

SUSTAINABILITY REPORT

BOARD STATEMENT

We are pleased to present OKH Global Ltd. ("the Company") and its subsidiaries (collectively "the Group" or "OKH") annual Sustainability Report for our financial year ended 30 June 2023 ("FY2023").

The Board of Directors of OKH (the "Board") oversees the management, monitoring, and reporting of material economic, environmental, social, and governance ("EESG") factors carried out by our sustainability committee chaired by the Chief Executive Officer ("CEO") and considers them in determining the Group's strategic objectives as sustainability is an integral part of our broader strategy to create long-term value for all our stakeholders.

We note that sustainability reporting has gained greater significance to investors with the availability of EESG data. Good sustainability practices contribute to the overall long-term success of the Group and play an important part in the competition for talent and investment. With businesses needing to adapt to key stakeholders' concerns quickly, it is thus crucial to close potential gaps and capitalise on opportunities amid today's rapidly changing business environment.

Businesses must quickly adapt to key stakeholders' concerns, closing potential gaps and capitalising on opportunities amid today's rapidly changing business environment.

In defining our reporting content, we applied the Global Reporting Initiative ("GRI") principles by considering the Group's activities, impact on substantive expectations and interests of its stakeholders. We observed four principles: materiality, stakeholder inclusiveness, sustainability index, and completeness.

We have subjected our sustainability reporting process to an internal review by a professional accounting firm. The EESG data and information provided have been derived from internal data monitoring and verification to ensure accuracy. We may seek external assurance to assist us in the future.

Our dedication to managing EESG issues has recently been demonstrated by the participation of our Board members in a comprehensive sustainability training program as mandated by Singapore Exchange Securities Trading Limited ("SGX-ST"). The initiative reflects our commitment to staying informed on the latest sustainability trends and best practices in the subject matter.

25 September 2023

Reporting Framework

This report is prepared in compliance with the requirements of SGX-ST Listing Rules 711A and 711B and with reference to the GRI Standards 2021. We have chosen GRI Standards as it is an internationally recognised sustainability reporting framework and covers a comprehensive range of sustainability disclosures to measure, understand and communicate their critical sustainability issues on EESG impacts to stakeholders. We strive to align with its principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability of the information presented in this report.

As there are increasing expectations to disclose climate-related reports and their associated risks and opportunities, we acknowledge the importance of such disclosure. Due to resource constraints, we will be disclosing the report in the future. The Group is currently in the process of gathering the required information and resources to align with the 11 recommended disclosures of the Task Force on Climate-related Financial Disclosures ("TCFD") as set out by the Financial Stability Board ("FSB") and mandated by SGX-ST. Our efforts to disclose climate-related risks and opportunities start with the ongoing engagement and discussions with our employees, suppliers, and customers on the impacts of climate on our organisational environment and move towards adopting a more robust approach to climate-related risks and opportunities assessment.

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Reporting Period and Scope

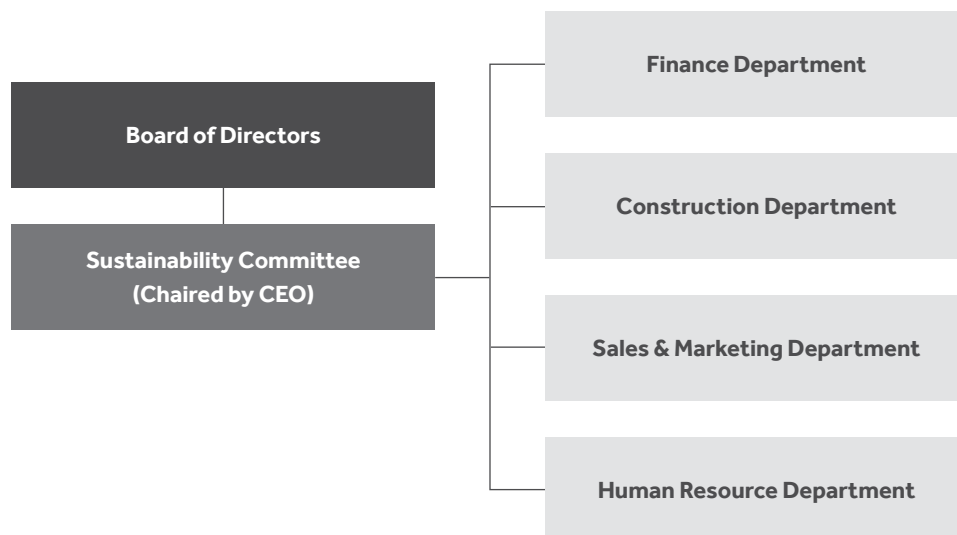
Corresponding to GRI's emphasis on materiality, the report highlights the key economic, environmental, social and governance related initiatives conducted throughout the 12-month period, from 1 July 2022 to 30 June 2023.

Feedback

We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to improve our policies, systems and results. Please send your comments and suggestions to admin@okh.com.sg.

OKH APPROACH TO SUSTAINABILITY

Sustainability Committee



Policy Commitment

OKH is committed to the development, implementation and performance measurement of Integrated Management System ("IMS") and Quality, Health, Safety and Environmental ("QSHE") policies that applies to our organisation's context. In terms of sustainability, OKH collects and maintains associated data related to our prioritised material topics. Furthermore, OKH's sustainability reporting policy and procedures ("SRSOP") that we established this year provides evidence of achievement and conformity to EESG requirements and OKH's associated performance in regards of sustainability.

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The IMS Policy, which was established in 2020 covers our commitment to:

- Prevent hazards and protect the human health, safety and environment in its construction;
- Provide customers with reliable, prompt and quality services;
- Manage and response to security and terror threat at workplace;
- Instil consciousness through promoting environmental, green & gracious initiatives to all employees, vendors, suppliers, contractors, neighbours and public;
- Conserve resources and reduce the generation of construction waste through 3R – Reduce, Reuse & Recycle;
- Build good rapport with our employees, neighbours and public by being gracious through providing accessibility, ensuring public safety, regular communication with them, include addressing their feedback;
- Provide welfare and career progression for our employees;
- Use environmental friendly products and materials;
- Select & engage environmental friendly sub-contractors and suppliers;
- Reflect commitment to provide sufficient & appropriate resources and involve employees in workplace safety and health management;
- Comply with applicable legal and other requirements;
- Commit to the consultation and participation of workers;
- Consider terrorism threats and make the workplace safe from security threats.

Sustainability Reporting Methodology



SUSTAINABILITY REPORT

Stakeholder Engagement

OKH believes that an important starting point in our sustainability journey is to identify our stakeholders and material ESG factors relevant to our business. The interests and requirements of key stakeholders are also considered when formulating corporate strategies on sustainability. These key stakeholders include, but are not limited to, suppliers, customers, employees, Board of Directors 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.

Below table sets out our engagement with our stakeholders:

STAKEHOLDERS	ENGAGEMENT PLATFORM	FREQUENCY OF ENGAGEMENT	KEY CONCERNS RAISED
Suppliers	<ul style="list-style-type: none"> • Face-to-face • Virtual meetings • Vendor assessment 	<ul style="list-style-type: none"> • As needed 	<ul style="list-style-type: none"> • Timely payments • Clean environment • Accountability • Stable cash flow
Shareholders	<ul style="list-style-type: none"> • Annual general meeting/ extraordinary general meeting • Annual report • Announcement 	<ul style="list-style-type: none"> • Annually • As needed 	<ul style="list-style-type: none"> • Compliance with rules and regulations • Accountability and transparency
Customers	<ul style="list-style-type: none"> • Face-to-face • Virtual meetings • Viewings at units to be leased • Email Feedback • Email blast • Cold call • Marketing hotline 	<ul style="list-style-type: none"> • Periodic • As needed 	<ul style="list-style-type: none"> • Timely response • Timely billings • Human rights • Transparency
Employees	<ul style="list-style-type: none"> • Staff appraisal • Townhall sessions • Monthly birthday celebration • Staff bonding sessions • Whistle-blowing policy 	<ul style="list-style-type: none"> • Annually • Monthly 	<ul style="list-style-type: none"> • Timely response • Climate transition • Social justice • Equipment upgrade • Employee welfare • Employee communication
Board of Directors	<ul style="list-style-type: none"> • Board meetings • Board papers • Emails 	<ul style="list-style-type: none"> • Quarterly • As needed 	<ul style="list-style-type: none"> • Business unit's performance update
Regulators	<ul style="list-style-type: none"> • Virtual meetings • Inspections • Emails / Circulars • Survey 	<ul style="list-style-type: none"> • As needed 	<ul style="list-style-type: none"> • Compliance with rules and regulations

SUSTAINABILITY REPORT

Membership of Associations

In the pursuit of continuous value creation and advancing sustainability, the Group very well sees the merit of becoming a member of associations and enhance further our stakeholder engagement. Being part of the associations enables us to contribute to the community conversation, collaborate with like-minded organisations, expand our knowledge and stay up to date with the best practices in the construction industry.

We are dedicated to fostering partnerships that advance value creation, create a positive impact and promote long-term sustainability to make a real difference in the industry and contribute to a better future. The following are the associations we are a part of:

INDUSTRY ASSOCIATIONS OBJECTIVES OF ASSOCIATIONS



An association representing companies listed on the Mainboard and Catalist of Singapore Exchange. SGListCos will help focus on thought leadership and advocacy, ESG ecosystem, corporate access and investor relations.



The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 29,000 companies, as well as key local and foreign business chambers

Materiality Assessment



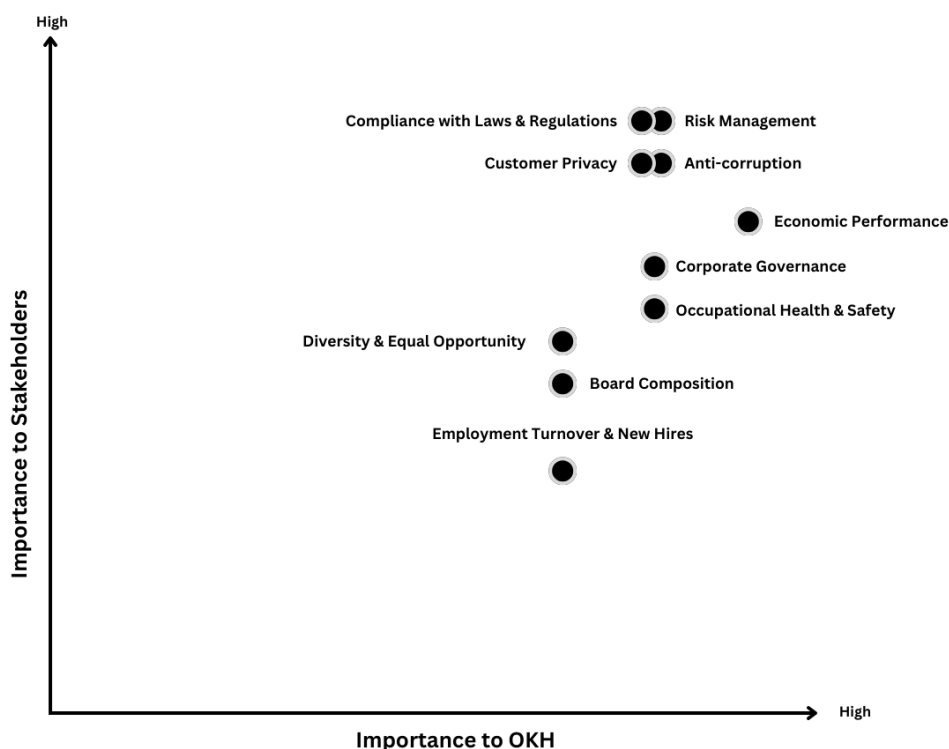
1. **Identification:** Identification of the material EESG factors that are of relevance to the Group's activities
2. **Rate:** Rating of EESG factors to see prevalence of issues arising from the survey
3. **Prioritise:** Prioritisation of EESG factors based on its importance to the Group and stakeholders
4. **Validate:** Validation of material EESG factors by the Board of Directors considering the Group's strategic importance, changing business landscape and stakeholders perspectives.

Our sustainability process begins with identifying relevant material EESG factors by referring to SGX 27 Core ESG metrics. We then conducted a stakeholder engagement survey, in which ensuing responses were rated to see the most material EESG factors according to stakeholders. Building on the stakeholders' perspective, our Sustainability Committee ("SC") further assessed the result based on strategic importance and gave different priority scores on each issue. SC then proposed to the Board which EESG factors are material to manage and disclose in the Group's sustainability report for FY2023. Finally, the Board validated the prioritised material EESG issues to be disclosed in this report.

SUSTAINABILITY REPORT

Applying the guidance from GRI, we have identified the following material ESG factors in FY2023:

OKH Global Materiality Matrix FY2023



ECONOMIC

Economic Performance

OKH is committed to growing our customers, exceeding their expectations, and providing them with competitive-edge products. This will be achieved by enhancing operational efficiency through effective use of technology, developing performance measures, communicating outcomes and results, and implementing necessary changes to provide fast, high-quality services at low transactional costs.

For detailed financial results, please refer to the following sections in our Annual Report 2023:

- Financial and Operational Review, pages 7 - 8.
- Financial Highlights, page 9.
- Financial Statements, pages 59 to 108.

Anti-corruption

Here at OKH, we do not tolerate corruption in any form. We have established an anti-corruption policy, and this has been made clear and disseminated to all our employees, suppliers and business partners. Any report of corruption is escalated to the attention of the Audit Committee. We prohibit corruption in all forms, including extortion and bribery. We regularly review policies on whistleblowing and anti-corruption.

SUSTAINABILITY REPORT

Whistleblowing Policy

The Group has in place a Whistleblowing Policy to enable persons employed by the Group to report any suspicion or possible improprieties in matters of financial reporting, non-compliance with regulations, policies and fraud, etc., to the members of the Audit Committee ("AC") (via audit_committee@okh.com.sg) in writing for resolution, without any prejudicial implications for these employees. The AC will, depending on the nature of the concern, initiate inquiries to determine whether an investigation is appropriate and the form that it should take. The Whistleblowing Policy also serves to ensure that any issues or complaints raised will be dealt with swiftly and effectively. The AC has been vested with the power and authority to receive, investigate and enforce appropriate action whenever any such non-compliance matter is brought to the AC's attention.

Our 2-year Performance

The following table shows the actual reported incidents of corruption cases for FY2023 and FY2022.

ANTI-CORRUPTION PERFORMANCE	FY2023	FY2022
Confirmed incidents of corruption	0	0
Incidents in which employees were dismissed or disciplined for corruption	0	0
Incidents when contracts business partners were terminated or not renewed due to violations related to corruption	0	0
Public legal cases on corruption brought against the organisation or its employees during the reporting period	0	0

FY2024 TARGET: We are committed to high standards of conduct and ethical behaviour in all our business activities, supporting a culture of compliance and good corporate governance and striving for zero reported incidents of corruption in FY2024.

ENVIRONMENT

Environmental Aspects

Albeit the continual challenge to successfully manage EESG issues, OKH has demonstrated its commitment to environmentally responsible operations by reducing its impact on the environment in multiple areas of its businesses through the adoption of ISO 14001:2015 certification since 2006. The Group strives to align its policies and practices to international and national standards such as ISO 9001:2015, ISO 14001: 2015 and ISO 45001:2018 and bizSAFE Level Star. Our products and services meet all the requirements demanded by our customers and the regulatory bodies. We meet all environmental and safety standards that are expected of us.

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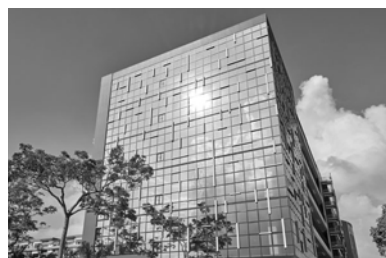
CURRENT CERTIFICATION

	DESCRIPTION	DATE OF ISSUE	EXPIRY DATE
ISO 9001:2015	Compliance to quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.	05-Apr-21	08-Apr-24
ISO 14001:2004	Compliance to standards relating to environmental management that exists to help organizations minimize how their operations negatively affect the environment; comply with applicable laws, regulations, and other environmentally oriented requirements; and continually improve in the above. These are applicable to the environmental aspects of the activities, products and services that the organization determines it can either control or influence, considering a life cycle perspective.	05-Apr-21	09-Apr-24
ISO 45001:2018	Compliance to occupational health and safety (OH&S) management system, to enable organization to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. These serve to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies).	29-Mar-21	08-Apr-24
bizSAFE Level Star	Obtained SS 506 Part 1 or ISO 45001 Certification issued by Singapore Accreditation Council (SAC) accredited Certification Bodies	01-Apr-21	08-Apr-24

OKH has unwavering commitment to preserving environment through the implementation of green initiatives in our buildings projects as we recognise the impact of construction activities on our planet and are dedicated to minimising any negative impacts by adopting sustainable practices. The following page featured the building projects list our ongoing efforts in this regard and we look forward to collaborating with like-minded stakeholders who share our passion for sustainable development.

SUSTAINABILITY REPORT

FEATURED PROJECTS



Loyang Enterprise Building

It is a 6-storey B2 ramp up general industrial building comprising 102 factory units which include an ancillary staff canteen, each with a mezzanine floor. The official address is No. 56 Loyang Way, Singapore 508775.

Green Initiatives

- Sensor lights for common toilets
- Managing waste by separating the waste and providing recycle bins.
- Using NEA - recommended water taps for water savings



Ace@Buroh

It is a 9-storey B2 ramp-up general industrial building comprising 101 units which include an ancillary staff canteen. There is a mezzanine floor within each unit except for those units located on the 7th & 8th storey. The official address is No. 2 Buroh Crescent Singapore 627546.

Green Initiatives

- Sensor lights for handicapped toilets
- Using NEA-recommended water taps for water savings



12 Tai Seng Link

It is a 10-storey B2 (light and clean) industrial building with a basement carpark. It is located within the Paya Lebar iPark having an official address of No 12 Tai Seng Link Singapore 534233.

Green Initiatives

- Sensor for escalator for energy savings
- Sensor lights for common toilets
- Timer for lightings at basement carpark for energy saving
- Switch off 1 cargo lift for energy savings

SOCIAL

Customer Privacy

Cybersecurity and data privacy are important not just for compliance, but in safeguarding both our data and that of our customers. OKH takes measures to guard against cyber risks for both our internal and external stakeholders by complying with the Personal Data Protection Act ("PDPA") Policy. This also applies to our employment process where the privacy of all applicants is safeguarded and access to personal data is restricted to authorised persons and senior management on a need-to-know basis. Our Human Resource & Admin Executive has been appointed as Data Protection Officer to monitor, safeguard, and ensure that organization processes sensitive personal data of its staff in compliance with PDPA.

The Group has also taken several initiatives to protect personal data. For instance, all the staff personal files are stored in locked cupboards, with access limited to Human Resource & Admin Executive who is managing the files. In addition, confidential data such as payroll information are being hosted on a cloud platform for better security. All the client information is kept in our restricted server and locked cabinets and only authorised personnel can access the files. We also provide training to our staff to prevent data breach.

SUSTAINABILITY REPORT

Our 2-year Performance

CUSTOMER PRIVACY PERFORMANCE

	FY2023	FY2022
Number of complaints received from outside parties and substantiated by the organization	0	0
Number of complaints from regulatory bodies	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0

FY2024 TARGET: We strive to have zero substantiated complaints received concerning breaches of data privacy, including data leaks, thefts and losses in FY2024.

Occupational Health and Safety

We are committed to safeguarding our employees' health and safety against any potential workplace hazards.

The focus on health and safety is important for OKH. It is not only a fundamental right for our workers to be able to work in a safe environment, but when our employees' wellness is attained, our productivity increases, and our best is given to our customers. By implementing job safety guidelines, we are committed to provide a hazard-free workplace to ensure the wellbeing of both our employees and the environment.

OKH employs a variety of measures to ensure the health and safety of all our staff. Safety officers are always on-site when there are ongoing projects. Supervisors are tasked to report to the safety officers if any accident occurs, together with the incident / accident report for investigation and records.

We have established a QSHE manual which includes objectives and procedures at various phases of our work to drive QSHE performance and implementation. We provide incentives for good safety performance. We conduct a risk assessment prior to the work commencement and establish the control measures to mitigate the risks identified through the hierarchy of control. Workplace audit and inspection are also conducted periodically to identify potential hazards.

We also provide safety induction training for our new staff. A toolbox meeting has been conducted for workers prior to work and this can promote knowledge sharing and a strong awareness of health and safety at the workplace. Apart from that, occupational health and safety posters have been displayed at worksite and office to provide information on mitigating various workplace hazards and safety concerns.

We are ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and bizSAFE Level Star certified, with the current certification expiring in April 2024.

Our 2-year Performance

FOR ALL EMPLOYEES

	FY2023	FY2022
The number and rate of fatalities as a result of work-related injury	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0
The number and rate of recordable work-related injuries	0	0
The number and rate of work-related ill-health	0	0



SUSTAINABILITY REPORT

FY2024 TARGET: We aim to ensure that we provide healthy and safe working conditions and target to have zero workplace incident record in FY2024.

Diversity and Equal Opportunity

Board Diversity

We have established a Board Diversity policy to promote diversity among directors. The policy is primarily aimed at enhancing the performance, fostering constructive debate, and ensuring that the Board is optimal to support the Group's short-term and long-term objectives.

The Board recognises that a diverse Board is an important element which will better support the Company's achievement of its strategic objectives for sustainable development by enhancing the decision-making process of the Board through the perspectives derived from a diverse mixture of various skills, business experience and gender of the Directors. The profile of each Director, including their academic and professional qualifications and other appointments, is presented on pages 4 to 6 and 38 of this Annual Report.

Employee Diversity

A diverse workforce is an asset in today's ever-changing global marketplace. We cultivate an inclusive culture where employees with wide-ranging backgrounds and qualities are highly motivated, engaged and connected. OKH's staff recruitment and annual appraisals are conducted based on performance, work attitude, cooperation with other staff and workers, efficiency and effectiveness of work. We do not discriminate against one's race, age, gender, religion, ethnicity, disability or nationality and we aim to have zero records of discrimination throughout the years. We are committed to provide equal opportunities for existing employees and new candidates to maintain a diverse and robust workforce.

As of 30 June 2023, the Group has a workforce of 17 (FY2022: 23) employees in Singapore. We do not have contractual staff.

Our 2-year Performance

FY2023 – BY GENDER

	<i>Number</i>	<i>< 30 years old</i>	<i>Number</i>	<i>30 - 50 years old</i>	<i>Number</i>	<i>> 50 years old</i>
<i>Male</i>	Nil	Nil	7	40%	3	18%
<i>Female</i>	2	12%	2	12%	3	18%

FY2022 – BY GENDER

	<i>Number</i>	<i>< 30 years old</i>	<i>Number</i>	<i>30 - 50 years old</i>	<i>Number</i>	<i>> 50 years old</i>
<i>Male</i>	Nil	Nil	8	35%	6	26%
<i>Female</i>	3	13%	1	4%	5	22%

BY REGION

	NUMBER	FY2023	NUMBER	FY2022
<i>Singapore</i>	10	58%	14	60%
<i>Indonesia</i>	1	6%	2	9%
<i>Malaysia</i>	1	6%	2	9%
<i>India</i>	2	12%	2	9%
<i>Bangladesh</i>	2	12%	2	9%
<i>Philippines</i>	1	6%	1	4%

SUSTAINABILITY REPORT

BY OTHER CATEGORY	NUMBER	FY2023	NUMBER	FY2022
<i>Managerial</i>	6	35%	8	35%
<i>Non-managerial</i>	11	65%	15	65%

FY2024 TARGET: We aim to encourage employees open communication and regular engagement, promoting strong teamwork to foster team building and improving work ethics for a more productive workforce in FY2024.

EMPLOYMENT

Every employee plays an essential role in our company. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for each other.

Here at OKH, our employees are the drivers of our business, and we believe in creating a respectful, rewarding and safe working environment for our people. We support and respect the protection of internationally proclaimed human rights. We support the elimination of all forms of forced and compulsory labour, especially child labour, and do not tolerate any discrimination in respect of employment and occupation.

We provide competitive remuneration based on merit to all our employees. Our employees are not covered by collective bargaining agreements but are given the right to exercise freedom of association. Employees are given a minimum of one month's notice prior to any implementation of significant operational changes that could substantially affect them. We define employment terms in Human Resource Policy, and we are in the process of issuing an employee handbook.

Our 2-year Performance

NEW HIRES RATE	NUMBER	FY2023*	NUMBER	FY2022*
By Gender				
<i>Male</i>	1	6%	2	9%
<i>Female</i>	1	6%	2	9%
By Age				
<i>< 30 years old</i>	1	6%	1	4%
<i>30 - 50 years old</i>	1	6%	Nil	Nil
<i>> 50 years old</i>	Nil	Nil	3	13%
By Nationalities				
<i>Singapore</i>	2	12%	3	13%
<i>Indonesia</i>	Nil	Nil	1	4%
<i>Malaysia</i>	Nil	Nil	Nil	Nil
<i>India</i>	Nil	Nil	Nil	Nil
<i>Bangladesh</i>	Nil	Nil	Nil	Nil
<i>Philippines</i>	Nil	Nil	Nil	Nil

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TURNOVER RATE	NUMBER	FY2023*	NUMBER	FY2022*
By Gender				
Male	4	24%	6	26%
Female	4	24%	5	22%
By Age				
< 30 years old	1	6%	2	9%
30 - 50 years old	2	12%	6	26%
> 50 years old	5	30%	3	13%
By Nationalities				
Singapore	7	41%	7	30%
Indonesia	1	6%	1	4%
Malaysia	Nil	Nil	Nil	Nil
India	Nil	Nil	Nil	Nil
Bangladesh	Nil	Nil	Nil	Nil
Philippines	Nil	Nil	3	13%

* The percentage of New Hires/Turnover is obtained by the number of New Hires/Turnover divided by the total workforce for the respective financial year..

FY2024 TARGET: We aim to perform timely annual performance appraisals and give feedback to our employees throughout the year based on the organisational goals.

Local Communities

The Group had the opportunity to volunteer in the daily patients group activities programme at Thye Hua Kwan Hospital. Our main role was to support the patients with arts and crafts using beads, and to help with the bingo games. At the end of the session, we gave small goodie bags as gifts to all the patients who participated. It was a fulfilling experience to be able to contribute to the patients' well-being in this way. We aim to carry at least one Corporate Social Responsibility ("CSR") activity in FY2024.



SUSTAINABILITY REPORT

GOVERNANCE

Risk Management

The Group's rigorous assessment of risks and opportunities related to health and safety, quality, and environment is a testament to our unwavering commitment to good Corporate Governance ("CG"). We take proactive steps to address any internal or external issues, including EESG factors. We have an IMS Framework to communicate risk management matters with continual improvement initiatives on reviewing activities, internal and external audit activities, addressing complaints, enhancing IMS performance, promoting employees' participation in continuous improvement, and maintaining and retaining documented information for constant improvement.

For disclosure on risk management policy and process, please refer to pages 45 to 46 on our Annual Report FY2023.

Our 2-year Performance

In FY2023, we reviewed our risk management policies to ensure all relevant risks are identified, communicated and addressed timely and accomplished our target last year.

The following table shows our targets and performance for FY2023 and FY2022.

FY2023	FY2022
Reviewed risk management policies	Reviewed risk management policies

FY2024 TARGET: To review the risk management policies and ensure all relevant risks are identified, communicated and addressed timely.

Compliance with Laws and Regulations

At OKH, we go above and beyond to adhere to applicable laws and regulations. Our adherence is shown through setting our expectations for staff to abide by a Code of Conduct, implementing transparent and fair grievance procedures, minimising conflict of interest when hiring, and engaging support from solicitors to help us on all legal matters, including sales, leasing, marketing and labelling to ensure that we are always in compliance with laws and regulations and enforce good labour practices in all our operations.

We understand the importance of adhering to laws and regulations and strive to exceed expectations. We regularly communicated with all head of business units that business ethics and compliance with laws and regulations are key parts of running a responsible business. The Company regularly updates key staff with development in local regulations. OKH fully complies with all environmental rules and regulations, anti-competitive behaviour laws and all requirements on health and safety.

OKH is also aware of the rising emphasis on Know Your Customers ("KYC") and Anti-money Laundering ("AML") requirements imposed on the real estate sectors. Adequate assessment pertaining to customer accounts and transactions is now more critical than ever. Failure to comply with the relevant authorities' regulations may result in non-monetary and monetary penalties that may disrupt business operations. OKH is kept abreast of the development of the regulations in these areas. We provide many training opportunities for continued employee development and strive to train our employees to apply the AML principles to thoroughly check and onboard new customers in a more compliant manner.

SUSTAINABILITY REPORT

Our 2-year Performance

INCIDENTS OF NON-COMPLIANCE WITH LAWS AND REGULATIONS	FY2023	FY2022
Resulting in a significant fine or penalty	0	0
In a warning	0	0
Non-compliance with voluntary codes	0	0

FY2024 TARGET: To maintain zero significant fines or non-monetary sanctions for non-compliance with laws and regulations.

Corporate Governance

At OKH, we believe that strong governance is the key to a sustainable business. Throughout FY2023, we continued to comply with the Code of Corporate Governance and achieved the target we set last year. Please refer to pages 31 to 51 on the details of our Statement of Corporate Governance.

The Singapore Governance and Transparency Index ("SGTI") is the leading index for assessing corporate governance practices of Singapore-listed companies. Sustainable governance is an integral component in a modern business landscape where proactive stakeholders demand greater transparency and accountability for the integrity of companies. We are proud to report that we have improved our SGTI ranking to #112 in 2023 (2022: rank #121).

Our 2-year Performance

FY2023	FY2022
Complied to the Code of Corporate Governance	Complied to the Code of Corporate Governance

FY2024 TARGET: We will continue to comply with the Code of Corporate (the "Code") as set out by the Monetary Authority of Singapore ("MAS").

Board Composition

In order to achieve the Group's goals, we must uphold a carefully curated mix of individuals on our Board. We select Board members with a broad range of abilities, backgrounds, and viewpoints, to make well-informed decisions to advance our objectives. It is critical that we maintain this equilibrium on a consistent basis and select Board members who can contribute to our success.

The role of Non-Executive and Independent Directors is also critical in ensuring that the strategies proposed by Management are constructively challenged, considering the long-term interests of shareholders. They participate actively during Board meetings and would constructively challenge and help to develop short-term and long-term business strategies, review the performance of Management in meeting objectives, and monitor the reporting of performance.

2-year Performance

FY2023	FY2022
Maintained balanced composition of Board members	Maintained balanced composition of Board members

FY2024 TARGET: We will ensure the balance composition of Board members to help us achieve our Group's strategic goals.

SUSTAINABILITY REPORT

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
Statement of Use	OKH Global Ltd has reported the information cited in this GRI content index for the period of 1 July 2022 to 30 June 2023 with reference to the GRI Standards 2021	
GRI 2: General Disclosures 2021	2-1 Organizational details	1
	2-2 Entities included in the organization's sustainability reporting	14
	2-3 Reporting period, frequency and contact point	15
	2-4 Restatements of information	None
	2-5 External assurance	14
	2-6 Activities, value chain and other business relationships	101
	2-7 Employees	24 - 26
	2-8 Workers who are not employees	24
	2-9 Governance structure and composition	33 - 35
	2-10 Nomination and selection of the highest governance body	36 - 38
	2-11 Chair of the highest governance body	36
	2-12 Role of the highest governance body in overseeing the management of impacts	14
	2-13 Delegation of responsibility for managing impacts	14
	2-14 Role of the highest governance body in sustainability reporting	14
	2-15 Conflicts of interest	30
	2-16 Communication of critical concerns	17
	2-17 Collective knowledge of the highest governance body	14
	2-18 Evaluation of the performance of the highest governance body	42
	2-19 Remuneration policies	44 - 45
	2-20 Process to determine remuneration	43
	2-21 Annual total compensation ratio	Undisclosed due to confidentiality
	2-22 Statement on sustainable development strategy	14
	2-23 Policy commitments	15 - 16
	2-24 Embedding policy commitments	15 - 16
	2-25 Processes to remediate negative impacts	19 - 20
	2-26 Mechanisms for seeking advice and raising concerns	19 - 20
	2-27 Compliance with laws and regulations	27 - 28
	2-28 Membership associations	18
	2-29 Approach to stakeholder engagement	17
	2-30 Collective bargaining agreements	None
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18 - 19
	3-2 List of material topics	19
	3-3 Management of material topics	19 - 28
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	19
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	19 - 20
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	25 - 26
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	23 - 24
	403-9 Work-related injuries	23 - 24
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24 - 25
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	22 - 23