energy consumption data is based on the "Energy Statistics Manual" issued by the International Energy Agency.
2. In FY2025, the Group's revenue was approximately $24.8 million (FY2024: approximately $27.3 million). This data is also used for calculating other intensity data.

GHG Emissions Management

The major sources of GHG emissions of the Group were direct GHG emissions (Scope 1) generated from diesel consumption for vehicles, and indirect GHG emissions (Scope 2) generated from purchased electricity for its office operations.

With regard to the aforementioned sources of direct GHG emissions, we actively took the actions to mitigate its impact to the environment, such as conducting regular maintenance and repairs on vehicles to prevent excess GHG emissions caused by broken parts and other issues and phasing out the vehicles that do not meet local emission regulations. In addition, the Group has made efforts to optimise the drilling procedures, such as reducing the number of trips made to and from the rig to reduce GHG emissions. The environmental protection and energy-saving measures for reducing energy indirect GHG emissions are described in the section headed "Energy Conservation".

ENVIRONMENTAL

The total GHG emissions intensity has increased compared to FY2024 due to the decrease in revenue, despite a reduction in total GHG emissions due to project requirement differences. The table below summarises the Group's performance on GHG emissions:

Indicators[3]	Unit	FY2025	FY2024
Direct GHG emissions (Scope 1)	tCO_2e	287.93	290.92
Indirect GHG emissions (Scope 2)	tCO_2e	133.03	143.89
Total GHG emissions	tCO_2e	420.96	434.81
Total GHG emissions intensity	tCO_2e/million revenue	16.97	15.93

The Group is currently enhancing its data collection mechanism and will continue to expand its reporting scope and include other indirect GHG emissions (Scope 3) in the future.

Note(s):

3. The data on GHG emissions are calculated based on widely recognised standards, including but not limited to, "The GHG Protocol: A Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Appendix to Part II: Monitoring Plan of GHG Emissions Measurement and Reporting Guidelines" published by the National Environment Agency and the electricity grid emission factor issued by the Energy Market Authority of Singapore in 2023 and 2024.

Target set for FY2026

- Organise or participate in at least one activity each year to raise awareness among stakeholders on energy conservation and climate change;
- Maintain or reduce the level of energy consumption and GHG emissions intensities in short-term, and reduce energy consumption and GHG emissions intensities by 5% respectively by FY2028 in medium- to long-term, using FY2023 as baseline year, which were approximately 48.72 MWh/million revenue and 14.68 tCO_2e/million revenue; and
- Continue to obtain ISO certification for sustainable practices.

WATER MANAGEMENT

As water resources and management is one of the Group's business segments, we understand the importance of water conservation and have continuously explored new conservation processes and monitored relevant developments in the industry. The Group has enacted the "Water Management Policy" in order to increase water efficiency with the adoption of water-saving measures. For instance, the Group regularly inspects the flow regulators, self-closing delayed action faucets and motion-activated faucets to ensure their proper functioning and reduce water use. Meanwhile, the Group raises awareness among employees to turn off water taps after use by displaying water-saving slogans and posters at prominent locations throughout the office. NEWater is used for project-specific requirements, such as on-site drilling works. In FY2025, we continued to introduce NEWater into our operations to save the cost of water consumption. However, the target in relation to the increase in the use of NEWater was not achieved due to project-driven variations in NEWater consumption.

Due to project requirement differences, the total water consumption intensity has decreased compared to FY2024. The table below summarises the Group's performance on water consumption:

Indicators	Unit	FY2025	FY2024
NEWater consumption	cubic metre	219.40	203.70
Other water consumption	cubic metre	11,113.97	17,314.90
Total water consumption	cubic metre	11,333.37	17,518.60
Total water consumption intensity	cubic metre/ million revenue	456.99	641.71

ENVIRONMENTAL

Target set for FY2026

- Post water-saving slogans at prominent locations in the office to promote water conservation to reduce water consumption;
- Reduce water consumption intensity by 5% by FY2028, using FY2023 as the baseline which was approximately 497.67 cubic metres/million revenue; and
- Increase the use of NEWater by 5% by the financial year from 1 April 2029 to 31 March 2030 ("**FY2030**"), using FY2024 as the baseline which was approximately 203.70 cubic metres.

WASTE MANAGEMENT

The major types of waste generated by the Group were general waste and office paper. In addition to the implementation of the "Environmental Policy", the Group lists the recycling guidelines in the office area to promote the waste recycling such as cans and plastics, etc., and achieve sustainable waste management. The Group has also been encouraging employees to adopt paper-saving measures, including double-sided printing, paper recycling and reuse, in order to minimise the impact. The continued development and implementation of Artificial Intelligence-based Data Analytics System ("**ADAS**") into more applications and electronic filing also offer opportunities to reduce the Group's future paper consumption.

The data on office paper is collected based on the amount purchased. Due to project requirement differences, the total waste disposal intensity has increased compared to FY2024. The table below summarises the Group's performance on waste disposal:

Indicators	Unit	FY2025	FY2024
General waste	tonnes	45.14	29.78
Office paper	tonnes	1.09	1.50
Total waste disposal	tonnes	46.23	31.28
Total waste disposal intensity	tonnes/million revenue	1.86	1.15

Target set for FY2026

- Post paper-saving slogans at prominent locations in the office to promote paper conservation to reduce waste;
- Provide recycling bins for cans and plastics in the building premises and encourage staff to use it; and
- Reduce total waste disposal intensity by 5% by FY2028, using FY2024 as the baseline which was approximately 1.15 tonnes/million revenue.

CLIMATE CHANGE MITIGATION AND ADAPTATION

The Group has identified the importance of addressing climate-related risks and established a more comprehensive risk management ("**RM**") framework to ensure the Group's business continuity. To this end, we adopt the recommendation of the TCFD framework and evaluate the potential impacts of significant climate-related risks and opportunities with the disclosure of climate action strategy under four overarching elements, including governance, strategy, risk management, and metrics and targets.

Governance

The Group has developed a robust governance structure as described in the section headed "SUSTAINABILITY GOVERNANCE STRUCTURE", which includes the oversight from the Board on the Group's sustainable strategy formulations. The Board also approves the disclosures related to the Group's climate-related risks and opportunities, as well as the actions taken to improve climate resilience with the consideration of climate change trends. Under the Board's delegations, the Executive Committee, with the assistance of Sustainability Committee and Employee Working Groups, are responsible for implementing and integrating relevant climate change mitigation and adaptation strategies and measures into the Group's operations, and monitoring the progress of the set targets via regular reviews, in order to assess and manage the climate-related risks and opportunities effectively. The findings, strategies and performances will be reported to the Board at least bi-annually.

ENVIRONMENTAL

Strategy

Under the assistance of an external sustainability consultant, the Group has identified climate-related risks and opportunities across short-, medium-, and long-term time horizons, which are 1 to 3 years, 3 to 10 years, and 10 to 30 years correspondingly. A scenario analysis was also conducted to understand the influences of climate-related risks and opportunities material to the Group based on the available information. Details of the scenario analysis are as follows:

Risks being assessed	Physical risks	Transition risks
Scenario explored	Intergovernmental Panel on Climate Change ("**IPCC**") Representative Concentration Pathway ("**RCP**") 8.5	International Energy Agency ("**IEA**") Net Zero Emissions by 2050 Scenario (NZE Scenario)

The Group evaluates the impact level of the identified climate-related risks and opportunities based on the result of the scenario analysis. The assessment of the impact level of the climate-related risks and opportunities is based on two principal factors, including likelihood which refers to the probability of the risks and opportunities materialising in a certain time horizon, and severity which refers to the magnitude of consequences the risks and opportunities could have on the Group. Based on these two factors, the potential impacts are rated across four levels: intolerable, undesirable, tolerable and acceptable. We will seek to assess the financial implications once more robust data becomes available in the future. The Group has actively taken the following measures in response to the most significant climate-related risks and opportunities identified through scenario analysis, covering the short- (1-3 years), medium- (3-10 years), and long-term (10-30 years) time horizons, aligning with its financial planning and supporting Singapore Green Plan 2030 as well as the nation's 2050 net zero target:

Risks/opportunities	Impact level	Time horizon	Responses and measures
Physical Risks: Increased frequency and severity of extreme weather events such as rainstorms, flooding and heat waves may disrupt the business operations of the Group by resulting in a loss of power to facilities and communication infrastructures, hampering and injuring the Group's employees on the way to work or during their work. Meanwhile, the Group may face higher costs to repair damaged infrastructure, equipment and facilities.	Tolerable	Medium-term	The Group has formulated the "Climate Change Policy" in order to mitigate or prevent losses in the event of extreme weather causing impacts to the Group. The Group has maintained comprehensive insurance coverage for assets vulnerable to damage from extreme weather conditions, minimising potential maintenance and repair costs. Moving forward, the Group will continue to enhance its emergency management procedures to effectively respond to extreme weather conditions and carry out emergency drills as necessary.
Transition Risks: The Group encounters transition risks due to the evolving environmental laws and regulations concerning various aspects such as emissions, energy efficiency, water utilisation, and waste management. The Group anticipates that the relevant laws and regulations will become more demanding, with local governments introducing more assertive policies and measures to restrict GHG emissions. Consequently, the Group may face legal risks as a form of transition risks and may need to incur increased operating expenses to adhere to regulatory adjustments.	Tolerable	Short-term	In view of the transition risks, the Group will keep a close eye on current and future trends, policies, and regulations related to climate change. This will enable us to anticipate any material changes and remind the management to address them in a timely manner, ensuring compliance with relevant standards and possible future regulatory requirements. Additionally, the Group has established targets to lower energy consumption and GHG emissions to reduce its environmental impact. Measures to achieve these targets include replacing equipment with higher-efficiency models. The Group will also regularly assess the effectiveness of its efforts to strengthen its capability and address climate-related risks effectively.

ENVIRONMENTAL

Risks/opportunities	Impact level	Time horizon	Responses and measures
Opportunities for Energy Management: Climate change presents significant opportunities for the Group to improve its energy management practices and reduce its carbon footprint as well as energy costs by adopting innovative technologies and embracing renewable energy sources. This can help increase the Group's resilience to climate-related risks mentioned above.	Tolerable	Medium-term	The Group has implemented the ADAS to improve its operational efficiency within the Group. Meanwhile, the technologies used for our services such as waste water treatment have embedded the energy-saving concepts. To further support these initiatives, the Group aims to increase employees' knowledge about climate change and its associated risks through the promotion of energy-saving messages. This can inspire behavioural changes and encourage the adoption of sustainable practices, such as using electric vehicles. Additionally, we will continue to explore more energy-efficient technologies and implement them into different areas.
Opportunities for Markets: Stakeholders such as investors and customers increasingly demand greater transparency and action on climate-related issues due to the increase in attention on climate change and its impacts have become more obvious. Companies that proactively address climate risks and opportunities can gain a sustainable competitive advantage in the market.	Tolerable	Medium-term	The Group has taken appropriate measures to evaluate, assess, manage and monitor any relevant and material climate-related risks. At the same time, the Group's constant innovation of smart urban development services and water technology solutions in a greener way can help it stay competitive within the industry. To complement these efforts, the Group maintains high transparency in sustainability reporting and related activities, which establishes trust and confidence in its relationships with investors and customers.

ENVIRONMENTAL

Risk Management

The Group recognises that climate change brings risks and opportunities to its business. To enhance our comprehension of climate-related issues, we make an effort to keep abreast of the latest trends in climate adaptation and mitigation through stakeholder engagement, track the identified risks and opportunities, and take relevant measures to address each risk timely and capitalise on emerging opportunities. Meanwhile, implementing an effective RM system is crucial for maintaining good corporate governance and efficient resource management. With a well-designed RM framework in place, the Group has continued to evaluate, communicate and monitor risks and vulnerabilities in an integrated, systematic and uniform way to safeguard shareholders' interests and the Group's assets. Meanwhile, we have maintained the RM Register to track, review and update each identified risk and existing Enterprise Risk Management Policy, and take measures to mitigate those risks timely. For detailed disclosure on RM, please refer to the "Corporate Governance Report" section of the Annual Report.

Regarding the climate-related risks and opportunities, their impact on the Group's operation and strategy are identified, evaluated and prioritised by the Sustainability Committee and Employee Working Groups based on the likelihood and severity described above. For risks with impact levels assessed as intolerable or undesirable, the Sustainability Committee and Employee Working Groups will identify the responsible personnel and then determine any appropriate risk mitigation and adaptation plans, which are monitored regularly to ensure timely and effective implementation. The Group will also proactively pursue opportunities to mitigate the impacts of climate change and enhance its overall sustainability performance. We plan to incorporate them more extensively into our RM processes and business continuity planning to enhance our overall adaptive capacity.

Metrics and Targets

The Group follows the best practice of enhancing energy efficiency, as well as complies with related environmental laws and regulations. Relevant metrics, targets, performance and measures on energy-saving can be found in the two sections headed "SUSTAINABILITY TARGETS" and "ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT".

SOCIAL

EMPLOYEE WELFARE AND DEVELOPMENT

The Group has always regarded its employees as valuable assets and committed to safeguarding their rights and welfare, which are listed in the "Employment Contract" and the "Service Guideline for Tritech Employees". Therefore, all employees are required to sign the "Employment Contract" with the key employment terms and conditions clearly spelt out. It enables employees to fully understand their rights, welfare and obligations, including job title and description, duration of employment, working hours, salary and allowances, contributions/deductions, leave entitlements, probation and notice periods, key insurance and medical benefits. For instance, full-time employees are provided the benefits of disability and invalidity coverage. During FY2025, there were 2 female employees that took parental leave and returned to work after parental leave ended, with a return-to-work rate of 100% (FY2024: Nil). For full-time employees and Directors, the introduction of the Employee Share Award Scheme can retain and further motivate them in carrying out their responsibilities with excellence.

Positive Work Environment

The Group recognises that a positive work environment is essential to attract, motivate and retain talented staff. A total upgrading programme has been designed to promote personal development, health and work-life harmony. Our staff enjoy flexible medical and benefits plans, flexible work arrangements and staff engagement initiatives. The Group advocates a pay-for-performance philosophy to drive ownership of collective goals leading to a high-performance culture which creates long-term shareholder value.

Training and Education

The Group places great emphasis on its employees' progress and development and strives to enhance their capabilities and work prospects through various internal and external skill development programmes. The Group has always embedded a learning culture, which encourages employees to explore their fullest potential in career and personal development by participating in training and developing programmes such as professional training, executive and leadership development as well as technical seminars for career growth and personal development. In addition, the Group established the "Policy for Employee Training" and the "Training and Development Policy" to support employees through providing subsidies and training opportunities.

During FY2025, the average training hours per employee[4] are approximately 7.77 hours (FY2024: approximately 9.26 hours). The employees' average training hours by gender and employee category are as follows:

Categories	Average training hours[4]	
By gender	**FY2025**	**FY2024**
Male	8.56	10.35
Female	2.42	1.37
By employee category		
Senior management	15.38	22.07
Middle management	2.23	44.40
General employees	8.47	4.68

Note(s):

4. Average training hours in the category = training hours provided to employees in the category during the year ÷ number of employees in the category at the end of the year

SOCIAL

The details of training courses and workshops that were attended by the employees in FY2025 are shown in Appendix A. All Directors have completed the sustainability training courses.

Target set for FY2026

- Expand scope and availability of training to employees;
- Continue to uphold fair employment practices in compliance with applicable laws and regulations;
- Continue to develop more staff with the latest advancements in technologies and with relevant certifications for skilled works;
- Continue to provide a safe, healthy workplace environment and training activities; and
- Increase the average hours of training to approximately 11 hours per employee to ensure the adequate level of training for their scope of work by FY2028.

OCCUPATIONAL HEALTH AND SAFETY

The safety and health of the Group's employees and workers may affect their performance and productivity. It is therefore important to manage occupational health and safety risks whilst promoting healthy lifestyles and holistic wellness at the workplace. We are committed to ensuring a safe workplace environment for all employees and workers.

As most of the Group's operational activities are carried out on construction sites and other outdoor locations, efforts have been made to control incidents/accidents rate to within two cases per year. Our "Integrated Management System Manual" outlines the guidelines for carrying out investigation after the occurrence of an accident, incident or emergency and other incident management procedures. Designated personnel are required to evaluate the occupational health and safety management. Our occupational health and safety management system has been certified with ISO 45001:2018 by SOCOTEC Certification Singapore and BizSafe Star by Workplace Safety and Health Council. Furthermore, the Group has established "Safe Management Measures" for employees to understand the guidelines and protocols aimed at work arrangement under workplace cleanliness, personal hygiene, and pandemic preventive measures. "Safe Work Procedures" are also in place to manage emergencies and ensure the safety of employees in the event of an epidemic.

During FY2025, there was no recordable work-related injury (FY2024: 1). The Group's departmental managers continue to raise awareness among workers on the activity's risk assessment and relevant preventive measures and safety procedures including machinery safety and practices through annual safety campaign, and ensure every worker of the Group attends a relevant work safety course before commencement of the work and understands updated information or regulations annually. All workers are coached to adhere to the "Health and Operational Safety Policy" and standard operating procedures, and not to deviate with other methods which require unnecessary risks.

Target set for FY2026

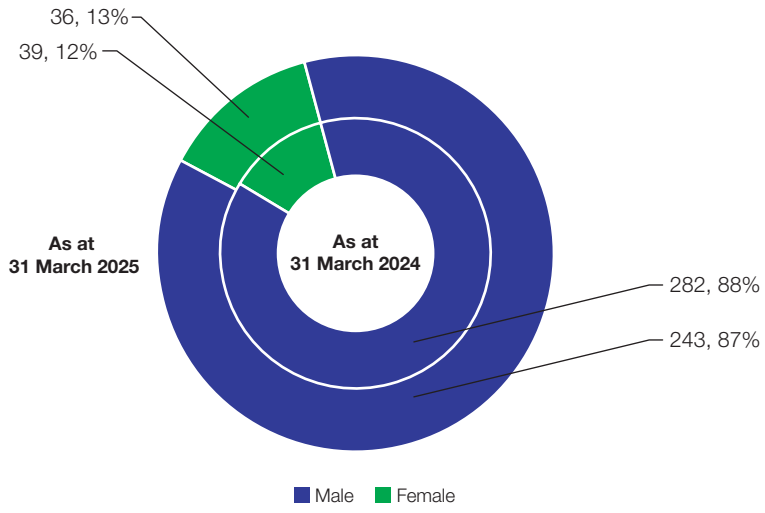
- Maintain zero work-related fatalities and injuries, which are required to be reported to the MOM;
- Provide workplace safety training to the employees; and
- Regularly update the safety training content to the employees based on observed incidents (if any).

SOCIAL

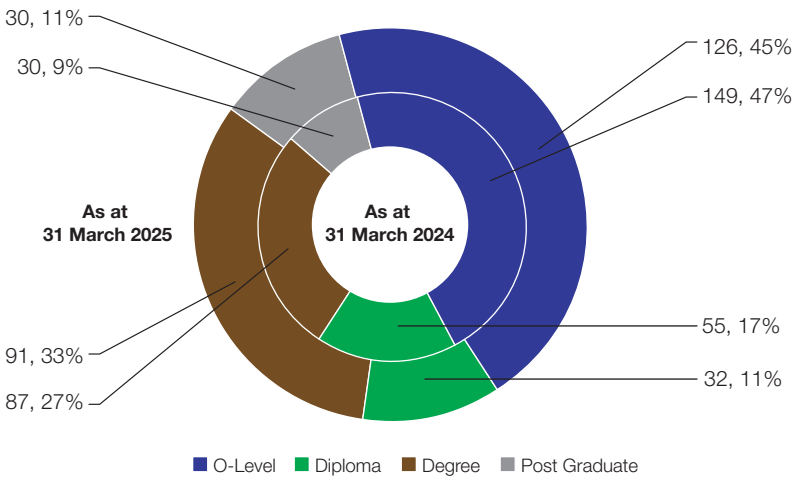
GENDER AND RACE EQUALITY

We have maintained a reasonable balance in important societal aspects namely gender, educational level, age group, and race. This model enables the Group to create a more flexible working environment for its workforce. As at 31 March 2025, the Group had a total of 279 employees within the reporting scope (As at 31 March 2024: 321), all of whom were located in Singapore. The number and breakdown are as follows:

Employee diversity by gender

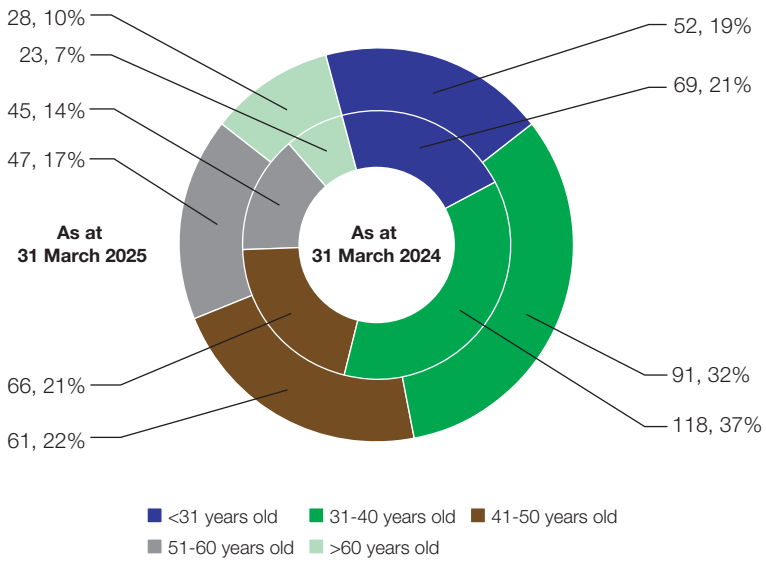


Employee diversity by education level

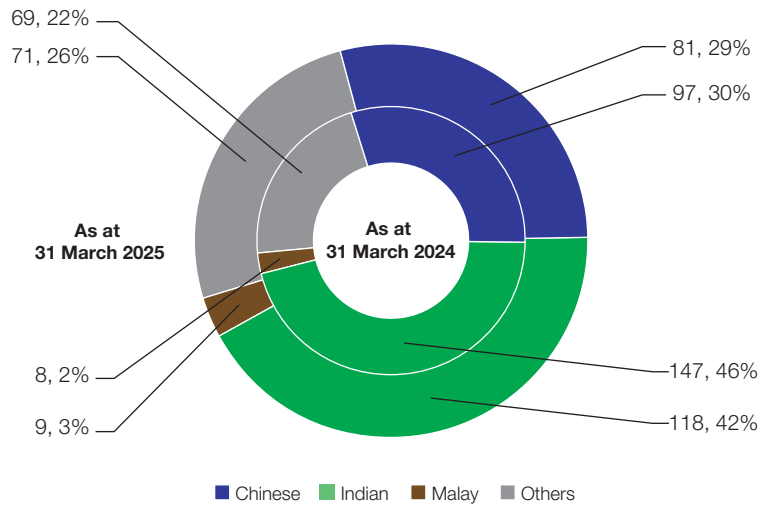


SOCIAL

Employee diversity by age group



Employee diversity by ethnic group



We believe that every employee should be given the opportunity to fulfil his/her ambition to strive for excellence in a conducive workplace. This human management concept allows our employees to be motivated and innovative. Meanwhile, we have established the “Gender and Race Equality Policy” to provide equality and fairness for all in our employment. We employ, develop and promote people based on their merits and discourage any form of discrimination, including age, gender, race, religion, nationality, marital status, disability or sexual orientation. Our human resource system is designed to practise fair treatment among employees. During FY2025, there were no reported incidents of any kind of discrimination in our workplace (FY2024: Nil).

SOCIAL

During FY2025, the total new employee hires rate[5] of the Group was approximately 29% (FY2024: approximately 22%), with a total number of 80 new hires (FY2024: 71 new hires). The breakdown is as follows:

Categories	Number of new employee hires (rate[5])	
By gender	**FY2025**	**FY2024**
Male	71 (29%)	67 (24%)
Female	9 (25%)	4 (10%)
By age group		
< 31 years old	25 (48%)	38 (55%)
31 – 40 years old	34 (37%)	23 (19%)
41 – 50 years old	12 (20%)	4 (6%)
51 – 60 years old	5 (11%)	4 (9%)
> 60 years old	4 (14%)	2 (9%)
By geographical region		
Singapore	80 (29%)	71 (22%)

Note(s):
5. Rate of new employee hires in the category = (number of new hires in the category during the year ÷ number of employees in the category at the end of the year) × 100%

During FY2025, the total employee turnover rate[6] of the Group was approximately 44% (FY2024: approximately 30%), with a total number of 122 resigned employees (FY2024: 96 employees). The breakdown is as follows:

Categories	Number of employee turnover (rate[6])	
By gender	**FY2025**	**FY2024**
Male	110 (45%)	82 (29%)
Female	12 (33%)	14 (36%)
By age group		
< 31 years old	30 (58%)	38 (55%)
31 – 40 years old	51 (56%)	27 (23%)
41 – 50 years old	24 (39%)	11 (17%)
51 – 60 years old	8 (17%)	12 (27%)
> 60 years old	9 (32%)	8 (35%)
By geographical region		
Singapore	122 (44%)	96 (30%)

Note(s):
6. Rate of employee turnover in the category = (number of resigned employees in the category during the year ÷ number of employees in the category at the end of the year) × 100%

SOCIAL

The Group is committed to embracing diversity and inclusion, in order to attract a wide pool of talent, increase employee satisfaction and retention, and enhance its reputation as a socially responsible employer.

Target set for FY2026

- Maintain zero incidents of discrimination; and
- Review relevant policies to ensure its effectiveness.

VENDOR QUALIFICATION

We strive to monitor the environmental impact and embed sustainability principles at all points within our supply chain, to grow long-term environmental, social and economic value for all stakeholders.

To achieve our mission, we have implemented the "Environmental Purchasing Policy" with relevant purchasing processes, quality control procedures and guidelines to select suppliers based on ISO 9001:2015 standards. In addition, the Group's vendors are also evaluated and qualified based on their competitive pricing, workmanship/quality, service/support, on time delivery and compliance, to assess their reliability and past performance records on an annual basis. Only approved external providers are allowed to provide goods and services for our projects. During FY2025, there were 444 suppliers (FY2024: 466), with 100% of new suppliers screened against environmental criteria to ensure compliance with our sustainability standards.

Target set for FY2026

- All new vendors shall be pre-qualified and approved prior to become an approved vendor, and all existing vendors will be assessed yearly as per latest ISO 9001:2015 standards;
- Conduct performance reviews for vendors; and
- Continue to assess existing vendors to ensure their compliance and quality.

CUSTOMER SATISFACTION

The Group recognises the value of customer satisfaction and strives to provide goods and services meeting customers' requirements to an assured level of quality, as our customers are the most important assets. Our quality management system has been certified with ISO 9001:2015 by SOCOTEC Certification Singapore, which instils confidence in customers that the Group has robust quality processes in place. We have also implemented the "Health and Operational Safety Policy" and the "Quality Environmental Health & Safety Management Policy" to protect the environment, ensure the health and safety of the employees and stakeholders, and meet quality standards in order to help uphold our reputation with our employees and customers. With regard to the "Quality Environmental Health & Safety Management Policy", it sets out our targets towards maintaining the highest quality standards and guides our practices towards satisfying our customers' needs.

The Group has also provided competent professionals and expertise to execute its operations safely, mitigate the associated hazards and risks by carefully studying the project site-specific operations, surrounding environment and operational health and safety expectations of its customers.

The Group management welcomes feedback as invaluable to further improving its services and operations. Customers and employees are encouraged to discuss concerns and grievances relating to service quality and safety. All feedback from key project clientele will be used to plan for better execution of future projects, as well as adjust or improve our operations.

Customer Privacy

The Group requires its employees to handle customers' information properly, which is outlined in the policies named as "Information Classification", "Information Security Roles and Responsibility", "Media Handling" and "Customer Privacy Protection Policy". Customers' information cannot be sold, shared or disclosed for any purpose. All employees must protect customers' personal data in accordance with the Group's policies. During FY2025, there were no substantiated complaints concerning breaches of customer privacy and identified no leaks, thefts, or losses of customer data (FY2024: Nil).

SOCIAL

Target set for FY2026

- Maintain zero incidents concerning breaches of customer privacy, identified leaks, thefts or losses of customer data; and
- Maintain zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.

STAKEHOLDERS AND COMMUNITY

The Group seeks to build good relationships with its stakeholders based on mutual respect and transparency over business activities with open communication. We have implemented the "Stakeholder Engagement Policy" to facilitate stakeholder connection and cohesion with us. We will plan and organise stakeholder engagement activities which include a range of culturally and socially inclusive engagement activities when possible.

We gain valuable insights into what we do well and where we need to improve our performance. We also seek opportunities to actively participate in forums and discussions on themes that span our global communities such as environment, sustainable development, transparency and human rights.

Target set for FY2026

- Organise or participate in at least one community service each year, with the aim of increasing participation to more than one activity annually over time.

APPENDIX A:
LIST OF THE GROUP'S TRAINING COURSES (FY2025)

S/N	Courses
1	Apply Workplace Safety and Health in Construction Sites
2	Building and Construction Authority ("**BCA**") – Certification Course for Site Investigation Supervisors
3	BCA – Soil Drilling & Instrumentation Course
4	Control of Incidents & Hazards in Workplace
5	Critical Aspects of Construction Safety
6	Design for Manufacturing and Assembly
7	Diaphragm Wall Construction and Supervision
8	Effective Confined Space Rescue Training
9	Engineering Safety in Building & Structures
10	Hazards from Temporary Works
11	Institution of Engineers, Singapore ("**IES**") – ABC Waters Professional Course – Core Module CU4 (15th Run)
12	IES – ABC Waters Professional Course – Core Module CU2 (18th Run)
13	IES – Cracks in Concrete – Causes, Prevention, Inspection & Rectification QSS
14	IES – Impact onto Existing Bridge within the Influence Zone of Construction Works and Special Ground Conditions and Chemical Risk Assessment and Management at Worksite
15	IES – Supervision of Construction in Singapore
16	IES – Working Safely at Height
17	IES Virtual Classroom – The Need for Good Risk Management at Project Sites and the Application of Construction Insurance
18	IES Virtual Classroom: Module 3 Construction of Underground & Related Structures: Basements
19	Instrumentation & Monitoring of Buildings and Structures
20	Jurong Town Corporation ("**JTC**") Safety Induction Course
21	Leveraging Technologies to Enhance Safety and Productivity
22	Land Transport Authority ("**LTA**") Construction Safety Management
23	Operate Boom Lift
24	Perform Design for Safety for Professionals Duties
25	Perform Work in Confined Space Operation
26	Registered Earthworks Supervisor Course
27	Safety in Demolition of Buildings and Structures
28	Safety in Precast Construction
29	Safety Management of Formwork and Falsework
30	Seminar: Green and Sustainable Build Environment with Innovative Solutions
31	SMRT NEL – Track Protection Officer (NT)

APPENDIX A:
LIST OF THE GROUP'S TRAINING COURSES (FY2025)

S/N	Courses
32	SMRT Rail – Radio Communications
33	Structural Steel Works Integrity Assessment
34	Supervise Construction Work for Workplace Safety and Health ("**WSH**")
35	Supervise Work in Confined Space Operation Course
36	Supervision of Piling Works
37	Supervision of Strengthening Works
38	Supervision of Underground Projects with Deep Excavation & Bored Tunnelling and Safe Entry & Work in Confined Spaces Entry & Work (2nd Edition)
39	TE2 – Tunnelling Construction
40	TE3 – Tunnelling Operation and Impact Assessment
41	Understanding Formwork Requirements and Supervision
42	WSH Management in Construction Industry
43	WSH Coordinator Refresher Training
44	WSH Micro-Learning Programme

APPENDIX B:
SGX-ST, GRI AND TCFD CONTENT INDEX

SGX-ST Content Index	
Primary Component	**Reference/Description**
(a) Material ESG factors	MATERIAL FACTORS
(b) Climate-related disclosures	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
(c) Policies, practices and performance	GOVERNANCE; ENVIRONMENTAL; SOCIAL
(d) Targets	SUSTAINABILITY TARGETS
(e) Sustainability reporting framework	ABOUT THIS REPORT – REPORTING FRAMEWORK
(f) Board statement	BOARD STATEMENT

GRI Content Index			
GRI Standard	**Disclosure**		**Reference/Description**
Statement of use			Tritech and its subsidiaries have reported the information cited in this GRI content index for the period from 1 April 2024 to 31 March 2025 with reference to the GRI Standards.
GRI 1 used			GRI 1: Foundation 2021
GENERAL DISCLOSURE			
GRI 2: General Disclosures 2021	2-1	Organisational details	BOARD STATEMENT; ABOUT THIS REPORT – REPORTING SCOPE AND PERIOD
	2-2	Entities included in the organisation's sustainability reporting	ABOUT THIS REPORT – REPORTING SCOPE AND PERIOD
	2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT – REPORTING SCOPE AND PERIOD, FEEDBACK
	2-4	Restatements of information	Nil
	2-5	External assurance	ABOUT THIS REPORT – INDEPENDENT ASSURANCE
	2-6	Activities, value chain and other business relationships	BOARD STATEMENT; ABOUT THIS REPORT – REPORTING SCOPE AND PERIOD
	2-7	Employees	SOCIAL – GENDER AND RACE EQUALITY
	2-9	Governance structure and composition	BOARD STATEMENT – SUSTAINABILITY GOVERNANCE STRUCTURE
	2-10	Nomination and selection of the highest governance body	Annual Report – Corporate Governance Report; GOVERNANCE – BOARD DIVERSITY
	2-11	Chair of the highest governance body	Annual Report – Corporate Governance Report
	2-12	Role of the highest governance body in overseeing the management of impacts	BOARD STATEMENT – SUSTAINABILITY GOVERNANCE STRUCTURE

APPENDIX B:
SGX-ST, GRI AND TCFD CONTENT INDEX

GRI Content Index			
GRI Standard	**Disclosure**		**Reference/Description**
	2-13	Delegation of responsibility for managing impacts	BOARD STATEMENT – SUSTAINABILITY GOVERNANCE STRUCTURE
	2-14	Role of the highest governance body in sustainability reporting	BOARD STATEMENT – SUSTAINABILITY GOVERNANCE STRUCTURE
	2-15	Conflict of interest	Annual Report – Corporate Governance Report
	2-17	Collective knowledge of the highest governance body	BOARD STATEMENT – SUSTAINABILITY GOVERNANCE STRUCTURE; SOCIAL – EMPLOYEE WELFARE AND DEVELOPMENT
	2-19	Remuneration policies	Annual Report – Corporate Governance Report
	2-22	Statement on sustainable development strategy	BOARD STATEMENT
	2-23	Policy commitments	GOVERNANCE – BUSINESS ETHICS AND ANTI-CORRUPTION
	2-27	Compliance with laws and regulations	GOVERNANCE – BUSINESS ETHICS AND ANTI-CORRUPTION
	2-28	Membership associations	The Group is the member of the following associations: • Singapore Business Federation • Singapore Membrane Consortium • Tunnelling and Underground Construction Society (Singapore)
	2-29	Approach to stakeholder engagement	STAKEHOLDER ENGAGEMENT
GRI 3: Material Topics 2021	3-1	Process to determine material topics	MATERIAL FACTORS
	3-2	List of material topics	MATERIAL FACTORS
	3-3	Management of material topics	GOVERNANCE; ENVIRONMENTAL; SOCIAL
MATERIAL TOPICS			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Annual Report – Financial Review
	201-2	Financial implications and other risks and opportunities due to climate change	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	GOVERNANCE – BUSINESS ETHICS AND ANTI-CORRUPTION
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT
	302-3	Energy intensity	ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT

APPENDIX B:
SGX-ST, GRI AND TCFD CONTENT INDEX

GRI Content Index			
GRI Standard	**Disclosure**		**Reference/Description**
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT
	305-2	Energy indirect (Scope 2) GHG emissions	ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT
	305-4	GHG emissions intensity	ENVIRONMENTAL – ENERGY CONSERVATION AND EMISSIONS MANAGEMENT
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	SOCIAL – VENDOR QUALIFICATION
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SOCIAL – GENDER AND RACE EQUALITY
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SOCIAL – EMPLOYEE WELFARE AND DEVELOPMENT
	401-3	Parental leave	SOCIAL – EMPLOYEE WELFARE AND DEVELOPMENT
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	SOCIAL – OCCUPATIONAL HEALTH AND SAFETY
	403-5	Worker training on occupational health and safety	SOCIAL – OCCUPATIONAL HEALTH AND SAFETY
	403-9	Work-related injuries	SOCIAL – OCCUPATIONAL HEALTH AND SAFETY
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	SOCIAL – EMPLOYEE WELFARE AND DEVELOPMENT
	404-2	Programmes for upgrading employee skills and transition assistance programmes	SOCIAL – EMPLOYEE WELFARE AND DEVELOPMENT; APPENDIX A
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	GOVERNANCE – BOARD DIVERSITY; SOCIAL – GENDER AND RACE EQUALITY
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	SOCIAL – GENDER AND RACE EQUALITY
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SOCIAL – CUSTOMER SATISFACTION

APPENDIX B:
SGX-ST, GRI AND TCFD CONTENT INDEX

TCFD CONTENT INDEX		
TCFD Recommendations		**Reference/Description**
Governance	Describe the Board's oversight of climate-related risks and opportunities.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe management's role in assessing and managing climate-related risks and opportunities.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe the organisation's processes for managing climate-related risks.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
Metrics & Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	ENVIRONMENTAL – CLIMATE CHANGE MITIGATION AND ADAPTATION

TRITECH GROUP LIMITED

31 Changi South Avenue 2
Tritech Building
Singapore 486478
Tel: (65) 6848 2567
Fax: (65) 6848 2568
www.tritech.com.sg

The sustainability report has been reviewed by the Company's Sponsor, UOB Kay Hian Private Limited ("**Sponsor**"). The sustainability report has not been examined or approved by the Singapore Exchange Securities Trading Limited ("**SGX-ST**") and the SGX-ST assumes no responsibility for the contents of this announcement, 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 Lance Tan, Senior Vice President at 83 Clemenceau Avenue, #10-01 UE Square, Singapore 239920, telephone (65) 6590 6881.