



ANNUAL
REPORT
2024

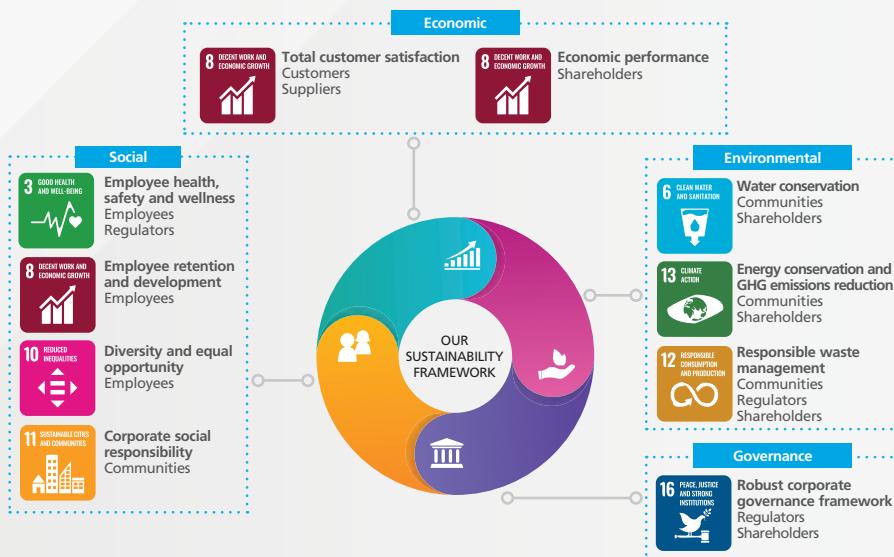
SUSTAINABILITY REPORT

BOARD STATEMENT

The Board of Directors (the “**Board**”) of Ellipsiz Ltd (“**Ellipsiz**”, the “**Company**” or together with its subsidiaries, the “**Group**”, “**We**”) is pleased to present this Sustainability Report (“**Report**”) for the financial year from 1 July 2023 to 30 June 2024 (“**FY2024**” or “**Reporting Period**”). For this Report, we provide insights into the way we do business, while highlighting our material sustainability factors under the economic, environmental, social and governance pillars (collectively, the “**Sustainability Factors**”).

The Board is responsible for overseeing the business and corporate affairs of the Group, including sustainability matters. The Board believes that a responsible business approach is integral to our long-term success. After considering the Group’s sustainability issues as part of its strategic planning and business strategies, the Board identified the material Sustainability Factors and ensured oversight over the management and monitoring. We are committed to adopting sustainable practices across our operations, empowering individuals, enriching communities, and creating a positive impact on the environment and society, thereby securing our long-term future.

This Report also demonstrates our commitment to the United Nations’ Sustainable Development Goals (“**SDGs**”). As we collaborate closely with our stakeholders throughout the supply chain, their inputs guide our sustainability initiatives, helping us prioritise our material Sustainability Factors. Below is an illustration of the interaction between our material Sustainability Factors, stakeholders and the SDGs:



SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our material sustainability performance in FY2024 is as follows:

Sustainability factor	Performance indicator	Sustainability performance	
		FY2024	FY2023
Economic	Revenue	\$55.1 million	\$59.1 million
Environmental	Net (loss)/profit after tax	(\$5.5) million	\$0.7 million
	Aggregated Scope 1 and 2 GHG emissions (tonnes CO ₂ e)	69.0	72.4
	Aggregated Scope 1 and 2 GHG emissions intensity (tonnes CO ₂ e/revenue S\$'000)	0.001	0.001
Social	Number of reported incidents of significant fines and/or non-monetary sanctions incurred as a result of non-compliance with applicable environmental laws and/or regulations	–	–
	Number of workplace fatalities	–	–
	Number of high consequence ¹ work-related injuries	–	–
	Number of recordable work-related injuries ²	1	–
	Number of work-related ill health cases ³	–	–
	Turnover rate	10.5%	10.2%
Governance	Average training hours per employee	4.7	2.4
	Number of reported incidents of unlawful discrimination ⁴ against employees	–	–
	Number of incidents of corruption ⁵	–	–

¹ A high-consequence work-related injury refers to an injury from which the worker cannot recover or cannot recover fully to pre-injury health status within six months.

² Recordable work-related injuries refer to all work-related injuries that a company is required to report to the relevant local authorities.

³ A work-related ill health case refers to a case with negative impacts on health arising from exposure to hazards at work.

⁴ An unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

⁵ A corruption incident is defined as one that involves fraud or dishonesty and is being or has been committed against a company by its officers or employees. Such an incident is punishable by imprisonment for a term of not less than 2 years and the value of the property obtained or likely to be obtained from the commission of the offence amounts to not less than S\$100,000.

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ABOUT US

Our Core Business

Ellipsiz was founded as a leading provider of integrated solutions in the electronics industry. Over the years, we have become one of the leading engineering and service solutions providers, serving customers in the semiconductor industry across Asia. Our current core business is in providing distribution and services solutions ("DSS") to customers in the semiconductor and telecommunication industries. The supply chain of our DSS business is as follows:



Our Suppliers

We procure equipment from suppliers of leading equipment and products.



Our Operations

We distribute a wide range of manufacturing, testing and inspection/measurement equipment and offer engineering and service-oriented solutions.



Our Customers

We sell to customers in the semiconductor and telecommunication industries across Asia.

Our Vision and Mission

VISION

We aim to be the best creator of value for our customers, business partners and stakeholders in markets that we participate in

MISSION

To enable our customers and business partners to achieve their goals optimally, we offer innovative and integrated solutions

SUSTAINABILITY REPORT

Our Core Values

Our core values guide the inner workings of our brand. They shape our culture, define our beliefs and practices, and enable us to achieve desired results while continually improving our services to our customers.

VALUES



RESPECT FOR INDIVIDUAL



INTEGRITY



CUSTOMER FOCUS



ENTREPRENEURSHIP



MERITOCRACY



ACHIEVEMENT ORIENTATED



PROFIT AND LIQUIDITY FOCUS

Our People

As of 30 June 2024, the total number of permanent full-time employees by country is as follows:

Singapore	Taiwan	China	Malaysia	Total
56	16	18	14	104

We did not employ any temporary, part-time or non-guaranteed hours employees as of 30 June 2024.

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ABOUT THIS REPORT

Reporting Framework

This Report is prepared in accordance with Listing Rules 711A and 711B of the Singapore Exchange Securities Trading Limited ("SGX-ST") and with reference to the Global Reporting Initiative ("GRI") Standards. We use the GRI framework because it is an internationally recognised reporting framework. The GRI content index is available in the appendix.

As part of our ongoing efforts to align our sustainability reporting with market standards, we mapped our initiatives to the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015 ("UN Sustainability Agenda"). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, both now and into the future. At its core are 17 SDGs, which call for urgent action by all countries, both developed and developing, in a global partnership. We have incorporated these SDGs, where appropriate, as a framework to shape and guide our sustainability strategy.

Our climate-related disclosures are based on the 11 recommendations of the Taskforce on Climate-related Financial Disclosures ("TCFD").

We relied on internal data monitoring and verification to ensure the accuracy of this Sustainability Report. Internal reviews on the sustainability reporting process are incorporated into our internal audit cycle. We aim to achieve external assurance for our future sustainability reports.

Reporting Scope

This Report outlines our strategies and practices in key sustainability areas and provides a detailed account of our sustainability performance. Our reporting scope includes the following key operating entities within the Group's DSS operations in Singapore, Taiwan, China and Malaysia, which contributed to more than 90% of the Group's revenue for FY2024 (FY2023: more than 90%):

S/N	Entity	Location
1	Ellipsiz Ltd	Singapore
2	Ellipsiz DSS Pte. Ltd.	Singapore
3	Ellipsiz iNETest (Suzhou) Co., Ltd.	China
4	Ellipsiz iNETest (Shanghai) Co., Ltd.	China
5	Ellipsiz iNETest Co., Ltd.	Taiwan
6	iNETest Malaysia Sdn. Bhd.	Malaysia

Feedback

If you wish to provide feedback on this Report, please reach out to us at ir@ellipsiz.com.

SUSTAINABILITY REPORT

STAKEHOLDER ENGAGEMENT

Building an effective organisation relies on maintaining a healthy company culture, which emphasises interaction with key stakeholders. We value our key stakeholders and believe that regular engagements generate new ideas and fosters co-operation, ultimately enhancing the organisation's sustainability performance and overall effectiveness in the long run.

Through an internal stakeholder mapping exercise, we identified key stakeholder groups with whom we prioritise engagement. They include entities and individuals who have interests that are affected or could be affected by our activities.

Our efforts are focused on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, government and regulators ("Regulators"), shareholders and investors ("Shareholders"), and suppliers. Key stakeholders for each Sustainability Factor are identified based on the extent to which their interests are, or could be, affected by the Group's activities.

We recognise the importance of dedicating time and effort to understanding and addressing our key stakeholders' major concerns and expectations. By engaging in both formal and informal interactions with our key stakeholders, we strive to build mutually beneficial relationships and ensure a smooth operation within the organisation:

S/N	Key stakeholder	Material concerns of stakeholder	Engagement frequency	Engagement mechanism
1	Communities	<ul style="list-style-type: none"> Corporate social responsibility Environmental initiatives 	Ongoing	Engagement with community projects and charities
2	Customers	Quality of products and services provided	Ongoing	<ul style="list-style-type: none"> Regular dialogues with customers to understand their needs and gather feedback Designated representatives to handle customer orders and requests

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S/N	Key stakeholder	Material concerns of stakeholder	Engagement frequency	Engagement mechanism
3	Employees	<ul style="list-style-type: none"> Equal employment opportunities Career development and training opportunities Job security Remuneration Workplace health and safety 	<p>Regularly</p> <p>Annually</p>	<ul style="list-style-type: none"> Orientations conducted for new employees to familiarise them with the Group's business, management, and policies Training and career development plans Social and team-building activities Employee welfare and benefits <p>Career development and performance appraisal</p>
4	Regulators	Regulatory and compliance risk	As and when required	<ul style="list-style-type: none"> The Board and management are kept abreast of new policies, regulations and guidelines launched and implemented by government and regulators such as Ministry of Manpower, SGX-ST, National Environment Agency and Health Sciences Authority Seminars or courses attended by the Board and management on developments in relevant laws and regulations

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S/N	Key stakeholder	Material concerns of stakeholder	Engagement frequency	Engagement mechanism
5	Shareholders	Economic and industry trends, Group performance and corporate governance	Regularly	Shareholders are kept abreast of the Company's key developments through press releases, corporate website, announcements via SGX website and Annual Reports
			Annually	Annual general meetings are conducted to engage with our Shareholders
			Ongoing	Dedicated investor relations page on the Company's corporate website
6	Suppliers	Loss of key products distributorships and service contracts	As and when required	<ul style="list-style-type: none"> Regular meetings with suppliers to exchange ideas and address areas of concern Routine and ongoing communication with suppliers to keep them informed of strategies and plans

POLICY, PRACTICE AND PERFORMANCE REPORTING

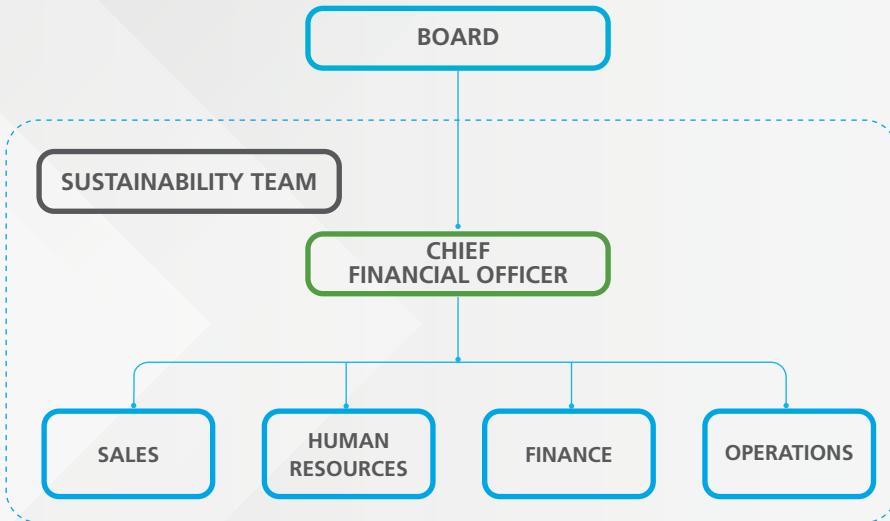
A sustainability reporting policy ("SR Policy") is in place to guide our sustainability reporting. This policy covers our sustainability strategies, reporting structure, materiality assessment and processes for identifying and monitoring material Sustainability Factors. Under this SR Policy, we will regularly monitor, review and update our material Sustainability Factors, incorporating feedback from stakeholder engagement and considering both organisational and external developments.

Sustainability Governance Structure

The Board is responsible for overseeing sustainability matters. To enhance the knowledge of our directors on sustainability reporting and to meet the requirement of Listing Rule 720(7) of SGX-ST, we confirm that all Directors have attended one of the approved sustainability training courses.

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The Board is supported by an executive-level sustainability team ("Sustainability Team"), led by the Chief Financial Officer and consisting of senior management executives from key business units and corporate functions. The Sustainability Team reviews, assesses and makes recommendations to the Board on sustainability matters. Additionally, the Sustainability Team is responsible for developing the sustainability strategy, reviewing material impacts, considering stakeholder priorities, setting goals and targets, and collecting, verifying, monitoring and reporting performance data for this Report. This ensures effective integration of sustainability initiatives into the business.



In addition to the Sustainability Team, the Audit and Risk Committee supports the Board in overseeing assurance activities conducted by the internal audit function on the Company's sustainability reporting processes, as part of the Group's internal audit plan.

Sustainability Reporting Process

Under our SR Policy, our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

SUSTAINABILITY REPORT

Processes involved are shown in the chart below:



Materiality Assessment

We constantly refine our management approach to adapt to the changing business landscape. The Group performs an annual materiality assessment to ensure that the issues disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

Impacts, positive and negative, actual and potential, are assessed based on: (i) the likelihood of the occurrence of actual and potential negative and positive impacts and (ii) their significance on the economy, environment, people, as well as their human rights and contribution to sustainable development.

Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying relevant data points, measuring and monitoring them. In addition, we set performance targets aligned with our strategy to stay focus on our path to sustainability. We will consistently enhance our performance-monitoring processes and improve our data capturing systems. An annual sustainability report is being published in accordance with our SR Policy.

SUSTAINABILITY REPORT

MATERIAL SUSTAINABILITY FACTORS

In FY2024, the Sustainability Team conducted a stakeholder engagement session⁶ and materiality assessment to understand the concerns and expectations of our stakeholders. Based on these activities, we updated the factors with significant impacts on the economy, environment, people and their human rights. In this Report, we present our progress in managing these Sustainability Factors and set related targets to improve our sustainability performance.

Presented below is a list of material Sustainability Factors applicable to the Group:

S/N	Material Sustainability Factor	SDG	Key stakeholder
Economic			
1	Total customer satisfaction	Decent work and economic growth	<ul style="list-style-type: none"> • Customers • Suppliers
2	Economic performance	Decent work and economic growth	Shareholders
Environmental			
3	Energy conservation and GHG emissions reduction	Climate action	<ul style="list-style-type: none"> • Communities • Shareholders
4	Responsible waste management	Responsible consumption and production	<ul style="list-style-type: none"> • Communities • Regulators • Shareholders
5	Water conservation	Clean water and sanitation	<ul style="list-style-type: none"> • Communities • Shareholders
Social			
6	Employee health, safety and wellness	Good health and well-being	<ul style="list-style-type: none"> • Employees • Regulators
7	Employee retention and development	Decent work and economic growth	Employees
8	Diversity and equal opportunity	Reduced inequalities	Employees
9	Corporate social responsibility	Sustainable cities and communities	Communities
Governance			
10	Robust corporate governance framework	Peace, justice and strong institutions	<ul style="list-style-type: none"> • Regulators • Shareholders

We will update the material Sustainability Factors annually to reflect changes in business operations, the environment, stakeholder feedback and sustainability trends.

⁶ The Company distributed an online survey to its internal and external stakeholders, including customers, employees and suppliers, to gather perspectives on the most important sustainability factors for the business to prioritise.

SUSTAINABILITY REPORT

The details of each material Sustainability Factor are presented as follows:

ECONOMIC

Total Customer Satisfaction

Our Commitment

In line with our vision to be the best creator of value for our customers, business partners and stakeholders in markets that we participate in, we are committed to embedding customer focus, one of our core values, into our corporate culture. We are also committed to offering innovative and integrated solutions to enable our customers and business partners to achieve their goals optimally.

Our Approach

We are committed to building a loyal customer base for our long-term sustainability by maximising customer's satisfaction through the following strategies:

Offer an extensive product portfolio that meets market needs

We provide a comprehensive range of products and services tailored to the semiconductor and electronics ecosystem. Our product listing can be found on our website: <https://www.ellipsizdss.com/products/>.

OUR KEY PRODUCTS



KIMTECH Cleanroom Apparel

A cleanroom garment that designed specifically to prevent contamination by foreign particles within a sterile environment.



Comet Xylon Cheetah EVO X-Ray Inspection System

An advanced X-ray inspection system designed for examining printed circuit board assemblies and semiconductors.



Allied MetPrep 4X Grinder/Polisher with Power Head

A sophisticated machine used for preparing material samples in industrial and research settings.

SUSTAINABILITY REPORT

Maintain presence and proximity to our customers

We have offices in Singapore, Malaysia, China and Taiwan. This geographical footprint brings us closer to the markets we serve and, more importantly, closer to our customers, enabling us to serve them better.

Ensure suppliers adopt market standards on product quality

Our key suppliers are certified under internationally recognised quality standards to maintain product quality and safety.

Our Performance

Internationally recognised quality standards adopted by our key suppliers are as follows:

Standard/certification	Area
ISO 9001:2015	Quality management system
ISO 12100:2010	Safety of machinery
ISO 45001:2018	Occupational health and safety management system
ISO 14001:2015	Environmental management system
ISO/IEC 27001:2022	Information security management system
ISO/IEC 17025:2017	Testing and calibration laboratories

Economic Performance

Our Commitment

We believe in creating long-term economic value for shareholders through relevant and meaningful strategies.

Our Approach

We strive to generate and distribute economic value by executing our business strategy, which includes staying abreast of market trends, delivering profits, making dividend payments, maintaining a robust balance sheet and strong operating cash flows, and mitigating identified business risks.

For our egg production and distribution business, we are currently discussing with the relevant authority on matters related to increased funding support, additional land allocation for biosecurity measures, development timelines and lease extensions. Addressing these issues will require considerable time and effort. Against this background, a re-evaluation of the viability of the egg farm project by the Group in consultation with the relevant authority, may also be required. The objective is to ensure that necessary actions are taken from the outset to effectively manage and minimise the risks of potential disruptions to the farm's future operations.

Our Performance

Details of our financial performance can be found in the Financial Review section and the audited financial statements of this Annual Report.

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ENVIRONMENTAL

Energy Conservation and GHG Emissions Reduction

Our Commitment

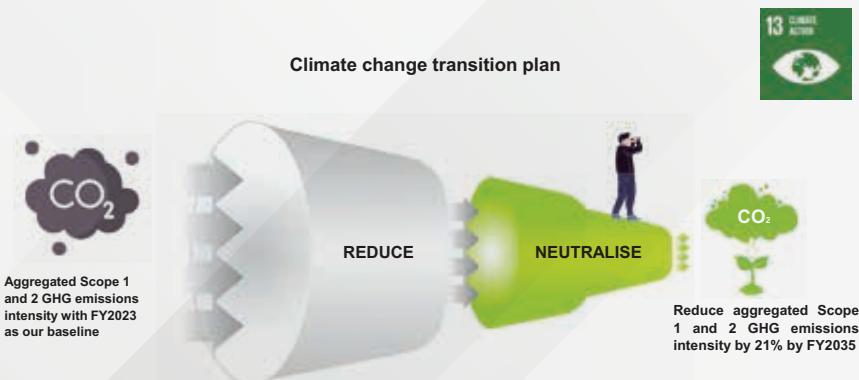
To mitigate the negative impacts of climate change, we are committed to responsible energy use and reducing GHG emissions. We are committed to reduce our carbon footprint while remaining open to opportunities that may arise as we transition to a low-carbon organisation.

Our Approach

We closely track and monitor our Scope 1, 2, and certain categories of Scope 3 GHG emissions and are developing mechanism to track other relevant and practicable Scope 3 categories. We have developed a climate change transition plan, which will be refined and improved as we implement it, taking into account changes in business operations, the environment and market trends. Progress updates and performance will be provided in our future sustainability reports, with assurance provided through an internal review of the reporting process.

Climate change transition plan

Our climate change transition plan charts our path on the decarbonisation journey. Under this strategy, we commit to reduce our aggregated Scope 1 and 2 GHG emissions intensity by 21% by FY2035, using FY2023 as our baseline. The plan focused on two (2) strategic levers: reduce and neutralise, as follows:



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Details of our strategic levers are as follows:

Lever	Reduce	Neutralise
Description	<ul style="list-style-type: none"> Reduce absolute emissions first within our operations and followed by our supply chain Replace existing energy source with low or zero-carbon sources 	Neutralise unavoidable residual emissions
Focus area	<ul style="list-style-type: none"> Energy efficient lightings Behavioural changes Clean energy 	<ul style="list-style-type: none"> Renewable energy certificates ("REC") Carbon credits

We review our energy consumption regularly to manage usage, taking corrective actions when unusual consumption patterns are detected. We continuously strive to improve our energy use and efficiency through the following initiatives and aspirations:

Lever	Key initiative	Description
Reduce	Energy efficient lightings	We optimise electricity efficiency using high-efficiency lightings, such as LED lightings, wherever practicable.
	Behavioural changes	We constantly remind our staff of basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use and enabling power-saving mode.
	Clean energy	We are constantly exploring opportunities to source for clean and/or renewable energy where we operate.
Neutralise	<ul style="list-style-type: none"> REC Carbon credits 	The Group plans to explore the use of REC and carbon credits to offset unavoidable residual emissions as the relevant markets mature.

Our Performance

We rely mainly on the following energy sources to run our operations:

- Diesel for vans and forklift; and
- Purchased electricity for lighting, office work, cooling and ventilation.

SUSTAINABILITY REPORT

Key statistics on energy consumption and GHG emissions during the Reporting Period are as follows:

Performance indicator	Unit of measurement	FY2024	FY2023
Energy consumption			
Diesel consumption	GJ	320	283
Electricity consumption	GJ	332	395
Total energy consumption	GJ	652	678
Total energy consumption intensity	GJ/revenue \$'000	0.01	0.01
GHG emissions			
Scope 1 ⁷ GHG emissions (Direct emissions)	tonnes CO ₂ e	24.1	21.1
Scope 2 ⁸ GHG emissions (Indirect emissions from electricity)	tonnes CO ₂ e	44.9	51.3
Aggregated Scope 1 and 2 GHG emissions ⁹	tonnes CO ₂ e	69.0	72.4
Aggregated Scope 1 and 2 GHG emissions intensity	tonnes CO ₂ e/revenue \$'000	0.001	0.001

During the Reporting Period, we began tracking selected Scope 3 emissions for our operations in Singapore. These are as follows:

Category	Coverage	Unit of Measurement	FY2024 ¹⁰
Category 6: Business travel	Air travel	tonnes CO ₂ e	7.1
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO ₂ e	18.0

⁷ GHG emissions from the consumption of diesel controlled by a company (Scope 1) are calculated based on the Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines published by the Intergovernmental Panel on Climate Change.

⁸ GHG emissions from electricity purchased (Scope 2) are calculated based on the emissions factors published by the relevant local authorities.

⁹ Our total GHG emissions are not expected to be material, due to the nature of our business as a distributor.

¹⁰ No comparative data is available as we only started tracking Scope 3 emissions in FY2024. Scope 3 emissions were calculated using calculation tools such as the International Civil Aviation Organisation Carbon Emissions Calculator and the Carbon and Emissions Recording Tool.

SUSTAINABILITY REPORT

Responsible Waste Management

Our Commitment

Our planet provides us with abundant but limited natural resources. We recognise that environmental preservation through efficient waste management such as reducing and recycling allows us to operate responsibly and sustainably. We are also committed to proper waste disposal to remain environmentally responsible and comply with legal requirements.

Our Approach

Key waste generated in our operations includes general waste and packaging waste, such as paper waste, plastic bags, shrink wrap and paper cartons. Our waste management measures include:

Move towards a paperless working environment

We are transitioning to e-paper and aiming to go paperless in our workplace by digitising paper-based processes and documents. This initiative also increases our productivity by reducing time spent on physical activities such as filing, photocopying and maintaining paper trail.

In addition, we no longer mail printed copies of our annual reports and circulars to shareholders. Physical copies are available upon request by shareholders or as required under the SGX-ST listing manual. The annual reports and circulars can be downloaded from the dedicated investor relations page on our corporate website at <https://www.ellipsiz.com/investor-relations/newsroom/> as well as the SGX website. We encourage shareholders to support our sustainability efforts by embracing e-communications.

Support Singapore's zero waste vision

Singapore is working towards becoming a zero-waste nation by reducing material consumption, and promoting the reuse and recycling of materials. To achieve this vision, the National Environment Agency ("NEA") implemented the Mandatory Packaging Reporting ("MPR") scheme. As the key operating entity under the DSS business, Ellipsiz DSS Pte. Ltd. is required to comply with the MPR scheme. In line with growing awareness of the environmental impact of packaging usage and our commitment to the zero-waste vision, we constantly track our packaging waste, which comprise mainly plastic bags and paper cartons for products delivered to customers in the food, pharmaceutical and healthcare industries.

Our Performance

In FY2024, there were zero (FY2023: zero) fines or non-monetary sanctions incurred as a result of non-compliance with environmental laws and/or regulations during the Reporting Period. The total weight of packaging waste generated by our Singapore operations, Ellipsiz DSS Pte. Ltd., as reported to the NEA under the MPR scheme, is 8,685 kg for the calendar year 2023.

SUSTAINABILITY REPORT

Water Conservation

Our Commitment

We are committed to water-use efficiency to address global water scarcity.

Our Approach

We rely on water resources for our operations, primarily in the office environment. Our water conservation initiatives include regularly tracking and reviewing our water consumption.

Our Performance

Key statistics on our water consumption during the Reporting Period¹¹ are as follows:

Resource ¹²	Water consumption	Water consumption intensity
	(CuM)	(CuM/employee)
Water	468	4.5

SOCIAL

Employee Health, Safety and Wellness

Our Commitment

We believe that everyone has the right to a safe and healthy work environment and are committed to ensuring the safety and well-being of our employees.

Our Approach

In our daily operations, employees at our warehouse are required to operate heavy lifting equipment, such as, a forklift to move inventories.

We have adopted the following key measures in managing health and safety in our workplace:

- A workplace safety and health policy and a set of safe work procedures are maintained;
- New employees are briefed on safety procedures during orientation; and
- Workplace risk assessments, in line with our risk management procedures, are performed by our Singapore operations and reviewed regularly. A risk assessment team is in place to identify, evaluate and monitor the occupational health and safety hazards associated with work activities and processes. The identified hazards are assessed, taking into consideration both existing and additional controls required.

¹¹ No comparative data is available due to non-availability of information from the prior year.

¹² Disclosure on water drawn from water stress areas is not made, as the Group does not significantly impact the ability of the countries where it operates, in meeting their human and ecological water demands.

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Our Performance

We attained bizSAFE Level 3 certification from the Workplace Safety and Health Council for our operations in Singapore. This certification recognises our continuous efforts to foster a positive health and safety culture in our operations.



During the Reporting Period, we recorded zero workplace fatalities, zero high-consequence work-related injuries, one recordable work-related injury, and zero work-related ill health cases (FY2023: zero workplace fatalities, zero high-consequence work-related injuries, zero recordable work-related injuries and zero work-related ill health cases). The single recordable work-related injury was primarily related to a slip and fall incident. Nonetheless, we are committed to sharing lessons learned from this incident across business units to prevent recurrence.

Employee Retention and Development

Our Commitment

Our employees drive our business, and we believe in creating a respectful, rewarding and safe working environment for them. Given the competitive hiring landscape, employee retention is a key concern for the Group.

Our Approach

We provide an environment where the dedication and commitment of our people are recognised. We acknowledge the contributions of employees who exceed expectations and showed commitment to our vision and mission by awarding them the Outstanding Staff Award. Long-serving employees receive the Long-Service Award, which recognises milestones starting from the fifth year, and is awarded in five-year intervals.

To remain an attractive employer, we provide competitive and market-aligned remuneration, welfare and benefits. These include medical and dental benefits, relevant insurance coverage, annual leave and additional leave entitlement such as marriage, compassionate, maternity, paternity, shared parental, childcare and unpaid infant care leave for eligible employees. We strictly adhere to the basic terms of employment stipulated by national laws in the countries where we operate to safeguard the employees' legitimate rights and benefits.

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Our Performance

As of 30 June 2024, the Group had 104 employees (30 June 2023: 106 employees).

New employee hires

Key statistics on new employee hires by gender and age group are as follows:

Disclosure	FY2024		FY2023	
	Number	Rate	Number	Rate
Gender				
Male	5	7.4%	5	7.4%
Female	4	10.8%	3	7.6%
Age				
Above 50	3	8.0%	2	5.8%
30 to 50	2	3.2%	4	5.8%
Below 30	4	80.0%	2	50.0%
Overall new hires	9	8.6%	8	7.4%

Employee turnover

Key statistics on employee turnover by gender and age group are as follows:

Disclosure	FY2024		FY2023	
	Number	Rate	Number	Rate
Gender				
Male	3	4.4%	7	10.3%
Female	8	21.6%	4	10.1%
Age				
Above 50	3	8.0%	1	2.9%
30 to 50	6	9.6%	10	14.5%
Below 30	2	40.0%	—	—
Overall turnover	11	10.5%	11	10.2%

SUSTAINABILITY REPORT

Robust employee performance appraisal system

Our annual appraisal system supports our remuneration practices, opportunities for advancement and promotion, recognition of achievements, training needs and other employment conditions.

We aim to appraise our employees at least once a year through an annual performance review, which includes an open discussion of their performance, training, development and long-term career goals. During the Reporting Period, all eligible employees received performance appraisals (FY2023: 100%).

Employee training and education

With rapid technological and market changes in our industry, it is vital for our employees to stay updated on the latest developments in the industry. We encourage and support continuous development through various upgrading and career development programmes. During the Reporting Period, our full-time employees attended in-house and external trainings on topics such as workplace safety and sales handling. We invest time and effort in grooming dedicated individuals to take on more responsibilities and grow with the Group.

We prioritise competency development, believing that effective employee training programme is crucial for retention and the long-term success of our business. In FY2024, our employees received approximately 4.7 hours of training per employee (FY2023: 2.4 hours of training per employee).

Disclosure	FY2024	FY2023
Overall		
Total training hours	489	251
Average training hours per employee	4.7	2.4
Gender (Male)		
Total training hours	341	191
Average training hours per employee	4.9	2.8
Gender (Female)		
Total training hours	148	60
Average training hours per employee	4.2	1.5
Management		
Total training hours	209	72
Average training hours per employee	6.7	2.1
Non-management		
Total training hours	280	179
Average training hours per employee	3.8	2.5

The average training hours per employee increased due to the implementation of additional in-house training courses aimed at enhancing employee skills.

SUSTAINABILITY REPORT

Parental leave

Key statistics on maternity leave, paternity leave and shared parental leave (collectively as “**Parental Leave**”) taken by eligible employees are as follows:

Disclosure	FY2024 ¹³	
	Male	Female
Number of employees entitled to Parental Leave	1	1
Number of employees who took Parental Leave	1	1
Number of employees who returned to work after Parental Leave ended	1	1
Return to work rate of employees who took Parental Leave	100%	100%

Diversity and Equal Opportunity

Our Commitment

We believe that our business success depends on the continued efforts and abilities of our employees. We recognise the importance of creating an all-inclusive environment where respect, equality and diversity are embraced, making our Group more vibrant and innovative. Accordingly, we are committed to providing a non-discriminatory work environment with equal opportunities and benefits for all employees, regardless of age, race, gender, religion, marital status and family responsibilities.

Our Approach

We have an Employees’ Code of Conduct and Ethics Policy (“**Code of Conduct**”) which sets out our stance against any form of discrimination.

We select and recruit employees based on merit, considering individual’s competencies, skill sets, organisational and job fit.

¹³ No employee took Parental Leave during FY2023.

SUSTAINABILITY REPORT

Our Performance

During the Reporting Period, we had no (FY2023: zero incidents) reported incidents of unlawful discrimination against employees. Key statistics on our employee demographics are as follows:

Gender diversity (%)

We view diversity at the Board level as crucial to supporting sustainable development. We currently have one (FY2023: one) female Board member representing 17% (FY2023: 17%) of the Board. Key statistics on gender diversity of our employees are as follows:

Disclosure	FY2024		FY2023	
	Male	Female	Male	Female
Overall	66.3%	33.7%	63.2%	36.8%
Employee category				
Management	80.6%	19.4%	73.5%	26.5%
Non-management	60.3%	39.7%	58.3%	41.7%

Age diversity (%)

Key statistics on age diversity of our employees are as follows:

Disclosure	FY2024			FY2023		
	Below 30	30 – 50	Over 50	Below 30	30 – 50	Over 50
Overall	4.8%	57.7%	37.5%	4.7%	61.3%	34.0%
Employee category						
Management	–	32.3%	67.7%	–	47.1%	52.9%
Non-management	6.8%	68.5%	24.7%	6.9%	68.1%	25.0%

Education diversity (%)

On diversity in educational background, we seek to create an inclusive environment for employees from different educational backgrounds. The breakdown of employees by educational level is as follows:

Educational qualification	FY2024	FY2023
Tertiary	79.8%	79.2%
Non-tertiary	20.2%	20.8%

SUSTAINABILITY REPORT

Corporate Social Responsibility

Our Commitment

One of our goals as a responsible and caring organisation is to give back to the society. We actively integrate corporate social responsibility into our sustainable business practices to generate positive outcomes and make a difference in the community. We believe that every act of kindness contributes significantly, and everyone has a role in building a gracious society.

Our Approach

We encourage our employees to participate in corporate social responsibility programmes to raise awareness and cultivate a sense of social responsibility towards the less privileged in our society.

Our Performance



On May 25th, 2024, we partnered with TOUCH to organise a memorable day for families at the TOUCH Family Festival, held at the beautiful Gardens by the Bay, Singapore. The event offered a fun-filled outing where families could relax, bond, and create lasting memories through various exciting activities.

Following the festivities, we presented a heartfelt donation of \$10,000 to TOUCH Community Services. This contribution directly supports the TOUCH Young Arrows programme, which serves around 500 children aged 5 to 14 years old from lower-income and/or single-parent families. Through weekly academic programmes and value-driven activities, the programme empowers these children to overcome challenges and reach their full potential.

We firmly believe in the importance of giving back to the community and building strong support system for families. Partnering with organisations like TOUCH Community Services allows us to contribute to a brighter future for underprivileged youths. We are proud to support initiatives that make a real difference in people's lives.

SUSTAINABILITY REPORT

GOVERNANCE

Robust Corporate Governance Framework

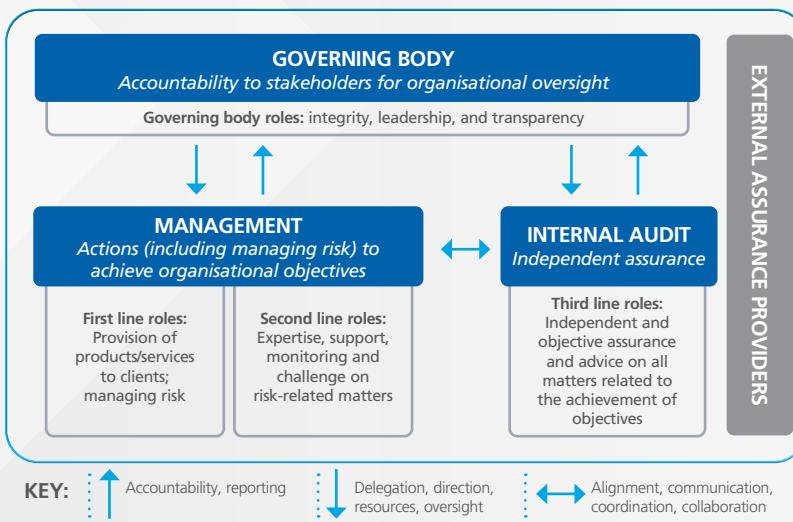
Our Commitment

We are committed to high standards of corporate governance, as it is integral to ensuring the sustainability of our business, safeguarding shareholders' interest and maximising long-term shareholder value.

Our Approach

Corporate governance and risk management approach

We have aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). This Three Lines Model helps identify the structures and processes that best support the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of the governing body, management (first and second line roles), internal audit (third line roles) and the relationships among them are defined as follows:



SUSTAINABILITY REPORT

Anti-corruption

As an organisation committed to business integrity, we maintain a zero-tolerance towards any forms of corruption. All employees are expected to uphold integrity and conduct themselves professionally and ethically in their work. Corrupt practices could expose the Group and individuals to criminal and civil liabilities and may adversely affect the Group's reputation.

The Group's Code of Conduct sets out, *inter alia*, the guidelines for acceptable ethical behaviour in the workplace and interactions with suppliers and customers. As part of our yearly exercise, the Code of Conduct is sent to all employees to read and refresh themselves of the guidelines set out therein. Executives and above are required to complete an online declaration form to confirm that he or she complied with the Code of Conduct during the financial year. Any non-compliance must be disclosed, along with relevant details.

In addition, the Group has a whistleblowing policy in place to promote good ethical standards, integrity and governance in our corporate conduct. This policy provides an avenue for our employees to raise in confidence, concerns about actual or suspected improprieties about, amongst others, financial reporting, internal controls, corruption, bribery and fraud, and offers assurance that employees raising such concerns in good faith will be protected from reprisals for whistleblowing. The independent Directors of the Company oversee and monitor the whistleblowing channel, including investigation of whistleblowing complaints (including complaints made anonymously) which are made in good faith. Whistleblowing complaints received are handled in accordance with the procedures set out in the Whistleblowing Policy, including the appropriate course of actions. Our whistleblowing policy is made available to all employees through an employees' portal and is reviewed and updated from time to time to ensure that it remains current and relevant.

Our Performance

There were no reported incidents of corruption in FY2024 (FY2023: zero incidents). Nonetheless, we remain vigilant in ensuring that our employees conduct themselves with the highest standards of integrity and accountability.

SUSTAINABILITY REPORT

TARGETS AND PROGRESS

To measure our ongoing sustainability performance and drive continuous improvement, we have developed a set of targets related to our material sustainability factors. We review and report our progress against these targets annually, with details as follows:

Legend		Progress tracking	
New target		Target achieved	
S/N	Material Sustainability Factor	Target ¹⁴	Current year's progress
Economic			
1	Total customer satisfaction	Ongoing and long-term Ensure that our suppliers adhere to market standards	Relevant market standards were adopted by our suppliers to ensure quality and safety in our products and services
2	Economic performance	Short-term Maintain financial subject conditions or improve performance to market	<ul style="list-style-type: none"> Our FY2024 revenue of \$55.1 million was 7% lower than the \$59.1 million recorded in FY2023 mainly due to lower sales of equipment and consumables We recorded a net loss after tax of \$5.5 million in FY2024 compared to a net profit after tax of \$0.7 million in FY2023 mainly due to non-recurring impairment losses on goodwill, intangible assets and right-of-use assets in FY2024. With the exclusion of these non-recurring impairment losses, we would record a net profit after tax of \$1.2 million in FY2024
		Ongoing and long-term Maximise returns for long-term profitability, with the aim of creating sustainable shareholder value	We focused on proactive management and strategic adjustments to navigate complex challenges in both the semiconductor sector and the egg farm development. By staying agile and responsive, we aim to strengthen our position in both sectors and secure long-term growth

¹⁴ Time horizons for target setting are (1) short-term: before FY2025, (2) medium-term: FY2025-FY2035, (3) long-term: after FY2035, (4) on-going: short, medium and long-term time horizons.

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ¹⁴	Current year's progress
Environmental			
3	Energy conservation and GHG emissions reduction	<u>Short-term</u> Reduce aggregated Scope 1 and 2 GHG emissions intensity	 No material changes in aggregated Scope 1 and 2 GHG emissions intensity
		<u>Medium-term</u> Reduce aggregated Scope 1 and 2 GHG emissions intensity by 21% by FY2035, with FY2023 as our baseline	 We developed a climate change transition plan and will refine and improve the plan as we progressively implement it, by considering changes in business operations, environment and market trends
4	Responsible waste management	<u>Ongoing and long-term</u> Maintain zero incidents of significant fines and/or non-monetary sanctions incurred as a result of non-compliance with applicable environmental laws and/or regulations	 Maintained zero incidents of significant fines and/or non-monetary sanctions incurred as a result of non-compliance with applicable environmental laws and/or regulations
5	Water conservation	<u>Short-term</u> Maintain or improve water consumption intensity	 This is a new material Sustainability Factor identified by the Group
Social			
6	Employee health, safety and wellness	<u>Ongoing and long-term</u> Maintain or reduce the number of recordable work-related injuries and ill-health cases	 <ul style="list-style-type: none"> Maintained zero workplace fatalities, high-consequence work-related injuries, work-related ill health cases Recorded an incident of recordable work-related injury primarily associated with slip and fall
7	Employee retention and development	<u>Short-term</u> Maintain or improve employee turnover rate, subject to market conditions	 No material changes in employee turnover rate
		<u>Long-term</u> Achieve an employee turnover rate of not more than 15%, subject to market conditions	 Achieved an employee turnover rate of 10.5%

SUSTAINABILITY REPORT

S/N	Material Sustainability Factor	Target ¹⁴	Current year's progress
8	Diversity and equal opportunity	On-going and long-term Maintain zero reported incidents of unlawful discrimination against employees	●●● Maintained zero reported incidents of unlawful discrimination against employees
9	Corporate social responsibility	On-going and long-term Continue to participate in various campaigns to help the communities	●●● Continued to participate in community engagement campaigns
Governance			
10	Robust corporate governance framework	On-going and long-term Maintain zero reported incidents of corruption	●●● Maintained zero reported incidents of corruption

For the material Sustainability Factors identified in this Report, the Board and the Sustainability Team have considered the relevance and usefulness of setting related targets in the short, medium and long term horizons. As the historical data trends for certain material Sustainability Factors have yet to stabilise, we have not set the related medium and long-term targets and will disclose such targets in our future sustainability reports when the data trends have stabilised subject to market trends.

SUPPORTING THE UN SDGs

We incorporated the SDGs from the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, as a framework, where appropriate, to shape and guide our sustainability strategy. The results shown below demonstrates how our Sustainability Factors align with these SDGs:

SDG	Our effort
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages</p> <p>Employee health, safety and wellness We implement measures to ensure a safe and secure work environment, as well as to maintain our employees' physical and mental health.</p>

SUSTAINABILITY REPORT

SDG	Our effort
6 CLEAN WATER AND SANITATION 	<p>Ensure availability and sustainable management of water and sanitation for all</p> <p><u>Water conservation</u> We perform regular tracking and review on our water consumption, which in turn help us to work towards achieving sustainable management and efficient use of natural resources.</p>
8 DECENT WORK AND ECONOMIC GROWTH 	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p><u>Total customer satisfaction</u> We place strong emphasis on customer satisfaction, understanding that it is essential to our business's continued success. This in turn contributes to economic growth.</p>
	<p><u>Economic performance</u> We contribute to economic growth by creating long-term value for our shareholders.</p> <p><u>Employee retention and development</u> We invest in employee training, education and development to enhance our business competencies, create decent and fulfilling jobs and contribute to economic growth.</p>
10 REDUCED INEQUALITIES 	<p>Reduce inequality within and among countries</p> <p><u>Diversity and equal opportunity</u> We create a diverse and inclusive workplace providing equal opportunities and benefits that will bring new perspectives to our business and strengthen our ability to overcome new challenges.</p>
11 SUSTAINABLE CITIES AND COMMUNITIES 	<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p><u>Corporate social responsibility</u> We encourage our employees to participate in corporate social responsibility programmes to raise awareness and cultivate a sense of social responsibility towards the less privileged in our society.</p>
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<p>Ensure sustainable consumption and production patterns</p> <p><u>Responsible waste management</u> We manage waste generated from our business operations in a responsible manner.</p>

SUSTAINABILITY REPORT

SDG	Our effort
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts Energy conservation and GHG emissions reduction We adopt environmentally friendly measures to reduce our GHG emissions.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels Robust corporate governance framework We are committed to high standards of corporate governance, as we believe this is integral in ensuring the sustainability of our business, safeguarding shareholders' interest and maximising long-term shareholder value.

SUPPORTING THE TCFD

Our climate-related disclosures are produced based on the 11 recommendations of TCFD.

Governance

a. Describe the board's oversight of climate-related risks and opportunities.

The Board oversees the management and monitoring of the Sustainability Factors and considers climate-related issues when determining the Group's strategic direction and policies.

b. Describe management's role in assessing and managing climate-related risks and opportunities.

Our sustainability strategy is developed and directed by the Sustainability Team in consultation with the Board. The team's responsibilities include addressing climate-related issues in strategy development, conducting materiality assessment, setting targets, and managing the collection, verification, monitoring and reporting of performance data.

Strategy

a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.

b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

SUSTAINABILITY REPORT

We recognise that climate change poses different types of risks to our business. The Group assessed the potential implication of climate-related risks based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios:

Scenario	Description
NGFS – Orderly	This scenario assumes that climate policies are introduced early and become progressively more stringent. Both physical and transition risks remain relatively subdued due to cohesive stringent climate policies and innovation.
NGFS – Hot house world	This scenario assumes that some climate policies are implemented in certain jurisdictions, but global efforts are insufficient to prevent significant global warming. Critical temperature thresholds are exceeded, leading to severe physical risks and irreversible impacts like sea-level rise. Only currently implemented policies are maintained, leading to high physical risks.

We selected NGFS' orderly and hot house world scenarios for our qualitative climate scenario analysis. We analyse the impact of the climate-related risks on group-wide activities in the short term (before FY2025), medium term (FY2025-FY2035) and long term (after FY2035). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group during an enterprise risk management ("ERM") exercise include the following:

Climate-related risks and opportunities

Climate-related Risk	Potential Impact	Mitigation Measure	Climate-related Opportunity
Key transition risk identified			
Enhanced GHG emissions-reporting obligations	With growing concerns about climate change, key stakeholders, including regulators and shareholders, are demanding climate-related reporting. Failure to comply with enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance.	To strengthen our sustainability governance structure, we establish a Sustainability Team to manage and monitor our material Sustainability Factors, including coordinating with various business units to ensure these are integrated into our daily operations.	The enhanced emissions reporting obligations and increased regulatory costs will raise climate awareness among our employees. With more defined job responsibilities and training, the Group will be better positioned to adopt environmentally friendly practices.

SUSTAINABILITY REPORT

Climate-related Risk	Potential Impact	Mitigation Measure	Climate-related Opportunity
Key physical risk identified			
Increased severity of extreme weather events	With rising temperatures and more frequent heatwaves due to global warming and climate change, we expect increased cost for cooling and reduced labour productivity.	We developed and disclosed our inaugural climate change transition plan to guide our decarbonisation journey. For further details, please refer to the Energy Conservation and GHG Emissions Reduction section.	We can capitalise on opportunities available to improve our operational efficiency and transition to renewable and clean energy.

NGFS – Orderly

Risk	Potential impact magnitude		
	Short-term	Medium-term	Long-term
Key transition risk identified			
Enhanced emissions-reporting obligations	●	●	●
Key physical risk identified			
Increased severity of extreme weather events	●	●	●

NGFS – Hot house world

Risk	Potential impact magnitude		
	Short-term	Medium-term	Long-term
Key transition risk identified			
Enhanced emissions-reporting obligations	●	●	●
Key physical risk identified			
Increased severity of extreme weather events	●	●	●

Legend

● Minor ● Moderate ● Major

SUSTAINABILITY REPORT

These climate-related risks and opportunities remain relevant for the Group's planning and decision making and will be updated periodically or where there is a major change in our business model.

Based on the scenarios above, we will continue to develop adaptation and mitigation plans and allocate resources towards transitioning to low-carbon practices. We strive to minimise climate risks associated with our business and will seize opportunities by expanding collaboration and partnership with key stakeholders to innovate and develop low-carbon goods and services for the market.

c. *Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*

The resilience of an organisation's strategy depends on its ability to adapt and thrive amid changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights into the extent of the climate-related risk exposure to our business and identifying potential opportunities.

Through our climate scenario analysis, we concluded that unmitigated climate risks (under warming scenario 2: Hot house world) may lead to severe financial impacts in the long term. Under warming scenario 1: Orderly, the primary impact will be attributable to transition risks from the cost increase from enhanced GHG emissions-reporting obligations. To address these risks and capitalise on opportunities associated with climate change, we will continuously refine our strategy to remain resilient throughout our sustainability journey.

Risk Management

- a. *Describe the organisation's processes for identifying and assessing climate-related risks.***
- b. *Describe the organisation's processes for managing climate-related risks.***
- c. *Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.***

Climate-related risk management is integrated into our ERM framework, where potential climate-related risks are identified, assessed, monitored and managed. Business units and functions are responsible for identifying and documenting their relevant climate-related risk exposures that might hinder their progress towards contributing to the Group's business objectives. These risks and opportunities, along with their treatment plans, are reviewed and updated during the ERM exercise and presented to the Audit and Risk Committee along with the other key enterprise-wide risks. Climate-related risks are also monitored based on the trend of climate-related performance indicators.

SUSTAINABILITY REPORT

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.

We track, measure and report on our environmental performance, including energy consumption, GHG emissions and waste management and disclose related metrics in our Report. Monitoring and reporting these metrics help us identify areas with key climate-related risks and target our efforts more efficiently.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

To support the climate change agenda, we disclose our Scope 1 and Scope 2 GHG emissions in the Report and set climate-related targets for energy consumption, GHG emissions, waste, and water management.

We recognise the importance of monitoring our indirect Scope 3 GHG emissions and started tracking and disclosing indirect Scope 3 GHG emissions from business travel (category 6) and employee commuting (category 7) in FY2024. We aim to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions, expanding coverage to relevant categories as applicable and practicable.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

As part of our commitment to mitigating climate change, we have set targets related to energy consumption and GHG emissions. For further details, please refer to the Targets and Progress section.

SUSTAINABILITY REPORT

APPENDIX

GRI CONTENT INDEX

Statement of use	Ellipsiz Ltd has reported the information cited in the GRI content index for the period from 1 July 2023 to 30 June 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI standard	Disclosure	Location/Page Reference
GRI 2: General Disclosures 2021	2-1 Organisational details	14-16,19, 104,183-184
	2-2 Entities included in the organisation's sustainability reporting	23
	2-3 Reporting period, frequency and contact point	19, 23, 28
	2-4 Restatements of information	None
	2-5 External assurance	23
	2-6 Activities, value chain and other business relationships	21, 30-31
	2-7 Employees	22, 41
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	06-11, 26-27
	2-10 Nomination and selection of the highest governance body	65-67
	2-11 Chair of the highest governance body	06
	2-12 Role of the highest governance body in overseeing the management of impacts	26-27
	2-13 Delegation of responsibility for managing impacts	26-27
	2-14 Role of the highest governance body in sustainability reporting	26-27
	2-15 Conflicts of interest	58
	2-16 Communication of critical concerns	44, 78
	2-17 Collective knowledge of the highest governance body	26
	2-18 Evaluation of the performance of the highest governance body	67-68
	2-19 Remuneration policies	68-71
	2-20 Process to determine remuneration	68-71

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page Reference
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	03-05, 19
	2-23 Policy commitments	36, 40, 44
	2-24 Embedding policy commitments	36, 40, 44
	2-25 Processes to remediate negative impacts	44, 78
	2-26 Mechanisms for seeking advice and raising concerns	44, 78
	2-27 Compliance with laws and regulations	41, 44
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	24-26
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	27-29
	3-2 List of material topics	29
	3-3 Management of material topics	30-47
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	31, 93-94, 102-103
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	44
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	34
	302-3 Energy intensity	34
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	34
	305-2 Energy indirect (Scope 2) GHG emissions	34
	305-3 Other indirect (Scope 3) GHG emissions	34
	305-4 GHG emissions intensity	34
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	35
	306-3 Waste generated	35

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page Reference
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	38
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	37
	401-3 Parental leave	40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	36
	403-2 Hazard identification, risk assessment, and incident investigation	36
	403-4 Worker participation, consultation, and communication on occupational health and safety	36
	403-5 Worker training on occupational health and safety	36, 39
	403-8 Workers covered by an occupational health and safety management system	36
	403-9 Work-related injuries	37
	403-10 Work-related ill health	37
	404-1 Average hours of training per year per employee	39
	404-2 Programs for upgrading employee skills and transition assistance programs	39
	404-3 Percentage of employees receiving regular performance and career development reviews	39
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	41
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	41
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	42



(Reg. No. 199408329R)

54 Serangoon North Avenue 4 #05-02
Singapore 555854

Tel : (65) 6518 2200

Fax : (65) 6269 2638

Email : ir@ellipsiz.com

www.ellipsiz.com