

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 (the “Report”) for our financial year ended 30 June 2024 (“FY2024”).

The Board of Directors of OKH (the “Board”) oversees the management and monitoring of these factors and considers them in determining the Group’s strategic direction and policies. The key material economic, environmental, social, and governance (“EESG”) factors for OKH have been identified and reviewed by the Board. Sustainability is a part of OKH’s 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.

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.

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 2023 to 30 June 2024 (“Reporting Period”).

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 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”). We confirmed that all directors have attended one of the approved sustainability-related courses as prescribed by the SGX. The initiative reflects our commitment to staying informed on the latest sustainability trends and best practices in the subject matter.

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.

We recognise the importance of aligning our climate-related disclosures with the Task Force on Climate-related Financial Disclosures (“TCFD”) Recommendations and we are committed to identifying and managing key climate-related risks and opportunities relevant to our business to meet the expectations of various stakeholders. In FY2024, we have disclosed our inaugural climate-related financial disclosures, including governance, strategy, risk management, and metrics and targets as recommendation by the TCFD. We have adopted an ‘explain’ basis for this year on non-disclosure items on TCFD and will continue to enhance our progress on climate-related reporting in accordance with SGX regulations to uphold listing compliance.

Feedback

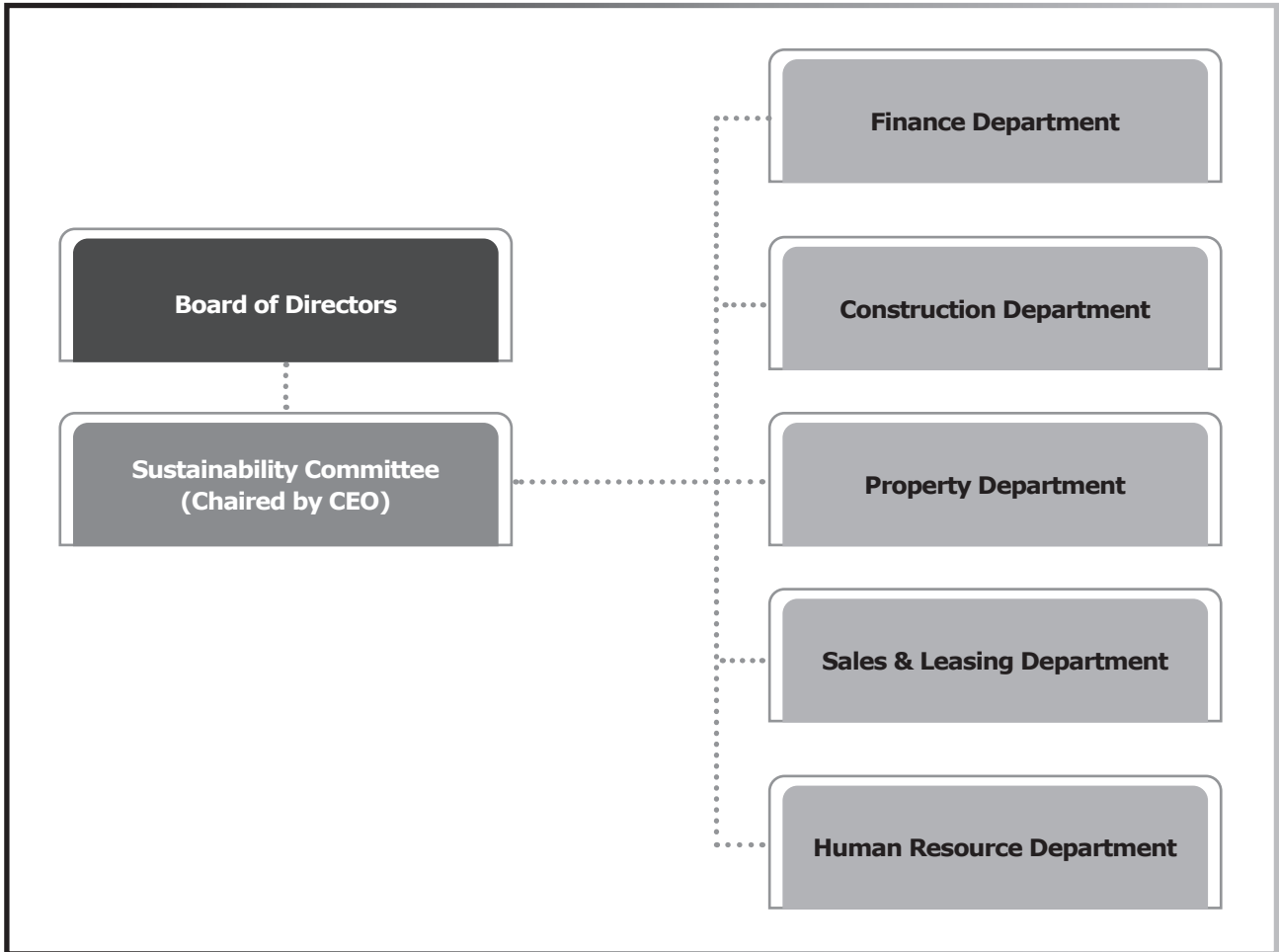
We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to improve our policies, systems and results. Please send your comments and suggestions to admin@okh.com.sg.

3 October 2024

SUSTAINABILITY REPORT

OKH APPROACH TO SUSTAINABILITY

Sustainability Committee



Policy Commitment

OKH is committed to the development, implementation and performance measurement of Integrated Management System (“IMS”) policy that applies to our organisation’s context. In terms of sustainability, OKH collects and maintains associated data related to our prioritised material topics. Furthermore,

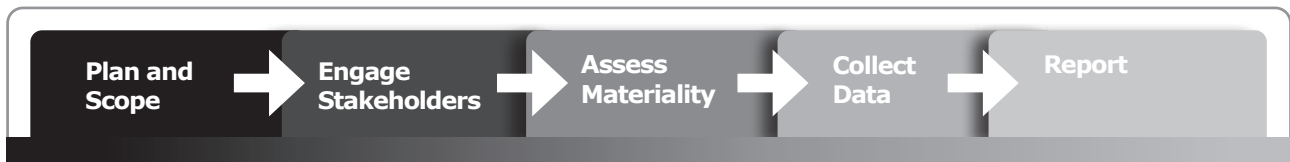
OKH’s sustainability reporting policy and procedures (“SRSOP”) that we have in place provides evidence of achievement and conformity to EESG requirements and OKH’s associated performance in regards of sustainability.

SUSTAINABILITY REPORT

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

- Prevent and protect the human health, safety and environment in its construction;
- Provide customers with reliable, prompt and quality services;
- Manage and respond to security and terror threats at the 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, regularly communicating with them, including 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 (“WSH”) 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 EESG 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	Face-to-face Vendor assessment	As needed	Timely payments Clean environment Accountability Stable cash flow
Shareholders	Annual General Meeting/ Extraordinary General Meeting Annual report Announcement	Annually/ As needed	Compliance with rules and regulations Accountability and transparency
Customers	Face-to-face Viewings at units to be leased/sold Email feedback Email blast Cold call Marketing hotline	Periodic/ As needed	Timely response Timely billings Human rights Transparency
Employees	Staff appraisal Feedback sessions Monthly birthday celebration Staff bonding sessions Whistle-blowing policy	Annually/ Monthly	Timely response Social justice Employee welfare Employee communication
Board of Directors	Board meetings Board papers Emails	Quarterly/ As needed	Business unit's performance update
Regulators	Virtual meetings Inspections Emails/Circulars Survey	As needed	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 conversations, 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
 <p>SGLISTCOS Association of Singapore Listed Companies</p>	<p>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.</p>
 <p>SINGAPORE BUSINESS FEDERATION Apex Business Chamber</p>	<p>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.</p>

Materiality Assessment



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

In FY2023, we conducted a stakeholder engagement survey to understand the expectations and concerns from various stakeholders. As a result, there were 10 material EESG factors considered as material and required focused management by the Group.

During the Reporting Period, the Group reviewed previously prioritised material EESG factors for their continued relevance to the business and its stakeholders and reaffirmed that all 10 material EESG factors remain relevant, with the addition of 2 new material EESG factors, namely energy management and emissions management. The Board validated and endorsed the 12 material EESG factors to be disclosed in this Report.

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We will continue to monitor and update our material EESG factors from time to time, taking into account the feedback that we receive from our various stakeholders.

PILLARS	MATERIAL EESG FACTORS
Economic	<ul style="list-style-type: none"> Economic Performance Anti-corruption
Environment	<ul style="list-style-type: none"> Energy Management Emissions Management
Social	<ul style="list-style-type: none"> Customer Privacy Occupational Health and Safety Diversity and Equal Opportunity Employment
Governance	<ul style="list-style-type: none"> Compliance with Laws and Regulations Risk Management Corporate Governance Board Composition

SUSTAINABILITY COMMITMENTS

In FY2024, we have formally adopted sustainability performance targets for short-term (by 2025), medium-term (by 2030), and long-term (by 2050) to contextualise our efforts to manage sustainability-related risks and opportunities. Moving forward, we will be able to track our progress and make year-over-year comparisons as we continue to implement and improve upon our sustainability measures.

MATERIAL EESG FACTORS IN FY2024	SHORT-TERM SUSTAINABILITY TARGETS	MEDIUM- AND LONG-TERM SUSTAINABILITY TARGETS
Economic Performance	To continue maintaining the profitability of the Group (excluding any fair value adjustment).	To continue maintaining the profitability of the Group (excluding any fair value adjustment).
Anti-corruption	To uphold 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.	To uphold 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.
Energy Management	To maintain or reduce energy consumption intensity as compared to previous year's level.	To reduce our energy consumption intensity by 5% in the medium-term and will work towards setting long-term target in the future.
Emissions Management	To maintain or reduce GHG emissions intensity as compared to previous year's level.	To reduce our GHG emissions intensity by 5% in the medium-term and will work towards setting long-term target in the future.
Occupational Health and Safety	To continue to ensure that we provide healthy and safe working conditions and target to achieving zero major incident of health and safety and zero fatalities in the workplace.	To continue to ensure that we provide healthy and safe working conditions and target to achieving zero major incident of health and safety and zero fatalities in the workplace.

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MATERIAL ESG FACTORS IN FY2024	SHORT-TERM SUSTAINABILITY TARGETS	MEDIUM- AND LONG-TERM SUSTAINABILITY TARGETS
Diversity & Equal Opportunity	To maintain diversity in our workplace in terms of gender, nationality, and age group mix – to strengthen our competency while providing fair and equal employment opportunities for all in the short-term. We also strive to maintain zero incidents of unlawful discrimination against employees.	To maintain diversity in our workplace in terms of gender, nationality, and age group mix – to strengthen our competency while providing fair and equal employment opportunities for all in the medium and long term. We also strive to maintain zero incidents of unlawful discrimination against employees.
Employment	To perform timely annual performance appraisals and give feedback to our employees throughout the year based on the organisational goals.	To perform timely annual performance appraisals and give feedback to our employees throughout the year based on the organisational goals in the medium- and long-term.
Customer Privacy	To maintain zero substantiated complaints received concerning breaches of data privacy, including data leaks, thefts and losses.	To maintain zero substantiated complaints received concerning breaches of data privacy, including data leaks, thefts and losses.
Compliance with Laws and Regulations	To maintain zero significant fines or non-monetary sanctions for non-compliance with laws and regulations.	To maintain zero significant fines or non-monetary sanctions for non-compliance with laws and regulations.
Risk Management	To continue to review the risk management policies and ensure all relevant risks are identified, communicated and addressed timely.	To continue to review the risk management policies and ensure all relevant risks are identified, communicated and addressed timely.
Corporate Governance	To continue to comply with the Code of Corporate Governance (the "Code") as set out by the Monetary Authority of Singapore ("MAS").	To continue to comply with the Code as set out by the MAS.
Board Composition	To maintain a balanced composition and equitable gender representation on our Board, appointing at least 1 female Board member subject to board's needs.	To maintain a balanced composition and equitable gender representation on our Board, appointing at least 1 female Board member subject to board's needs.

ECONOMIC

Economic performance

OKH is committed to grow our customers and exceed our customers' expectations and providing them with competitive edge products by enhancing operational efficiency, through effective use of technology, developing performance measurement, communicating outcomes and results, and implementing necessary changes to provide fast and high-quality services at low costs.

For detailed financial results, please refer to the following sections in our Annual Report 2024:

- Financial and Operational Review, pages 7 to 8.
- Financial Highlights, page 9.
- Financial Statements, pages 67 to 110.

Anti-corruption

At OKH, we do not tolerate corruption in any form. We prohibit corruption in all forms, including extortion and bribery. We regularly review policy on whistleblowing and are working towards incorporating anti-corruption practices in the Employee Handbook, underscoring our commitment to prevent corruption and uphold integrity in the conduct of our business.

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.

During the year, there were zero incidents of corruption (FY2023: nil) and thus, achieved the anti-corruption target we set last year.

Our 2-year Performance

The following table shows the actual reported incidents of corruption cases for FY2024 and FY2023.

ANTI-CORRUPTION PERFORMANCE	FY2024	FY2023
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

ENVIRONMENT

The Group is fully aware of its responsibility for nurturing the environment and lessening negative environmental consequences at our worksites and in the environment where we operate.

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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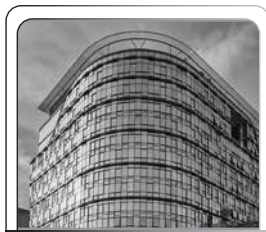


CURRENT CERTIFICATION	DESCRIPTION	DATE OF ISSUE	EXPIRY DATE
ISO 9001:2015	Compliance to quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.	08-Apr-24	08-Apr-27
ISO 14001:2004	Compliance to standards relating to environmental management that exists to help organizations minimise 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.	09-Apr-24	09-Apr-27
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).	8-Apr-24	08-Apr-27
bizSAFE Level Star	Obtained SS 506 Part 1 or ISO 45001 Certification issued by Singapore Accreditation Council ("SAC") accredited Certification Bodies.	02-Apr-24	08-Apr-27

OKH has unwavering commitment to preserving the environment through the implementation of green initiatives in buildings managed by us as we recognise the impact of construction activities on our planet and are dedicated to minimising any negative impacts by adopting sustainable practices.

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FEATURED PROJECT



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
- Timer for basement parking lighting to conserve energy
- The cargo lift is switched off at night to save energy

Energy Management

In its pursuit of sustainability, the Group recognises the critical importance of conserving the energy it consumes. Accordingly, the Group has taken significant steps to track and gather energy-related data, and for the first time, has disclosed this information as part of our ongoing commitment to environmental responsibility.

Demonstrating our commitment to environmental stewardship, OKH prioritised effective energy management throughout FY2024. To run our operations, we rely on energy resources in the following areas:

- Diesel and petrol are used for company transportation and despatch purposes; and
- Electricity is required for lighting, office equipment, and cooling at our headquarter and building (restricted to common area under our management).

To ensure responsible resource utilisation, we assessed and monitored the consumption of different energy sources across the operation as it is essential for the Group to continuously improve and formulate strategies for potential energy savings. An example of energy-saving initiatives includes turning off the escalator at our building, 12 Tai Seng Link during periods when there were fewer tenants occupying the affected floors. By monitoring tenant occupancy and adjusting the operation of building facilities accordingly, we aim to align our sustainability practices and reduce the environmental impact of our operations.

Our FY2024 Performance

PERFORMANCE INDICATOR	UNIT OF MEASUREMENT	FY2024
Diesel Consumption	Litres	9,256
Petrol Consumption	Litres	3,187
Electricity Consumption	kWh	590,525
Total Electricity Consumption Intensity	kWh/millions of revenue	54,221

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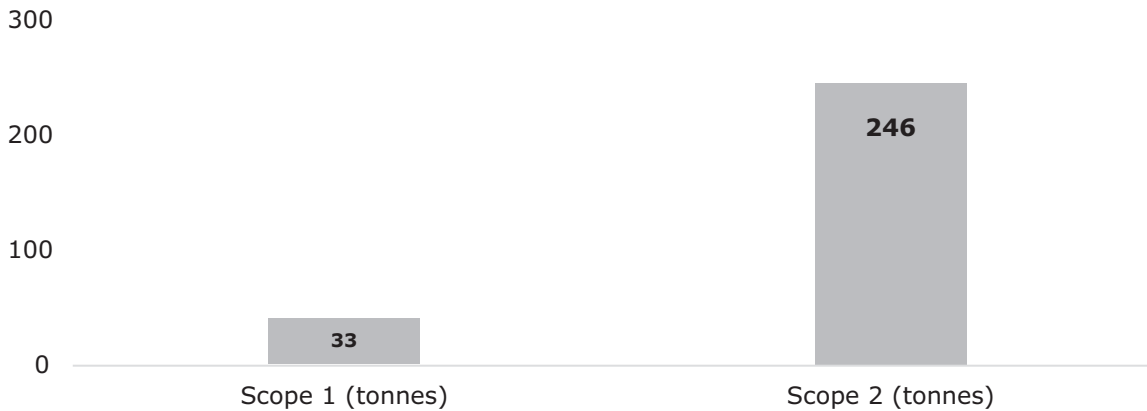
Emissions Management

Recognising the importance of reducing our carbon footprint for future generations, we remain committed to continuous monitoring and implementing sustainable practices. By focusing on operational efficiency, OKH strives to minimise environmental impact arising from our business operation.

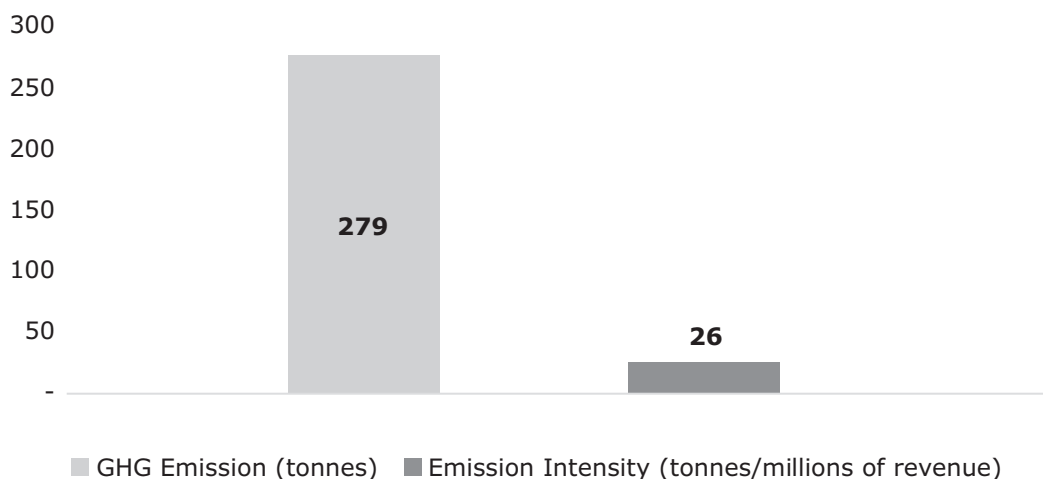
During the Reporting Period, we started tracking and disclosing our greenhouse gas emissions ("GHG") arising from our operations for the first time, particularly on Scope 1 and Scope 2 GHG emissions. We acknowledge that emissions are a topic that our stakeholders have a high interest in, and we place great emphasis to comply with SGX-ST rules and the relevant climate-related reporting framework.

As part of our efforts, we have implemented various strategies, including increased monitoring, and evaluating our performance in emission reduction annually, and ensuring that our emissions factors are aligned with the latest electricity grid emissions standards set out by Energy Market Authority ("EMA") Singapore.

FY2024 Direct (Scope 1) and Indirect (Scope 2) GHG emissions (in tonnes)



FY2024 Total Greenhouse Gas Emissions and Emissions Intensity



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	SCOPE 1	SCOPE 2
Baseline year	2024	2024
Emissions in the base year	33 tonnes	246 tonnes
Restatement of calculation	NIL	NIL
Emission factors source	2006 IPCC Guidelines for National Greenhouse Gas Inventories	Electricity Grid Emission Factors from EMA Singapore
Emissions consolidation approach	Operational Control	Operational Control
Emissions calculation methodology	Data is for petrol and diesel consumed for company vehicles, based on company fuel cards, as well as purchase volume of diesel for operational use.	Calculation of Scope 2 is based on electricity usage data of OKH.

SOCIAL

Customer Privacy

Cybersecurity and data privacy are important not just for compliance, but in safeguarding both our data and those 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 the 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.

In FY2024, there were zero substantiated complaints received (FY2023: zero) regarding breach of customer privacy or loss of customer data and we ensured 100% compliance with the PDPA.

Our 2-year Performance

CUSTOMER PRIVACY PERFORMANCE	FY2024	FY2023
Number of complaints received from outside parties and substantiated by the organization	0	0
Number of complaints from regulatory bodies	0	0
Number of identified leaks, thefts, or losses of customer data	0	0

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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 construction projects. Supervisors are tasked to report to the safety officers if any accident occurs, together with the incident/accident report for investigation and records.

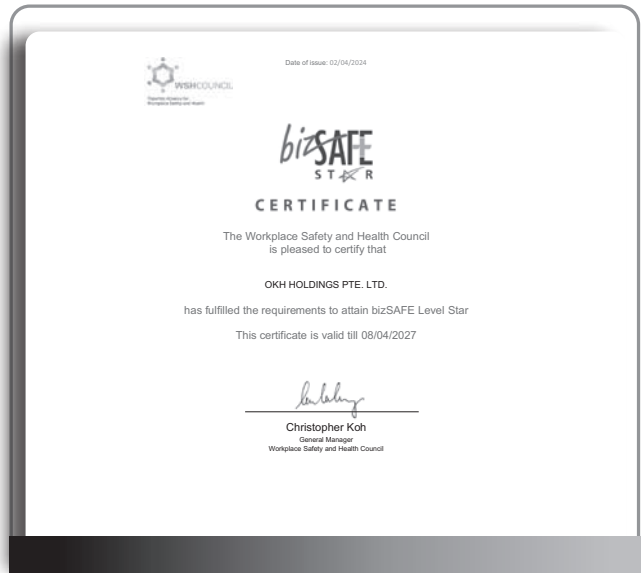
We have established workplace safety and health processes and will continue to follow these processes which includes objectives and procedures at various phases of our work to drive workplace safety and health performance and implementation. We provide incentives for good safety performance. We conduct 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 all employees, new and existing respectively. During the year, our employees have attended the TOP Executive

WSH Programme and bizSAFE level 2 training. A toolbox meeting will be 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 certifications expiring in April 2027.

During the Reporting Period, there were zero incidents of fatalities and work-related injuries recorded at the office and work sites (FY2023: nil).



Our 2-year Performance

FOR ALL EMPLOYEES	FY2024	FY2023
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

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Diversity And Equal Opportunity

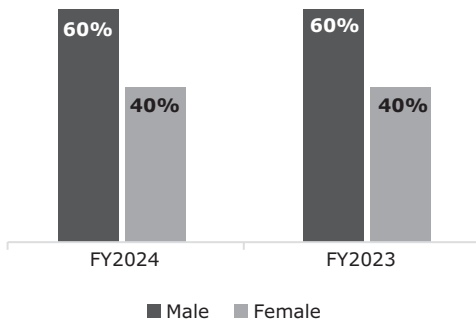
Board Diversity

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.

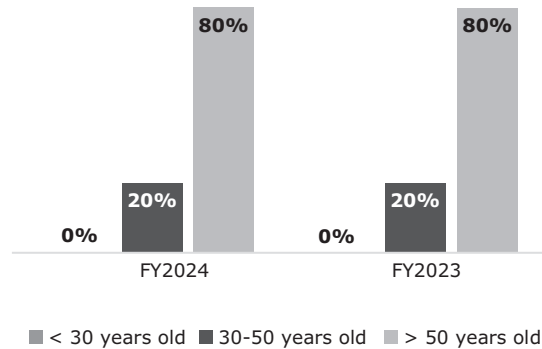
We have established a Board Diversity policy to promote diversity among directors. The policy is primarily aimed at enhancing the performance, fostering constructive debate, and ensuring that the Board is optimal to support the Group's short-term and long-term objectives.

Our 2-year Performance

Board Gender Diversity



Board Age Diversity



The profile of each Director, including their academic and professional qualifications and other appointments, is presented on pages 4 to 6 and 45 to 46 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

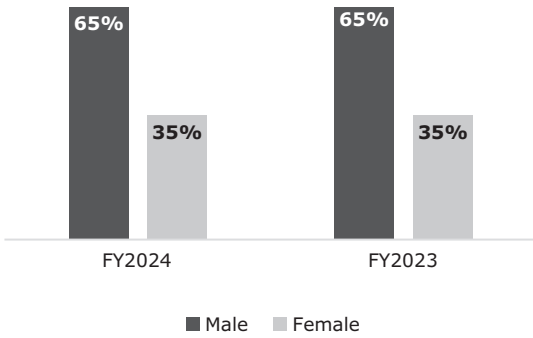
and we aim to have zero records of discrimination throughout the years. We are committed to provide equal opportunities for existing employees and new candidates to maintain a diverse and robust workforce.

As of 30 June 2024, the Group has a workforce of 17 (FY2023: 17) employees in Singapore. We do not have contractual staff.

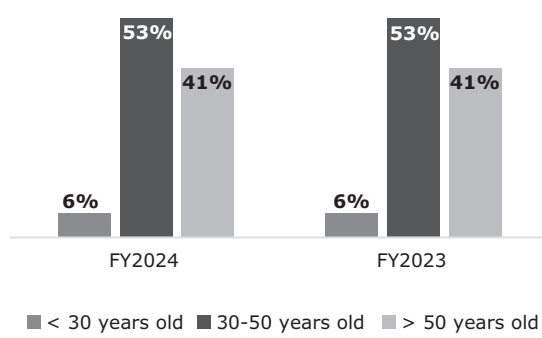
SUSTAINABILITY REPORT

Our 2-year Performance¹

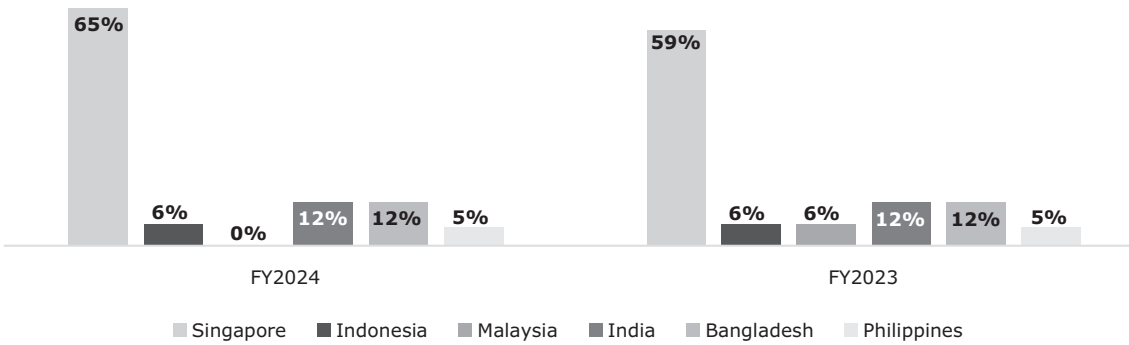
Employees Gender Diversity



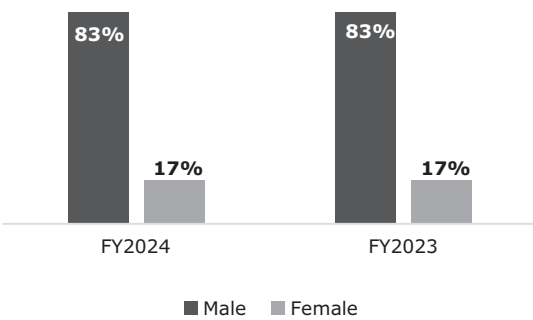
Employees Age Diversity



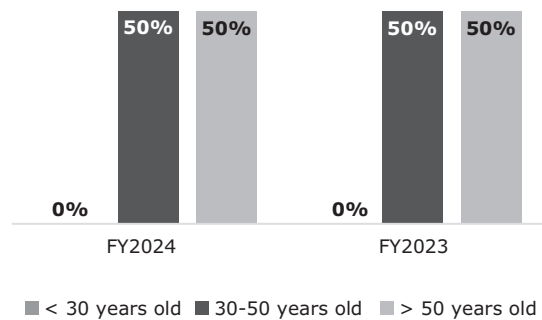
Employees Diversity by Nationalities



Managerial Gender Diversity



Managerial Age Diversity



¹ Percentages for FY2023 employees diversity by gender and age group have been restated due to correction.

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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 will be 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 our Human Resource Policies, and we are in the process of issuing an Employee Handbook.

Our 2-year Performance

NEW HIRES	NUMBER	FY2024	NUMBER ²	FY2023
<i>Overall new Hires</i>	Nil	Nil	1	6%
By Gender				
<i>Male</i>	Nil	Nil	1	6%
<i>Female</i>	Nil	Nil	Nil	Nil
By Age				
<i>< 30 years old</i>	Nil	Nil	Nil	Nil
<i>30 – 50 years old</i>	Nil	Nil	Nil	Nil
<i>> 50 years old</i>	Nil	Nil	1	6%
By Nationalities				
<i>Singapore</i>	Nil	Nil	1	6%
<i>Indonesia</i>	Nil	Nil	Nil	Nil
<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

² The number of new hires for FY2023 have been restated due to correction.

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TURNOVER	NUMBER	FY2024	NUMBER ³	FY2023
<i>Overall Turnover Rate</i>	Nil	Nil	7	41%
By Gender				
<i>Male</i>	Nil	Nil	3	18%
<i>Female</i>	Nil	Nil	4	24%
By Age				
<i>< 30 years old</i>	Nil	Nil	1	6%
<i>30 – 50 years old</i>	Nil	Nil	1	6%
<i>> 50 years old</i>	Nil	Nil	5	29%
By Nationalities				
<i>Singapore</i>	Nil	Nil	5	29%
<i>Indonesia</i>	Nil	Nil	1	6%
<i>Malaysia</i>	Nil	Nil	1	6%
<i>India</i>	Nil	Nil	Nil	Nil
<i>Bangladesh</i>	Nil	Nil	Nil	Nil
<i>Philippines</i>	Nil	Nil	Nil	Nil

Local Communities

The Group is committed to serving and giving back to the community. We recognise that for long-term sustainability, we need to achieve a balance between being profit-driven and being a socially-responsible corporate citizen.

During the Reporting Period, we had the opportunity to volunteer at the Society for the Aged Sick (SAS) for the patients' daily group activities. Our main role was to conduct a daily group activities session by hosting a bingo game and a pass-the-ball game. The Group prepared small prizes for the games and small goodie bags as gifts to all the patients who participated in the event. It was a fulfilling and engaging experience for both the volunteers as well as the patients. We will continue to carry out at least one Corporate Social Responsibility ("CSR") activity in FY2025.



OKH staffs distributing goodies bags to the elderly patients.



OKH staffs distributing goodies bags to the elderly patients.

³ The number of employee turnover by nationalities for FY2023 have been restated due to correction.

SUSTAINABILITY REPORT



Group photo taken after the end of the CSR programme.

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 52 to 53 on our Annual Report FY2024.

Our 2-year Performance

In FY2024, 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 FY2024 and FY2023.

FY2024	FY2023
Reviewed risk management policies (Target met)	Reviewed risk management policies (Target met)

SUSTAINABILITY REPORT

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.

In FY2024, there were zero incidents (FY2023: zero) of non-compliance with laws and regulations and we monitored adherence to regulations, and promptly addressed any discrepancies.

Our 2-year Performance

INCIDENTS OF NON-COMPLIANCE WITH LAWS AND REGULATIONS	FY2024	FY2023
Resulting in a significant fine or penalty	0	0
In a warning	0	0
Non-compliance with voluntary codes	0	0

Corporate Governance

At OKH, we believe that strong governance is the key to a sustainable business. Throughout FY2024, we continued to comply with the Code of Corporate Governance and achieved the target we set last year. Please refer to pages 38 to 59 on the details of our Statement of Corporate Governance.

Our 2-year Performance

FY2024	FY2023
Complied to the Code of Corporate Governance (Target met)	Complied to the Code of Corporate Governance (Target met)

SUSTAINABILITY REPORT

Board Composition

In order to achieve the Group’s goals, we must uphold a carefully curated mix of individuals on our Board. We appoint Board members based on their skills, experience, backgrounds, and how well they align with the strategic goals of the organisation regardless of their race, gender, age and nationality. It is critical that we maintain this equilibrium on a consistent basis and select Board members who can contribute to our success. In FY2024, we have continued to maintain a balanced representation of women on the Board, with two out of five members being female, which represents 40%, the same as in FY2023.

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, monitor the reporting of performance and the optimal mix of experience would help shape the Company’s strategic objectives and provide effective guidance and oversight of the management and Group’s operations.

During the year, there was zero incidence of identified conflicts of interest between the Group and any interested party. Any Interested Party Transactions (“IPTs”) are raised to the Audit Committee and Board for necessary approvals and OKH ensures that interested parties abstain from the decision-making process of the transactions.

2-year Performance

FY2024	FY2023
Maintained a balanced Board composition with 40% female representation (Target met)	Maintained a balanced Board composition with 40% female representation (Target met)

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Embracing sustainable practices not only reduces our emissions and resource consumption but also positions OKH competitively in the transition to a low-carbon and sustainable future. OKH recognises the critical role of climate change and its impact on our business operations, stakeholders, and the environment.

We are committed to achieving a sustainable future and believe that incorporating climate resilience into our strategy is essential for long-term value creation. Therefore, we remain vigilant in assessing climate-related risks and opportunities. The following section outlines our comprehensive approach to address the TCFD Recommendations, encompassing climate governance, strategy, risk management, and metrics and targets.

Governance

At OKH, the Board of Directors is ultimately responsible for oversight of the Group’s climate-related agendas across the Group including, but not limited to, overseeing the management of climate-related risks and opportunities that may arise, and integrating climate-related considerations into the Group’s strategic direction and policies, as well as approving the strategy, initiatives, and performance targets relating to addressing climate risks.

Through regular meetings, the Board reviews and enhances the company’s business and operational activities to identify, not only, significant business risks but also climate-related risks and opportunities that may arise from the changing business landscape. The Board is supported by the Sustainability Committee, chaired by the Chief Executive Officer (“CEO”), who collaborates with teams across different business units and departments to evaluate the climate-related risks and opportunities, supervise the implementation of group-wide climate-related initiatives, and recommend policies, guidelines, and procedures as well as provide regular updates to the Board when required.

SUSTAINABILITY REPORT

Strategy

We have embarked on strengthening our internal capacities to effectively respond to the TCFD Recommendations, aiming to strategically manage pivotal climate-related risks and opportunities within our organization. Following a climate risk assessment conducted during FY2024, we have identified and evaluated climate-related risks and opportunities spanning our operations. These assessments account for potential business and financial implications over various time horizons: short-term, medium-term, and long-term by as follows:

CLIMATE-RELATED RISKS	DESCRIPTION	ANTICIPATED IMPACT	TIME FRAME
Physical risk (Acute) Increased extreme weather events	The heightened occurrence of extreme weather events, such as flash floods, attributable to climate change, can precipitate potential harm to our assets, machinery, equipment, and infrastructure, underscoring the urgent requirement for resilient structures and machinery.	Increased operating costs and insurance premium on assets	Medium- to Long-term
Physical risk (Chronic) Extreme heat	Increased mean temperatures can disrupt normal operation, increase thermal stress and health risk to our employees. Our operating cost may increase as a result of potential installation of additional air-conditioners/cooling system to avoid overheating risk.	Increased operating costs	Medium- to Long-term
Transition risk (Policy and Legal) Expansion of carbon pricing mechanism	Evolution in policy and regulatory frameworks, including broadening the scope of carbon taxation and elevating carbon tax rates, can engender heightened costs associated with reducing carbon emissions. These adjustments may necessitate: <ul style="list-style-type: none"> • Greater investments in emission reduction technologies and methodologies. • Increased expenditures on carbon offsetting initiatives and renewable energy adoption. 	Increased carbon emission reduction cost	Medium- to Long-term
Transition risk (Reputation) Enhanced climate reporting requirements	Non-compliance with pertinent climate reporting mandates mandated by regulatory authorities can precipitate heightened sustainability concerns or adverse feedback from stakeholders, potentially eroding investor trust and confidence. This could result in: <ul style="list-style-type: none"> • Amplified scrutiny and criticism from stakeholders, reflecting negatively on the organization's commitment to environmental responsibility. • Increased costs incurred to bolster compliance efforts, aligning with more rigorous regulatory benchmarks. 	Increased operating and compliance costs	Short- to Medium-term
Opportunities (Resilience) Increased supply chain resilience and adaptability	By investing in resilient materials and embracing sustainable practices such as sourcing low-carbon building materials and fortifying our supply chain policies and procurement strategies throughout the value chain-the Group stands to bolster its adaptability for the future.	Decreased operating costs Increased business revenue	Medium- to Long-term

SUSTAINABILITY REPORT

CLIMATE-RELATED RISKS	DESCRIPTION	ANTICIPATED IMPACT	TIME FRAME
Opportunities (Market) Increased competitiveness through accessing green financing	By embracing more streamlined production processes, OKH stands to capitalise on the growing demand for environmentally-friendly projects. This strategic shift not only positions the company to meet evolving market preferences but also opens avenues to secure sustainability-linked financing. As such, OKH can significantly reduce borrowing costs, thereby enhancing its competitiveness.	Enhanced competitiveness and increased revenue	Medium- to Long-term

Risk Management

OKH recognises the importance of having a sound system of risk management and internal controls, to safeguard the interests of the company and its shareholders, the Group leverage on our risk management framework in place to address financial, operational, compliance, information technology, as well as climate-related risks faced by the Group.

OKH's risk management enables the identification, prioritisation, assessment, management and monitoring of key risks identified. To uphold a resilient system of risk management and internal controls, the existing risk management framework and internal control are reviewed regularly, to evaluate the robustness and resilience of the framework and controls in place.

Our ongoing efforts involve performing risk assessment annually and ensuring compliance with disclosures in accordance with the SGX-ST requirements. We will look into updating the risk register and incorporating sustainability issues, including climate-related risks and opportunities, into our risk management framework in FY2025 so that relevant risks and opportunities are identified, strategically assessed, and effectively managed through our comprehensive risk management process.

Metrics and Targets

As we strive to mitigate climate change impacts, we have established climate-related metrics and targets such as those disclosed below to give our stakeholders a better understanding of our efforts and progress in managing our key climate-related risks and opportunities. We keep track of our climate performance by adopting various performance using the following metrics and, disclose our Scope 1 and 2 GHG emissions in the Report:

- Total electricity consumption (kWh)
- Total electricity consumption intensity (kWh/millions of revenue)
- Total GHG emissions (Scope 1 & 2) (tonnes of CO₂)
- Total GHG emissions intensity (Scope 1 & 2) (tonnes of CO₂/millions of revenue)

We realise the significance of monitoring our indirect Scope 3 emissions, and we aim to report our Scope 3 emissions coverage in categories pertinent to the Group as soon as the data is obtainable. In line with our commitment to tackling climate change, OKH has set climate-related targets as follows:

- Energy: To reduce energy consumption intensity by 5% in the medium-term and will work towards setting long-term target in the future.
- Emissions: To reduce emissions intensity by 5% in the medium-term and will work towards setting long-term target in the future.

SUSTAINABILITY REPORT

GRI CONTENT INDEX

Statement of Use

OKH Global Ltd has reported the information cited in this GRI content index for the period of 1 July 2023 to 30 June 2024 ("FY2024") with reference to the GRI Standards 2021

GRI 1 Used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE NUMBER
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	14
	2-4 Restatements of information	28 to 30
	2-5 External assurance	14
	2-6 Activities, value chain and other business relationships	1
	2-7 Employees	27 to 30
	2-8 Workers who are not employees	27
	2-9 Governance structure and composition	41 to 43
	2-10 Nomination and selection of the highest governance body	44 to 48
	2-11 Chair of the highest governance body	43
	2-12 Role of the highest governance body in overseeing the management of impacts	15
	2-13 Delegation of responsibility for managing impacts	15
	2-14 Role of the highest governance body in sustainability reporting	15, 33
	2-15 Conflicts of interest	38
	2-16 Communication of critical concerns	17, 21
	2-17 Collective knowledge of the highest governance body	14
	2-18 Evaluation of the performance of the highest governance body	48 to 49
	2-19 Remuneration policies	50 to 51
	2-20 Process to determine remuneration	49 to 50
	2-21 Annual total compensation ratio	Undisclosed due to confidentiality
	2-22 Statement on sustainable development strategy	14
	2-23 Policy commitments	15 to 16
	2-24 Embedding policy commitments	15 to 16
	2-25 Processes to remediate negative impacts	21, 55
	2-26 Mechanisms for seeking advice and raising concerns	21, 55
	2-27 Compliance with laws and regulations	32
	2-28 Membership associations	18
	2-29 Approach to stakeholder engagement	17
	2-30 Collective bargaining agreements	None

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GRI STANDARD	DISCLOSURE	PAGE NUMBER
GRI 3: Material Topics 2021	3-1 Process to determine material topics	18 to 19
	3-2 List of material topics	19
	3-3 Management of material topics	20 to 33
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	20
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	20
	205-3 Confirmed incidents of corruption and actions taken	21
GRI 302: Energy 2016	302-1 Energy consumption within the organization	23
	302-3 Energy intensity	23
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24 to 25
	305-2 Energy indirect (Scope 2) GHG emissions	24 to 25
	305-4 GHG emissions intensity	24
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	29 to 30
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	26
	403-5 Worker training on occupational health and safety	26
	403-9 Work-related injuries	26
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27 to 28
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	25