AEDGE

Charting our Path to Sustainability

Sustainability Report 2025

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This Sustainability Report has been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "**Sponsor**").

This 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 Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Mr Lance Tan, Senior Vice President, at 83 Clemenceau Avenue, #10-01 UE Square, Singapore 239920, telephone (65) 6590 6881.

Board Statement

Dear Stakeholders,

The world is experiencing unprecedented climate change, with rising temperatures and extreme weather events, posing risks to economies, communities, and businesses globally. As governments, investors, and societies worldwide accelerate climate action, businesses are expected to play a leading role in reducing emissions and building resilience. The Board of Directors (the "**Board**") of Aedge Group Limited (the "**Company**" together with its subsidiaries, the "**Group**") reaffirms its commitment to sustainability as a key pillar of the Group's long-term value creation strategy. Guided by our stakeholder expectations, the Board continues to exercise oversight of environmental, social, and governance ("**ESG**") matters.

The Accounting and Corporate Regulatory Authority (ACRA) and Singapore Exchange Regulation (SGX RegCo) have extended the timelines for implementing climate reporting requirements (ISSB S2). We strive to be at the forefront of sustainability reporting and to better prepare ourselves for the upcoming regulations while we remain committed to using the Global Reporting Initiative Standards ("**GRI Standards**") to report our impact. This year will also mark our first attempt at disclosing information based on the requirements of the new sustainability disclosure standards issued by the International Sustainability Standards Board ("**ISSB**") (ISSB S1). We continue to build on our disclosure last year, which was aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**"), and is now part of ISSB S2. In FY2025, the Board reviewed the material ESG topics identified in the previous reporting cycle and endorsed updates in alignment with the SGX Disclosure requirements, GRI Standards, and the IFRS Sustainability Disclosure Standards (ISSB S1). These disclosures are embedded within our strategic decision-making processes.

De-carbonisation

We recognize that failing to address the negative impact on the Group's business model and strategy will have a negative effect on the viability of our business. Addressing the impacts head on presents us with opportunities to gain a competitive advantage in the market.

At the same time, the Group has also started to monitor its Scope 3 data and has reported certain categories of Scope 3. This brings the Group closer to its aim of disclosing a comprehensive Scope 1, 2 and 3 for its portfolio within the next two years. The Group will also play its part in the national climate target.

Greening Our Portfolio

With the addition of reporting on our two investment properties, some of our target for this year have been affected. Nevertheless, the Group remains committed to monitoring and incorporating sustainable business practices across our operations and supply chain. This commitment is demonstrated through the installation of a 616.55 kWp of Solar Photovoltaic (PV) system on the rooftop of our dormitory at Amethyst House, which helps to offset and reduce the Group's overall carbon footprint. This report reflects the Group's progress in FY2025 and our forward-looking commitment to resilience, transparency, and stakeholder value.

On behalf of the Board and the management team, we would like to thank all of you for your support as we continue our sustainability journey.

Mr Poh Soon Keng
Executive Chairman and Chief Executive Officer

About this Report

Corporate Profile

Aedge Group Limited is a multi-services provider and is headquartered in Singapore. Operating only in Singapore, the Group manages a diversified portfolio that includes engineering services, security and manpower services, transport services and investment properties. We have 100% economic interest in all entities and properties, except GPF Holdings Pte. Ltd (51% held by Aedge Technologies Pte. Ltd.) and HPF Holdings Pte. Ltd (51% held by Aedge Holdings Pte. Ltd.).

Entities	Principal Activities	Operating Premises
Aedge Holdings Pte. Ltd.	Provision of transport and cleaning services	4009 Ang Mo Kio Avenue 10 #04-33 Techplace 1 Singapore 569738 Office area 99.4 m²
GEMS Dormitory Pte.Ltd	Provision of property management	
GPF Holdings Pte. Ltd.	Investment holding	
HPF Holdings Pte. Ltd. (Operations have not begun)	Investment holding	
Aedge Technologies Pte. Ltd.	Provision of engineering services	4008 Ang Mo Kio Avenue 10, #04-13, Techplace 1, Singapore 569625 Office area 176 m²
SAE Resources and Technologies Pte. Ltd.	Provision of engineering services; sales of scaffolding and insulation equipment	
Aedge Services Pte. Ltd.	Provision of security and manpower services	4009 Ang Mo Kio Avenue 10 #04-32 Techplace 1 Singapore 569738 Office area 99.4 m²
Aedge Global Resources Pte. Ltd.	Provision of manpower services	
Properties	**Description**	**Operating Premises**
Amethyst House	A 3-storey detached factory building with three single storey workshops. An approved 299-bed Secondary Dormitory.	9 Tuas South Street 11 Singapore 636897 Land area 7,432.1 m²
Beryl House	A 4-storey single-user detached warehouse with ramp up access. An approved 408-bed Secondary Dormitory.	4 Tuas South Street 11 Singapore 636896 Land area 10,000 m²

Our premises currently include about 375 m² of corporate office space, and 17,432 m² of industrial space. Please refer to the Group's Annual Report 2025 ("**AR 2025**") on our Group's corporate website (https://www.aedge.com.sg/annual-reports) or SGXNET for more details about our business activities.

Report Approach and Period

This annual publication of our sustainability report uses the same approach in our financial statements, to consolidate sustainability information and is consistently applied across our reporting boundaries and across material topics. All information, statistics and targets presented in this report aligns to the Group's financial reporting period from 1 July 2024 to 30 June 2025 ("**FY2025**").

About this Report

Reporting Standards and Frameworks

This report is prepared in reference to the IFRS Sustainability Disclosure Standard ("**IFRS SDS**"), in accordance with the GRI Standards, TCFD, Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide of Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") ("**Catalist Rules**").

This is our first year adopting IFRS SDS. As such, we do not have comparative information for the previous financial year. However, prior year information previously reported in accordance with the GRI Standards continues to be presented for comparability purposes. The prior year information in this report was not compiled following IFRS SDS but the requirements demonstrate a high degree of alignment when it comes to GHG emissions disclosure as per the interoperability guide published by GRI and IFRS Foundation.

Consolidation Approaches

In line with the GHG Protocol Corporate Standard, the Group adopts the equity share approach to consolidate its greenhouse gas ("**GHG**") emissions. Under this method, the Group accounts for emissions based on its proportionate equity interest in each operation, including subsidiaries, joint ventures, and associated companies, irrespective of operational control. This approach ensures that the reported emissions accurately reflect the Group's share of climaterelated impacts and aligns with its financial reporting boundaries. It is particularly relevant where the company holds partial ownership in operations that are material to its value chain and emission footprint.

Restatements

No restatements were made from the previous report.

Internal Review and External Assurance

The Group did not obtain external assurance for this sustainability report. However, to uphold the accuracy and integrity of our disclosures, an independent review on the sustainability reporting process is incorporated as part of our internal audit review cycle. This review assessed the completeness, consistency, and alignment of reported information with applicable reporting standards. The insights gained have provided improvements in data quality, internal controls, and disclosure practices in the current reporting cycle.

Feedback

The Group is fully committed to listening to our stakeholders as it is vital for us to continually improve our reporting practices. We appreciate your valuable comments and feedback to help us progress further in our sustainability journey at info@aedge.com.sg

Sustainability Governance

Board of Directors

The Board of Director is responsible for overseeing the Group's sustainability strategy, performance and reporting, ensuring alignment with overall business objectives. Refer to our Corporate Governance report in AR 2025 as published on our website or for more information on the composition of the Board of Directors and the Board Committees.

Sustainability Reporting Committee (SRC)

The SRC consists of representatives from Human Resources, Engineering Services, Security and Manpower Services, Transportation Services and Investment Properties.

Working Committee (Head of Departments)

The working committee consists of all Head of Departments and they are responsible to implement the Group's policies and direction.

Board of Directors

The Board holds overall accountability for sustainability matters and their associated impacts. This includes integrating risks and opportunities into the Group's risk management framework, overseeing the development and execution of related strategies, and approving the allocation of resources necessary to support effective management of initiatives.

The diverse composition of the Board enables contribution on environmental issues on risk, financial and business viewpoints. Sustainability issues are discussed with the Board at least once a year during a Board session to enable the Board to effectively oversee strategies designed to respond to sustainability-related risks and opportunities. As part of the ongoing capacity building efforts, our Board and management attend training on climate risks, impacts and opportunities identification, assessment, and reporting, as well as other ESG topics provided by sustainability consultants. All Directors have undergone training on sustainability as prescribed by SGX-ST.

The Board collaborates closely with the Sustainability Reporting Committee to drive the Group's sustainability agenda through the following actions:

1. Developing the Group's sustainability strategy, ensuring that risks and opportunities are integrated into business decision-making, including the evaluation of major transactions.
2. Identifying material sustainability issues relevant to the Group's economic, environmental, and social impacts, as well as associated risks and opportunities.
3. Overseeing the establishment of sustainability goals and targets, considering the significance and prioritization of material issues, the nature and magnitude of risks and opportunities, and the Group's financial capacity for sustainability related investments.
4. Monitoring progress and performance against sustainability goals and targets through regular quarterly updates.

Sustainability-related topics and considerations are incorporated into the Group's existing risk management processes and the related policies. The Group is keen to meet updated reporting requirements by international standard-setters like ISSB and GRI's Global Sustainability Standards Board ("**GSSB**").

Sustainability Reporting Committee (SRC)

The SRC assists the Board in sustainability-related risk management and performance. This will include:

- Monitoring measures to manage the Group's key sustainability-related risks, opportunities and impacts associated with the identified material topics.
- Monitoring of the Group's sustainability metrics and performance against targets.
- Communicating sustainability performance to senior management and the Board.
- Analysing sustainability data and identifying areas for improvement.
- Storing and organizing sustainability data in a secure and accessible manner.
- Coordinating with other departments to collect relevant sustainability data.

Working Committee

Assisting the SRC, the Working Committee manages and mitigates risks covering the following responsibilities:

- Collecting and collating sustainability performance data.
- Enforcing policies and practices to promote sustainability and ensure compliance with relevant regulations.
- Monitoring and reviewing the effectiveness of risk management strategies.
- Providing regular quarterly updates.

Stakeholder Engagement

The Group strives to engage with our stakeholders within the Group and across our value chain. Stakeholders are identified based on the impact that our business has on them or the interest that they have in our operations. They include our customers, employees, government authorities, investors, and suppliers. We integrated stakeholder feedback received into decision making and provided timely response to our stakeholders about the way in which their feedback has influenced our decision making. In the process of determining its material topics and sustainability-related risks and opportunities, the Group approaches stakeholder engagement as follows:

Stakeholders	Engagement	Engagement Frequency	Topics / Content
Customers	Project progress meeting and monitoring	Monthly	• Quality and reliability of our services, Public safety • Timely response to customer complaints • Data protection and Confidentiality
	Customer feedback	Adhoc	
	Quality management	Recurring	
Employees	Performance appraisal	Annual	• Safety, health, performance • Training and development opportunities • Remunerations and welfares • Fair and competitive employment practices • Responsible business policies and practices • Periodic reminder of whistleblowing policy and channel to all staff
	Informal meetings and training	Adhoc	
	Feedback to supervisor	Adhoc	
	Emails	Recurring	
Government/ Regulatory authorities	Government's guidelines and circulars	Adhoc	• Compliance with laws and regulations • Safe working environment • Environmentally sustainable business practices
	Correspondences through emails and letters	Adhoc	
Investors	Annual /Extraordinary General Meeting	Annual /Adhoc	• Compliance with listing requirements • Timely and transparent reporting
	Financial result announcements	Bi-annual	
	SGX announcements	Adhoc	
	Annual Report	Annual	
	Sustainability Report	Annual	
Suppliers	Supplier meetings	Adhoc	• Fair and robust procurement system • Prompt payment cycles

Membership Associations

Our Group and members of our management actively participate in several industry and business associations to enhance professional standards, strengthen stakeholder engagement, and contribute to sector-wide development. These memberships enable us to exchange knowledge, influence industry practices, and stay informed of emerging trends, regulatory developments, and collaboration opportunities.

Our current associations include:

- **Access Solutions Industry Association (ASIA)**

  The Group participates to share expertise and gain industry insights that support professional excellence and workplace safety in Singapore's access services sector.

- **Association of Process Industry (ASPRI)**

  Through this membership, the Group connects with government agencies and industry partners to exchange knowledge and promote productivity improvements across the process industry.

- **Security Association Singapore (SAS)**

  Our involvement strengthens collaboration with regulatory bodies and related organisations while advancing professional standards in the security sector. A representative from the Group currently also serves as a committee member on the SAS Executive Committee, reflecting our active leadership in industry development.

- **Singapore Business Federation (SBF)**

  The membership enables us to network with businesses across diverse sectors, fostering partnerships and expanding engagement with the broader business community.

- **Singapore School & Private Hire Bus Owners' Association (SSPHBOA)**

  The Group participates to enhance collaboration among members, explore business opportunities, obtain operational transportation industry.

These engagements allow us to contribute to industry advancement, support responsible business conduct, and remain aligned with best practices and stakeholder expectations.

Sustainability Approach and Material Topics

Sustainability Approach

The Group's sustainability approach is structured to cover each ESG component across our key areas of operations – Offices, Services and Assets. From this list of components, we identify topics that are material to us. Refer to page 9 for the topics that the Group has identified as material.

	Offices Staff	Services Projects	Assets Owned and Managed Properties
Environment	• Energy consumption • Water consumption • Waste management • Responsible procurement • GHG emissions	• Energy consumption • GHG emissions • Water consumption • Waste management • Sustainability certifications • Responsible supply chain • Biodiversity impact	• Energy consumption • GHG emissions • Water consumption • Waste management • Portfolio improvement • Biodiversity impact
Social	• Employee health, safety and emergency preparedness • Employee training, competency, and appraisal • Employee work-life balance • Corporate philanthropy and volunteering • Diversity, equity and inclusion	• Worker health, safety and emergency preparedness • Customer satisfaction • Worker welfare and well-being • Community engagement • Worker welfare and well-being • Community engagement	• Tenant engagement and satisfaction • Tenant health and well-being • Community engagement
Governance	• Shareholder rights • Risk management • Leadership, policies and processes • Sustainability reporting obligations	• Health and safety policies • Due diligence • Responsible supply chain • Sustainability policies	• Sustainability-related requirements • Building certifications

In addition to the above, the Group's economic performance is critical for our employees and shareholders. Refer to the Financial Statements in AR 2025 for the Group's financial performance and financial risk management to maintain financial sustainability.

The Group is committed to the sustainable development of its business. We achieve these commitments by assessing and managing the impacts associated with the sustainability issues most pertinent to us. Our sustainability approach is guided by our material topics.

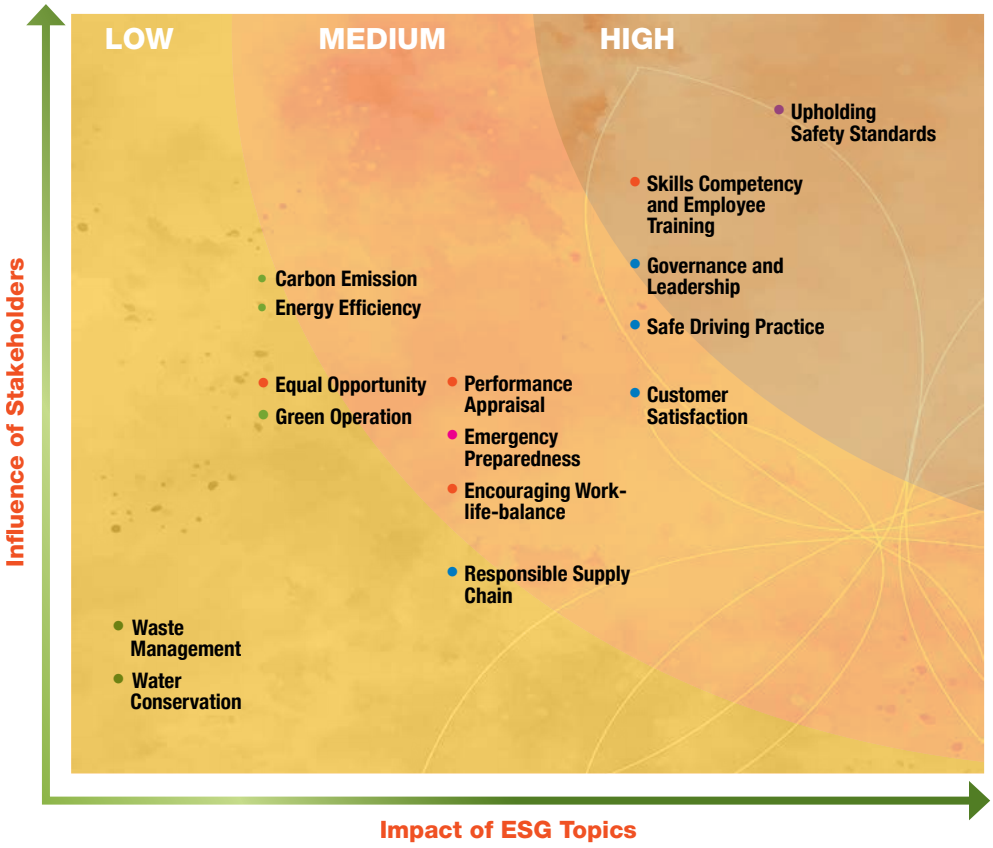
Material Topics

The Group assesses the sustainability topics relevant to it on a yearly basis through the Board, SRC, and Working Committee by considering the following:

- Engaging our key stakeholders, as stated above under "Stakeholder Engagement," including internal stakeholders like employees and head of departments and external stakeholders like suppliers and investors.
- Identifying the topics that reflect the most significant impact of our business activities and relationships on the economy, environment, and people.
- Identifying risks and opportunities associated with each sustainability topic.

Based on the assessment above, the Group identifies the actual and potential economic, environmental, and social impacts of each sustainability topic and further assesses their significance based on their severity and likelihood and identifies related risks and opportunities.

- The sustainability topics that are found to rank high either on the significance of the impact, the nature and magnitude of the risks and opportunities, or both, are prioritized by the Group. Key stakeholders are further consulted to validate the material topics and risks and opportunities identified.
- There are no changes to the list of material topics compared to 2024, as follows:



Impact identified under GRI Material Topics	Summary of Key Impacts	Summary of Management Approach
Environmental		
Energy, GHG emissions and Green Operation	Use of electricity and fuel resulted in GHG emissions which contributes to climate change.	• Improve energy use in offices, services and assets. • Optimize fuel efficiency by planning efficient transport routes to reduce carbon emissions. • Explore renewable energy to reduce carbon footprint.
Waste	Disposal of waste from offices and assets releases pollutants into the environment.	Facilitate adoption of reducing, reusing and recycling principles and collaborating with licensed waste collectors.
Water	Water is a precious resource, and wastage reduces its availability for other critical uses.	Promote water conservation and optimize water efficiency.

Social		
Customer Satisfaction	Poor customer service can erode trust and reduce revenue.	Ensure frequent monitoring of customer feedback and provide prompt response to customer complaints.
Equal opportunity	An inclusive culture improves employee well-being and prevents discrimination.	Provide an inclusive workplace for employees.
Employee Work-Life Balance	A poor balance could lead to absenteeism and higher sick leave.	Provide flexible working arrangements and engaging activities throughout the year.
Employee Training, Competency and Appraisal	Evolving technologies and business environments require skills and competencies of our employees to consistently be kept up to date. Engaging employees is also important to attract and retain talent.	Provide training sessions such as in-house programs, on-the-job training and internal workshops and sessions conducted by external providers.
Employee and Worker Health, Safety and Emergency Preparedness	Ensuring the health and safety of employees and workers is to uphold their basic human rights.	Ensure compliance with health and safety regulations by implementing training, rewards and penalties, inspections and practicing emergency response procedures.

Governance		
Governance and Leadership	Corruption and dishonest business practices could compromise product and service quality and lead to non-compliance with laws and regulations.	Uphold strict standards as set out in the Group's Standard Operating Procedures (SOPs), including a zero tolerance for corruption, bribery and unethical behavior. Ensure compliance with the Personal Data Protection Act, and whistleblowing policy.
Responsible supply chain	Suppliers with poor controls may discharge hazardous waste, increase GHG emissions, and contribute to pollution.	Engage and select suppliers and contractors, based on criteria and performance, to improve our value chain's environmental footprint.

Risk Management

The impacts of identified material factors can translate into significant risks and opportunities that affect the Group's operations. To address this, the Group utilize the current Enterprise Risk Management ("ERM")'s framework to identify, assess, prioritize, and monitor sustainability related risks. The Group's ERM function, together with senior management, review material risks, and opportunities through a combination of annual internal workshops, stakeholder consultations, and cross-functional discussions, considering factors such as likelihood, severity, reputational impact, and time horizon. Risks are also explored in relation to climate scenarios and mitigating measures.

Policies guiding this process include the Group's Sustainability Reporting Management Policy and ERM Framework, which set out expectations across environmental, social and governance matters. In addition, the Group continues to integrate sustainability risks into broader strategic planning and business continuity processes, allowing for early identification of transition risks, operational disruptions, supply chain dependencies, stakeholder expectations and opportunities for innovation and efficiency.

Strategy

To assess its climate resilience, the Group conducted a high-level scenario analysis based on both physical and transition climate risk. The Group faces both the physical risks caused by a more unpredictable and extreme climate and the transition risks arising from societal and economic shifts towards a low-carbon future. Its operations could also have an impact on the environment. For example, its energy consumption arising from its cooling needs results in GHG emissions which in turn lead to climate change. This could increase further with rising mean temperatures and risks of heatwaves. By managing the use of electricity, fuel and refrigerants in its buildings and operations, the Group manages its carbon footprint and contributes to collective action to slow down climate change.

Our main strategy to reduce energy consumption is as follows:

- Incorporating energy efficient features in our buildings
- Implementing renewable energy projects
- Optimize fuel efficiency

In our time horizon, short- term is defined as within 5 years, medium term as between 5 and 15 years, and long term as above 15 years.

SCENARIO ANALYSIS

Physical Risks	Time horizons
Average mean temperature increases by +1.5°C to +2°C and risk of heatwaves, resulting in increased cooling costs	Long-term
Risk of flash floods damaging buildings and disrupting operations	Short-term

Time horizons used in the assessment of when the effects of each climate-related risks and opportunity could reasonably be expected to occur are aligned to the time horizons used by the Group in our strategic planning.

Average mean temperature increases by +1.5°C to +2°C and risk of heatwaves, resulting in increased cooling costs

Based on current assessments, the Group's long term physical risk will be the rising mean temperatures and risk of heatwaves. To mitigate this risk, the Group implemented energy-efficient HVAC and refrigeration systems that are tailored to low energy consumption, and our lighting systems utilize LED technology to enhance energy efficiency. This has enabled us to reduce the impact of cooling cost increases due to rising temperatures.

Risk of flash floods damaging buildings and disrupting operations

Two of our investment properties may be prone to flash floods. To address the risk of flash floods damaging our properties, we will regularly monitor our portfolio's locations against available flood-prone area information from PUB and evaluate the feasibility of incorporating flood adaptation measures as part of regular building retrofits.

Transition Risks	Time horizons
Increased business costs due to higher fuel costs and emissions	Short-term
Building sustainability requirements growing in tandem with increased expectations	Short-term
Enhanced sustainability reporting obligations	Short-term

Increased business costs due to higher fuel costs and emissions

Rising energy and carbon costs increase operating expenses, compress margins, and may force price increases that dampen demand. Exposure is highest for fuel-intensive operations. To reduce fuel usage, we have installed systems on buses to monitor idling time and energy usage. Drivers are also reminded about energy conservation practices to foster a culture of efficiency. To further reduce greenhouse gas emissions, we are committed to using greener bus engines that meet Euro5 or higher standards and AdBlue fuel. Regular maintenance is also carried out to ensure our buses operate at peak energy efficiency.

Building sustainability requirements growing in tandem with increased expectations

Singapore's Green Building Masterplan aims for ≥80% of buildings by floor area to be green by 2030. Investors and lenders now treat building ESG performance as a hygiene factor. To improve our building's sustainability, we have installed solar panels at one of our properties, and will continue to explore more greener and sustainable solutions for our properties.

Enhanced sustainability reporting obligations

We are committed to developing in-house expertise and knowledge to meet the evolving requirements of sustainability reporting standards and regulations as part of our established organizational capability building and upskilling efforts. We may also engage external consultants to assist with sustainability reporting.

Opportunity – Investment in energy efficient technologies to realize energy savings

We recognize that investment in energy efficient technologies is a significant climate opportunity and an essential pillar of our decarbonization strategy. By implementing projects to incorporate green features in our retrofitting and asset enhancement works, we might be able to realize energy savings and reduce significantly the carbon footprint of our daily operational and maintenance activities.

This is in alignment with the shift in customer preferences for more sustainable buildings. Through the adoption of energy efficient technologies, we would be able to also lower our future operating costs over the long term.

Water

The Group is exposed to physical and transition risks, to acute and chronic water risks (drought, supply interruptions) that can disrupt operations and increase emergency sourcing costs. The Group can manage risk through efficiency, reuse, resilience upgrades, and supplier engagement.

Physical Risks	Time horizons
Water supply interruptions	Short-term
Water scarcity	Long-term

Water supply interruptions

Water supply interruptions could affect vehicles, building and premises washing and create hygiene issues. We are committed to promoting responsible water use by educating our employees on conservation techniques, installing water-saving devices and on-site recycling. We also conduct regular inspections to quickly resolve issues like leaking taps.

Water scarcity

Water scarcity could restrict water usage. Insufficient pressure or volume could disrupt operations. The Group is exploring options of having more buffer tanks or rain-water harvesting to minimize operations disruption.

Transition risks	Time horizons
Financing / Reputation	Short-term

Financing / Reputation

Lenders or investors may expect stricter water consumption or higher insurance premiums where water risk is not managed.

Workplace Safety

The Group provided scaffolding services, which includes design and installation of scaffolding systems to support the maintenance work of customers mainly in the oil and gas, petrochemical, marine and construction industries. Our operations face physical risks from work-at-height activities, structural instability, dropped objects, and weather-driven wind/rain events, while transition risks arise from tight works rules.

Physical Risks	Time horizons
Work at height, structural instability and dropped objects	Short-term
Severe weather	Long-term

Work at height, structural instability and dropped objects

Falls, structural failure from improper erection, overloading, inadequate footings, or dropped objects striking people risk penalties for non-compliance. The design of scaffolds needs to have the relevant professional engineer endorsements.

Severe weather

High winds and heavy rain make platforms slippery and can undermine and damage scaffolding materials overtime, notwithstanding safety concerns. Proper design, preventive maintenance such as anti-corrosion treatment and contracting licensed collectors can improve waste management.

Transition risks	Time horizons
Regulatory tightening	Short-term

Regulatory tightening

Competence training and inspection checks (routine and adhoc) improve safety.

Metrics and Target

Non-financial performance metrics around environmental, social, and governance information are used to assess risks and enable the users of our sustainability report to understand the Group's performance in relation to our emission footprint.

We compute our GHG emissions in accordance with GRI 1: *Foundation 2021*. We have adopted the equity share approach as a basis to determine GHG emissions data consolidation boundaries across our entities. This approach has been selected as it allows us to report emissions in proportion to our economic interest.

While Scope 3 disclosure is voluntary now, we continue to strive to develop our Scope 3 emissions progressively. Our intention is to be able to disclose emissions that are not produced by the Group itself, which do not result from activities of assets owned or controlled by the Group, but by those that the Group is indirectly responsible for in its value chain.

Targets stated represent unvalidated targets, but they were set with the objective of mitigating climate change by reducing energy consumption of all our offices, services, and assets.

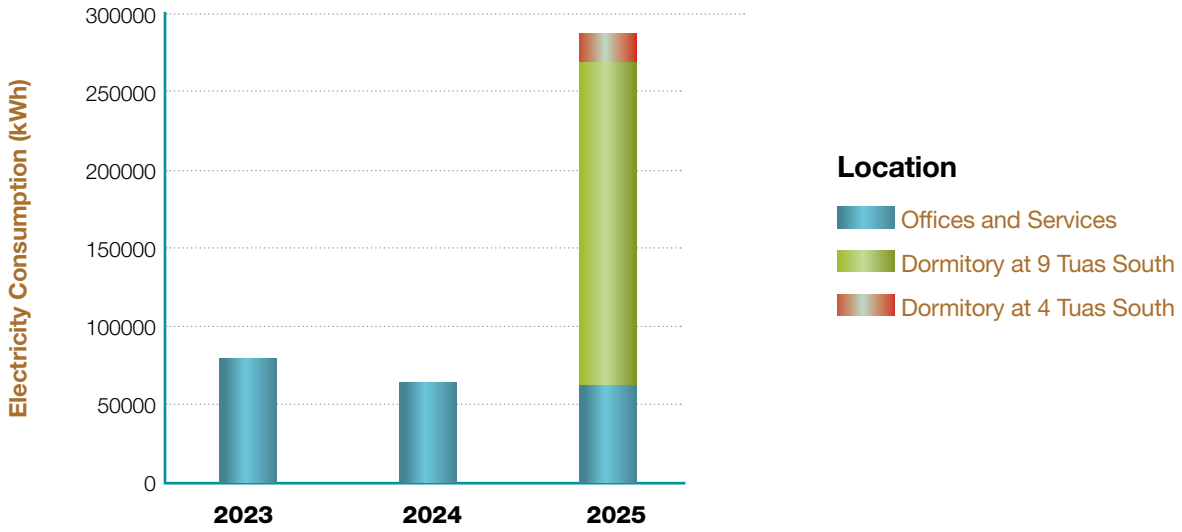
Environmental

Electricity Usage

ESG Indicators	Measurement Unit	2023	2024	2025
Environmental				
Purchased electricity				
Electricity consumption	**kWh**	**80,512**	**64,532**	**286,871**
Offices and Services	kWh	80,512	64,532	63,210
Assets	kWh	-	-	223,661
• Property at 9 Tuas South	kWh	-	-	205,125
• Property at 4 Tuas South	kWh	-	-	18,534
Energy consumption	**GJ**	**289.84**	**232.32**	**1,032.74**
Offices and Services	GJ	289.84	232.32	227.56
Assets	GJ	-	-	805.18
• Property at 9 Tuas South	GJ	-	-	738.45
• Property at 4 Tuas South	GJ	-	-	66.73
Revenue	**S$ million**	**26.5**	**23.9**	**27.8**
Electricity Consumption Intensity	**kWh/S$ million**	**3,038**	**2,695**	**10,066**

Note: The total in the table may not add up due to rounding adjustments.

Electricity Consumption by Year and Location (kWh)



The Group prioritizes energy efficiency as a key strategy to minimize carbon emissions. Electricity comprises the largest component of energy consumption in our offices. Arising from our energy conservation efforts, our energy consumption from offices (excluding the new contributions from investment properties) has reduced by 4.76GJ, a reduction of 2% from FY2024.

For FY2025, the electricity consumption intensity was affected by the inclusion of the figures from the two investment properties. Comparison against FY2024 target is not meaningful as the revenue contributions from the two investment properties are only partial with dormitory conversion and development is on-going during FY2025. For FY2026, we are targeting a minimum reduction of 3% of electricity consumption intensity against FY2025 baseline.

In response to the additional electricity consumption from the Investment Properties segment, the Group has initiated the installation of solar photovoltaic (PV) panels to supplement its energy needs. This initiative supports our commitment to decarbonization by reducing reliance on grid electricity, lowering operational carbon emissions, and enhancing long-term energy resilience. The renewable energy generated through these solar panels will partially offset consumption from our assets, contributing to our broader sustainability targets and alignment with Singapore's transition towards a low-carbon economy.

The solar photovoltaic (PV) panels have generated 150,708.10 kWh of electricity, potentially reduces more than 30% of purchased grid electricity or off-setting the grid draw.

SG Indicators	Measurement Unit	2023	2024	2025
Environmental				
Energy Intensity	**GJ/m²**	**0.7733**	**0.6198**	**0.0580**
Energy consumption	GJ	289.84	232.32	1,032.74
Offices and Services (Floor Area)	m²	374.8	374.8	374.8
Assets (Downstream Leased Asset)	m²	-	-	17,432.1
• Dormitory at 9 Tuas South	m²	-	-	7,432.1
• Dormitory at 4 Tuas South	m²	-	-	10,000

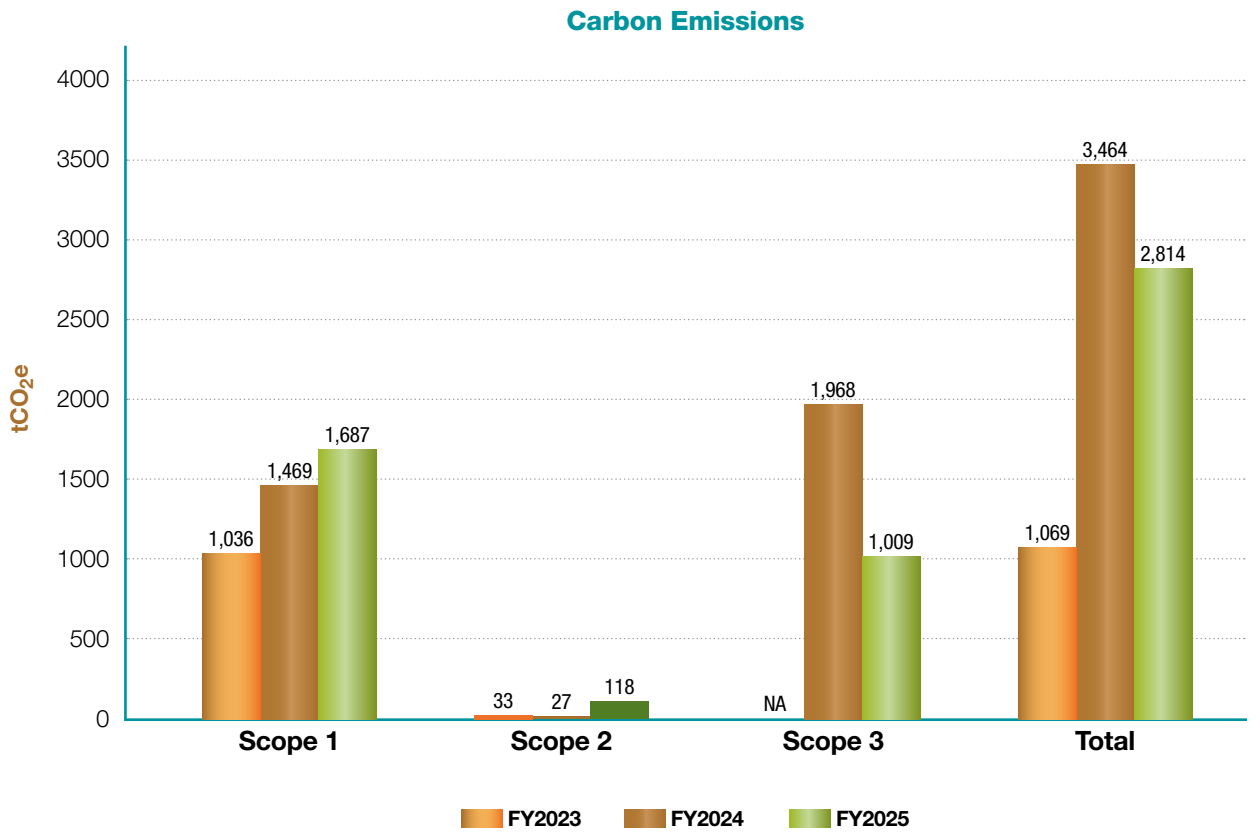
Note: The total in the table may not add up due to rounding adjustments.

Although total energy consumption has increased, this is attributable to the expansion of our operational footprint with larger floor areas. When normalized by floor area, the energy intensity (GJ/m²) has decreased, indicating improved energy efficiency and better utilization of resources across our facilities.

GreenHouse Gas Emissions

ESG Indicators	Unit	2023	2024	2025
Environmental				
GHG emissions				
Total Scope 1 emissions	**tCO_2e**	**1,036**	**1,469**	**1,687**
Total Scope 2 emissions	**tCO_2e**	**33**	**27**	**118**
Offices and Services	tCO_2e	33	27	26
Assets	tCO_2e	-	-	92
• Property at 9 Tuas South	tCO_2e	-	-	85
• Property at 4 Tuas South	tCO_2e	-	-	8
Total Scope 1 and Scope 2 emissions	**tCO_2e**	**1,069**	**1,496**	**1,805**
Total Scope 3 emissions	**tCO_2e**	**Not tracked**	**1,968**	**1,009**
Total Scope 1, 2, 3 emissions	**tCO_2e**	**1,069**	**3,464**	**2,814**

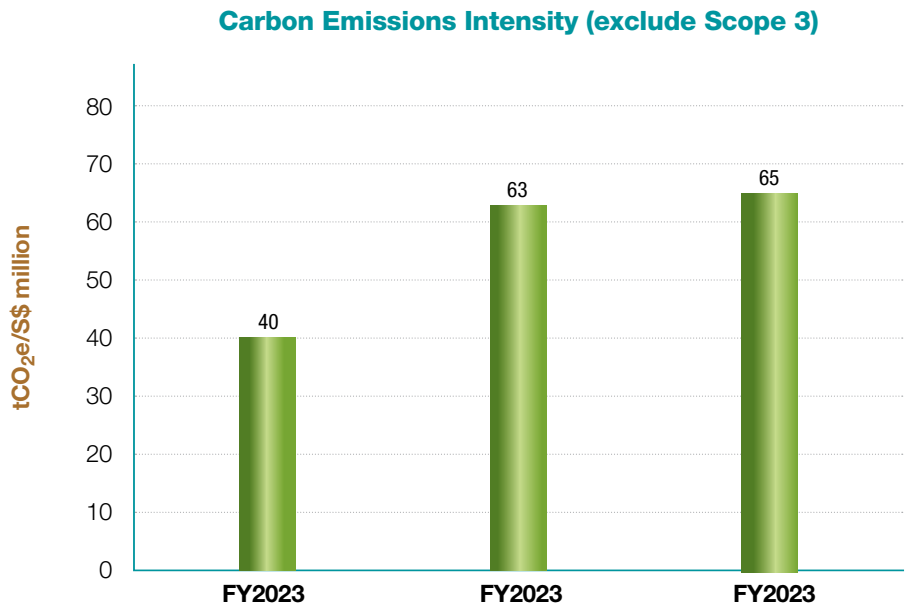
Note: The total in the table may not add up due to rounding adjustments.



Scope 1, 2 and 3 emissions are reported. For FY2025, the rise in Scope 1 emissions reflects higher fuel use primarily due to increased bus transportation operations. Scope 2 emissions largely increased in 2025 with the inclusion of electricity usage from the Investment Properties segment. Scope 3 decreased primarily due to the reduction of purchased Capital Goods in FY2025 attributed to the Group, as compared to FY2024.

ESG Indicators	Unit	2023	2024	2025
Environmental				
Carbon Emissions Intensity				
Total Scope 1 and Scope 2 emissions	**tCO_2e**	**1,069**	**1,496**	**1,805**
Revenue S$	**S$ million**	**26.5**	**23.9**	**27.8**
Total Scope 1 and Scope 2 Intensity	**tCO2e/S$ million**	**40**	**63**	**65**
Fuel				
Fuel Consumption	**litres**	**371,386**	**552,338**	**634,162**
Fuel Intensity	**litres/S$ million**	**14,015**	**23,068**	**22,836**

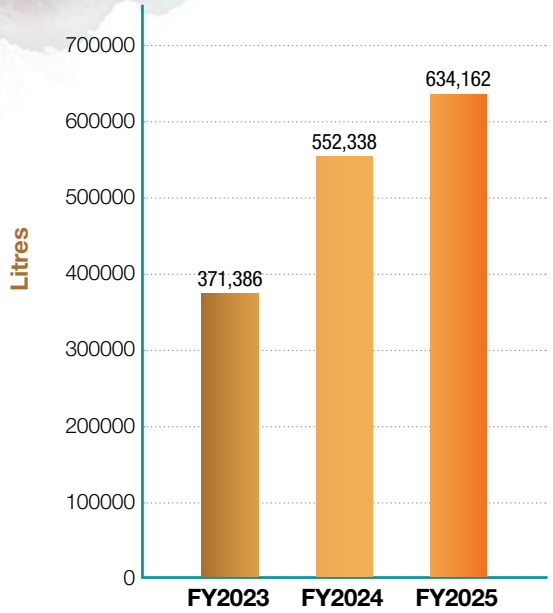
Note: The total in the table may not add up due to rounding adjustments.



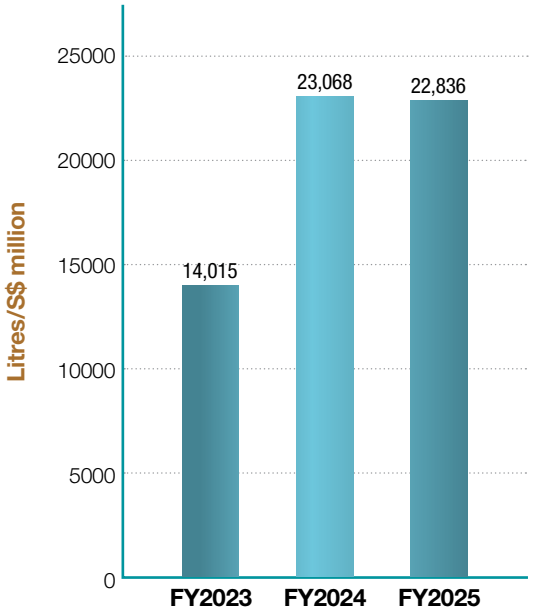
For FY2025, the carbon emission intensity increased marginally and the Group did not meet its 3% reduction in carbon emissions intensity, using FY2024 as the baseline. While FY2025 revenue has increased, the revenue from Investment Properties segment did not achieve its full potential due to on-going dormitory conversion activities for Beryl House within FY2025, while Scope 2 carbon emissions from the Investment Properties segment was fully attributed. For FY2026, we have set a target of 3% reduction of our carbon emission intensity with FY2025 as the baseline.

For FY2025, while fuel consumption increased about 14.8% year-on-year, primarily due to the increased operations from the Transport Services segment, there was a reduction of about 1% of fuel consumption intensity. We did not meet the 3% reduction target set for FY2025. With increased revenue from the Transport Services segment, as well as the increased revenue from the Security and Manpower Services segment, which is less fuel intensive, we managed to contain the larger increase in the fuel consumption. For FY2026, being the segment which consumes the largest fuel in the Group, the Transport Services segment will continue to optimize operations to improve fuel consumption efficiency and we have set a target of 3% reduction in fuel consumption intensity against FY2025 baseline.

Fuel Consumption



Fuel Consumption Intensity



The Group recognizes the importance in addressing Scope 3 emissions arising from its supply chain. From FY2024, the Group started to monitor its Scope 3 data, and certain categories of Scope 3 are relevant to the Groups, as follows:

Scope 3 Category	Calculation Methodology
Category 2 Capital Goods	For the respective equipment purchased, emissions computation is based on spend-based method, with reference to Monetary Authority of Singapore exchanges rates, 2017 North American Industry Classification System ("**NAICS**") codes, and its relevant emission factors with margins.
Category 4 Upstream Transportation	For passenger car rental, emissions computation is based on spend-based method, with reference to Monetary Authority of Singapore exchanges rates, 2017 NAICS codes, and its relevant emission factors with margins.
Category 6 Business Travel	For air travel, hotel accommodation, rail and passenger car travel, emissions computation are based on spend-based method, with reference to Monetary Authority of Singapore exchanges rates, 2017 NAICS codes, and its relevant emission factors with margins.
Category 7 Employee Commuting	For the respective mode of travel (car, bus, train), emissions computation is based on distance travelled, average number of working days yearly and the relevant emission factor from the Singapore Emission Factors Registry.

Waste

ESG Indicators	Unit	2023	2024	2025
Environmental				
Waste				
Non-Hazardous Waste	**tons**	**26**	**30**	**48**

Waste generation increased year-on-year, from 30 tons in FY2024 to 48 tons in FY2025. The increase is due to increase disposal of our damaged and unserviceable scaffolding materials, as well as materials which was no longer required when the Engineering segment shifted the storage of the engineering materials to our investment property. As the shift in storage location has been completed, we anticipate that non-hazardous waste should reduce for FY2026, and we are targeting a 3% reduction against FY2025 baseline.

For FY2025, we have met the target of 100% waste generated disposed via proper waste disposal channels. This demonstrates commitment to regulatory compliance and responsible waste management. The disclosure highlights a continued target of ensuring all waste is disposed of through authorized and proper disposal channels. The Group will continue to set the target of 100% full proper waste disposal channels.

Water

As the toilet and water facilities are shared among all the tenants for the offices, the Group does not have the water consumption data for the rented offices.

For the investment properties, the total water consumption was 11,118.5 Cu M for FY2025. The Group anticipates increased water consumption for the full year in FY2026 given that the acquisition of Beryl House was completed only in Q2 FY2025 and not fully operational in FY2025. The Group will monitor the steady-state water consumption usage for the investment properties further before evaluating water consumption reduction targets.

Social

The Group recognizes the importance of fostering inclusivity and is committed to creating safe and welcoming environments for both customers and employees. By cultivating a vibrant and engaged workforce, we aim to strengthen our community and drive better business outcomes.

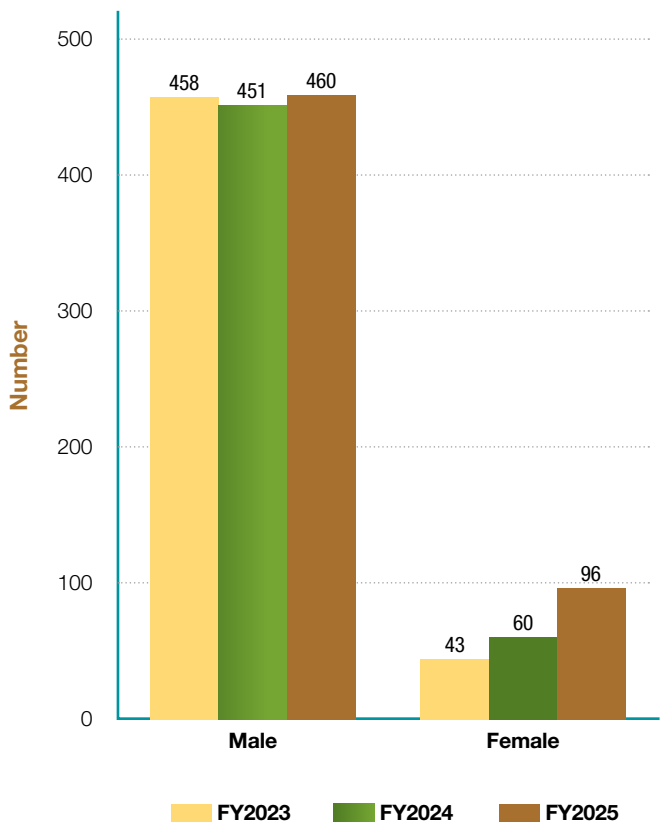
The protection of the human rights of our employees is embedded in our organization's policies, and we have shared our policies with our employees, customers, and suppliers. As reflected in the policies, we do not tolerate discrimination in the workplace, and we strive to safeguard our employees' rights to privacy, fair compensation, and a healthy and safe working environment. We expect our employees to extend the same principles to our external stakeholders. The Group continues to uphold the Tripartite Alliance for Fair Employment Practices (TAFEP) and has pledged to apply fair, merit-based and non-discriminatory employment practices.

Diversity and Equal Opportunity

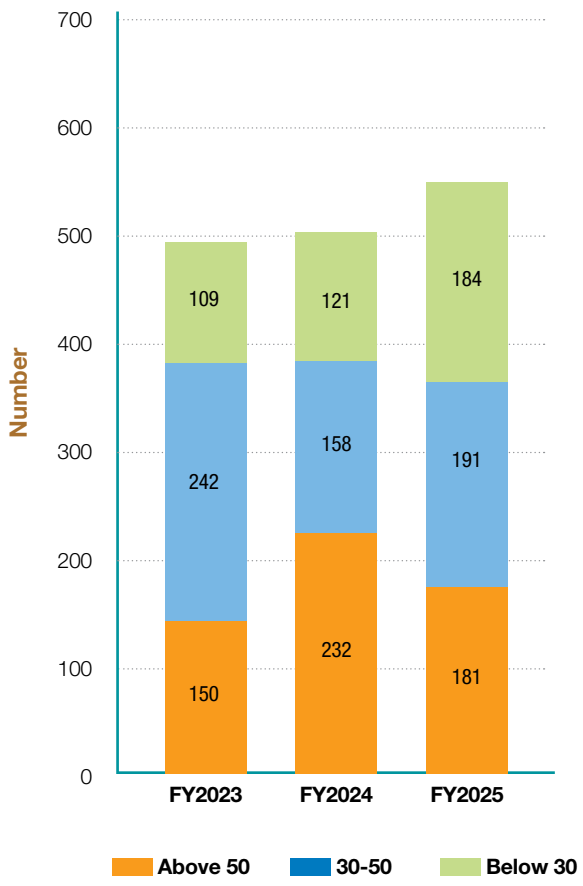
The Group is committed to building a culture that promotes employee growth, development and work-life balance and rewards employees' contributions to the Group.

Therefore, we strive to create an environment that advocates care, inclusiveness and empowerment and boosts employee motivation. We emphasize open communication, mutual respect, teamwork and collaboration to align our people with our organizational values. The Group employed 556 employees as of 30 June 2025. There is an increase in female employees in FY2025 with total of 96 female employees, which represents 17% of the workforce, exceeding 15% target set. The Group will continue to maintain at least 15% female representation in the workforce.

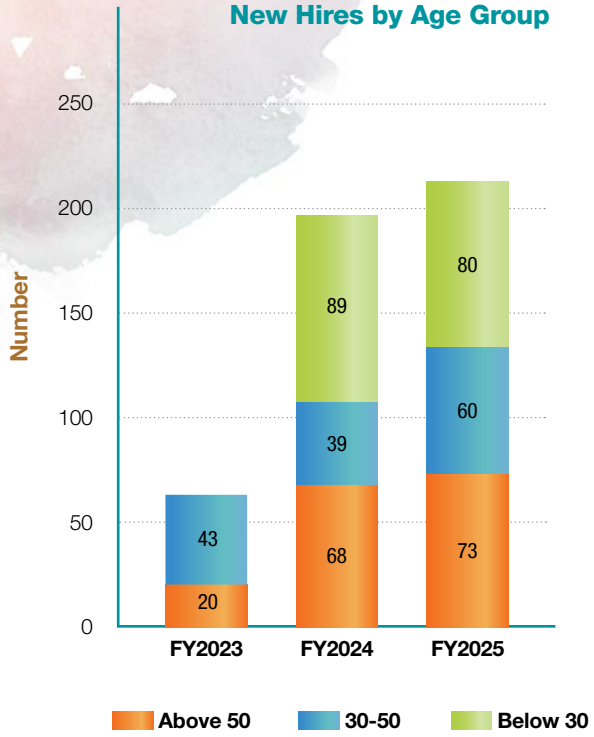
Total Employees by Gender

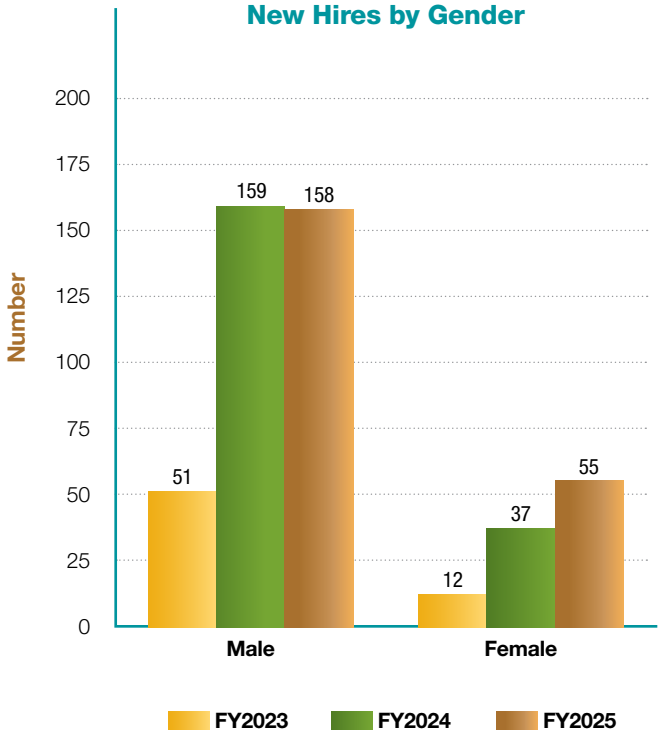


Total Employees by Age Group

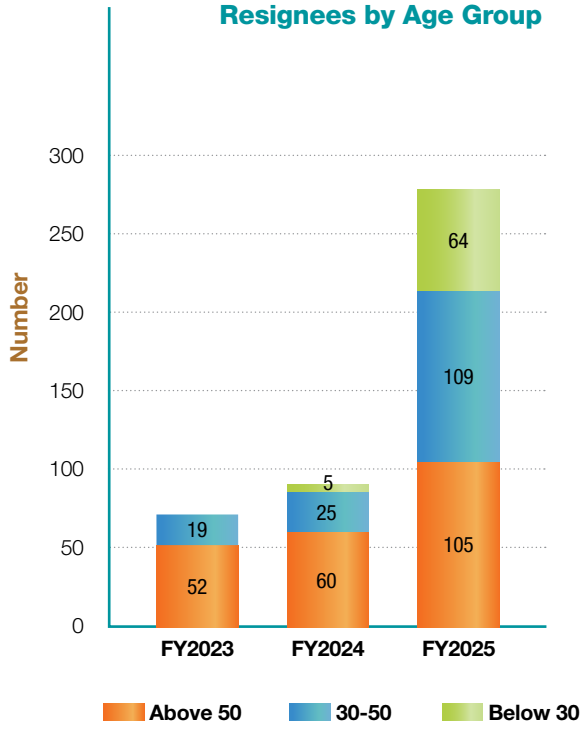


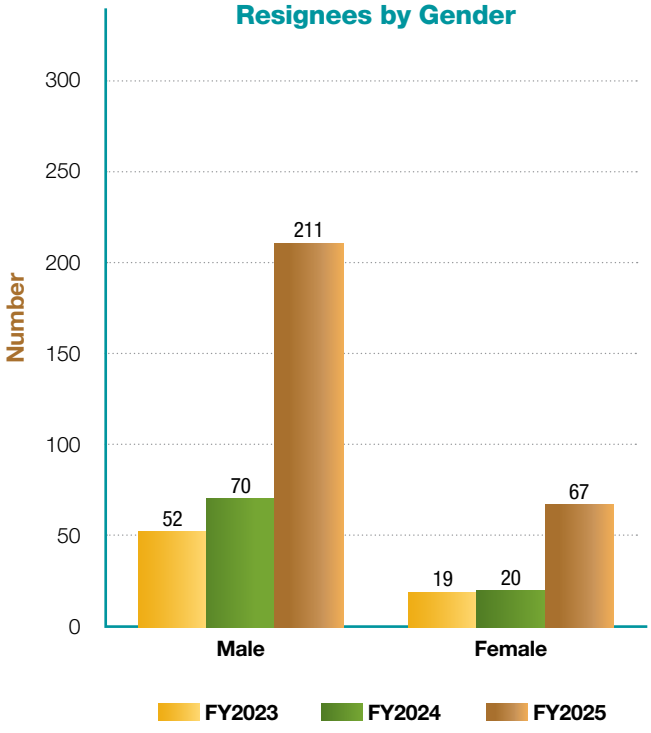
A diverse and inclusive workforce is key to building resilience and innovation within the Group to overcome business, environmental, and social challenges and capitalize on related opportunities as they surface. We value the varied skills and experience that employees from different age groups and diverse backgrounds bring with them.





We seek to protect our employees from discrimination. The Group's grievance mechanism is made available to them to report any incident of discrimination at our operations. They may also choose to report directly to Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP). No incidents of discrimination were reported to the Group through all the channels. We target to maintain a zero-incident rate every year.





Encouraging Work-Life Balance

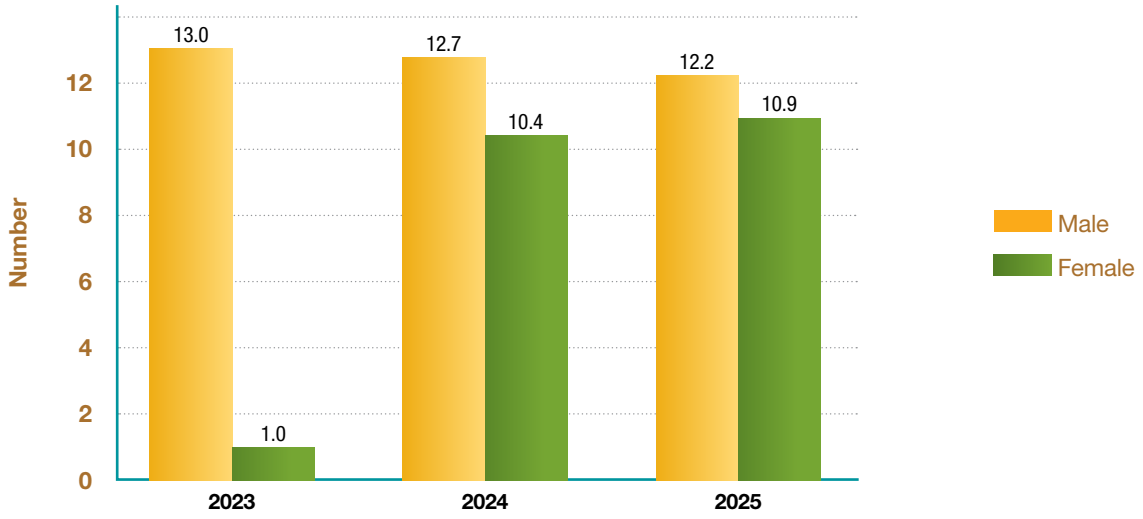
The Group promotes a healthy work-life balance by providing flexible work arrangements and organizing engaging activities throughout the year. These arrangements allow employees to adjust their schedules to meet personal and family needs, such as caring for an unwell family member or accompanying children to childcare.

Skills Competency and Employee Training

We are committed to providing fair and equal opportunities for all employees. Our policies strictly prohibit discrimination in hiring, and we reward staff based on merit and performance to ensure equal opportunities for success. To recognize excellent service, as highlighted by client feedback, the Group has introduced a reward scheme that provides supermarket vouchers as a token of appreciation. In addition, we support our employees' professional and holistic growth by offering training and career development opportunities. In FY2025, male employees accounted for most of the total training hours (5,608 hours or 84.3%), while female employees contributed 1,048 hours (15.7%). This reflects the higher proportion of male employees in the workforce.

On average, each male employee received 12.2 hours of training, compared to 10.9 hours for female employees, with an overall company average of 12 hours. This demonstrates that training opportunities were broadly balanced across genders. However, the target of 13 training hours was not met in FY2025 primarily due to an increase in new hires who have not yet received training. Although training sessions for the new hires were arranged as soon as possible, some training slots were fully booked and can only be scheduled later. The Group will strive to source for more training providers to expedite training for new hires to meet the target training hours. For FY2026, we will continue to target for 13 training hours per employee.

Training Hours per Employee by Gender (2023-2025)



To build a culture of continuous learning, we continue to provide a balanced mix of internal and external training opportunities. Employees participate in hands-on learning through on-the-job coaching and workshops, while external programmes conducted by industry professionals broaden their perspectives and enhance their skills. Among the training sessions conducted this year were:

- Workplace Safety and Health Practices Implementation
- Customer Management
- Horizontal Surface Maintenance
- Manage Disorderly Conduct and Threatening Behaviour
- Work at Height Course for Workers/Supervisors

To support employees through career transitions and redeployment opportunities, we offer re-skilling training sessions to help staff prepare for their next phase of employment or career path. These programmes are available to all new and existing full-time and part-time employees and, where relevant, across our transportation, cleaning, security and engineering businesses. Through these ongoing initiatives, the Group continues to strengthen workforce skills, promote lifelong learning and ensure sustainable employability for all employees. One such example is the re-skilling of our employees in the oil and gas industries to greener industries such as Solar PV installation and Electric Vehicle (EV) charging infrastructure installation.

Health, Safety and Emergency Preparedness

Beyond meeting regulatory requirements, we prioritize stringent safety standards to protect our employees and ensure uninterrupted operations. The Group has an established Occupational Health and Safety (OHSS) Management System, together with bizSAFE and ISO 45001:2018 to reinforce workplace safety. There have been zero fatalities, serious incidents, and work-related ill health cases in FY2025. There is an increase in work related injuries from 3 cases in FY2024 to 8 cases in FY2025. The summary of the work-related injuries as follows:

- 3 cases of Injured By/ Strike Against Moving, Fixed Objects
- 2 cases of Falls from Height
- 2 cases of Slips and Trips
- 1 case of Traffic Accident

The Group takes a serious view of every incident. For each incident, the Group will conduct incident investigation if it is a result any or potential non-conformity to Safe Work Procedures (SWP), and to decide if there is a need to review and amend the relevant risk assessments and mitigation factors to reduce further occurrences. With the lessons learnt from the various incidents, the Group will continue to strive for the highest standard of zero fatalities, zero serious incidents, zero work-related injuries and zero work-related ill health cases in FY2026. The Group's Multi-Department Emergency Response Team remains fully equipped to handle any emergency crisis. To ensure readiness, the Group conducts annual emergency drills, simulates real-life scenarios and continues to strengthen everyone's response capabilities. The Group continues to implement and strengthen the Safe Driving Practices introduced previously, demonstrating our ongoing commitment to protecting passengers, drivers, and the wider community. Our approach prioritises multiple aspects of road safety:

- **Fatigue Management:** Drivers are supported through adequate rest periods, shift limits, regular breaks, and training to recognise signs of fatigue and stress.
- **Emergency Preparedness:** We ensure drivers are equipped to handle critical situations through rigorous training, clear communication protocols, and a strong emphasis on passenger safety.
- **Driving Protocols:** We maintain strict standards that include regular vehicle maintenance, adherence to road regulations and speed limits, defensive driving techniques, and zero tolerance for alcohol and drug use. Seatbelt compliance is strictly enforced.

All workers are involved in health and safety matters through feedback mechanisms or consultations provided. In addition, the Group has purchased work-related insurance for the employees.

Performance Appraisal

The Group is committed to a holistic and structured approach to performance appraisal, reflecting on our dedication to recognizing, developing, and retaining our employees. Our evaluation framework comprises three key components: annual performance appraisals, probation confirmation reviews, and performance corrective reviews.

Annual appraisals and probation reviews are guided by clear, measurable criteria to ensure fairness and objectivity. Performance corrective reviews are designed to identify areas for improvement and establish targeted action plans supported by constructive feedback.

To obtain a well-rounded perspective, we incorporate input from line managers, employee discussions, and feedback sessions. This comprehensive approach enables us to pinpoint specific development needs and deliver tailored training programs that not only enhance individual capabilities but also strengthen organizational productivity.

For FY2025, 100% of the employees are engaged and we will maintain this in the coming years.

Governance Practices

Anti-Corruption and Ethical Business Practices

Upholding ethical business practices, grounded in strong governance, is essential to prevent corruption, ensuring compliance with applicable laws and regulations, and delivering quality products and services. These principles not only safeguard the financial stability of our organization but also reinforce shareholder confidence. All our risk management policies and procedures undergo regular review and are approved by our management and Board.

Our policies and commitments for enforcing anti-corruption and ethical business practices are as follows:

- Code of conduct: All members of the governance body and employees are expected to uphold the highest standards of integrity in their professional conduct and interactions with stakeholders. They must also disclose any actual or potential conflicts of interest that may arise during their employment or in engagements with external stakeholders.
- Whistleblowing Policy and Procedure: Employees and stakeholders are provided with accessible whistleblowing channels, including those available on our corporate website, to report concerns in confidence and without fear of retaliation. Any employee found guilty of misconduct or in breach of regulations and company policies will be referred to the relevant authorities.
- Anti-bribery and corruption policy: We uphold a strict zero-tolerance stance towards all forms of corruption and require our employees, suppliers, contractors, and business partners to comply with the same high ethical standards.
- Anti-competition policy: We promote fair competition in accordance with Singapore's regulations.
- Investor relations policy: We make full and accurate disclosure to existing and potential shareholders on a timely basis in accordance with SGX-ST's Catalist Rules.
- Personal Data Protection Policy: We safeguard the personal data of our stakeholders through robust measures, in compliance with Singapore's Personal Data Protection Act 2020 (PDPA).

These policies and procedures, including the Group's code of conduct, are included in the orientation program for all our new directors and new employees. Employees are trained based on their job responsibilities to ensure compliance with laws and regulations.

The Group has assessed that there is no significant risk related to corruption. In addition, there were no significant instances of non-compliance with laws and regulations (defined as those resulting in a monetary fine or warning letter from relevant authorities). Every year, we target to maintain zero significant incidences of non-compliance.

Anti-Corruption and Ethical Business Practices	2025	2026
Incidents	Performance	Target
Zero incidents of: • Corruption • Anti-competitive behavior, anti-trust and monopoly practices • Non-compliance concerning marketing communications • Breaches of customer privacy and losses of customer data	Zero incidents	Zero incidents

Customer Satisfaction

Our core mission is to create meaningful impact by delivering high-quality services to our valued customers. To support this, we have established a comprehensive Quality Management System ("QMS") aligned with ISO 9001:2015 standards. This framework ensures that our services consistently meet and strive to exceed customer expectations. Every aspect of our operations, including employee conduct, is guided by the principles of our QMS, reflecting our steadfast commitment to quality and excellence.

Continuous improvement is central to our approach. We actively seek customer feedback through both formal channels, such as structured surveys, and informal interactions. Insights gathered are carefully reviewed and discussed during management meetings to identify areas for enhancement. This disciplined process enables us to refine our services, strengthen performance, and deliver sustained value to our customers. In FY2025, the Group received 2 complaints and a customer satisfaction rate of 90%, compared to 2 complaints in FY2024. The Group's target is to keep the number of complaints up to 3 every year.

Safe Driving Practices

In FY2025, the Group recorded two driving offences, which were promptly investigated and addressed with the drivers involved. While this marks a deviation from our zero-offence record in the previous year, we view these incidents as opportunities for continuous improvement. We remain steadfast in our goal of achieving zero driving offences for FY2026.

Responsible Supply Chain

To ensure the consistent and uninterrupted delivery of services to our customers, we maintain a rigorous and structured supplier evaluation process. We assess our suppliers carefully to ensure they meet our exacting standards and continue to perform reliably over time. Our reviews are not limited to the quality of goods and services provided; they also encompass a broader examination of each supplier's business practices, safety performance, certificates, and accreditations such as ISO standards, including ISO:14001 (Environment Management System).

In FY2025, the Group reached 40% (FY2024: 28%) in regular evaluations of our total supplier base, higher than the target set of 30%. The Group will continue to increase its supplier evaluation year-on-year to 45% for FY2026. We have also achieved our target of 100% local sourcing of procurement and will continue to strive to maintain this target for FY2026.

GRI Content Index

Statement of use	Aedge Group Limited has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Reference	Omission
General Disclosures		GRI 2: General Disclosures 2021	
2-1	Organizational details	Corporate Profile	
2-2	Entities included in the organization's sustainability reporting	Corporate Profile	
2-3	Reporting period, frequency and contact point	Corporate Profile, Reporting Approach and Period	
2-4	Restatements of information	Restatements	
2-5	External assurance	Internal Review and External Assurance	
2-6	Activities, value chain and other business relationships	Corporate Profile	
2-7	Employees	Social	
2-8	Workers who are not employees	Not disclosed	Disclosure regarding the number of non-employee workers (e.g., contractors, freelancers) has been omitted as it is not material.
2-9	Governance structure and composition	Sustainability Governance	
2-10	Nomination and selection of the highest governance body	Board of Directors	
2-11	Chair of the highest governance body	Board of Directors	
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors	
2-13	Delegation of responsibility for managing impacts Sustainability	Reporting Committee	
2-14	Role of the highest governance body in sustainability reporting	Board of Directors	
2-15	Conflicts of interest	Governance Practices	
2-16	Communication of critical concerns	Stakeholder Engagement	
2-17	Collective knowledge of highest governance body	Board of Directors	
2-18	Evaluation of the performance of the highest governance body	Annual Report 2025	
2-19	Remuneration policies	Annual Report 2025	
2-20	Process to determine remuneration	Annual Report 2025	
2-21	Annual total compensation ratio	Annual Report 2025	
2-22	Statement of sustainable development strategy	Board Statement	
2-23	Policy commitments	Social	
2-24	Embedding policy commitments	Social	
2-25	Processes to remediate negative impacts	Stakeholder Engagement	
2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement	
2-27	Compliance with laws and regulations	Governance Practices	
2-28	Membership associations	Membership Associations	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	

GRI Content Index

GRI Standard	Disclosure	Reference	Omission
2-30	Collective bargaining agreements	Not disclosed	Employment terms are governed by individual contracts in accordance with local labor laws and Company HR policies.
Material Topics		GRI 3: Material Topics 2021	
3-1	Process to determine material topics	Material Topics	
3-2	List of material topics	Material Topics	
Energy		GRI 3: Material Topics 2021, GRI 302: Energy 2016	
3-3	Management of material topics	Material Topics	
302-1	Energy consumption within the organizations	Electricity Usage	
302-3	Energy intensity	Electricity Usage	
302-4	Reduction of energy consumption	Electricity Usage	
Emissions 2016		GRI 3: Material Topics 2021, GRI 305: Emissions	
3-3	Management of material topics	GreenHouse Gas Emissions	
305-1	Direct (Scope 1) GHG emissions	GreenHouse Gas Emissions	
305-2	Energy indirect (Scope 2) GHG emissions	GreenHouse Gas Emissions	
305-3	Other indirect (Scope 3) GHG emissions	GreenHouse Gas Emissions	
305-4	GHG emissions intensity GreenHouse	Gas Emissions	
305-5	Reduction of GHG emissions	GreenHouse Gas Emissions	
Water and Effluents		GRI 3: Material Topics 2021, GRI 303: Water and Effluents 2018	
3-3	Management of material topics	Water	Not disclosed for offices. The Group shares premises with multiple tenants and does not receive individualized data on water consumption. The landlord is unable to provide consumption figures attributable to the Group, resulting in the unavailability of data required for disclosure.
303-1	Interaction with water as a shared resource		
303-3	Water withdrawal		
303-5	Water consumption		
Waste		GRI 3: Material Topics 2021, GRI 306: Waste 2020	
3-3	Management of material topics	Waste	
306-1	Waste generation and significant waste-related impacts	Waste	
306-2	Management of significant waste-related impacts	Waste	
306-3	Waste generated	Waste	
306-4	Waste diverted from disposal	Waste	
306-5	Waste directed to disposal	Waste	
Supplier Environmental Assessment		GRI 3: Material Topics 2021, GRI 308: Supplier Environmental Assessment 2016	
3-3	Management of material topics	Responsible Supply Chain	
308-1	New suppliers that were screened using environmental criteria	Responsible Supply Chain	
308-2	Negative environmental impacts in the supply chain and actions taken	Not Disclosed	The Group is not aware of any negative environmental impacts on the supply chain.

GRI Content Index

GRI Standard	Disclosure	Reference	Omission
Employment		GRI 3: Material Topics 2021, GRI 401: Employment 2016	
3-3	Management of material topics	Diversity and Equal Opportunity	
401-1	New employee hires and employee turnover	Diversity and Equal Opportunity	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	Not disclosed	Employment terms are governed by individual contracts in accordance with local labor laws and company HR policies.
Health and Safety		GRI 3: Material Topics 2021, GRI 403: Occupational Health and Safety 2018	
3-3	Management of material topics	Health, Safety and Emergency Preparedness	
403-1	Occupational health and safety management system	Health, Safety and Emergency Preparedness	
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Emergency Preparedness	
403-3	Occupation health services	Health, Safety and Emergency Preparedness	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Emergency Preparedness	
403-5	Worker training on occupational health and safety	Health, Safety and Emergency Preparedness	
403-6	Promotion of worker health	Health, Safety and Emergency Preparedness	
403-7	Prevention and mitigation of occupational health and safety management system	Health, Safety and Emergency Preparedness	
403-8	Workers covered by an occupational health and safety management system	Health, Safety and Emergency Preparedness	
403-9	Work-related injuries Health, Safety and Emergency Preparedness	Health, Safety and Emergency Preparedness	
403-10	Work-related ill health Health, Safety and Emergency Preparedness	Health, Safety and Emergency Preparedness	
Training and Education		GRI 3: Material Topics 2021, GRI 404: Training and Education 2016	
3-3	Management of material topics	Skills Competency and Employee Training	
404-1	Average hours of training per year per employee	Skills Competency and Employee Training	
404-2	Programs for upgrading employee skills and transition assistance programs	Skills Competency and Employee Training	
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Appraisal	
Diversity and Equal Opportunity		GRI 3: Material Topics 2021, GRI 405: Diversity and Equal Opportunity 2016	
3-3	Management of material topics	Diversity and Equal Opportunity	
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunity	

GRI Content Index

GRI Standard	Disclosure	Reference	Omission
Non-Discrimination		GRI 3: Material Topics 2021, GRI 406: Non-discrimination 2016	
3-3	Management of material topics	Diversity and Equal Opportunity	
406-1	Incidents of discrimination and corrective actions	Diversity and Equal Opportunity	
408-1	Operations and suppliers at significant risk for incidents of child labor	Not Disclosed	The Group has not conducted a formal assessment to determine whether any operations or suppliers are at significant risk of both child labor and forced and compulsory labor. However, the Group operates in Singapore, where all employment is governed by the Ministry of Manpower (MOM), which strictly prohibits both child labor and forced and compulsory labor. To date, the Group is not aware of any incidents.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Disclosed	
Anti-Corruption		GRI 3: Material Topics 2021, GRI 205: Anti-corruption 2016	
3-3	Management of material topics	Governance Practices	
205-1	Operations assessed for risks related to corruption	Governance Practices	
205-2	Communication and training in anti-corruption policies and procedures	Governance Practices	
205-3	Confirmed incidents of corruption and actions taken	Governance Practices	
Anti-Competitive Behavior		GRI 3: Material Topics 2021, GRI 206: Anti-competitive Behavior 2016	
3-3	Management of material topics	Governance Practices	
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Governance Practices	
Supplier Social Assessment		GRI 3: Material Topics 2021, GRI 414: Supplier Social Assessment 2016	
3-3	Management of material topics	Not disclosed	The Group did not perform social screenings on new suppliers during the reporting year. As a next step, the Group is developing a supplier assessment process that includes social criteria.
414-1	New suppliers that were screened using social criteria		
414-2	Negative social impacts in the supply chain and actions taken		
Marketing and Labeling		GRI 3: Material Topics 2021, GRI 417: Marketing and Labeling 2016	
3-3	Management of material topics	Governance Practices	
417-3	Incidents of non-compliance concerning marketing communications	Governance Practices	
Customer Privacy		GRI 3: Material Topics 2021, GRI 418: Customer Privacy 2016	
3-3	Management of material topics	Governance Practices	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance Practices	

SGX Core ESG Metrics

Topic	Metric	Framework alignment	Reference
GHG emissions	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	GRI 305-1, GRI 305-2, GRI 305-3	GreenHouse Gas Emissions
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	GRI 305-4	GreenHouse Gas Emissions
Energy consumption	Total energy consumption	GRI 302-1	Electricity Usage
	Energy consumption intensity	GRI 302-3	Electricity Usage
Water consumption	Total water consumption	GRI 303-5	Water
	Water consumption intensity		
Waste generation	Total waste generated	GRI 306-3	Waste
Gender diversity	Current employees by gender	GRI 405-1	Diversity and Equal Opportunity
	New hires and turnover by gender	GRI 401-1	Diversity and Equal Opportunity
Age-based diversity	Current employees by age	GRI 405-1	Diversity and Equal Opportunity
	New hires and turnover by age groups	GRI 401-1	Diversity and Equal Opportunity
Employment	Total turnover	GRI 401-1	Diversity and Equal Opportunity
	Total number of employees	GRI 2-7	Diversity and Equal Opportunity
Development and training	Average training hours per employee	GRI 404-1	Skills Competency and Employee Training
	Average training hours per employee by gender	GRI 404-1	Skills Competency and Employee Training
Occupational health and safety	Fatalities	GRI 403-9, MOM (Singapore)	Health, Safety and Emergency Preparedness
	High-consequence injuries	GRI 403-9, MOM (Singapore)	Health, Safety and Emergency Preparedness
	Recordable injuries	GRI 403-9, MOM (Singapore)	Health, Safety and Emergency Preparedness
	Recordable work-related ill health cases	GRI 403-10, MOM (Singapore)	Health, Safety and Emergency Preparedness
Board composition	Board independence	GRI 2-9	Annual Report 2025 : Board of Directors
	Women on the board	GRI 2-9, GRI 405-1	Nil
Management diversity	Women in the management team	GRI 2-9, GRI 405-1	Annual Report 2025: Management
Ethical behaviour	Anti-corruption disclosures	GRI 205-1, GRI 205-2 and GRI 205-3	Governance Practices
	Anti-corruption training for employees	GRI 205-2	Governance Practices
Certifications	List of relevant certifications	Commonly reported metric by SGX issuers	- ISO 45001:2018 - ISO 9001:2015 - bizSAFE Star
Alignment with frameworks	Alignment with frameworks and disclosure practices	SGX-ST Catalist Rules	Reporting Standards and Framework
Assurance	Assurance of sustainability report	GRI 2-5, SGX-ST Catalist Rules	Internal Review and External Assurance

TCFD Content Index

TCFD	Areas Disclosures	Reference
Governance		
Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	Sustainability Governance
	Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Governance
Strategy	Disclosures	Reference
Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Strategy - Scenario Analysis
	Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	Strategy - Scenario Analysis
	Describe the resilience of the organizations' strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Strategy - Scenario Analysis
Risk Management	Disclosures	Reference
Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	Stakeholder Engagement, Sustainability Approach, Material Topics, Risk Management
	Describe the organizations' processes for managing climate-related risks	Sustainability Governance, Risk Management
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Sustainability Governance, Risk Management
Metrics and Targets	Disclosures	Reference
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Metrics and Targets, Environmental, Social, Governance Practices
	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks	GreenHouse Gas Emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Metrics and Targets, Environmental, Social, Governance Practices

AEDGE

AEDGE GROUP LIMITED
4009 Ang Mo Kio Ave 10
#04-33 Tech Place I,
Singapore 569738
+6564587645
info@aedge.com.sg

cre8
Tel: (65) 63278398