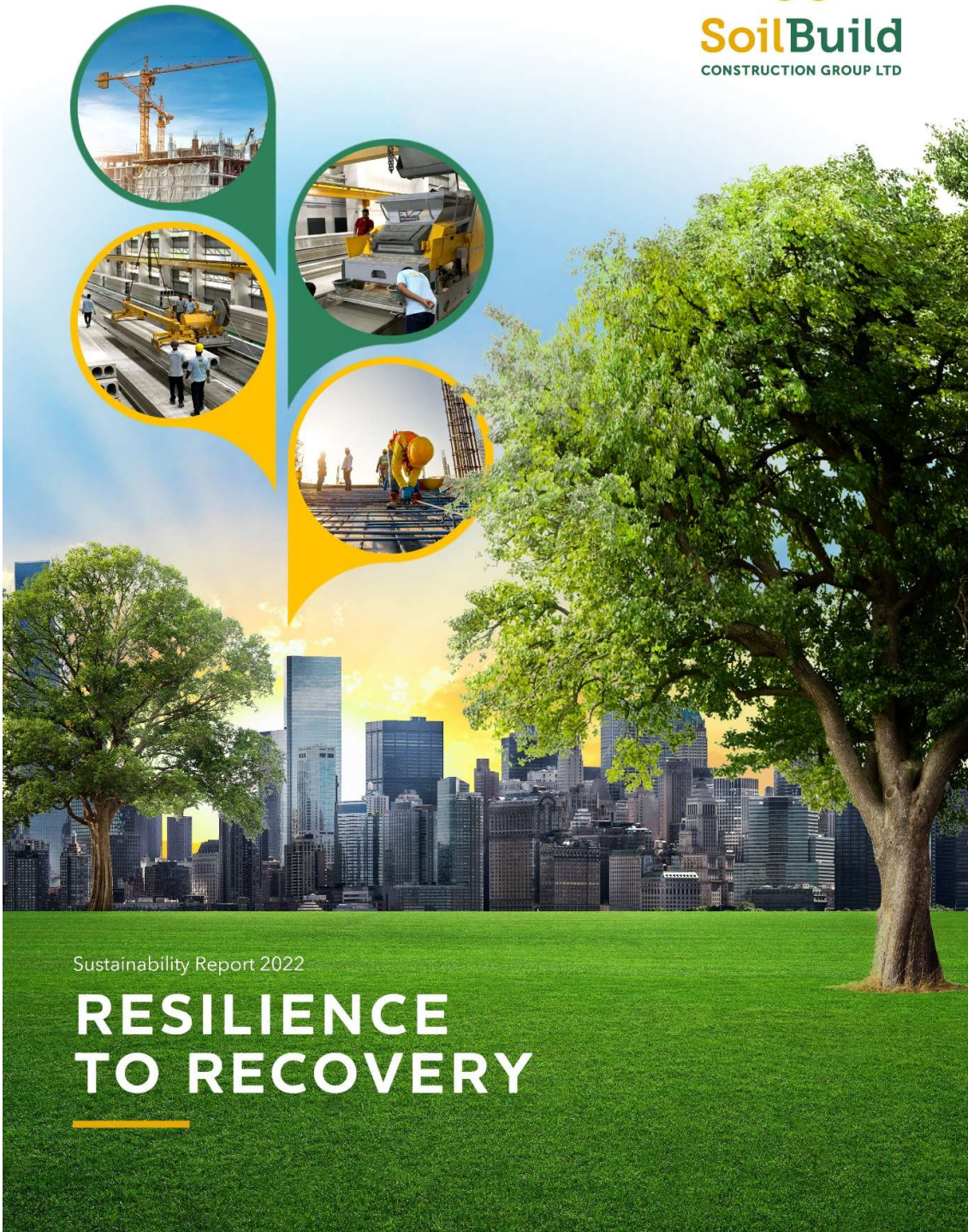




SoilBuild
CONSTRUCTION GROUP LTD



Sustainability Report 2022

RESILIENCE TO RECOVERY

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Message from Executive Chairman

Dear Stakeholders,

Soilbuild Construction Group Ltd. (“**Soilbuild**”, and together with its subsidiaries, the “**Group**”) is pleased to issue its sixth annual sustainability report (the “**Sustainability Report 2022**” and/or the “**Report**”).

The Board of Directors (the “**Board**”) of Soilbuild remains committed to sustainability and fully supports the adoption of the SGX sustainability reporting guidelines. Within this Report, we have presented our inaugural climate report prepared based on the Taskforce for Climate-related Financial Disclosures (“**TCFD**”) Recommendations. By doing so, the Group aims to meet the informational needs of our diverse stakeholders.

The construction sector is traditionally one of the more carbon-intensive industries, and the Group has undertaken efforts to offer products and services that are environmentally sustainable. During the year, we have rolled out more eco-friendly materials such as concrete with reduced embodied carbon to benefit both the environment and developers with their emissions management. We have also collaborated with government agencies, educational institutions and industry partners to jointly co-develop sustainable solutions that aims to reduce carbon emissions within the construction supply chain. These initiatives have allowed us to strengthen our identity as a green and sustainable builder in the built environment sector, while demonstrating our strong support towards the Singapore Green Plan, as part of the nation’s agenda to meet the long-term targets established in the Nationally Determined Contribution.

Our employees are core to the Group’s business operations and the Group seeks to develop their capabilities, so as to contribute positively to their well-being. We have conducted various trainings for all our employees and curated development programmes or pathways for them to upskill. In addition, the Group is committed to nurturing future local talents and uplifting workers in the built environment. The Group signed a memorandum of understanding with the Institute of Technical Education (“**ITE**”) in March 2022 to embark on a five-year partnership which aims to develop training and career opportunities in emerging areas of the sector.

The Group will look to continually strengthen our internal sustainability management framework, processes and procedures, given that ESG issues will continue to feature prominently in the corporate agenda.

On behalf of the Board, I would like to express my sincere appreciation to our stakeholders for their unwavering support during these challenging times.

Mr Lim Chap Huat

Executive Chairman

About This Report

Reporting Principles & Statement of Use

This Report is produced in accordance with the Global Reporting Initiative (“**GRI**”) 2021 Standards, covering our performance from 1 January 2022 to 31 December 2022. The GRI Standards were chosen as it is one of the globally recognized sustainability reporting standards and represents the global best practices for reporting on economic, environmental and social impacts.

The following GRI reporting principles have been applied to guide the Group in ensuring the quality and proper presentation of the information in this Report: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability. For more information on GRI disclosures, please refer to the GRI Content Index.

This Report incorporates the TCFD Recommendations to give stakeholders an overview of the potential financial effects of climate change on the Group's business model, including assets, revenue, operations, capital, and financing. The TCFD framework enables the Group to evaluate how climate-related risks, such as physical and transition risks, may impact Soilbuild and outlines strategies and actions for managing and mitigating these impacts, as well as potential opportunities. The United Nations Sustainable Development Goals (“**UN SDGs**”) have also been incorporated into the Report to highlight the Group's contributions to sustainable development. This Report is compliant with Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Rules 711A and 711B.

The Board of Directors has reviewed and approved the reported information as well as the material topics.

Reporting Scope

This report covers the Construction and Precast and Prefabrication segments and our operations in the geographical regions of Southeast Asia namely Singapore, Myanmar and Malaysia.

The entities have been selected on the basis of our level of control and nature of operations; hence, the Report has excluded the performance data of the Group's joint ventures.

Restatements

There are restatements made from previous reporting periods relating to (1) energy consumption, (2) water withdrawal, (3) employee turnover rate, as well as (4) employee training hours. Please refer to Focus 4: Protecting the Environment, and Focus 5: Developing Human Capital section for more details.

Assurance

The Group has an established system of internal controls as well as verification mechanisms to ensure the accuracy and reliability of the narratives and data disclosed in this Report. We have also considered the recommendations of an external Environmental, Social and Governance (“**ESG**”) consultant for the selection of material topics as well as compliance with the GRI Standards, TCFD Recommendations and the SGX-ST Listing Rules.

To further enhance the credibility of this Report, the Group has subjected our sustainability reporting process to internal review by our internal auditors, as required by SGX-ST Listing Rules 711B (3).

The Board has therefore assessed that independent external assurance is not required at this juncture.

Availability & Feedback

This report supplements the Group’s Annual Report 2022 and is available online at: <https://www.soilbuildconstruction.com>

We welcome feedback from our stakeholders to assist us in improving our sustainability practices. Questions or feedback on this Report can be sent to: sbcg_ir@soilbuild.com.

Sustainability Strategy Overview

Our Mission

To deliver optimal construction and management solutions to our partners and customers, and to enhance shareholder value.

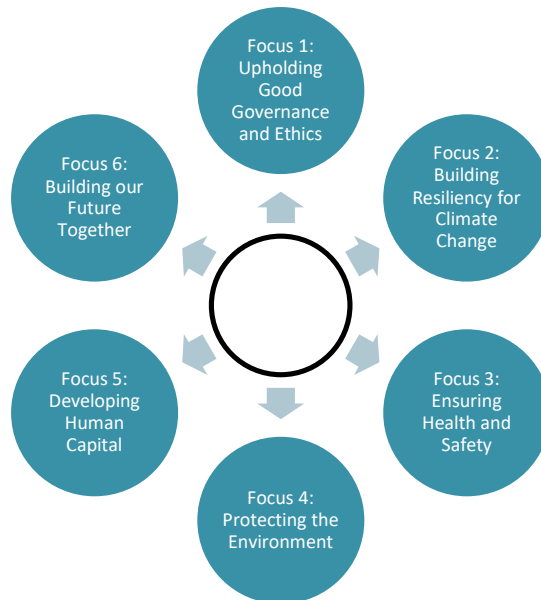
Our Vision

To be the preferred multi-disciplinary construction company first in Asia Pacific, then global.

Sustainability Philosophy

As an organisation that is committed to sustained growth and shared value creation, we adopt responsible practices across our supply chain. These are encapsulated in the various policies which govern our business practices and environmental stewardship. We strive to ensure that the various ESG tenets have been considered in our business decisions, while focusing on areas which are most relevant to our business.

To reflect our commitment to global sustainability efforts while delivering sustainable returns to all stakeholders, the Group has defined the following 6 focus areas to guide our sustainability strategy:



Focus 1: Upholding Good Governance and Ethics

The Group's strong corporate governance practices have helped us navigate ever evolving regulations in countries we operate in.

Focus 2: Building Resiliency for Climate Change

The transition to a low carbon economy is a global challenge that the Group is facing, and have been taking steps to address the relevant risks and opportunities during this transition.

Focus 3: Ensuring Health and Safety

The Group aims for zero incidents by inculcating robust workplace health and safety practices and policies.

Focus 4: Protecting the Environment

The Group undertakes precautions to limit negative impacts on the environment by managing waste and effluents as efficiently as possible.

Focus 5: Developing Human Capital

The Group aims to develop our talents to their fullest potential while also providing equal opportunities to all.

Focus 6: Building our Future Together

The Group strives to give back to the local community wherever we operate in.

Awards and Achievements

The Group has achieved the following awards:

Construction Division:

- BCA Green and Gracious Builder Award (Merit) Certificate awarded by the Singapore Contractors Association Ltd, valid for the period from June 2021 to June 2024
- Health & Safety Award – Gold Award in 2021 awarded by The Royal Society for the Prevention of Accidents (“RoSPA”)
- ISO 9001, 14001, 45001 Certification for Building & Civil Engineering Construction Services
- Design And Engineering Safety Award - Merit Award in 2019 awarded by the Building and Construction Authority of Singapore
- Digital BIM Technology Adoption (BIM Cost Management) in 2019 awarded by Cubicost TASC by Glodon International Pte Ltd
- BizSafe Star Certification

Precast Division:

- Precaster Accreditation Scheme awarded by Singapore Concrete Institute – Category PC1A & PC1
- Prefabricated Mechanical, Electrical, and Plumbing Manufacturer Accreditation Scheme awarded by Specialists Trade Alliance of Singapore




- ISO 9001, 14001, 45001 Certification for Design, Manufacture and Supply of Precast Concrete Products
- BizSAFE Star Certification for Precast Concrete Pte Ltd

Contribution to the Sustainable Development Goals

The Group's business focus is aligned with the United Nations Sustainable Development Goals. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to this global agenda are highlighted below.







UN SDG	The Group's Contribution	Read more in the following sections
<p>3 GOOD HEALTH AND WELL-BEING</p>	Provided a safe working environment for workers as well as workers who are not employees to work in.	Focus 3: Ensuring Health and Safety
<p>5 GENDER EQUALITY</p>	Provided equal opportunities in employment, training and career development regardless of gender.	Focus 5: Developing Human Capital
<p>6 CLEAN WATER AND SANITATION</p>	Used recycled water for operational needs to conserve resources.	Focus 4: Protecting the Environment
<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Provided work opportunities and a conducive working environment to the community.	Focus 5: Developing Human Capital
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Generated economic value to benefit shareholders and stakeholders.	Focus 6: Building our Future Together
<p>10 REDUCED INEQUALITIES</p>	Provided fair and equal opportunities to all employees.	Focus 5: Developing Human Capital

UN SDG	The Group's Contribution	Read more in the following sections
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reduced energy consumption through various initiatives.	Focus 4: Protecting the Environment
 <p>13 CLIMATE ACTION</p>	Strengthened resilience and adaptive capacity to climate change.	Focus 2: Building Resiliency for Climate Change
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Promoted good corporate governance and build strong working relationships with financial institutions and government bodies.	Focus 1: Upholding Good Governance and Ethics

ESG Performance Highlights

The section below highlights our sustainability performance in FY2022:

	To remain climate-resilient, the Group has started adopting the TCFD Recommendations and plans to strengthen the disclosures in the coming years.
	In FY2022, the Group secured several new construction contracts in Singapore with an aggregate value of S\$256.3 million. Meanwhile, the Group's precast and prefabrication business secured several new contracts with an aggregate value of S\$79.3 million to supply and delivery various precast and prefabrication building component products. As at 31 December 2022, the Group's order book stood at S\$461.5 million which comprise S\$352.9 million of construction projects and S\$108.6 million of prefabrication and precast supply contracts.
	Screened 100% of our new key suppliers in FY2022 based on social and environmental criteria.
	Achieved zero workplace fatalities in FY2022 and workplace injury rate of 84, which is lower than the national industry average of 491.

Stakeholder Engagement

The Group understands that stakeholder engagement is key to sustainable growth, and believes that an open and transparent communication with our stakeholders allows us to further develop and refine our business strategies and respond quickly and effectively to their concerns and needs. Stakeholders include groups of people or entities that are directly or indirectly influenced by our business operations and outcomes, or that can significantly influence our businesses. As part of our stakeholder engagement process, we identified the following key stakeholder groups:

- Customers (project owners and developers)
- Employees
- Suppliers and Sub-contractors
- Shareholders and Investors
- Community
- Government and Regulators

Our key stakeholders are kept abreast of important developments and updates through various engagement platforms. The Group also takes into account their perspectives and valuable feedback to improve our services and ultimately advance our sustainability goals.

The following table summarizes our key stakeholders, engagement platforms, their key concerns and how the Group has responded to those concerns

Stakeholders	Engagement Platforms	Issues of Concerns	Our Responses	Section Reference
Employees	<ul style="list-style-type: none"> • Performance appraisals • Weekly management meetings • Semi-annual risk management meeting • Annual budget meeting • Orientation for new staff 	<ul style="list-style-type: none"> • Remuneration • Staff benefits • Occupational health and safety • Compliance with local labour laws 	<ul style="list-style-type: none"> • Fair remuneration and benefits • Provide meaningful feedback channels and systems. 	<ul style="list-style-type: none"> • Focus 5: Developing Human Capital

Stakeholders	Engagement Platforms	Issues of Concerns	Our Responses	Section Reference
Suppliers and sub-contractors	<ul style="list-style-type: none"> • Supplier socioeconomic and environmental assessment 	<ul style="list-style-type: none"> • Environmental compliance • Health and safety compliance 	<ul style="list-style-type: none"> • Engage suppliers on compliance matters during on boarding or negotiations • Safety briefing conducted for staff and on-site contractors • Annual review of suppliers 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics • Focus 6: Building our Future Together
Customers (project owners and developers)	<ul style="list-style-type: none"> • Annual Reports • Regular customer engagement activities 	<ul style="list-style-type: none"> • Quality and safety of products • Building certifications • Compliance with local health and safety regulations 	<ul style="list-style-type: none"> • Ensure that products comply with safety standards • Ensure that products comply with relevant ISO standards 	<ul style="list-style-type: none"> • Focus 3: Ensuring Health and Safety
Governments and regulators	<ul style="list-style-type: none"> • Annual reports • Sustainability reports • Meeting with regulators for feedback 	<ul style="list-style-type: none"> • Regulatory and industrial requirements • Quality management requirements • Compliance with local health and safety regulations 	<ul style="list-style-type: none"> • Keeping updated with new regulation and policies • Staying updated with standards for quality management systems 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics
Community	<ul style="list-style-type: none"> • Engagement in community services 	<ul style="list-style-type: none"> • Environmental impact • Social development 	<ul style="list-style-type: none"> • Conduct events to serve the community 	<ul style="list-style-type: none"> • Focus 6: Building our Future Together
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • SGX announcements • Investor relations management • Annual General Meetings • Sustainability report 	<ul style="list-style-type: none"> • Economic performance • Anti-corruption • Climate change resiliency 	<ul style="list-style-type: none"> • Keep shareholders and investors updated through quarterly reports, annual reports and annual general meetings 	<ul style="list-style-type: none"> • Focus 1: Upholding Good Governance and Ethics • Focus 2: Building Resiliency for Climate Change • Focus 6: Building our Future Together

Materiality Assessment

To identify and validate ESG aspects that are important to our business and key stakeholders, we worked with an external consultant to conduct a materiality assessment workshop during FY2022. The workshop involved our senior management, and we had determined our material topics based on the significance of their impact in relation to the key issues of concerns raised by our internal and external stakeholders. Our selected material topics have also taken into consideration areas of concern in the general construction industry and current sustainability themes.

Soilbuild adopts a systematic four-step approach in determining the material topics for our operations.

- **Identification:** Sustainability team shortlists sustainability issues and sustainability topics that are relevant to stakeholders from a universal and GRI Standards respectively.
- **Prioritisation:** Material issues are grouped under the shortlisted GRI Material topics. Through discussion and analysis, the topics are ranked in relation to the significance of their ESG impact and based on stakeholders' concern.
- **Validation:** The list of ranked material topics is circulated to key management personnel for review to ensure completeness and relevance of topics selected.
- **Review:** The Sustainability team re-examines the material topics in relation to the feedback obtained to prepare for reporting.

With the revised Universal Standards under GRI Standards 2021, the Group took the opportunity to refresh our materiality assessment, following input provided by various stakeholders and given the topic's relevance to Soilbuild's sustainability strategy. The 23 topics listed in the table below resulted from the materiality assessment and form the basis of this Report. The table indicates the respective focus areas where further information on the material topics can be found in the Report.

Material Topics	GRI Topic Standards	Where the impact occurs
Focus 1: Upholding Good Governance and Ethics	<ul style="list-style-type: none"> • GRI 205: Anti-corruption 2016 • GRI 207: Tax 2019 (New) • GRI 308: Supplier Environmental Assessment 2016 (New) • GRI 414: Supplier Social Assessment 2016 (New) • GRI 418: Customer Privacy 2016 (New) 	Group-wide
Focus 2: Building Resiliency for Climate Change	<ul style="list-style-type: none"> • GRI 201: Economic Performance 2016 (New) 	Group-wide

Material Topics	GRI Topic Standards	Where the impact occurs
Focus 3: Ensuring Health and Safety	<ul style="list-style-type: none"> • GRI 403: Occupation Health and Safety 2018 • GRI 416: Customer Health and Safety 2016 	Group-wide
Focus 4: Protecting the Environment	<ul style="list-style-type: none"> • GRI 301: Materials 2016 (New) • GRI 302: Energy 2016 • GRI 303: Water and Effluents 2018 • GRI 305: Emissions 2016 (New) • GRI 306: Waste 2020 (New) 	Group-wide
Focus 5: Developing Human Capital	<ul style="list-style-type: none"> • GRI 401: Employment 2016 • GRI 404: Training and Education 2016 • GRI 405: Diversity and Equal Opportunity 2016 (New) • GRI 406: Non-discrimination 2016 (New) • GRI 409: Forced or Compulsory Labor 2016 (New) 	Group-wide
Focus 6: Building our Future Together	<ul style="list-style-type: none"> • GRI 202: Market Presence 2016 (New) • GRI 203: Indirect Economic Impacts 2016 (New) • GRI 204: Procurement Practices 2016 (New) • GRI 413: Local Communities 2016 (New) 	Group-wide

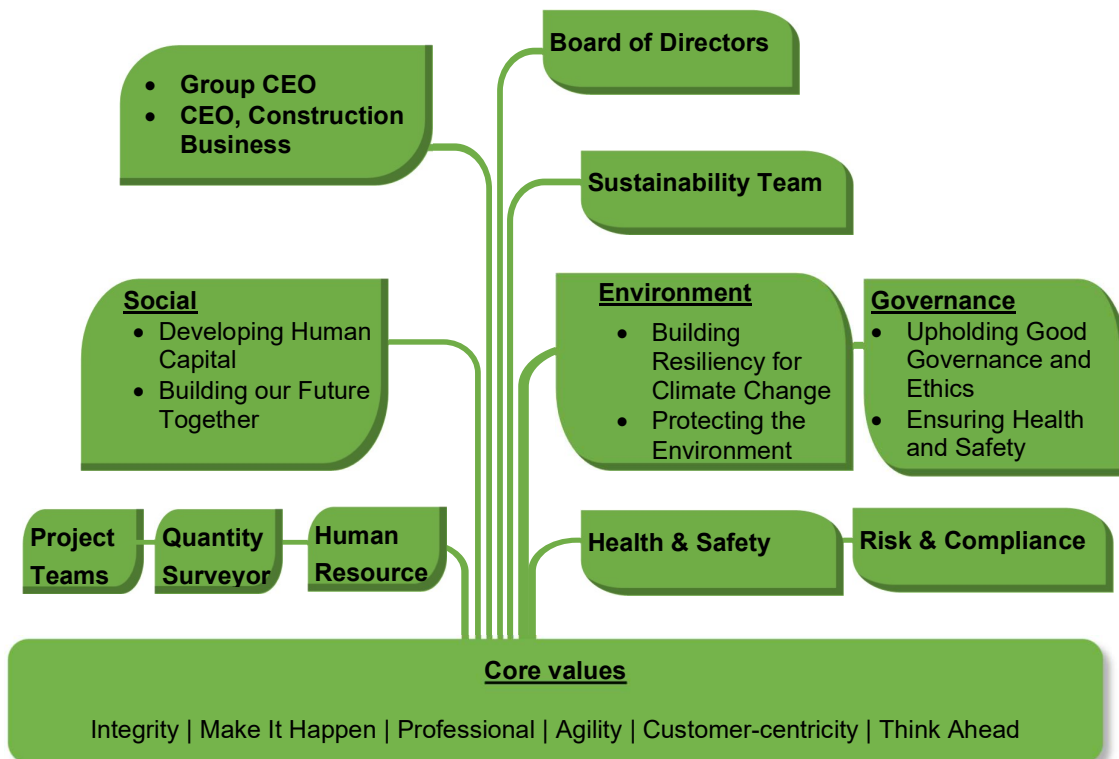
Focus 1: Upholding Good Governance and Ethics

Strong corporate governance and ethics is a necessary enabler for the Group to navigate and manage key sustainability issues, as well as ensure that the interests of all relevant stakeholders are considered when making business decisions.

Sustainability Governance Structure & Statement of the Board

The Board oversees the Group’s sustainability practices and initiatives, including its compliance with SGX guidelines on sustainability reporting. As a listed company, we are also committed to compliance with the Code of Corporate Governance of Singapore. The Code provides the framework for controls, checks and accountabilities that requires the Board to also consider sustainability issues in its business decisions. Throughout the year, the Board and the management reviewed the Group’s sustainability objectives and progress.

Organisation-wide sustainability agenda is led by the sustainability team which is co-headed by our Group Chief Executive Officer (“**Group CEO**”) the Chief Executive Officer, Construction Business (“**CEO, Construction Business**”). The Sustainability Team also comprises department heads from various business units, and takes guidance from the Board. The team initiates, drives, and monitors various aspects of our sustainability practices, to ensure effective integration of Environmental, Social and Governance initiatives into our business operations and corporate objectives.



Sustainability efforts, including the oversight, management and monitoring of materiality topics at the Group, are led by the management team, which reports directly

to the Board. To allow all members of the Board to better understand sustainability, SGX has mandated sustainability training for all board directors of equity issuers listed on SGX. As at 31 December 2022, all directors on the Board have attended sustainability training recognised by SGX.

The Board considers sustainability issues as part of the strategic formulation of the Group, and approves and validates the material environmental, social and economic topics identified by the Management. The Board also ensures that the factors identified are well managed and monitored. We apply the precautionary principle to our sustainability management to ensure that we minimise any negative impact on the environment and wider society arising from our operations.

Corporate & ESG Compliance

The laws and regulations that are applicable to the Group include, among others, the Code of Corporate Governance 2018, Listing Rules of the SGX-ST and the Securities and Futures Act.

Review of new regulations and updates to existing regulations are regularly conducted by our employees, our secretarial firm and our auditors. Updates are disseminated to relevant staff and processes are in place to monitor the activities and associated performance on a regular basis.

Additionally, updates on relevant legal, accounting and regulatory developments are regularly provided to the Board of Directors. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority which are relevant to the Directors.

The Group strives to comply fully with all relevant social, economic and environmental laws and regulations.

In FY2022, no significant instances of any non-compliance with laws or regulations in the economic, environmental or social areas have been identified.

Anti-Corruption

At Soilbuild, we believe that transparency and ethics is a prerequisite for any business operating in any industry. We have a zero tolerance on corruption and fraudulent acts and we have established policies, procedures and mechanisms to prevent such practices from occurring in the Group.

As part of our human resource policy, we have established and formalised an Employees' Code of Ethics which is communicated to all our employees.

Soilbuild's corporate philosophy centres around conducting business with transparency and ethical practice. We firmly believe that corruption and fraudulent activities pose significant threats to the sustainability of our organization and the larger society. In the course of conducting business and interacting with various stakeholders such as customers, consultants, sub-contractors, suppliers, business partners, associates, and agents, we acknowledge the potential exposure to corrupt, fraudulent,

and unethical practices. Consequently, we have established and communicated policies and procedures aimed at preventing such practices. We expect all our employees, customers, consultants, sub-contractors, suppliers, business partners, associates, and agents to fully comply and adhere to our policies and procedures during business dealings with our Group.

All employees of the Group are expected to work with integrity and demonstrate professionalism in their course of work by always acting in an honest, fair, and ethical manner. We have established and formalised, as part of our human resource management, an Employees' Code of Ethics policy, which sets out the guidelines of acceptable codes of ethics in our workplace. These guidelines also include dealing with potential areas of conflict of interest between the Group's employees, associates, vendors, consultants, suppliers and sub-contractors. All staff are required to read and understand the policy and complete the Conflict-of-Interest Declaration form and anti-corruption acknowledgment form annually.

The Group's Employees' Code of Ethics includes the following aspects:

- Declaration of potential conflicts upon commencement of employment and subsequent yearly declaration by all employees
- Managing conflicts when receiving gifts from vendors, consultants, suppliers and sub-contractors
- Entertainment
- Interested person transaction and business with family and friends
- Financial interest in an outside company
- Fraudulent financial reporting
- Asset misappropriation
- Aiding and abetting
- Insider trading and dealings in securities
- Money laundering

The Group has also put in place a whistle-blowing policy to provide employees, vendors, consultants, suppliers and sub-contractors with an avenue to raise concerns about possible improprieties in financial reporting or other matters, and we believe that arrangements are in place for the independent investigation of such matters and appropriate follow-up action. A dedicated email address is created for reporting suspected fraud, corruption, dishonest practices or other similar matters. Details of the whistle-blowing policies and arrangements have been made available to all employees of the Group. The policy is also provided as part of the letter of awards to all sub-contractors.

In FY2022, there were no instances of corruption.

Tax Compliance

The Group's approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in. This indirectly support the local governments and authorities in their economic, environmental and social development and objectives. The Group does not tolerate any intentional breach of tax laws and regulations.

The Group engages qualified professional tax advisors in all jurisdictions we operate in to ensure compliance as well as to fulfil required tax filing obligations. Material tax related risks are identified and notified to the Group before submission. Any instances of non-compliance are reported to the Audit Committee and resolved accordingly.

Implementation of tax compliance related policies and procedures are delegated to the respective business units and are monitored by the Group Financial Controller. In addition, The Group will seek advice from its external tax agents for any significant tax issues.

Customer Privacy

The Group takes our customers' and employee data privacy very seriously. The Group strictly adheres to the provisions of the Personal Data Protection Act 2012 ("PDPA"), which comprises various requirements governing the collection, use, disclosure and care of personal data. We strive to maintain strict confidentiality of customers' personal information gathered in the course of conducting our operations. No data collected will be used outside the scope of its agreed and intended purpose without prior consent.

We have also allocated resources to ensure data is well-protected by appointing a PDPA officer as required under the statutes. In addition to overseeing data protection responsibilities and ensuring compliance with the PDPA, the PDPA officer's role is to ensure that our Group's procedures are up to date with the latest regulations with regard to data privacy.

In FY2022, there was zero substantiated complaint concerning breaches of customer privacy and also zero instance of data leaks or losses of employee data.

Supplier Social & Environmental Assessment

With social and environmental factors being a growing concern in the construction industry, we have taken measures to conduct social and environmental assessments on the Group's key suppliers¹ to screen and evaluate suppliers. The evaluation criteria includes social criteria such as requiring companies to have good workplace health and safety track records, as well as environmental considerations such as green or eco-friendly certifications where applicable. This process takes place during initial on-boarding as well as during annual supplier reviews. If any suppliers were to be identified as having significant actual and/or potential negative sustainability impacts,

¹ Key suppliers are defined as major and strategic suppliers that the Group directly engages with for the supply of goods and/or services that are essential to Soilbuild's business activities.

Soilbuild will then conduct a follow up review to evaluate the severity of negative sustainability impacts and the follow up actions.

In FY2022, 100% of the Group’s new key suppliers were screened using sustainability criteria that include both social and environmental factors, and we have assessed that all of our key suppliers have complied with the relevant laws and regulations in being a supplier of choice. In FY2022, 11 new key suppliers were evaluated and there were no suppliers that have been identified to have negative environmental and social impacts.

Governance and Ethics Targets

Segment	FY2022 Targets	Status	FY2022 Performance Updates
Group-wide	To provide training on all ethics and anti-corruption related policies and practices to 100% of our employees	●	We have provided trainings via shared video recordings to all employees.
Segment	FY2023 Targets		
Group-wide	<ul style="list-style-type: none"> No significant non-compliance with laws and regulations Zero complaints concerning breaches of customer privacy and zero known incidents of identified leaks, thefts, or losses of customer data 		

Status: ● Met ● Partially met ● Not met


Focus 2: Building Resiliency for Climate Change






Taskforce on Climate-related Financial Disclosures Recommendations








Integrating climate resilience into our business strategy is key for long-term value creation. Sustainable practices can help to reduce emissions and resource consumption which will give the Group a competitive edge amidst the global move towards a low-carbon future.

The impacts of climate change are far-reaching and the Group is not spared from it. In addition to the Group's impact on the environment and society, we recognise the impact of climate change on our business operations and stakeholders. The Group continues to assess the associated risks and opportunities, chartering a resilient path for its business as governments and business leaders accelerate decarbonisation efforts.

This section presents a detailed discussion of our approach to the disclosure recommendations of the TCFD framework under the four core elements: climate-related governance, strategy, risk management, and metrics and targets.

TCFD Recommended Disclosures		FY2022 Status	Summary and Next Steps
Governance	Describe the Board's oversight of climate-related risks and opportunities		<p>Climate risks and opportunities were discussed and identified by the senior management based on the TCFD framework. Alongside the risks and opportunities, the management have also articulated their strategies and mitigation on these risks and opportunities. The consolidated risks and opportunities as well as mitigation strategies were presented to the Board.</p> <p>The Board has collectively reviewed and approved the climate risks and opportunities identified by the management. In mitigating the impact of climate change, the Board will endeavour to implement and continuously fine tune its sustainability governance structure by engaging the assistance of our management and operational leadership teams to oversee our climate mitigation strategies.</p> <p>Moving forward, the Board will be updated on the progress of the Group's mitigation and strategy against the identified climate risks and opportunities at least once a year or whenever necessary.</p>

TCFD Recommended Disclosures		FY2022 Status	Summary and Next Steps
	Describe management's role in assessing and managing climate-related risks and opportunities		<p>The identification of climate related risks and opportunities was undertaken by the management team. The management will be supporting the Board to implement the identified climate-related strategies from ground up together with the support of the operational leadership teams across the operational sites in various jurisdictions.</p> <p>The operational leaders and the Group's management will regularly review the progress and strategies within their operational sites to ensure that the strategies are implemented accordingly.</p> <p>For critical decisions pertaining to sustainability, the management and operational leaders will agree and make critical decisions pertaining to sustainability that might present risks or opportunities to the Group's operations.</p>
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term		Please refer to the Climate Risks and Opportunities section for more information.
	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning		
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks		<p>The Group has identified the relevant climate-related risks and opportunities as outlined in the Climate Risks and Opportunities section.</p> <p>Having been identified, each risk is then assessed based on 1) the likelihood of occurrence and 2) the severity of potential impacts arising from the risk.</p>

TCFD Recommended Disclosures		FY2022 Status	Summary and Next Steps
	Describe the organisation's processes for managing climate-related risks		The climate risk assessment process detailed above provides input for the Group to determine our risk management strategy. In addition to the likelihood and impact of the risk, we have also taken into consideration other relevant factors such as cost and time period involved.
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management		The Board and management team will undertake periodic review of the identified climate-related risks and the risk management approach.
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process		For our energy consumption and emissions performance, please refer to Energy and Emissions under Focus 4. As this report is the Group's initial quantification of our emissions, we shall continue to monitor our emissions footprint before setting any quantitative emissions reduction targets. The Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks. In line with SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in the subsequent sustainability report.
	Disclose Scope 1 ² , Scope 2 ³ , and if appropriate, Scope 3 ⁴ greenhouse gas (GHG) emissions, and the related risks		
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets		
FY2022 Status			
 Met		 In Progress	

² Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.

³ Scope 2 GHG emissions are resulted from the generation of purchased electricity consumed by the Group

⁴ Scope 3 emissions are emissions from sources not owned or controlled by the Group such as the Group's value chain

Climate-related Risks and Opportunities

In line with our commitment to align with the TCFD Recommendations, our identification and assessment of climate risks considers:

- Transition risks: include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- Physical risks: risks relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.

The table below reflects our understanding of our most significant climate-related risks relevant to our business. The Group recognises and is aware that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

Risk Category	Description	Risk Mitigation
Policy and Legal	<p>Increase of carbon tax will directly and indirectly increase cost of energy usage on pre-fab and construction segment, as well as the HQ building</p> <p>- In Singapore, the existing carbon tax of S\$5/tCO₂e is expected to increase from 2024 onwards. By 2030, the carbon tax is expected to be raised to \$50-\$80/tCO₂e.</p>	<p>The Group has installed rooftop solar panels at our Headquarter building to reduce our Scope 2 emissions.</p> <p>We are also exploring new technologies to replace current diesel-based generator sets. The Group has implemented energy saving initiatives such as the use of motion sensors at construction sites to minimize electricity</p>
	Time Period ⁵ : Short, Medium, Long	
	Likelihood ⁶ : Likely	

⁵ Definition of time period used in this Report:

- **Short**: 1-3 years
- **Medium**: 3-5 years
- **Long**: More than 5 years

⁶ 3 categories of likelihood have been used in this Report (in decreasing order of likelihood):

1. Almost Certain
2. Likely
3. Possible

Risk Category	Description	Risk Mitigation
	<p>Financial impact: Higher cost of energy usage leading to higher cost of construction projects</p> <p>Implication of targets set by Singapore Green building Masterplan 2030 on construction practice and supply chain</p> <ul style="list-style-type: none"> - 80% of new buildings are to be Super Low Energy buildings from 2030 to be in line with the Singapore Green Building Masterplan 2030 - Best-in-class green buildings are to see an 80% improvement in energy efficiency (from 2005 levels) by 2030. <p>Time Period: Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Higher capital investment to improve energy efficiency</p>	<p>wastage and the use of energy efficient appliances.</p> <p>The Group has engaged consultants to advise on ways to reduce room ambient temperatures, leading to less energy demand for cooling purposes.</p> <p>The Group is also exploring carbon credit schemes such as Renewable Energy Certificates to offset some of our carbon emissions.</p> <p>Our Headquarters building in Singapore is Green Mark certified and we are well positioned to meet the energy efficient requirements and targets in the Singapore Green Building Masterplan 2030.</p> <p>We have integrated natural ventilation as part of our building design, and we also selectively use the materials in building envelope and deploy efficient air-conditioning. The Group will continue to engage industry participants and regulators to adopt the latest technology and material.</p> <p>The Group also plans to continue its assessment to review and potentially upgrade our Green Mark Certification level to Green Mark Platinum.</p>
Technology	<p>Possible introduction of new construction methods and products potentially rendering our pre-fab products and equipment obsolete</p> <ul style="list-style-type: none"> - The pre-fab equipment and product that we currently use may be in less demand or obsolete due to evolving construction methods through the use of sustainable 	<p>The Group will continue our engagements with industry leaders, participants and regulators to adopt the latest technology and materials.</p>

Risk Category	Description	Risk Mitigation
	materials or energy efficient equipment Time Period: Long Likelihood: Possible Financial impact: Higher capital investment	
Market	A shift in market preference for greener pre-fab products over our existing products. - Introduction of greener pre-fab products by competitors in response to a shift in market preference may signal a loss of revenue if we do not adapt in a timely manner Time Period: Medium, Long Likelihood: Possible Financial impact: Lower pre-fab revenue	The Group will continue to observe and keep abreast of market developments in the built environment sector.
Reputational	Increasing stakeholder expectation of businesses to take climate action and implement sustainable practices - Failure to adopt best industry sustainable practices compared to other competitors may impact our reputation Time Period: Medium, Long Likelihood: Likely Financial impact: Lower construction revenue	Our Group has been participative in the construction of Green Mark buildings. In addition, we conduct extensive R&D on construction sites e.g. replacing diesel driven machines. We have also dedicated resources within our organisation to champion sustainability causes. We have obtained and maintained ISO 14001. Our group has also digitized our operational work processes to reduce paper usage and wastage. We will also continue to engage industry participants and regulators to adopt the latest green technology and integrate sustainable and renewable materials for our business.
Physical (Acute and Chronic)	Effect of changing weather conditions on company assets in Singapore and Malaysia - Increased temperature and higher average rainfall in the regions that we operate in	The Group continues to monitor long term weather conditions and take appropriate measures, including relocation if necessary.

Risk Category	Description	Risk Mitigation
	<p>Effect of changing weather condition on construction activities.</p> <ul style="list-style-type: none"> - Increased temperature and higher average rainfall can lead to operational disruptions and stoppage of work that could result in increased project costs 	<p>As part of our mitigation strategy, we perform site planning and management to reduce the impact of weather conditions.</p> <p>All construction sites under our charge are to comply with Earth Control Measures, to ensure proper discharge of silt and water from construction sites.</p>
	Time Period: Medium, Long	
	Likelihood: Likely	
	Financial impact: Operational disruptions leading to increased project costs	In addition, there is currently no delay in construction projects due to flooding.

While the effects of climate change pose certain risks to the Group, there are also opportunities that arise. The Group is well positioned to captures such opportunities and create long-term value for our stakeholders.

Opportunities	Description	Management's Response
Energy Source	<p>Utilise renewable energy to decarbonise the business and reduce emissions</p> <ul style="list-style-type: none"> - Solar panels can be deployed to generate renewable energy to decarbonise and reduce carbon emissions 	The Group has installed solar panels on the roof of our headquarters and will consider expanding on the use of renewable energy should more opportunities arise.
	Time Period: Short, Medium, Long	
	Likelihood: Almost certain	
	Financial impact: Reduction in electricity consumption cost	
Markets	<p>Built design requirements set out by the Building and Construction Authority for builders to reduce labour intensive construction activities increases demand for precast</p> <ul style="list-style-type: none"> - Under the built design requirement, BCA requires builders to achieve a minimum constructability score which represents the labour productivity of the project. To achieve this minimum score, precast is used which will lead to an increase in demand for precast for construction projects 	Revenue from the sale of precast contributes to 11% of the Group's total revenue. We will monitor and find opportunities for expansion.
	Time Period: Short, Medium, Long	
	Likelihood: Likely	

Opportunities	Description	Management's Response
	Financial impact: Increase in revenue for precast	
Markets	Bid for Green Mark certified projects - Opportunities exist for Soilbuild to participate in projects that require the Green Mark Certification	Soilbuild will continue to actively participate in bidding of Green Mark buildings despite the higher cost incurred in the construction of such buildings.
	Time Period: Short, Medium, Long	
	Likelihood: Likely	
	Financial impact: Increase in revenue for Soilbuild	
Markets	Leverage on grants for digitalisation of operational work - Soilbuild can utilise government grants to digitalise, which will likely result in a reduction of resource consumption while improving operational efficiencies	The Group has received the Integrated Digital Delivery (“IDD”) Platform grant for digitalisation of operational work. This has helped us reduce the consumption of paper and improve operational efficiency.
	Time Period: Short, Medium, Long	
	Likelihood: Likely	
	Financial impact: Reduced operational costs	
Products and Services	Collaborate with external partners to develop sustainable materials through R&D. - Soilbuild can leverage on its expertise in the built environment to invest in R&D to develop sustainable new products such as low embodied carbon cement	The Group has invested in R&D into reducing embodied carbon of construction materials. (e.g., reduction of carbon in cement, innovating sustainable concrete)
	Time Period: Medium, Long	
	Likelihood: Possible	The Group will continue to engage industry participants, educational institutions to collaborate and innovate.
	Financial impact: Additional revenue stream resulting from new product	

Focus 3: Ensuring Health and Safety

Even as the world begins its transition towards COVID-19 resilience and a new normal, creating a safe workplace remains a salient issue. The Group has continued to emphasize workplace safety and health (“**WSH**”) practices in addition to safe management measures as mandated by the local authorities. Our WSH policies are a commitment to the safety of our workers and employees and forms a key pillar in our business strategy to minimize any occurrence of disruptions to our operations.

Occupational Health and Safety

Occupational health and safety is a priority for the Group. An integrated management system has been implemented to manage quality, environment, safety and health in accordance with industry best practices. The Group is responsible and accountable for providing a safe work environment for all personnel, employees and contractors alike. This is achieved by providing information to all workers, so they are informed of the management system and related procedural and process arrangements, through inductions, training and supervision.

As we step out of COVID challenges, we refocus and review our Management System to identify potential room for improvement within our workplaces. We started having adhoc EHS cross audits with independent auditors from different worksites to conduct the audit session allowing the respective sites to have fresh inputs of the existing site condition and/or work method as part of our improvement process. We’re also pleased to learn that this exercise has allowed various staffs to learn good practices during the audit session and this allows them to bring the good practices back and implementing it on their respective sites. Such is beneficial as we can further align our work practices across all worksites.

The Group has obtained and maintained relevant awards and certifications as part of our Occupational Health and Safety Management System. Some of our certifications include our ISO 45001 certification in occupational health and safety, which is considered one of the leading standards when health and safety is concern. In addition, we have also been awarded the RoSPA Gold Award for our health and safety practices.

In addition to the health and safety standards attained, we have put in place comprehensive safety measures to provide a safe and healthy working environment for all staff. We have formed a safety committee, which is responsible for ensuring that all staff adhere to the safety measures implemented. We have also employed health safety environment officers in our group to identify hazards, manage, implement and enforce safe workplace practices to safeguard our worker’s health. We have put in place comprehensive safety measures to provide a safe and healthy working environment for all our staff. Our safety committee is responsible for ensuring that all staff adhere to the safety measures implemented. Such measures include:

- i) conducting periodic review of risk assessments against our project lookahead work plan to identify the risks and working out of holistic safe work plan to minimise risks to an acceptable level;

- ii) conducting regular safety meetings and providing sufficient management support and resources to plan, implement and execute safety measures in compliance with workplace health and safety legislations and other requirements which include directives, guidelines and standards prescribed by our Group;
- iii) enhancement of our maintenance regime that includes the checks done for tools and equipment; and
- iv) improving the competency of our staff and cultivating good safety habits through proper training, instruction and guidance and ensuring that workplace safety and health matters are effectively communicated to all employees.

Soilbuild actively promotes work safety and environmental awareness by upgrading the skills of our employees to increase their knowledge and proficiency in operational safety supervision and management. Planned events like “Safety Time Out” have been conducted regularly across all work sites. During FY2022, we have carried out more than 20 Safety Time-Out exercises across our work sites. During Safety Time Out, Soilbuild employees take time off from their routine operations to perform site inspection to review a particular work activity or system to ensure safe operations. All findings (good practices and/or room for improvement) will be compiled and briefed to respective project work crews for understanding of safety performance on site. Site tailored training plan (with site demonstration) will be derived thereafter to improve site safety awareness and knowledge based on the gaps identified during the site inspection.

Soilbuild has started embarking onto our digital / technological journey for our works on site such as working with vendors to trial various solutions to mitigate entrapment risk during operation of Mobile Elevated Work Platform. Though this solution is not yet successful, we have successfully implemented CCTV system with Artificial Intelligence software to help enhance our site supervision, enabling us to promptly intervene any unsafe works / acts on site. This will also be part of our site implementation measures for our new projects as we believe this can aid our effort to ensure close supervision at high risk area(s) and to aid our cause to improve workplace practices and culture.

Workplace Injuries and Incidents

In FY2022, our Workplace Fatal Injury Rate⁷ of zero was below the industry average⁸ of 3.3. Through our effort put in last year, we have managed to improve our safety performance – achieving Workplace Injury Rate (“WIR”) of 84, which was lower than the national industry average of 491. Whilst we have shown improvement in our performance, we are not taking things for granted as we seek to further reduce our injury rate and improve our workplace practices in FY2023.

The Group is cognizant that risks in the construction industry do not solely comprise physical injuries, but also include work-related ill health due to inherent health hazards.

⁷ Workplace Injury Rate= $\frac{\text{No.of Fatal or Major Workplace Injuries}}{\text{No.of Workers}} \times 100,000$

⁸ Ministry of Manpower. (2022). *Workplace Safety and Health Report 2022*. <https://www.mom.gov.sg/-/media/mom/documents/safety-health/reports-stats/wsh-national-statistics/wsh-national-stats-2022.pdf> pdf

The Group has identified the relevant hazards that pose a health risk to workers and has placed robust safeguards to minimize and manage these risks.

To manage the risk of incidents and vector borne diseases such as dengue fever, we implemented preventive measures to control mosquito breeding at water bodies. In addition, we have employed in-house environment control officers to monitor and advise on the control of disease-bearing vectors and rodents. The group also conducts proper management and disposal of solid waste to improve hygiene levels for the workers and staff on the sites. Our Group, through our environment control officers, also monitors the noise levels of all our ongoing projects by using sound level meters to safeguard our workers health.

There were no cases of work-related ill health in FY2022.

Work related Injuries (Employees and subcontractors)*	Number of occurrences		Rate (Per 200,000 hours worked)		Total hours worked	Total hours worked
	FY2022	FY2021	FY2022	FY2021	FY2022	FY2021
Fatalities as a result of work-related injury	-	-	-	-	3,521,122	6,347,817
High-consequence work-related injuries (excluding fatalities)	-	-	-	-		
Recordable work-related injuries (including high-consequence work-related injuries)	18	11	1.02	0.34		

*Information in the above table is based on consolidated workplace injury data for both employees and subcontractors provided to the Ministry of Manpower per regulatory requirements

The Group engages sub-contractors to perform specialized work such as tiling, plastering, and rebar works. These sub-contractors are responsible for the work permits, insurance and medical expenses, and accommodation for their own workers. As the Group is in the process of developing a methodology of tracking the number of subcontract workers in the year and is working towards disclosing the amount in subsequent years.

Customer Health & Safety

The Group recognises the importance of health and safety impacts of our products and services. Our customers associate our brand and reputation with safe, high quality services and products that they can trust. We adhere to international standards to ensure that our services and products achieves the highest level of quality and safety in the industry.

Soilbuild's commitment in having a robust management system across all worksites have allowed us to obtain the bizSAFE Level Star and the ISO 45001 certification for the scope of building and civil engineering construction services. It has also allowed us to obtain the Green Concrete FL50H 022-146-3335 and SSEN206 – Ready-Mixed Concrete Certification for the precast and prefabrication operations. We also remain

committed to engage bizSAFE-certified vendors and/or contractors, with partners who have been certified with ISO 45001 certification to maintain our occupational health and safety standards.

The Group has put in place a strict standard operating procedures for the procurement of all goods and services from vendors and contractors. As a RoSPA Gold Award for health and safety practices recipient, we remain committed to maintaining our occupational health and safety standards. We partner with bizSAFE-certified vendors and contractors who are ISO 45001 certified. All of our construction equipment and systems used in our operations go through rigorous testing, checks, as well as frequent maintenance to ensure they are operational, safe and properly configured and maintained. The production of our concrete and precast is also carried out in accordance to industry standards.

In FY2022, there were no substantiated complaints regarding the health and safety of our products and services.

Health & Safety Targets

Segment	FY2022 Targets	Status	FY2022 Performance Updates
Group-wide	To achieve a lower workplace injury rate as compared to the Construction industry average	●	The Group's WIR of 84 is lower compared to the national industry WIR of 491.
	To strive for zero occupational disease and dangerous occurrence for every project	●	The Group has no occupational disease and dangerous occurrence cases during FY2022
	To strive for zero demerit points from the Ministry of Manpower ("MOM") for every project	●	There was one incident of demerit points due to safety lapses in FY2022. While the case is still undergoing MOM's investigation, the Group has completed its internal corrective action plan and has incorporated the measures into our Safety and Health Management System for company-wide implementation.
	To achieve the following Accident-Free Days targets: a) 1st Target >100 days without Accident b) 2nd Target >250 days without Accident	Target has been assessed to be no longer relevant.	The Group is unable to present the data on a consolidated basis, as Accident-Free Days are tracked on a project basis. Going forward, we have revised this target as WIR is a more practical

	c) 3rd Target > No accidents up to Project Completion		indicator to monitor the safety targets at the Group level, while also providing comparability against industry standards. As disclosed above, the Group's WIR of 84 is lower than the national WIR and we intend to continue to maintain this as a target.
	To achieve minimum score of 70% for all elements in the Construction Safety Audit Scoring System ("ConSASS") Audits.	●	The Group has achieved average score for each band as per below which is higher than the minimum score of 70%: Band 1 – 99.82% Band 2 – 95.73% Band 3 – 82.6%
	To continue to incorporate and improve health and safety considerations in our construction projects, as well as in the precast and prefabrication operations.	●	There have been improvements in our workplace injury rates and the Group has continuously reviewed and improved our safety and health management systems.
Segment	FY2023 Targets		
Group-wide	<ul style="list-style-type: none"> • Zero fatality • Zero Stop Work Order from MOM or other agencies • To achieve minimum score of 70% for all bands in ConSASS audits • Individual projects to achieve WIR lower than 12.5% of National WIR rate 		

Status: ● Met ● Partially met ● Not met

Focus 4: Protecting the Environment

Effective environmental and resource management is central to Soilbuild's operations and sustainability strategy. We have implemented an environmental management system to identify, minimize, and manage environmental impacts arising from our business operations. Soilbuild has obtained the ISO 14001:2015 certification for the scope of building and civil engineering construction services, as well as ISO 14001:2015, ISO 45001:2018 and ISO 9001:2015 certification for design, manufacture and supply of precast concrete products. This is a testament to the Group's commitment to responsible stewardship of resources and managing our footprint as a business.

Materials

The Group has undertaken efforts to recycle the input materials in our projects to reduce wastage and make our operations more sustainable.

As a Green Mark Award recipient, we remain committed to achieving material efficiency and sustainability by using eco-friendly and recycled materials in our construction projects wherever possible.

We currently use green concrete to replace conventional concrete for the construction of various projects. We have also invested in R&D to develop concrete with reduced or low embodied carbon. Together with our use of green materials, this has resulted in a reduction in carbon footprint of our construction projects as well as for downstream developers.

In addition to the use of green input materials, we have also made use of recycled materials such as recycled rebars, doors and partitions to reduce the demand for new input materials.

The Group is working to track the weight, composition as well as volume of materials used and intends to disclose this information in subsequent sustainability reports.

Energy

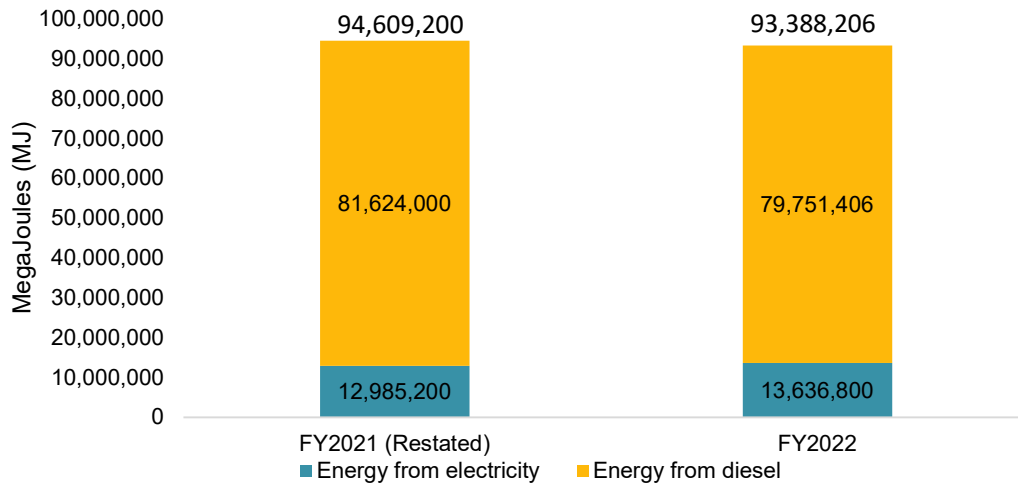
At Soilbuild, we continuously look at improving our energy use and efficiency. We endeavour to maximise energy efficiency across all our business units and at different stages of a building's lifecycle, and we believe that improvements in energy efficiency will enable us to reduce costs, while improving our overall operational efficiency. Integrating energy efficiency considerations into the design and construction of our assets can also help to reduce operational electricity costs of our customers. The following is a list of our energy saving efforts:

Energy Initiatives

- Installation of solar panel on the Group's ICPH rooftop to generate electricity, which has been commissioned in Q1 2021

- Monitoring and analysing energy usage in all projects under construction for any abnormality to support immediate rectification
- Implementing various measures to reduce energy consumption, including using energy efficient equipment with the Energy Star logo
- Using energy efficient lightings and green label photocopiers at the site offices

Total Energy Consumption

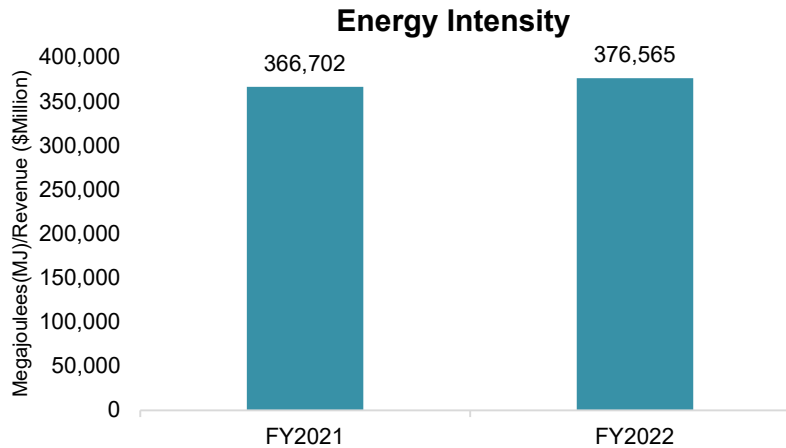


Restatement

The energy consumption for FY2021 have been restated to present the consolidated data at group level, as well as due to a change in units of measurement from megawatt hour (“MWh”) to megajoules (“MJ”) for energy consumption in order to standardise the calculation obtained across multiple sources such as electricity and diesel.

The Group’s total energy consumption has decreased by approximately 1% in FY2022 compared to FY2021. The reduction is primarily attributable to decreased usage of diesel at our construction sites (approximately 2% lower compared to FY2021), but the decreased diesel usage was partially offset by a 5% increase in electricity consumption due to increased construction and precast manufacturing activities following the gradual recovery from the impact of COVID-19.

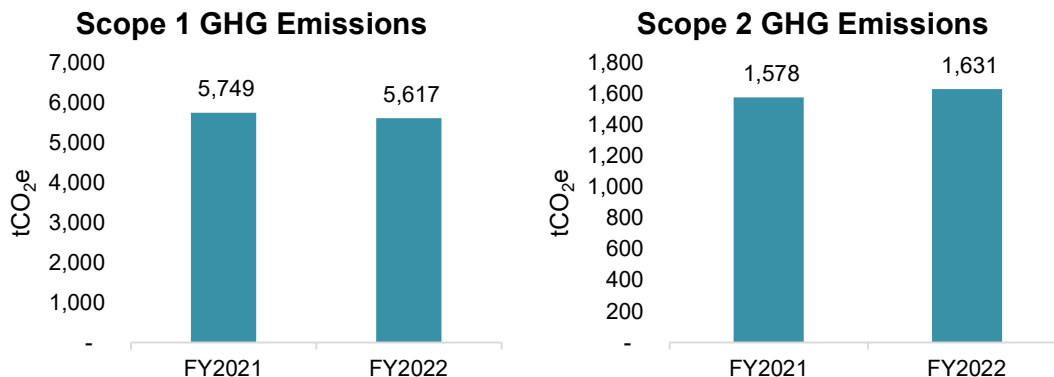
While the Group’s energy intensity (calculated based on the Group’s revenue) has increased by 3% compared to FY2021, we will continuously seek to improve on our practices to enhance energy use efficiency.



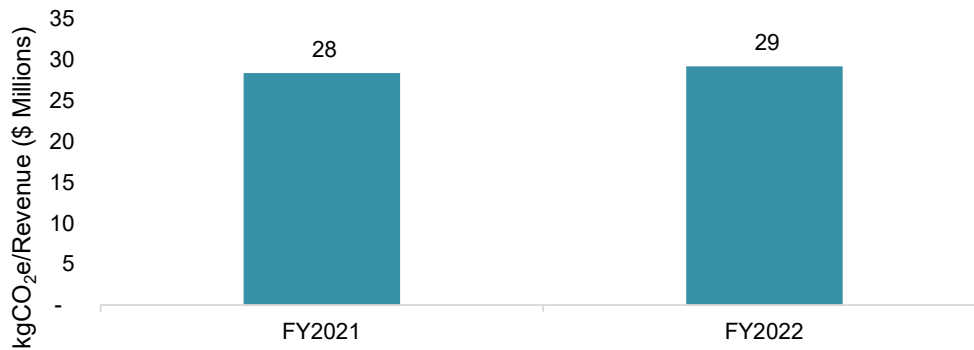
Emissions

At Soilbuild, employees are encouraged to promote energy and fuel efficiency practices to reduce carbon emissions. The emissions are tracked and monitored for all our construction project sites as well as corporate offices. The Group also endeavours to reduce embodied carbon levels in the concrete production process. For the Precast Division, there are several R&D projects in progress to develop sustainable concrete materials in the long-term. Immediate solutions (short-term) on trial include the direct replacement of cement or sand with readily available and established sustainable materials.

To determine the Group’s carbon footprint, we collected energy usage data from each project as well as our operational facility to calculate our annual greenhouse gas (“GHG”) emissions. GHG emissions are derived in accordance with the GHG Protocol established by the World Resources Institute and the World Business Council for Sustainable Development, which is a globally accepted basis for corporate GHG accounting. Using the “operational control” method, we include 100% of the emissions associated with businesses where we have operational control. Our carbon footprint includes the Group’s diesel consumption (Scope 1) and consumption of purchased electricity in our operations (Scope 2).



Emissions Intensity (Scope 1 and Scope 2)



Similar to the Group's energy consumption, there has been an increase in emissions in FY2022 due to the resumption of construction activities. Likewise, this increase in emissions was a result of new projects, as well as the increased activity and greater production in the prefabrication segment to meet rising demand.

The Group has also ensured that no ozone depleting substances were produced, imported, or exported in every part of its operations. In addition, the Group does not have any significant air emissions such as nitrogen oxides, sulfur oxides, and particulate matter.

Water and Effluents

At Soilbuild, we monitor and manage our water consumption to ensure water efficiency in our operations through the use of water efficient equipment and processes. Water saving processes are implemented across Soilbuild's operations and activities. Employees are also constantly reminded to reduce water consumption.

Our water consumption consists of potable and recycled water and both are categorised as freshwater. Potable water is withdrawn from municipal third-party water supplies. Recycled water is being used instead of potable water where possible and consists of NEWater and rainwater harvesting. NEWater is high-grade reclaimed water used mainly for operational activities such as cooling in Singapore. Water stress areas are not applicable as the Group does not contribute to the country's ability, or lack thereof, to meet the human and ecological demand for water.

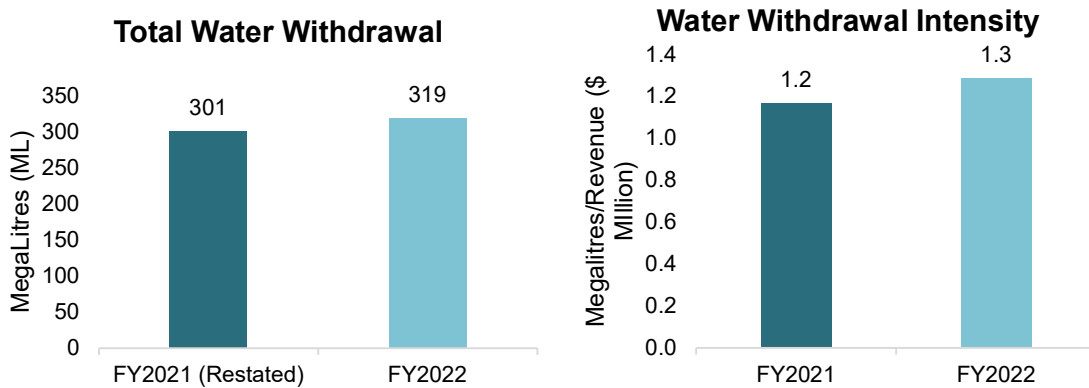
Recycled and rainwater water is used for a variety of purposes such as cleaning construction sites and washing of vehicles at the construction site. In addition, water saving devices such as thimbles in taps are installed across our project sites and corporate office.

Water Conservation Initiatives

- Monitoring and analysing water usage in construction sites for all projects under construction.
- Using rainwater or recycled water to wash vehicles before they leave the construction sites and using recycled water for washing before casting.

Water saving devices like thimbles in taps are also installed wherever possible in our project sites and our corporate office.

In addition, rainwater or recycled water is used to wash vehicles before they leave the construction sites, and using recycled water for washing before casting.



Restatement
 Water data for FY2021 have been restated due to a change in units of measurement from cubic meters (“m³”) to Megalitres (“ML”).

Water consumption has increased by approximately 6% from 301 ML in FY2021 to 319 ML in FY2022. We will continue to strive towards maintaining our water efficiency and consumption.

Waste

At Soilbuild, we aim to be efficient when it comes to managing our resources and minimizing our waste.

We minimise construction waste by harnessing advanced technology such as Building Information Modelling (“**BIM**”) as part of our construction planning. In addition, we only conduct the disposal of waste materials by using only approved methods to minimise any harm to the environment. Excess debris and general waste from construction are collected in designated bins for proper disposal by licensed disposal contractors.

All our waste disposal methods are conducted responsibly in compliance with local laws and regulations, such as the Environmental Protection and Management Act in Singapore and the Environmental Quality Act in Malaysia.

The Group is working to measure the amount of waste generated on a consolidated basis, and intends to disclose this information in subsequent sustainability reports.

Environmental Targets

Segment	FY2022 Targets	Status	FY2022 Performance Updates
Group-wide	To initiate at least one more new energy (electricity) consumption reduction initiative and measure the resulting outcome and continue to set campaigns to raise awareness of energy saving	●	<p>The following energy (electricity) consumption reduction initiative has been implemented in FY2022.</p> <p><u>Precast Division:</u></p> <ul style="list-style-type: none"> Transition towards paperless/digital name card and business profile. R&D on Vacuum Assistant Radiant Cooling technology for cooling load savings in indoor rooms. Pilot trial on concrete sensing technology for savings on concrete wastages and improved manufacturing productivity. <p><u>Construction Division:</u></p> <ul style="list-style-type: none"> Transition to electronic personnel file for employee records to reduce printing of hardcopies for filing
	To reduce our water consumption across the key operational activities using innovative water efficiency and reduction measures	●	The Group is in the progress of initiating water consumption efficiency and reduction measures.
Segment	FY2023 Targets		
Group-wide	<p><u>Electricity Usage:</u></p> <ul style="list-style-type: none"> To achieve reduction in electricity usage per million-dollar value of work done by 1% as compared to FY2022. To explore using solar panels in project sites for longer-term (i.e. 3 years and above) contracts. <p><u>Diesel Usage:</u></p> <ul style="list-style-type: none"> To achieve reduction in diesel usage per million-dollar value of work done by 1% as compared to FY2022 To explore usage of electrically powered generator to replace diesel powered generator, where applicable. <p><u>Water Consumption:</u></p> <ul style="list-style-type: none"> To achieve reduction in water consumption per million-dollar value of work done by 1% as compared to FY2022. 		

Status: ● Met ● Partially met ● Not met

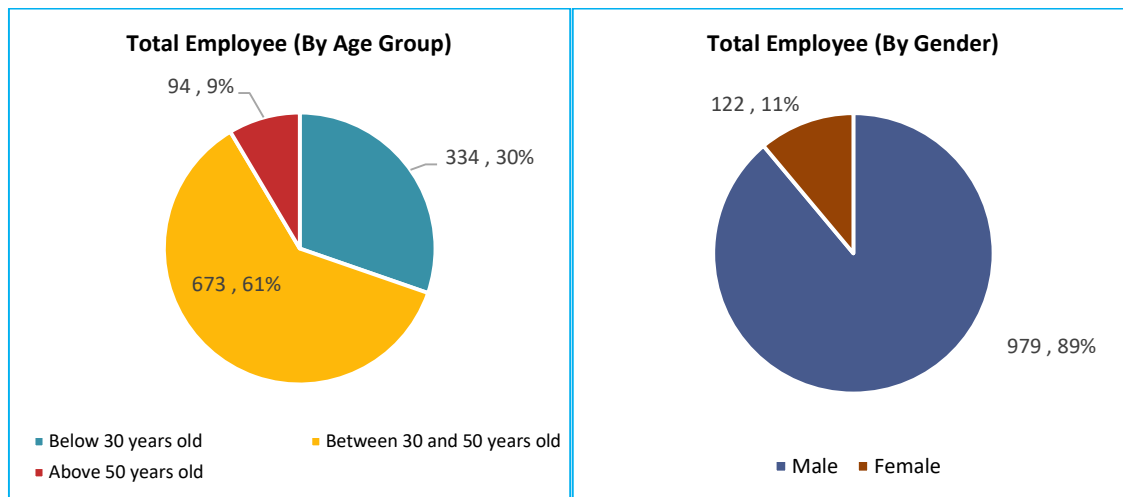
Focus 5: Developing Human Capital

At Soilbuild, we recognise that our people are the driving force behind the Group's continued success. We strive to embrace diversity and inclusivity as we believe that it drives innovation. We also strive to be a holistic employer that enables our employees to grow professionally in their careers.

Diversity, Inclusivity and Equal Opportunity

As of 31 December 2022, the total number of employees at Soilbuild is 1,101 (FY2021: 947), out of which are 1,100 are full-time employees while 1 of them is a male temporary employee aged between 30 to 50 years old in Myanmar.

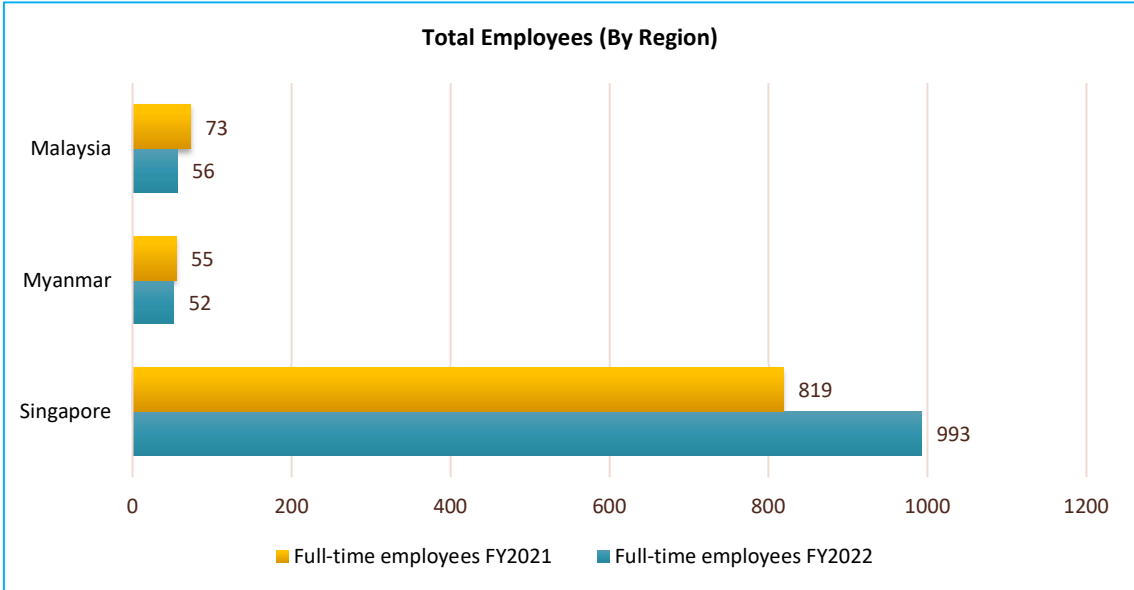
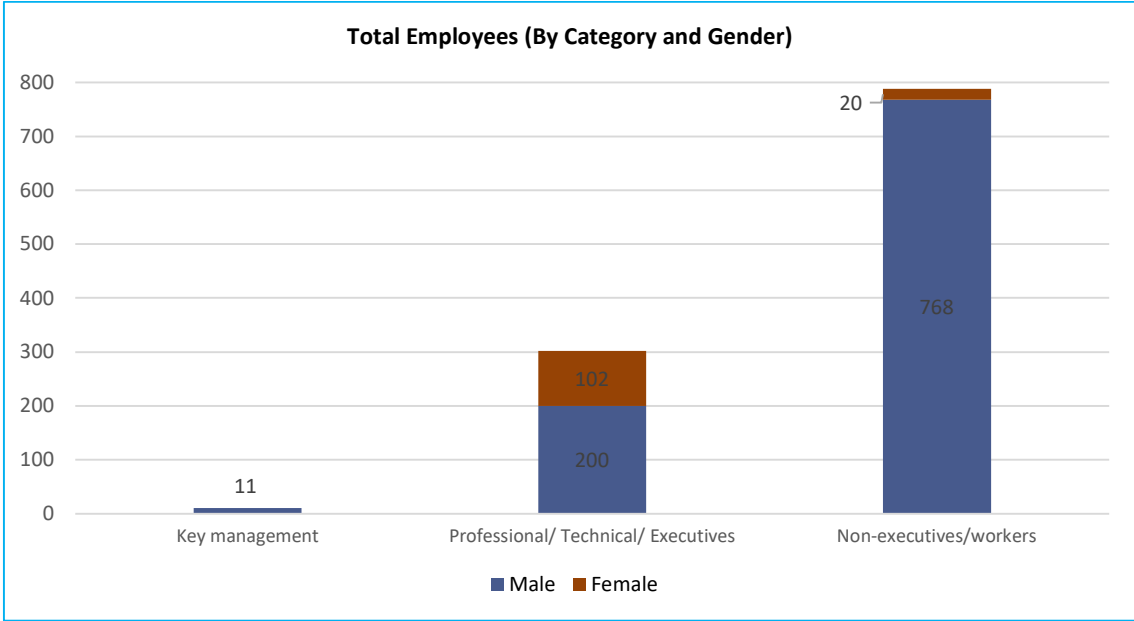
We have grouped the employees into three employee categories: 1) Key management⁹, 2) Professional/ Technical/ Executives¹⁰, and 3) Non-executives/workers¹¹. The breakdown of our employee composition is as follows:



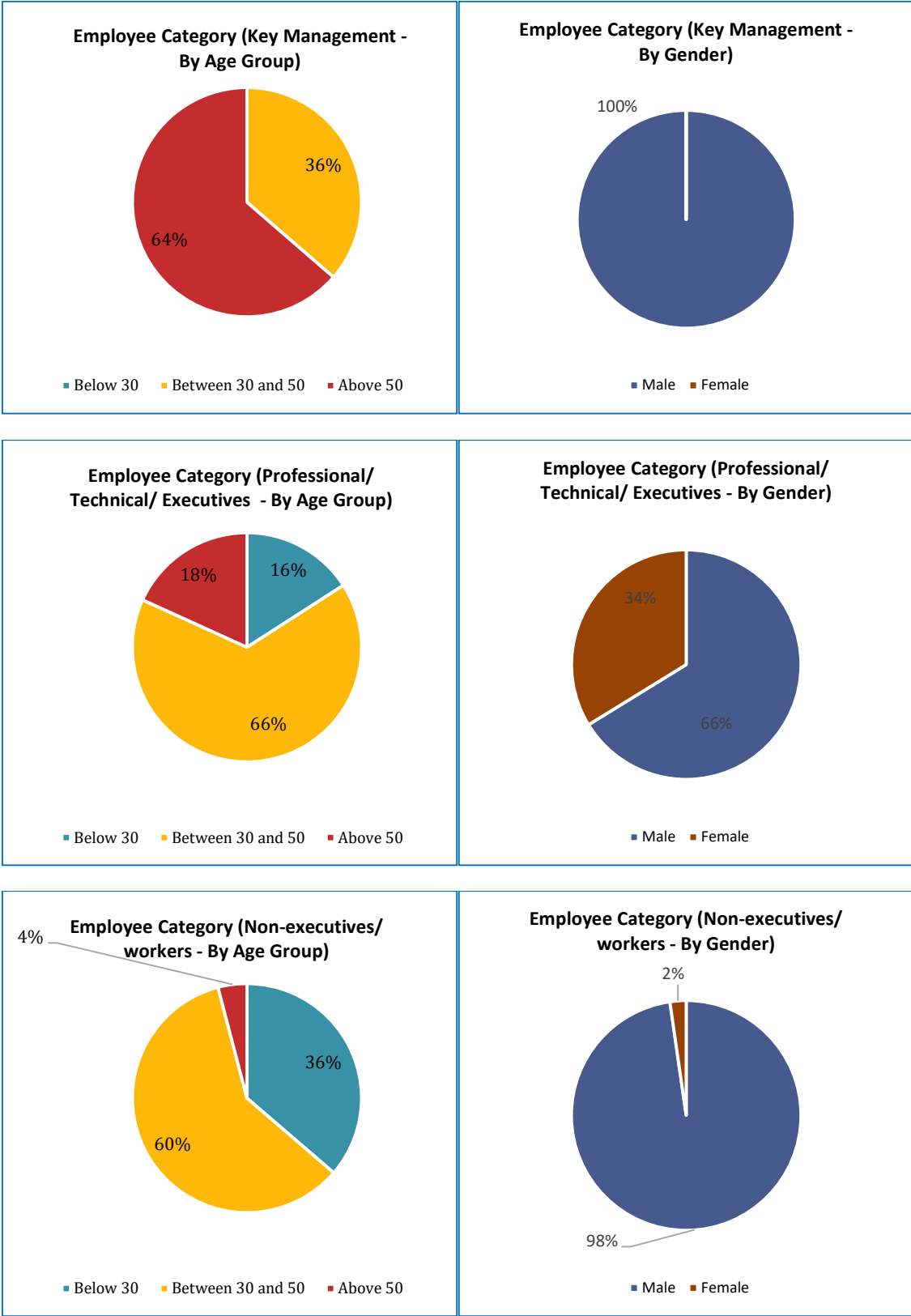
⁹ Key management includes Executive Chairman, C-Suites, Working Directors, Group General Manager and Group Financial Controller.

¹⁰ Professional/ Technical/ Executives include all staff who have academic qualification and/or technical knowledge relating to construction or holding degrees/diplomas in other fields.

¹¹ Non-executives or workers shall include all other employees as well as foreign workers.

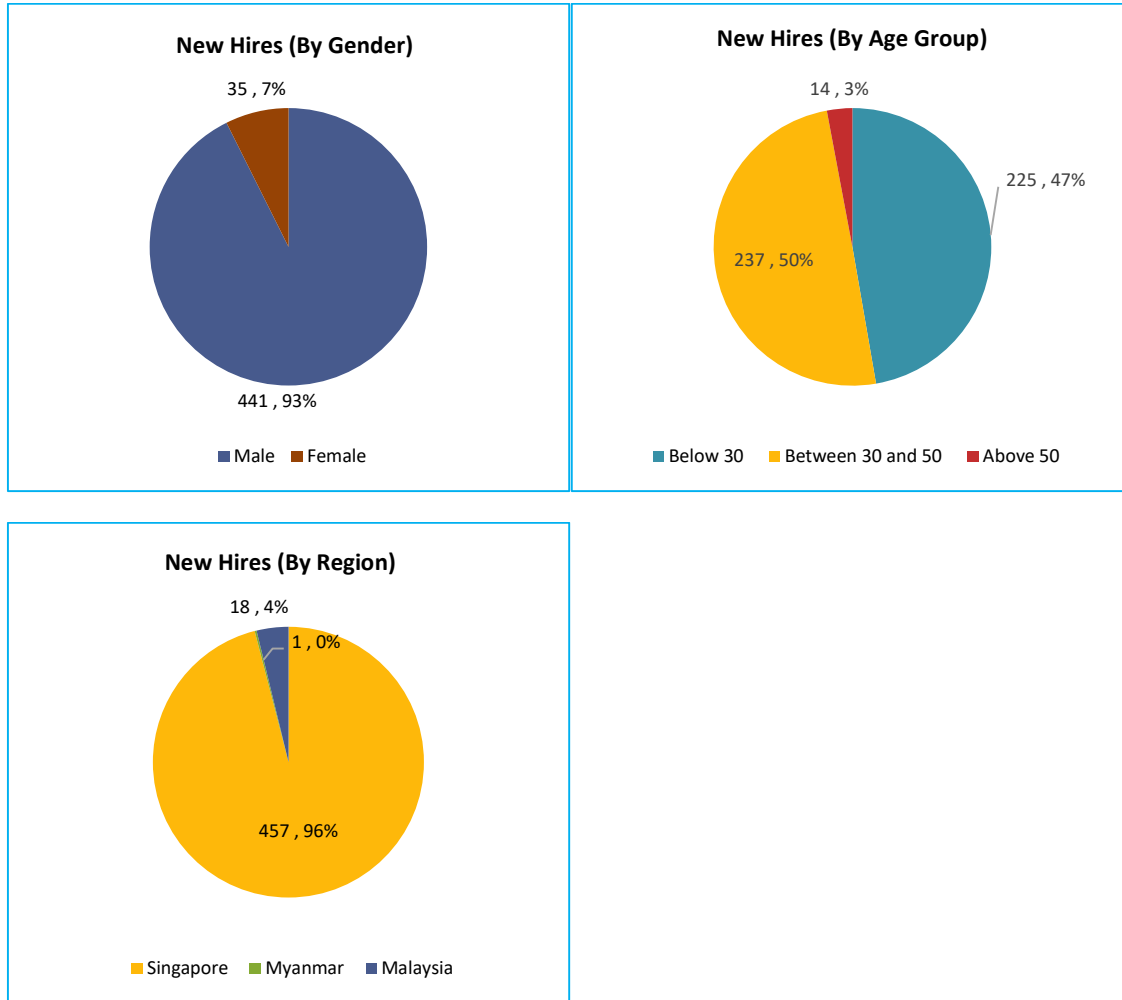


The ratio of female employees in the Group is relatively low but this is not unusual for our industry due to the nature of the business.



In FY2022, there were 476 (FY2021: 457) new hires. This increase is mainly due to foreign workers brought in during FY2022 after the loosening of the COVID-19 border control restrictions. Overall, the total new hire rate ¹²for FY2022 was 43% compared to 48% in FY2021.

Information on the Group’s employee new hires is shown in the following figures.



Restatement

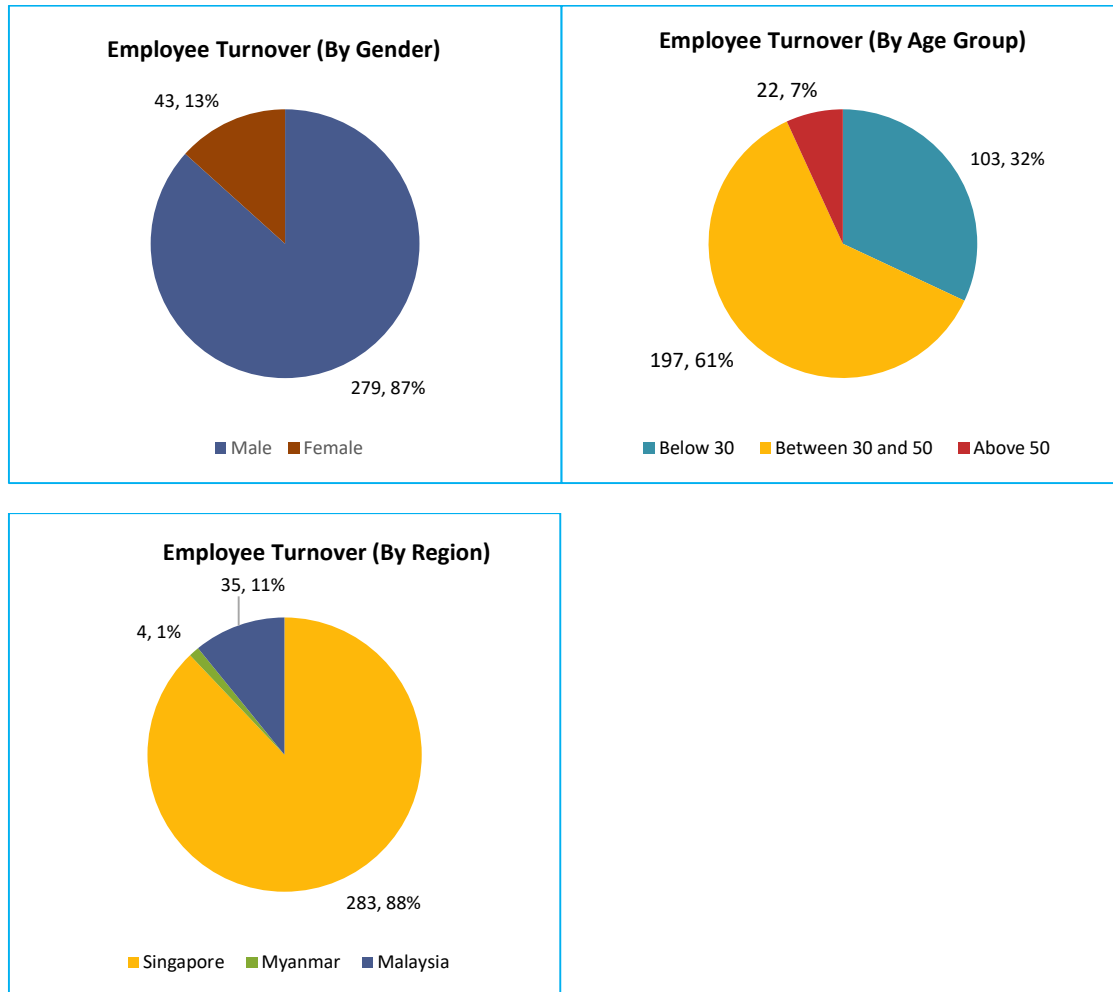
The turnover rate for FY2021 have been restated due to a change in methodology in calculating the turnover rate. The denominator used for computing employee turnover rate is based on average employee headcount during the year instead of the total number of employees as at the end of the year.

The turnover of employees in the construction sector is particularly susceptible to market and economic conditions. Despite the challenging socio-economic environments and global headwinds, we have managed to keep our attrition rate

¹² The new hire rate calculated using the total new hires divided by the total number of employees at year end.

relatively low. In FY2022, there was a turnover of 322 employees. Overall, the rate of employee turnover¹³ in FY2022 was 31% compared to 27% (restated) in FY2021. We will continue to strive to maintain a low attrition rate and nurture our people.

Information on the Group’s employee turnover is shown in the following figures below.



The Group ensure that our full-time employees are given the required employee welfare and benefits by providing them with mandatory life insurance and health care claims. In addition, all employees are entitled to parental leave as part of employment regulations. In FY2022, we have 38 employees (26 male, 12 female) entitled to parental leave and amongst them, all 38 employees took parental leave.

¹³ The rate of employee turnover has been computed using the total number of leavers divided by the average employee headcount during the year.

All employees who took parental leave returned to work and remain employed during the reporting period. As such, our return to work rate¹⁴ is 100% for both genders while our retention rate¹⁵ is 92% for females and 73% for males.

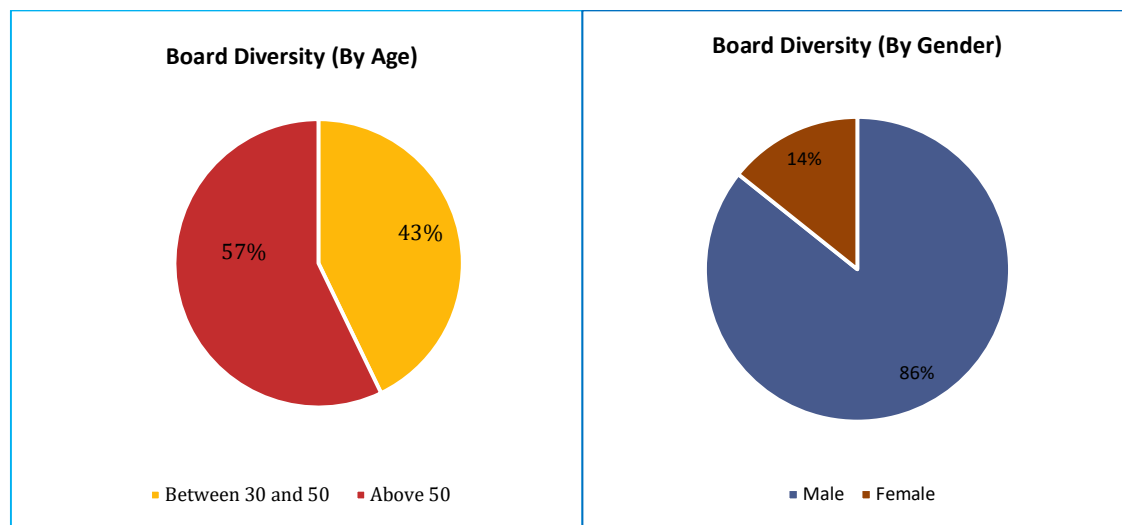
At Soilbuild, we aim to achieve equity by providing access to opportunities for all through fair and responsible policies and actions. We also strive to build an inclusive culture where everyone belongs and our people share a common purpose and motivation to succeed.

We respect the rights of individuals and do not discriminate based on their backgrounds, beliefs and abilities. We abide by fair employment practices and all employees with the same qualifications and experience are equally remunerated regardless of gender. Guided by the Employee Code of Ethics, we adopt a strong stance against discrimination and are committed to providing employees with a work environment that is conducive, safe and free from discrimination and harassment. We also prohibit any form of retaliation against any individual for making reports in good faith regarding any allegations of discrimination, harassment, violation of our Employee Code of Ethics or any other allegation of improper behaviour.

The Group does not tolerate any form of discrimination and policies are in place and communicated in the Employee Code of Ethics as part of its human resource policy.

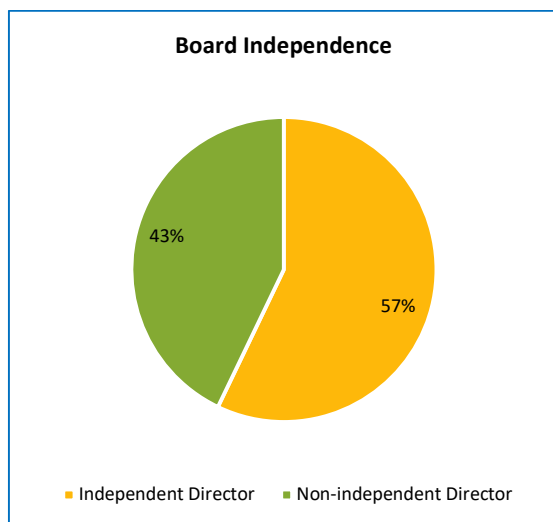
In FY2022, there were no substantiated cases of discrimination in the Group.

In addition to our employees, we also strive to leverage on the breadth of experience of our leadership to represent diverse perspective while maintaining independence to guide the organisation to greater growth. As at 31 December 2022, the Group has 1 female director out of 7 directors.



¹⁴ Return to work rate = $\frac{\text{Total number of employees that did return to work after parental leave}}{\text{Total number of employees due to ret to work after taking parental leave}} \times 100$

¹⁵ Retention rate = $\frac{\text{Total number of employees retained 12 month after returning to work following a period of parental leave}}{\text{Total number of employees returning from parental leave in the prior reporting period(s)}} \times 100$



Training and Education

The Group recognises the need for our employees to achieve their personal and professional career goals. Hence, we have established robust training programmes in order to nurture them as well as to cater to their learning needs. The following are some of the training courses provided to our employees.

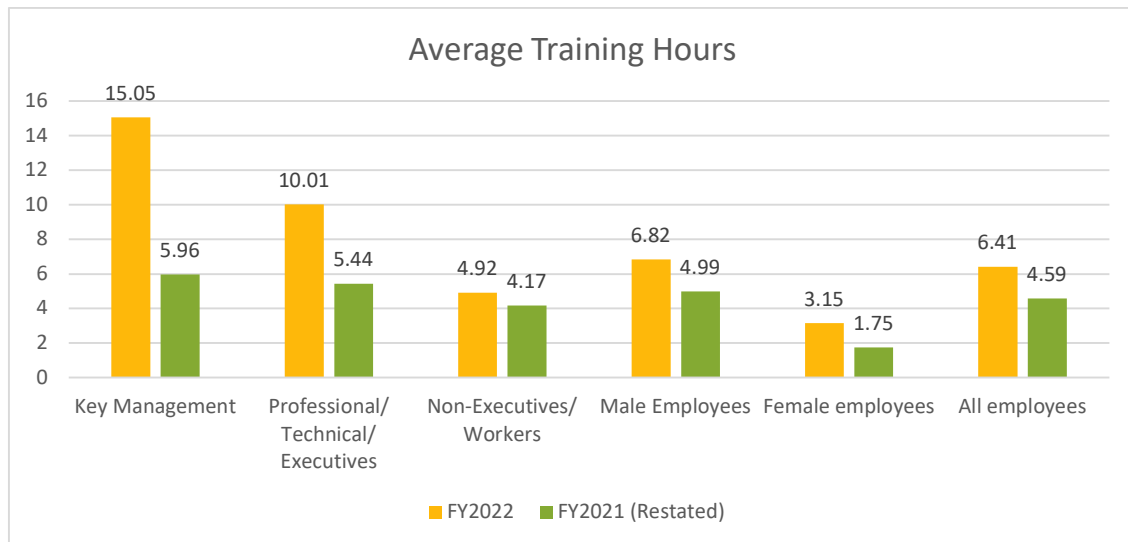
Course name
Imperial College, London / BCA: Executive Development Programme on DfMA and IDD Leadership
2022 SGUnited Mid-Career Pathways Programme
Specialist Diploma in Interior & Landscape Design
BCA STAS Introductory Course on Modular MEP Design and Prefabrication
Code of Practice on Buildability
CONQUAS Training for Builders
Construction Safety Course for Project Manager
Construction Safety Webinar - Future of Construction
BCA-REDAS Quality and Productivity Seminar 2022
Assessing the Carbon Footprint of your Organization
BCA-REDAS Quality and Productivity Seminar 2022
LTA Geometric Design of Road
Latest Development in Construction Law 2022
Exemplary Green Building Project Showcases
High Impact Supervisor & Manager Skills for New Managers
Environmental Control Officers (Specified Construction Sites)
Design & Build Conditions of Contract 4th Edition
CSA SG Cyber Essentials Mark - Fast Track Module
CQI-IRCA Approved ISO 9001:2015 Quality Management System (QMS) Auditor/Lead Auditor Course

The Group has demonstrated its support for transforming the built environment sector into a desirable workplace for both current and future talents by signing 'The Pledge for a Better Built Environment Workplace' developed by the BCA and Construction

Industry Joint Committee. This commitment involves adopting good human resource practices, providing a conducive work environment, and improving employee management. By endorsing the pledge, the Group aims to retain its existing talents while attracting young talents to the industry.

Our company offers training and guidance to cultivate higher levels of competence among employees, which ultimately improves the quality of our services and products. This training also aims to foster a well-motivated and cohesive workforce. One of the primary goals of our training programs is to develop competencies that will enable our employees to perform their current and future roles effectively. Our training initiatives are designed with the following objectives in mind:

- i. Enhance employees' job skills and knowledge through upskilling to strengthen their performance.
- ii. Increase operational efficiency and productivity
- iii. Foster the development and utilization of employees' potential for mutual benefit.



Employees are at the heart of the business, and the Group believes that investing in the personal growth of each and every employee is important to the continued success of the organization. Details of employees' training hours are shown in the table above.

Restatement

The training hours for FY2021 have been restated to group the employees into the three employee categories: 1) Key management, 2) Professional/ Technical/ Executives, and 3) Non-executives/workers, 4) male employees, 5) female employees, and 6) all employees instead of grouping the employees by segment as previously reported.

Soilbuild identifies employees with potential for growth and offers targeted training opportunities, including competency-building programs and other initiatives based on their career development plans. In addition, selected employees receive mentorship from senior staff and management as part of the company's organizational development efforts. Soilbuild encourages all employees to attend training sessions to enhance their job-related skills and expertise. Furthermore, the company supports and, when necessary, arranges training courses to help directors supplement their knowledge in areas such as accounting, financial management, legal matters, and industry-specific topics. Soilbuild covers the cost of directors' training and ensures they stay informed of revisions to relevant laws and regulations through presentations and workshops organized by the Management. The Board fully endorses relevant training for directors to help them fulfil their duties, particularly in light of new laws and regulations.

We believe in keeping people motivated as it directly influences their performance. Every year performance assessment is conducted to guide our employees on their strengths and weakness, including providing the necessary guidance and direction to grow their career. We groom our employees to their full potential by offering training for staff development, a fair and equitable remuneration system, and an environmentally conducive working environment. In FY2022, 100% of our confirmed employees as at 31 December 2022 received an annual performance review.

To establish a robust talent pipeline that aligns with the Group's business and expansion strategies, we participate in the BCA - Industry Built Environment Undergraduates Sponsorship/Scholarship program. This program offers opportunities for potential awardees to advance their careers in the built environment. As part of our talent attraction initiative, we provide sponsorships or scholarships to students from NTU, NUS, SUTD, ITE/Polytechnic. The following are the measures that Soilbuild has implemented to encourage the development of its people:

1. To provide career opportunities in the built environment sector via participation in the BCA-Industry Built Environment Undergraduate Scholarship programme to offer opportunities to potential awardees
2. Collaborated with BCA and academic institutions to provide students with internship opportunities
3. A program for mentoring staff was started with the aim of achieving the goals of attracting, retaining, and motivating talented individuals

Fair Labour Practices

We recognise that our employees are invaluable to our success and we place a high value on the contribution of each of our employees. We look towards nurturing familial ties among colleagues, while continuously reviewing policies to sustain their aspirations and concerns at the workplace. This includes engaging our employees so that they feel a sense of belonging to the Group, motivating them to take ownership of their roles and responsibilities, respecting the need for work-life integration, and paying attention to their well-being. The Group fully complies with employment laws in the various jurisdictions that we operate in.

Forced labour perpetuates inequality as well as hinders any form of social mobility in the community. As part of the Group's efforts to combat forced labour, employment contracts and clauses are drafted in accordance to local labour laws and with fair employment practices in mind.

Human Capital Targets

Segment	FY2022 Targets	Status	FY2022 Performance Updates
Group-wide	To roll-out new training programme for all employees, professional conversion programme and new leadership course for managers and above	●	<p>The following new training programmes were rolled-out for employees during the year:</p> <p><u>Construction Division:</u></p> <ol style="list-style-type: none"> 1. Key management personnel enrolled under Executive Development on DfMA and IDD Leadership conducted by Imperial College London and Building and Construction Authority. 2. Internal audit training conducted for representatives from each key department. <p><u>Precast Division:</u></p> <ol style="list-style-type: none"> 1. Registered precast personnel for Specialist Diploma in Prefabricated Mechanical Electrical & Plumbing
	To further improve gender diversity across various levels in the organisation	●	We will continue to work on improving gender diversity across various levels in the organisation.
	Continue to implement new programmes to employ fresh talent into the Company	●	<p>In March 2022, the Group entered into a Memorandum of Understanding with ITE to support the ITE Work-Study Diploma and we have recruited a fresh talent under the programme.</p> <p>Soilbuild is also registered under the Certified On-the-Job Training Centres Scheme with ITE to develop curriculum/training framework to build manpower capabilities in Specialised trade works for Built Environment</p>
Segment	FY2023 Targets		
Group-wide	<ul style="list-style-type: none"> To align with the Built Environment Skills Framework, we will encourage and support Project Management team to obtain BCA accreditation for Project Directors and Project Managers under Society of Project Managers or Singapore Contractors Association Ltd ("SCAL") and Quantity Surveyors for their accreditation under Singapore Institute of Surveyors and Valuers 		

	<ul style="list-style-type: none"> • To roll our C-suite leadership development courses and learning journeys by BCA/SCAL for top management or potential management employee • Continue to implement new programmes to employ fresh talent into the Company
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Status: ● Met ● Partially met ● Not met

Focus 6: Building our Future Together

Procurement Practices

We believe in supporting local suppliers wherever possible as it helps build supply chain resilience by ensuring our supply chain is stable. This is part of our strategy to overcome supply chain disruptions and fluctuations, which have been made more prominent during the COVID-19 pandemic.

As of 31 December 2022, 97% of our procurement budget was spent on local suppliers.

Technology Adoption

The Group is an early believer of adopting technologies to improve its business performance.

As part of the Construction Industry Transformation Map's vision to transform the construction industry into an advanced and integrated sector, Soilbuild has adopted various leading technologies, including DfMA.



The precast plant at Soilbuild Prefab Innovation Hub in Defu South Street 1 (Credit: Albert Chua/EdgeProp Singapore)

In addition, Soilbuild's ICPH is a key element for building supply capacity and capabilities in DfMA. The Soilbuild Prefab Innovation Hub is a fully automated offsite manufacturing facility for precast components. These investments in precast manufacturing capabilities resulted in higher productivity and improved efficiency compared to conventional manufacturing facilities.

In addition to technologies such as DfMA, the Group has plans to adopt and leverage smart technologies to create an IDD platform. The Group believes that the successful

implementation of more advanced technologies will support growth in the sector, as well as give the Group a competitive edge.

Market Presence

Soilbuild strives to empower the local community through increasing employment opportunities throughout its operations. The Group believes in prioritising local employment which can bring about intangible benefits to our business operations and contribute economically to the respective jurisdictions. The Group compensates local staff according to the merit of the work conducted. Our employees at Malaysia and Myanmar are remunerated in accordance to the minimum wage laws while our employees in Singapore are remunerated based on merit as there is no legislation on minimum wages. 82% of key management in Singapore were hired from the local community.

Local Communities

We believe in giving back to the community. Despite oncoming global headwinds in the economy, we stay committed to prioritising giving back to the community.

During FY2022, we organised an outing to Garden by the Bay for our migrant workers during the Deepavali holiday through the Salvation Army, which in return Soilbuild made a donation to the international charitable organisation.

We stay committed to managing our impact on people in local communities. The Group strives to manage noise arising from construction activities by using a set of permissible noise limits and Noise Management Plans compliant with National Environment Agency Noise Regulations.

The Group also hires in-house environmental control officers to implement noise control and management plans at our sites to combat the issue of noise pollution at our construction sites. In addition to noise control, our environmental control officers oversee vector control and management to ensure that our workers and the community at large are not at risk of vector-borne diseases such as dengue fever.

During FY2022, while there were no significant instances of non-compliance with laws and regulations, the Group has received monetary fines amounting to \$49,953 which pertain mainly to vector breeding. We have since performed the necessary rectification works and will continue to continue managing our impact to the local communities.

As part of our efforts to nurture young talents, Soilbuild has signed a memorandum of understanding to enter into a five-year partnership with ITE in March 2022. This partnership will allow students to learn more about construction technology and Building Information Modelling through real world examples. Internships and sponsorships will be available to the students which will provide work opportunities in Soilbuild's Pre-fabrication and manufacturing facilities. In addition, ITE and Soilbuild intends to develop and deliver training courses for adult learners in the near future.

The Group has also been participating in the BCA – Industry Build Environment Undergraduates Sponsorship/Scholarship programme to offer opportunities to

potential awardees to scale up their career in the built environment. The sponsorships or scholarships are extended to students from various institutes of higher learning as part of our talent attraction initiative as well as building the local talent pipeline in the built environment sector.

SGX Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> ▪ Materiality Assessment ▪ Focus 1 to 6
2	Climate-related disclosures consistent with the TCFD recommendations	<ul style="list-style-type: none"> ▪ Focus 2: Building Resiliency For Climate Change
3	Policies, Practices and Performance	<ul style="list-style-type: none"> ▪ Message from Executive Chairman ▪ Sustainability Strategy Overview ▪ Focus 1 to 6
4	Board Statement	Sustainability Governance Structure & Statement of the Board
5	Targets	<ul style="list-style-type: none"> ▪ Governance and Ethics Targets ▪ Health & Safety Targets ▪ Environmental Targets ▪ Human Capital Targets
6	Framework	About this Report

GRI Content Index

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2022
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report Focus 4: Protecting the Environment Focus 5: Developing Human Capital
	2-5 External Assurance	About This Report
	2-6 Activities, value chain and other business relationships	Focus 5: Developing Human Capital
	2-7 Employees	Focus 5: Developing Human Capital
	2-8 Workers who are not employees	Information unavailable – to disclose in subsequent years
	2-9 Governance structure and composition	Annual Report 2022
	2-10 Nomination and selection of the highest governance body	Annual Report 2022
	2-11 Chair of the highest governance body	Annual Report 2022
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Upholding Good Governance and Ethics
	2-13 Delegation of responsibility for managing impacts	Focus 1: Upholding Good Governance and Ethics
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Upholding Good Governance and Ethics
	2-15 Conflicts of interest	Focus 1: Upholding Good Governance and Ethics

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Focus 1: Upholding Good Governance and Ethics
	2-17 Collective knowledge of the highest governance body	Annual Report 2022
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2022
	2-19 Remuneration policies	Annual Report 2022
	2-20 Process to determine remuneration	Annual Report 2022
	2-21 Annual total compensation ratio	Confidentiality constraints – the Group wishes to maintain confidentiality due to intense competition for talent in the industry
	2-22 Statement on sustainable development strategy	Focus 1: Upholding Good Governance and Ethics
	2-23 Policy commitments	Focus 1: Upholding Good Governance and Ethics
	2-24 Embedding policy commitments	Focus 1: Upholding Good Governance and Ethics
	2-25 Processes to remediate negative impacts	Focus 1: Upholding Good Governance and Ethics
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Upholding Good Governance and Ethics
	2-27 Compliance with laws and regulations	Focus 1: Upholding Good Governance and Ethics
	2-28 Membership associations	Annual Report
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
2-30 Collective bargaining agreements	Focus 1: Upholding Good Governance and Ethics	
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Building Climate Change Resilience
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2022
	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Building Resiliency for Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Not applicable – Soilbuild does not have defined benefit plan obligations
	201-4 Financial assistance received from government	Annual Report 2022
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Focus 5: Developing Human Capital
	202-2 Proportion of senior management hired from the local community	Focus 5: Developing Human Capital

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Building our Future Together
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Focus 6: Building our Future Together
	203-2 Significant indirect economic impacts	Focus 6: Building our Future Together
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Building our Future Together
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Focus 6: Building our Future Together
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Upholding Good Governance and Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Upholding Good Governance and Ethics
	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Upholding Good Governance and Ethics
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Upholding Good Governance and Ethics
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Upholding Good Governance and Ethics
GRI 207: Tax 2019	207-1 Approach to tax	Focus 1: Upholding Good Governance and Ethics
	207-2 Tax governance, control, and risk management	Focus 1: Upholding Good Governance and Ethics
	207-3 Stakeholder engagement and management of concerns related to tax	Focus 1: Upholding Good Governance and Ethics
	207-4 Country by country reporting	Confidentiality constraints – due to sensitive commercial information
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information unavailable – to disclose in subsequent years
	301-2 Recycled input materials used	Information unavailable – to disclose in subsequent years
	301-3 Reclaimed products and their packaging materials	Not applicable – Soilbuild does not reclaim products
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Focus 4: Protecting the Environment

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
	302-2 Energy consumption outside of the organization	Information unavailable – to disclose in subsequent years
	302-3 Energy intensity	Focus 4: Protecting the Environment
	302-4 Reduction of energy consumption	Focus 4: Protecting the Environment
	302-5 Reductions in energy requirements of products and services	Not Applicable – Soilbuild does not manufacture products with energy consumption requirements
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Focus 4: Protecting the Environment
	303-2 Management of water discharge related impacts	Focus 4: Protecting the Environment
	303-3 Water withdrawal	Focus 4: Protecting the Environment
	303-4 Water discharge	Information unavailable – to disclose in subsequent years
	303-5 Water consumption	Information unavailable – to disclose in subsequent years
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 4: Protecting the Environment
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 4: Protecting the Environment
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable – to disclose in subsequent years
	305-4 GHG emissions intensity	Focus 4: Protecting the Environment
	305-5 Reduction of GHG emissions	Focus 4: Protecting the Environment
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable – Soilbuild does not emit ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable – Soilbuild does not emit Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 4: Protecting the Environment

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
	306-2 Management of significant waste related impacts	Focus 4: Protecting the Environment
	306-3 Waste generated	Information unavailable – to disclose in subsequent years
	306-4 Waste diverted from disposal	Information unavailable – to disclose in subsequent years
	306-5 Waste directed to disposal	Information unavailable – to disclose in subsequent years
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Upholding Good Governance and Ethics
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Focus 1: Upholding Good Governance and Ethics
	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 5: Developing Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 5: Developing Human Capital
	401-3 Parental leave	Focus 5: Developing Human Capital
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Ensuring Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 3: Ensuring Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 3: Ensuring Health and Safety
	403-3 Occupational health services	Focus 3: Ensuring Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 3: Ensuring Health and Safety
	403-5 Worker training on occupational health and safety	Focus 3: Ensuring Health and Safety
	403-6 Promotion of worker health	Focus 3: Ensuring Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 3: Ensuring Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Focus 3: Ensuring Health and Safety
	403-9 Work-related injuries	Focus 3: Ensuring Health and Safety

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
	403-10 Work-related ill health	Focus 3: Ensuring Health and Safety
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Our Human Capital
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 5: Developing Human Capital
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 5: Developing Human Capital
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 5: Developing Human Capital
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Our Human Capital
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 5: Developing Human Capital
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality constraints – due to intense competition for talent in the industry
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 5: Developing Human Capital
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Building our Future Together
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 6: Building our Future Together
	413-2 Operations with significant actual and potential negative impacts on local communities	Focus 6: Building our Future Together
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Upholding Good Governance and Ethics
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Focus 1: Upholding Good Governance and Ethics
	414-2 Negative social impacts in the supply chain and actions taken	Focus 1: Upholding Good Governance and Ethics
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Ensuring Health and Safety
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Focus 3: Ensuring Health and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 3: Ensuring Health and Safety
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Upholding Good Governance and Ethics

GRI Standards	Disclosure Content	Section Reference / Reasons for omission
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Upholding Good Governance and Ethics

TCFD Index

TCFD Disclosure	Section reference
Governance	
1. Board's oversight of climate related risks	Focus 4: Preparing for Climate Change Resiliency
2. Management's role in assessing and managing climate-related risks	
Strategy	
<ul style="list-style-type: none"> Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term 	Focus 4: Preparing for Climate Change Resiliency
<ul style="list-style-type: none"> Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning 	
<ul style="list-style-type: none"> Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 degree or lower scenario 	The Group is taking a phased approach to TCFD adoption. The Group will incorporate scenario analysis and planning into our subsequent sustainability reports when more information and tools are available for greater accuracy and relevant analysis
Risk Management	
1. Describe the organisation's processes for identifying and assessing climate-related risks.	Focus 4: Preparing for Climate Change Resiliency
2. Describe the organisation's processes for managing climate-related risks.	
3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	
Metrics and Targets	
- Disclose the metrics used by organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Focus 4: Preparing for Climate Change Resiliency
- Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Focus 4: Preparing for Climate Change Resiliency Focus 5: Protecting our Environment
- Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Focus 4: Preparing for Climate Change Resiliency