



KOYO International

**SUSTAINABILITY
REPORT
2022**





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

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SUSTAINABILITY REPORT

ORGANISATIONAL PROFILE

Koyo International Limited (“**Company**”) was listed on the Catalist, the sponsor-supervised listing platform of Singapore Exchange Securities Trading Limited (“**SGX-ST**”) in 2009. Currently, the principal activities of the Koyo and its subsidiaries (collectively, “**Koyo Group**” or “**Group**”) can be broadly categorised into five core business segments. These include the 1) provision of mechanical and electrical (“**M&E**”) engineering services; 2) the supply of renewable energy products for building services; 3) property development and construction; 4) the supply of construction materials and ancillary services related to it and 5) the business of investments.

BOARD STATEMENT

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

In 2022, the Group conducted the review by focusing on the most pressing ESG issues impacting the business and its stakeholders. The Group has put in place stronger controls and processes to manage the material ESG factors, which in turn demonstrate Koyo’s commitment to sustainability and addressing its stakeholders’ primary concerns.

ABOUT THIS REPORT

This report has been prepared with reference to Global Reporting Initiatives (“**GRI**”) Standards 2021 as well as Catalist Rules 711A and 711B and Practice Note 7F of the Catalist Rules. The GRI standards were referenced as it represents the global best practices for reporting on economic, environmental and social topics. The report highlights the key ESG related factors identified for the financial year ended 31 December 2022 (“**FY2022**”) and the initiatives taken during the period. For FY2022, the report is focused on the Group’s M&E engineering services which includes facilities management as other activities were not significant during the financial year. Through this report, we hope to share our commitment to sustainability and transparency with our various stakeholders, including customers, suppliers, employees, investors and regulators.

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

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

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

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

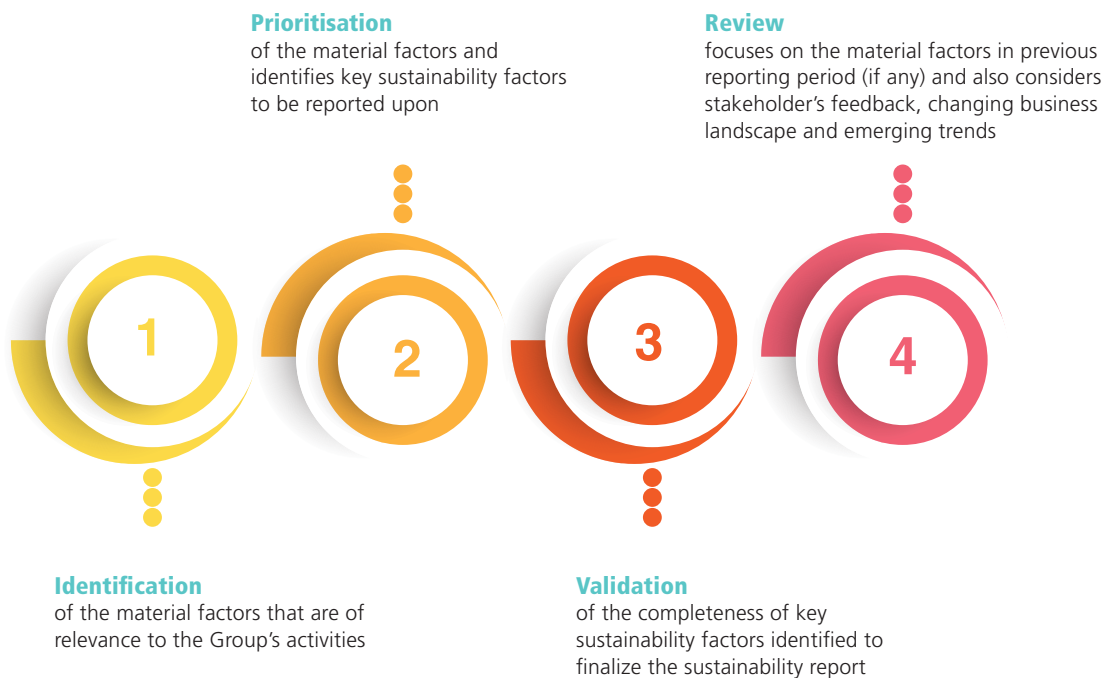
24 April 2023

SUSTAINABILITY REPORT

POLICY, PRACTICES AND PERFORMANCE REPORTING

SUSTAINABILITY REPORTING PROCESSES

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



SUSTAINABILITY REPORT

STAKEHOLDER ENGAGEMENT

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

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



MATERIAL ASPECTS ASSESSMENT

We conducted a materiality assessment during FY2022 to identify, prioritise and validate ESG topics that are material to the Group. Factors that were deemed material last year were reviewed to ensure their continued relevance. A materiality review will be conducted annually, incorporating inputs from the stakeholder engagements.

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



SUSTAINABILITY REPORT

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

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

MATERIAL ASPECTS

ECONOMIC PERFORMANCE

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

2022 was a difficult year for the construction industry as the Group embattled manpower shortage and the operational challenges resulting from the pandemic. These challenges were further compounded by rising manpower costs and higher cost of subcontractors' service which placed a heavy weight on the Group's performance. Due to the said challenges, the Group recorded a net loss of S\$3.8 million for FY2022. Notwithstanding, the Group remained prudent in the management of projects, costs and cash flow and was able to maintain a strong net asset value of S\$18.0 million. The Group also maintained a healthy balance of its cash and cash equivalents amounting to S\$8.9 million at the end of FY2022. Looking ahead, the Group will continue to explore opportunities for revenue or profit-accretive acquisitions, and innovative practices to improve productivity and revenue.

For more detailed information regarding our FY2022 financial results, please refer to the following sections in our Annual Report 2022:

- Operating and Financial Review, pages 4 – 6
- Financial Contents, pages 39 – 115.

SUSTAINABILITY REPORT

KEY PERFORMANCE AT A GLANCE

PERFORMANCE MEASURES	2021	2022	
Environmental targets			
Paper			
Paper consumption (in ream)	507	736	The target of a 5% reduction in paper usage was not achieved as there was full resumption of work in office and more on-going projects carried on.
Energy			
Total energy consumed (kWh)	117,235	207,422	The target of 5% reduction of energy consumption was not achieved as two new project site offices were activated in 2022 which resulted in higher energy consumption.
Water			
Total water consumed (cuM)	4,423	4,729	The target of 5% reduction of water consumption was not achieved as work from home arrangement was discontinued at the office for FY2022.
Social Targets			
Employee			
Gender distribution: Male	89%	95%	Achieved – In view of the labour intensive construction industry that the Group operates in, its employees are made up of majority males. Notwithstanding, the Group aims to maintain a gender distribution ratio within the Group of between 90% to 95% for male employees and between 5% to 10% for female employees.
Gender distribution: Female	11%	5%	
Health and Safety			
Total number of workplace fatalities	0	0	Achieved – Maintain zero workplace fatalities
Accident Severity Rate ("ASR") ¹	0	0	Achieved – Keep ASR below 10.45

¹ "ASR" refers to the number of lost workdays experienced by the Company's Engineering and Construction division and computed based on the number of man-days lost due to workplace accidents per million man-hours worked. $ASR = (\text{Lost of Man Day} / \text{Total Man Hours}) \times 1,000,000$.

ENVIRONMENT

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

GREENMARK PROJECTS

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

SUSTAINABILITY REPORT

SUPPLY CHAIN

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

ENVIRONMENTAL ASPECT AND IMPACT ASSESSMENT

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

WASTE MANAGEMENT

The Group adopts the Reduce, Reuse and Recycle (“**3Rs**”) methodology to manage our waste. We believe that by practising the 3Rs, we can help to protect the environment and conserve limited resources. The Group believes that every small effort counts and goes a long way in contributing to the conservation and protection of the earth’s natural resources. We aim to reduce the paper consumption in the head office by 5% in the financial year ending 31 December 2023 (“**FY2023**”).

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

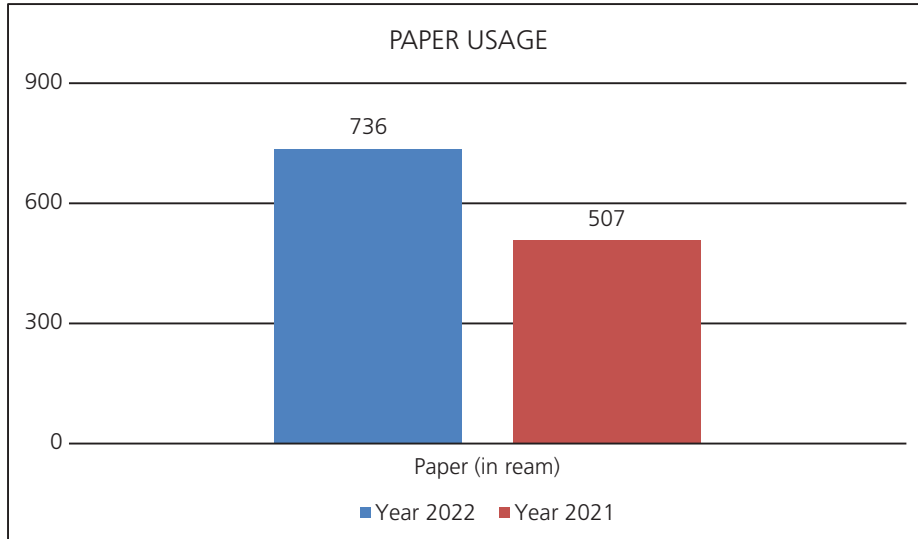
REDUCE	REUSE	RECYCLE
Employees are educated to print double-sided documents.	Employees are encouraged to reuse paper for note taking during meetings.	Waste cardboard and paper are sent for recycling.
Paperless work flow system is being implemented to store documents electronically.	Employees are also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

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

Note:

- 1) 1 REAM contains 500 sheets of paper

SUSTAINABILITY REPORT

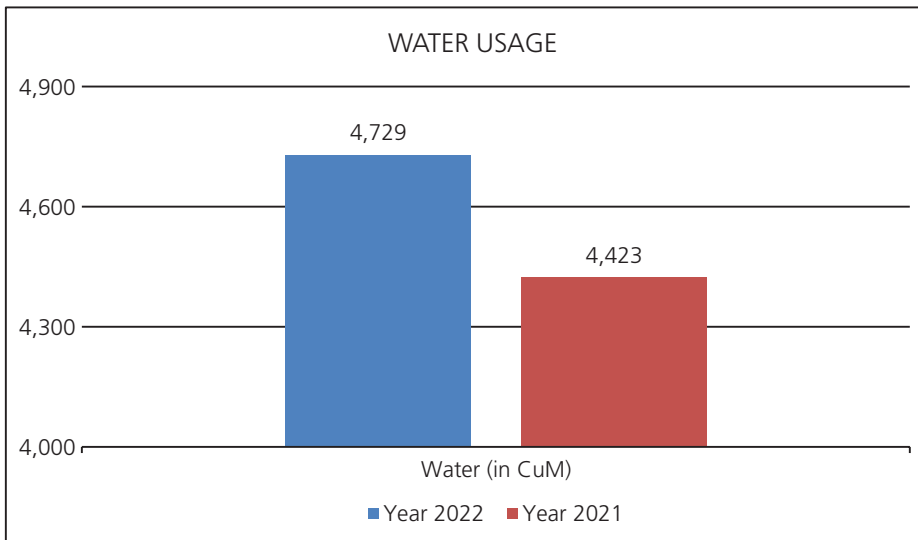


There is an increase of paper consumption of 45% in FY2022 mainly due to the full resumption of work activities in the office during FY2022 and more ongoing projects carried out. As a result, the Group did not meet its FY2022 target reduction of 5% but nevertheless remains committed to achieving this target in FY2023.

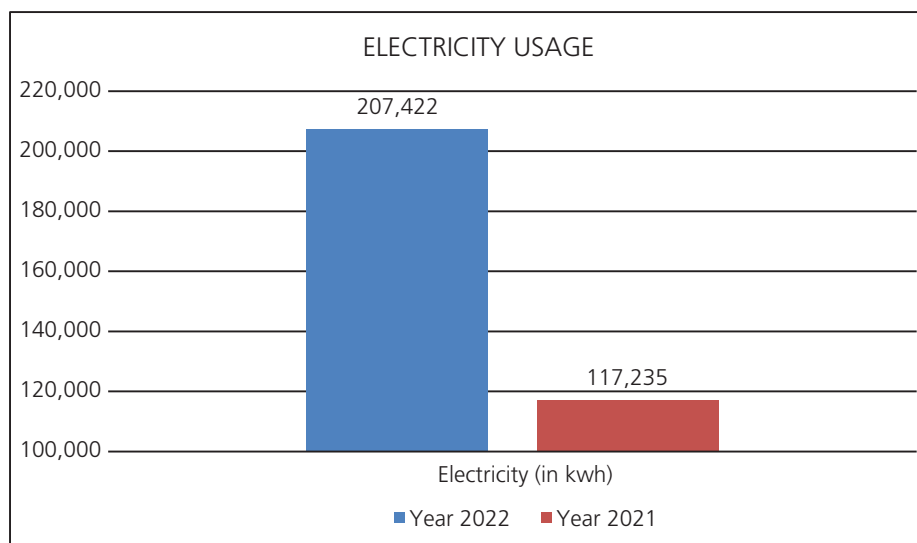
CONSERVATION OF ENERGY AND WATER

The Group believes that the efficient use of natural resources such as energy and water will contribute positively to sustainable growth for the Group in the long term. As part of our continuous efforts, we have installed more energy-efficient lightings, thereby reducing electricity consumption and use water-efficient fittings and fixtures where appropriate in our corporate office to reduce water consumption. We aim to reduce the energy and water consumption in the head office by 5% in FY2023, respectively.

The Group has put up reminders of energy conservation practices such as switching off lights and equipment when not in use, to encourage employees to play their part in reducing energy consumption. The energy and water consumption with the previous year's trend is being illustrated as follows:



SUSTAINABILITY REPORT



Notes:

- 1) CuM: Cubic Meter
- 2) KWH: Kilowatt hour

Based on the illustrations, there was a 7% increase in water consumption for FY2022 which exceeded the target set for a reduction of 5% in FY2022. The rise in the consumption of water in FY2022 was largely due to:

- (1) The full resumption of operations at the office as work from home arrangement was discontinued;
- (2) The consumption was also in line with the practice of observing good personal hygiene, washing hands with soap and water frequently.

There was also an increase in electricity consumption of 77% for FY2022, for project sites and office. This was due to two new project site offices being set up and full resumption of work activities in office.

Nevertheless, we are committed to continuously optimizing the usage of such precious resources by investing in energy-saving products and driving water-use efficiency in our operations and target to reduce the energy and water consumption by 5% in FY2023.

SOCIAL

DIVERSITY AND FAIR EMPLOYMENT

We embrace diversity, and at the same time expect employees to be aligned with the Group's vision and strategic initiatives of enhancing overall business performance and delivering sustainable growth. The age of our staff ranges from 20s to 70s. There is an increase in the ratio of male to female staff from approximately 8:1 for FY2021 to 19:1 for FY2022. The higher ratio of male to female employees is not uncommon in the construction industry due to the nature of the work. Our staff consists of people coming from different nationalities and academic qualifications. We strive for fair treatment of all our employees, regardless of nationalities, age, gender and educational levels.

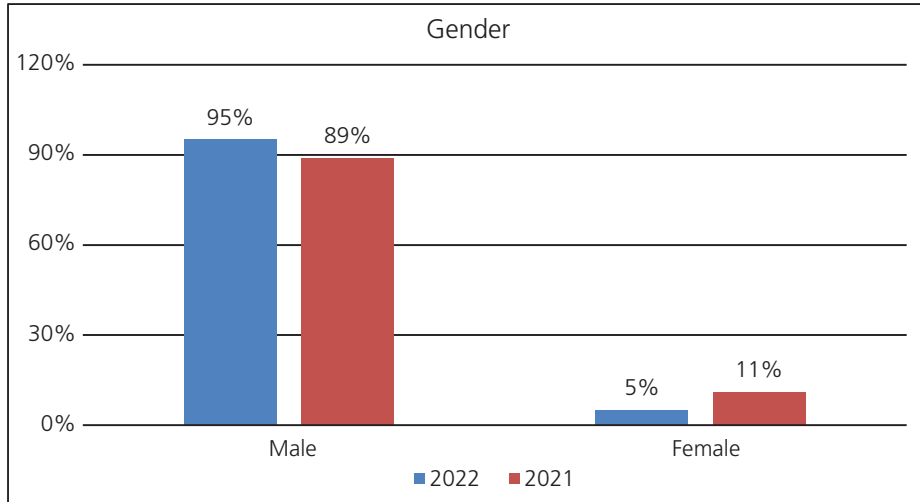
Breakdown of new hires by Age Group and Gender

Aged Group	< 30 years	30 – 50 years	> 50 years	> 62 years	Total
New Hires Employees					
Male	37%	57%	2%	0%	96%
Female	1%	2%	1%	0%	4%
Employee Turnover					
Male	15%	62%	5%	5%	87%
Female	2%	5%	2%	4%	13%

SUSTAINABILITY REPORT

Breakdown of total employees by Age Group, Gender and Nationality

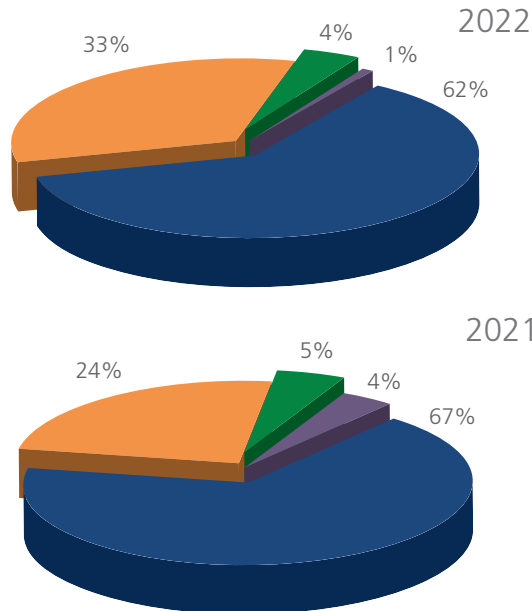
Gender Group



As at 31 December 2022, the Group has 457 employees.

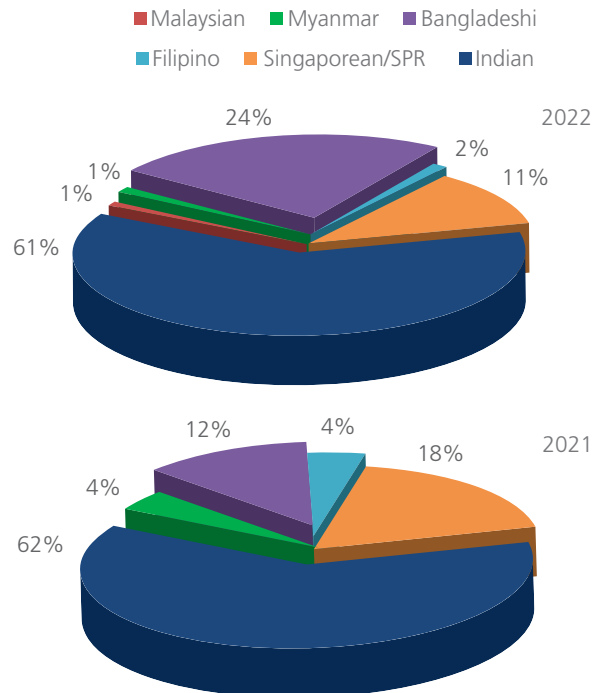
Aged Group

- < 30 years
- 30 - 50 years
- > 50 years
- > 62 years



SUSTAINABILITY REPORT

Nationality



We always give preference to the hiring of local talent. We did not meet the target of 20% for local hires set in FY2022, mainly due to labour market constraints and increased foreign construction workers who are mainly from India and Bangladesh. However, we are committed to providing competitive remuneration and benefits to our employees. We are also committed to safeguarding our employees' health and safety against any potential workplace hazards. We have set a target to achieve 14% of local hires in FY2023.

CODE OF CONDUCT

New employees are provided a Code of Business Conduct, which is a standard for general employee conduct which the employee agrees to abide by, as well as a Whistle-blowing policy. The Group ensures compliance with labour and employment laws, including working hours. Furthermore, the Group does not condone discrimination against anyone because of age, gender, national origin, disability, religion, sexual orientation, marital or maternity status, union membership or political opinion, among others. Non-compliance in relation to discrimination may be reported to the line manager, HR or through our whistleblowing system. We had not received any incidence of discrimination cases in FY2022. We aim to have zero incidence of discrimination cases in FY2023.

TRAINING AND EDUCATION

Koyo understands that there is a continuous need to upgrade staff skills and knowledge. This is beneficial to the staff's development and the Company. Thus, staff are encouraged to go for courses and seminars to upgrade themselves and improve their skills. Staff are also sent by the Company, to attend online courses to obtain skills or certifications that are necessary in the course of their work, examples of courses include "Occupational First Aid Course", "WSQ Operate Heavy Forklift Course", "Welding training and test", "Workplace Safety and Health Management in Construction", "Supervise construction work for WSH", "Course to perform metal scaffold erection", "Course to Operate Vertical Personnel Platform" and "Supervise Work in Confined Space Operation Course" conducted by Ministry of Manpower Accredited Providers. The total training hours per employee during the year were 200 hours for project in-house training.

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OCCUPATIONAL HEALTH AND SAFETY

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

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

Our Health and Safety Policy is one key way in which we implement the safety principle in our work. We achieved our FY2022 target with zero workplace fatalities in 2022. We have achieved zero AFR (accident frequency rate) and zero ASR (accident severity rate) for 2 consecutive year. Till date we have achieved 0 reportable injuries. We will continuously strive to improve the way we carry out our work safely together with our business partners to achieve our goal of zero fatalities in FY2023.

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

In 2022, Koyo Engineering (S.E. Asia) Pte Ltd participated and successfully implemented Workplace Safety and Health ("WSH") Advocate Programme and received the certification for being a bizSAFE community partner. It has been awarded of RoSPA Gold Award from Royal Society for the Prevention of Accidents ("RoSPA") for health and safety performance.

SAFETY TRAINING

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

SAFETY CAMPAIGN

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



Safety promotion



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

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MANAGING RISKS AT WORK

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



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GOVERNANCE

ANTI-CORRUPTION

The Group has incorporated “whistle blowing” procedures as part of the Group’s system of internal controls. Our whistle blowing policy provides a mechanism for employees and external parties to report concerns over alleged wrongful acts. The objective of the policy is to ensure that there is independent oversight of such matters and that appropriate follow-up actions will be taken. All reports/complaints including the identity of the complainant will be treated as private and strictly confidential and the Company is committed to ensuring that the whistleblowers are protected against detrimental or unfair treatment. There were no whistleblowing reports received in FY2022. We aim to maintain zero incident report for FY2023.

DATA PROTECTION

Koyo protects the privacy and confidentiality of our customers’ information. We do not divulge or sell personal information to third parties for marketing or promotional purposes. All employees are guided by Koyo’s Code of Business Conduct. In FY2022, there was no identified case regarding breach of customer privacy or loss of customer data. We aim to maintain zero breaches in this aspect in FY2023.

COMPLIANCE WITH LAWS AND REGULATIONS

The Company adheres closely to the principles and guidelines of the Code of Corporate Governance 2018 (“**Code**”) and other applicable laws, rules and regulations, including the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“**Catalist Rules**”). We endeavour to comply to the best extent possible, with the principles, provisions and practices set out in the Code and accompanying practice guidance. Please refer to the Annual report 2022, pages 13 to 38 for the details of the Company’s corporate governance practices.

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

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GLOBAL REPORTING INITIATIVE (GRI) INDEX CHECKLIST

GRI Standards		Notes/Page number(s)
GRI 102: General Disclosures		
Organisational Profile		
102-1	Name of the organisation	Koyo International Limited
102-2	Activities, brands, products, and services	Annual Report, Corporate Profile, 09 – 10 Annual Report, Business overview, 04 – 05
102-3	Location of headquarter	Annual Report, Corporate Information Annual Report, Notes to the Financial Statements, 55
102-4	Location of operations	Annual Report, Corporate Information Annual Report, Notes to the Financial Statements, 55
102-5	Ownership and legal form	Annual Report, Corporate Structure, 08 Annual Report, Notes to the Financial Statements, 87
102-6	Markets served	Annual Report, Business Overview, 04 – 05 Annual Report, Notes to the Financial Statements, 75, 112 – 115
102-7	Scale of the organisation	Annual Report, Financial & Operational Review, 04 – 07 Annual Report, Notes to the Financial Statements, 50 – 54
102-8	Information on employees and other workers	Sustainability Report, 09-11
102-9	Supply chain	Sustainability Report, 07
102-10	Significant changes to organisation and its supply chain	No significant changes during FY2022
102-11	Precautionary principle or approach	The Group does not specifically address the principles of the precautionary approach
102-12	External initiatives	Sustainability report, 12
102-13	Membership of associations	N.A.
Strategy		
102-14	Statement from senior decision-maker	Sustainability Report, Board Statement, 02
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Annual Report, Mission Statement, 01 Annual Report, Corporate Governance Report, 13 – 38
Governance		
102-18	Governance structure	Annual Report, Corporate Governance Report, 13 – 38

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GRI Standards		Notes/Page number(s)
Stakeholder Engagement		
102-40	List of stakeholder groups	Sustainability Report, 04
102-41	Collective bargaining agreements	There are no collective bargaining agreements in place at the Group
102-42	Identifying and selecting stakeholders	Sustainability Report, 04
102-43	Approach to stakeholder engagement	Sustainability Report, 04
102-44	Key topics and concerns raised	Sustainability Report, 04
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report, Notes to the Financial Statements, 87
102-46	Defining report content and topic boundaries	Sustainability Report, 02 – 14 All ESG factors are relevant within our organisation only
102-47	List of material topics	Sustainability Report, 05
102-48	Restatements of information	NIL
102-49	Changes in reporting	N.A.
102-50	Reporting period	1 January 2022 – 31 December 2022
102-51	Date of most recent report	11 April 2022
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Sustainability Report, 02
102-54	Claims of reporting in accordance with GRI standards	Sustainability Report, 02
102-55	GRI content index	Sustainability Report, 15
102-56	External assurance	N.A. Koyo has not sought external assurance for this report
Management Approach		
103-1	Explanation of the material topic and its boundary	Sustainability Report, 05 – 14
103-2	The management approach and its components	Materiality and management initiatives are discussed within the section for each material factor
103-3	Evaluation of the management approach	
Material Topics		
Anti-corruption		
205-1	Direct economic value generated and distributed	Sustainability Report, 14
205-2	Communication and training on anti-corruption policies and procedures	Sustainability Report, 14
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report, 14

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GRI Standards		Notes/Page number(s)
Energy		
302-1	Energy consumption within the organisation	Sustainability Report, 06, 08 – 09
302-3	Energy intensity	Sustainability Report, 06, 08 – 09 Energy disclosed in this report refers to purchased electricity only
Water		
303-1	Water withdrawal by source	Sustainability Report, 06, 08 – 09 The only water used by the Group is public utilities water
303-3	Water intensity	Sustainability Report, 06, 08 – 09
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Sustainability Report, 07
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report, 07
Occupational Health and Safety		
403-2	Types of injury and rates of injury, absenteeism, and number of work-related fatalities	Sustainability Report, 12
Training and Education		
404-2	Programs for upgrading employee skills	Sustainability Report, 12
Social Assessment		
414-1	New suppliers that were screened using	Sustainability Report, 07
Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report, 12
Marketing and Labelling		
417-3	Incidents of non-compliance concerning marketing communications	N.A.
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report, 14

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TASK-FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES CONTENT INDEX

TCFD Pillar/Recommendation	Key Points	Page Reference
Governance		
a) Describe the board's oversight of climate-related risks and opportunities.	The Board considers sustainability issues as an integral part of our strategic formulation, determines material ESG factors, and oversees the identification and management of risks and opportunities relating to ESG issues that are material to our business.	02
b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Company will comply with the mandatory climate disclosures within the required time period.</p> <p>The Group has established a team comprising members from Senior Management and operations to maintain oversight of the Group's sustainability efforts across different departments, including project, contract, facilities management, finance, information technology and human resources. The sustainability team reviews the Group's sustainability objectives, challenges, targets and progress to ensure their alignment with the Group's strategic direction and oversees the implementation and tracking of sustainability data and overall sustainability progress of the workforce. Koyo seeks to minimise its environmental footprint and impacts by continuously improving this process in order to ensure the data collection is effective and robust.</p>	02
Strategy		
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	The Group has described the climate-related risks and opportunities that relevant to the business	06
Risk Management		
a) Describe the organisation's processes for identifying and assessing climate-related risks.	In the near future, the Group will assess whether it is applicable to include climate-related risks into its Enterprise Risk Management Framework.	02
Metrics and Targets		
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Koyo will embark on developing GHG emissions (Scope 1 and Scope 2) by FY2024 to establish the baseline emissions.</p> <p>Our targets are to reduce water and energy used by 5% by year-on-year using Year 2021 as a baseline.</p>	06 – 09
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.		



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