

# EGGRICULTURE FOODS LTD.

永續農業發展有限公司

(incorporated in the Cayman Islands with limited liability)

Stock code: 8609



## 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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# Environmental, Social and Governance Report

## ABOUT THIS REPORT

Eggiculture Foods Ltd. (the “Company”), together with its subsidiaries (the “Group” or “We”), is pleased to present its Environmental, Social and Governance (“ESG”) Report (the “Report”) to provide an overview of the Group’s environmental and social performance (“ESG Performance”) and contributions towards the goal of sustainable development.

## Reporting Period and Scope

This Report reports on the Group’s ESG Performance in Singapore during the reporting period from 1 April 2023 to 31 March 2024 (“FY2024” or the “Reporting Period”).

This Report covers the following key operating entities within the Group, which contributed more than 90% (FY2023: more than 90%) of the Group’s total revenue for the Reporting Period:

S/N	Entities
1	N & N Agriculture Pte. Ltd.
2	The Pasteurized Egg Company Pte. Ltd.
3	Chuan Seng Huat Eggs Pte. Ltd.
4	Guan Sing Eggs
5	Tew Seng Cheow Kee
6	Khwan Hup Farming Pte Ltd
7	Yanhong Trading Enterprise
8	Quailico Eggs Pte. Ltd.
9	Hua Fu Xuan Eggs
10	Oh Chuan Aun Trading Company

## Reporting Framework and Principles

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) set out in Appendix C2 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “GEM Listing Rules”).

As part of our continual efforts to align our ESG reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 (“UN Sustainability Agenda”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its core are the 17 Sustainable Development Goals (“SDGs”), which form an urgent call for action by all countries – developed and developing – in a global partnership. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

In addition, we prepared our ESG Report with reference to the Global Reporting Initiative (“GRI”) Standards, which is a set of internationally recognised sustainability reporting standards that covers a comprehensive range of sustainability disclosures. The GRI content index can be found in pages 34 to 36.

We are also guided by the Task Force on Climate-Related Financial Disclosures (“TCFD”) recommendations on our climate-related disclosures.



The following principles have been adopted in the preparation of this Report:

Reporting principle	Description
<b>Materiality</b>	ESG factors deemed sufficiently important to stakeholders are covered in this Report.
<b>Quantitative</b>	Quantitative information is provided with narrative, impacts and comparative data where possible.
<b>Consistency</b>	ESG data is prepared and presented using consistent methodologies, unless otherwise specified, to allow for meaningful comparisons of ESG data over time.
<b>Balance</b>	This Report provides an unbiased picture of our ESG Performance.

While we have not sought external assurance for this Report, we relied on internal data monitoring and verification to ensure its accuracy. We may seek to assure our future ESG reports externally when the need arises.

### Contact Information

We welcome your feedback on this Report for our ESG Performance. Please contact us by sending us your recommendation to our office at Unit 1104, 11/F, Keybond Commercial Building, 38 Ferry Street, Jordan, Kowloon, Hong Kong.

## INTRODUCTION

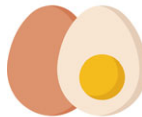
We are a fast-growing company that is headquartered in Singapore and specialises in the production and sale of fresh eggs and processed egg products. We operate our own egg laying farm in Singapore and source eggs from independent third-party suppliers.

An overview of the Group's business is as follows:



We procure mainly from suppliers of:

- Feeds for growers and layers;
- Day-old chicks;
- Vaccines and medication for poultry;
- Fresh eggs and processed egg products;
- Packaging materials; and
- Consumables for operations.



We are principally involved in the production and sale of fresh eggs and processed egg products in Singapore.



We sell mainly to:

- Supermarkets and minimarts;
- Food and beverage outlets and restaurants;
- Wholesalers and retailers; and
- Online platforms.

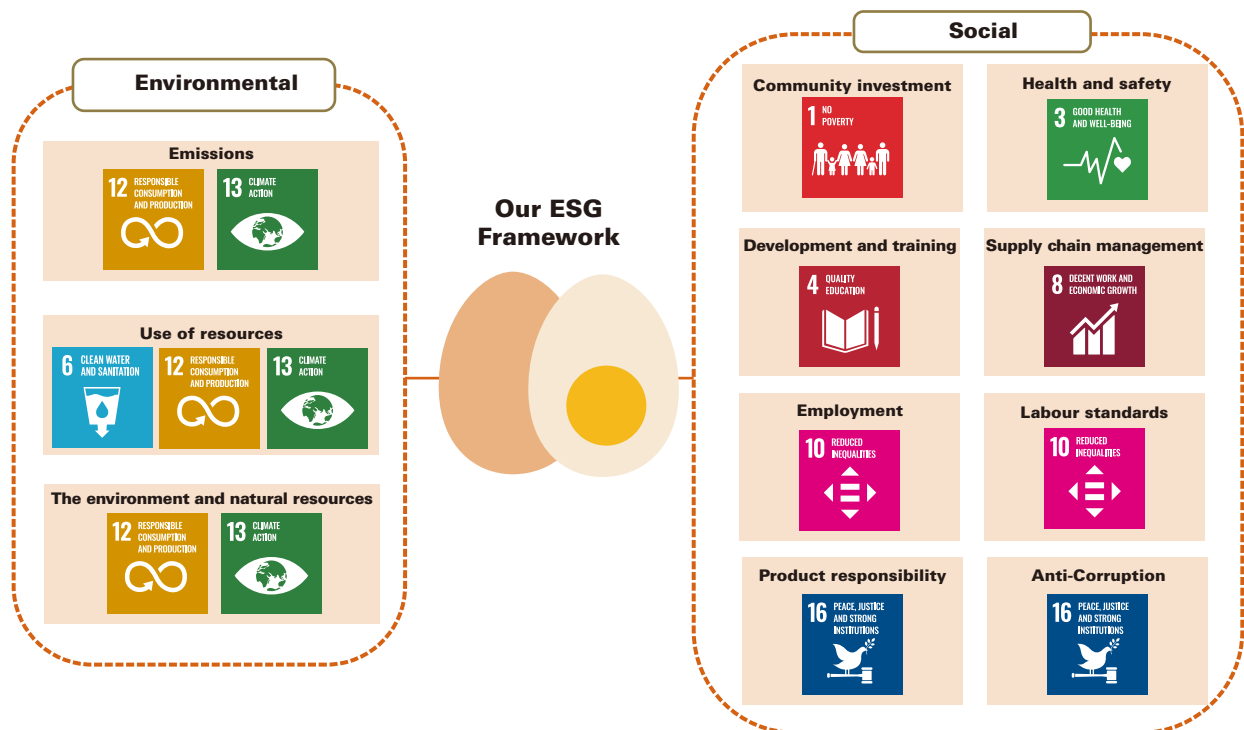
## BOARD STATEMENT

Sustainable development is an integral part of our business strategy, and we are committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders.

Our agenda on ESG factors and reporting is led by the Board of Directors ("Board"), which oversees and ensures that we pursue our commercial objectives, whilst remaining as a responsible and sustainable organisation. For further details on the materiality assessment process established to evaluate, prioritise and manage ESG factors, please refer to the Stakeholders Engagement and Materiality Assessment section.

We established and implemented various policies to manage and monitor our ESG factors. Details of the management approaches to sustainable development of different ESG factors are illustrated in this Report.

Our ESG framework communicates our commitment towards supporting the SDGs. We embed SDGs in our business practices, processes and products and services that we provide. The linkage between our ESG framework, ESG factors and their relevant SDGs is illustrated as follows:



## BOARD STATEMENT *(Continued)*

The Board will continue to monitor, review and update ESG goals and performance indicators from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

A summary of our key ESG Performance for the Reporting Period is as follows:

Aspect	Performance indicator	Performance	
		FY2024	FY2023
Environmental	Nitrogen oxides (NO <sub>x</sub> ) (kg)	<b>15,647.49</b>	13,925.98
	Sulfur dioxide (SO <sub>x</sub> ) (kg)	<b>9.26</b>	8.32
	Particulate matter (PM)(kg)	<b>1,158.02</b>	1,042.92
	Energy consumption intensity (MWh/revenue in S\$'000)	<b>0.14</b>	0.13
	GHG emissions intensity (tonnes of CO <sub>2</sub> -e/revenue in S\$'000)	<b>0.02</b>	0.02
	Waste generated intensity (tonnes/revenue in S\$'000)	<b>0.37</b>	0.29
	Waste recycled intensity (tonnes/revenue in S\$'000)	<b>0.35</b>	0.29
	Water consumption intensity (m <sup>3</sup> /revenue in S\$'000)	<b>1.19</b>	0.77
Social	Ratio of female over total employees	<b>28%</b>	32%
	Ratio of employees who are at least 40 years old	<b>52%</b>	53%
	Employee turnover rate	<b>14%</b>	12%
	Number of workplace fatalities	–	–
	Number of non-fatal workplace injuries <sup>1</sup>	<b>1</b>	3
	Number of lost days	<b>9</b>	198
	Average training hours per employee	<b>11.36</b>	13.18
	Incidents of non-compliance with the applicable labour laws and regulations	–	–
	Percentage of key suppliers evaluated based on the quality of the products	<b>95%</b>	95%
	Incidents of product recall due to safety and health reasons	–	–
	Concluded legal cases regarding corrupt practices	–	–

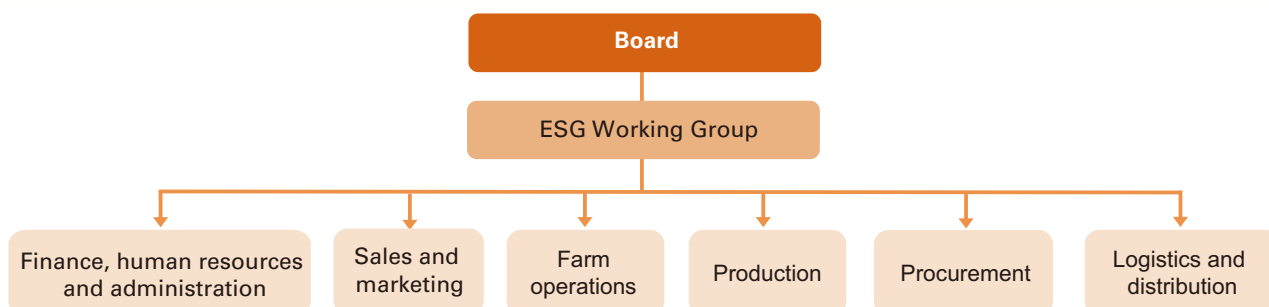
<sup>1</sup> Non-fatal workplace injuries refer to all recordable work-related injuries that a company is required to report to the Ministry of Manpower of Singapore.

## GOVERNANCE STRUCTURE

Our sustainability strategy is developed and directed by an executive level ESG Working Group in consultation with the Board.

The ESG Working Group, which includes representatives from key functions of the Group, is tasked to develop the sustainability strategy, review our material impacts, consider stakeholder priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

The Group's ESG reporting structure is as follows:



## STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT

We understand that the success of our business depends on the support from our key stakeholders, comprising individuals or groups that have an interest that is affected or could be affected by our activities. Stakeholders play an important role in helping us to understand our risks and identify opportunities through interactions and communications. Stakeholders are prioritised from time to time in view of our roles and duties, strategic plan and business initiatives. We engage with our stakeholders to develop mutually beneficial relationships and to seek views on our business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

We acknowledge the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in our business activities. Through an internal stakeholder mapping exercise, we identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of our key stakeholders, and the various platforms and methods of communication we used to reach, listen to and respond to them:

Stakeholders	Expectations	Engagement channels	Responses
<b>Government and regulators (collectively as "Regulators")</b>	<ul style="list-style-type: none"> <li>Comply with applicable laws and regulations</li> <li>Proper tax payment</li> <li>Promote regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspections and checks</li> <li>Research and discussion through work conferences, work report preparation and submission for approval</li> <li>Annual and interim reports</li> </ul>	<ul style="list-style-type: none"> <li>Operated, managed and paid taxes according to laws and regulations, strengthened safety management, accepted the Regulators' supervision, inspection and evaluation, and actively undertook social and environmental responsibilities</li> </ul>

## STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT *(Continued)*

Stakeholders	Expectations	Engagement channels	Responses
<b>Shareholders and Investors (collectively as "Shareholders")</b>	<ul style="list-style-type: none"> <li>Return on investment</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting and other shareholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>Issued notices of general meeting and proposed resolutions according to regulations, disclosed Company's information by publishing announcements/ circulars/annual and interim reports</li> </ul>
	<ul style="list-style-type: none"> <li>Information disclosure and transparency</li> <li>Protection of interests and fair treatment of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Annual and interim reports, announcements</li> <li>Company's website</li> </ul>	<ul style="list-style-type: none"> <li>Carried out different forms of investor activities with an aim to improve investors' recognition</li> <li>Held results briefing as and when required</li> <li>Disclosed company's contact details on the Company's website and in published reports and ensured that our communication channels are available and effective</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Safeguard the rights and interests of employees</li> <li>Working environment</li> <li>Career development opportunities</li> <li>Self-actualisation</li> <li>Health and safety</li> <li>Remuneration</li> </ul>	<ul style="list-style-type: none"> <li>Training, seminars, briefing sessions</li> <li>Newsletters</li> <li>Intranet and emails</li> <li>Staff appraisals</li> </ul>	<ul style="list-style-type: none"> <li>Provided a healthy and safe working environment; developed a fair mechanism for promotion; cared for employees by helping those in need and organised employee activities</li> </ul>



## STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT *(Continued)*

Stakeholders	Expectations	Engagement channels	Responses
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Safe and high-quality products</li> <li>• Stable relationship</li> <li>• Integrity</li> <li>• Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>• Business meetings</li> <li>• Company website, brochures and annual reports</li> <li>• Email</li> <li>• Customer service hotline</li> </ul>	<ul style="list-style-type: none"> <li>• Held regular customer satisfaction surveys to understand our customers' satisfaction levels with our products and services</li> </ul>
<b>Suppliers/Partners</b>	<ul style="list-style-type: none"> <li>• Long-term partnership</li> <li>• Honest cooperation</li> <li>• Fair, open information resources sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Business meetings, supplier conferences, phone calls, interviews</li> <li>• Review and assessment</li> <li>• Tendering process</li> </ul>	<ul style="list-style-type: none"> <li>• Implemented proper sourcing procedures, invited tenders publicly for significant purchases or projects to select the best suppliers and contractors, performed contracts according to agreements, enhanced daily communication, and established long-term cooperation with quality suppliers and contractors</li> </ul>
<b>Financial institutions</b>	<ul style="list-style-type: none"> <li>• Compliance with applicable laws and regulations</li> <li>• Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Business meetings</li> <li>• Information disclosure</li> <li>• Annual and interim reports</li> </ul>	<ul style="list-style-type: none"> <li>• Provided annual and interim reports</li> </ul>
<b>Public and Communities</b>	<ul style="list-style-type: none"> <li>• Social responsibility</li> <li>• Open information</li> </ul>	<ul style="list-style-type: none"> <li>• Community engagement</li> <li>• ESG reports</li> </ul>	<ul style="list-style-type: none"> <li>• Engaged in charity, organised activities and volunteering</li> </ul>



## **STAKEHOLDERS ENGAGEMENT AND MATERIALITY ASSESSMENT** *(Continued)*

Through communication with stakeholders, we understand the expectations and concerns of stakeholders. The feedback obtained allows us to make more informed decisions, and to better assess and manage the resulting impact.

We adopted the principle of materiality in our ESG reporting by understanding the key ESG factors that have the most impact on our ESG Performance. Our key ESG factors and related key performance indicators ("KPIs") are reported in the Report according to the recommendations of the ESG Reporting Guide.

We evaluate, prioritise and manage ESG factors through the following steps:

### **Step 1: Identification – Industry Benchmarking**

- Relevant ESG factors are identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG factor is determined based on the importance of each ESG factor to the Group through internal discussion among the management and the recommendation of the ESG Reporting Guide.

### **Step 2: Prioritisation – Stakeholder Engagement**

- We discussed key ESG factors identified with our key stakeholders to ensure that all the key ESG factors are covered.

### **Step 3: Validation – Determining Material Factors**

- Based on the discussion with key stakeholders and internal discussion among the management, we ensured that all the ESG factors, which are important to business development, are reported and in compliance with the ESG Reporting Guide.

As a result of this process carried out, key ESG factors are discussed in this Report as follows:

## A. ENVIRONMENTAL ASPECTS

As a leading poultry farming and egg-related products manufacturing company in Singapore, we recognise our obligation to reduce the impact of our operations on the environment and are accountable for the resources and materials that are used in our daily operations. With increasing concerns among customers and other stakeholders for the environmental protection and healthy living environment, we are committed to improving our environmental performance by responsibly managing our operations, reducing our carbon footprint and using resources effectively.

Key initiatives implemented to reduce the environmental impact of our operations are as follows:

Initiative	Environmental impact	Reference section
<b>Compliance with relevant environmental laws and regulations</b>	<ul style="list-style-type: none"> <li>Reduction of air pollutant emissions</li> <li>Reduction of greenhouse gas ("GHG") emissions</li> <li>Reduction of non-hazardous waste</li> </ul>	<ul style="list-style-type: none"> <li>A. <i>Environmental Aspects</i></li> </ul>
<b>Conversion of chicken manure into biogas which is used as a renewable energy source for farm operations</b>	<ul style="list-style-type: none"> <li>Reduction of GHG emissions</li> <li>Reduction of non-hazardous waste</li> </ul>	<ul style="list-style-type: none"> <li>A1. <i>Emissions</i></li> <li>A2. <i>Use of Resources</i></li> <li>A3. <i>The Environment and Natural Resources</i></li> </ul>
<b>Generation of clean solar energy at our premises</b>	<ul style="list-style-type: none"> <li>Reduction of GHG emissions</li> </ul>	<ul style="list-style-type: none"> <li>A1. <i>Emissions</i></li> <li>A2. <i>Use of Resources</i></li> </ul>
<b>Electricity supplied by the energy retailer which is generated from renewable sources through the redemption of renewable energy certificates ("RECs")</b>	<ul style="list-style-type: none"> <li>Reduction of GHG emissions</li> </ul>	<ul style="list-style-type: none"> <li>A1. <i>Emissions</i></li> </ul>
<b>Maintain a fleet of motor vehicles that comply with at least Euro V emission standard<sup>2</sup></b>	<ul style="list-style-type: none"> <li>Reduction of air pollutant emissions</li> </ul>	<ul style="list-style-type: none"> <li>A1. <i>Emissions</i></li> </ul>

During the Reporting Period, we complied with the relevant environmental laws and regulations and the Environmental Public Health Act in Singapore, such as the Environmental Protection and Management Act. In FY2024, there was a (FY2023: zero) concluded case of non-compliance<sup>3</sup> with the relevant environmental laws and regulations. The non-compliance incident relates to a surface runoff contamination. We embarked on additional mitigating measures to reduce the possibility of surface runoff contamination by treating waste streams at source and reducing the pollutant load in effluents. As we continue to grow, we are committed to continuously improving the environmental sustainability of our business, ensuring that environmental considerations remain one of the top priorities in our daily business operations.

<sup>2</sup> Euro emission standards define the acceptable limits for exhaust emissions of vehicles. The standard ranges from 1 to 6 with 6 being the highest and 1 being the lowest.

<sup>3</sup> A non-compliance incident refers to an incident that has been investigated by the relevant authorities and violation of regulations has been established.



## A. ENVIRONMENTAL ASPECTS *(Continued)*

### A1. Emissions

Our stakeholders and society at large are increasingly concerned about the environment. One of the key environmental factors that the world currently faces is the increasing impact of emissions on climate change and global warming. We are conscious of such concerns and strive to reduce emissions generated from our operations. In the ensuing sections, we detail the types, nature of emissions from our operations, our strategy to reduce emissions and the related statistics.

#### **Greenhouse Gas ("GHG") and Air Pollutant Emissions**

GHG and air pollutant emissions are considered as the major contributors to climate change, global warming and poor air quality. Our GHG emissions can be classified as scope 1 and scope 2 emissions. Scope 1 and air pollutant emissions mainly come from combustion of diesel fuels in motor vehicles and machines such as poultry feed mill machinery whilst scope 2 emissions mainly come from purchased electricity.

We aim to lower the energy consumption, GHG and air pollutant emissions in our business operations through the following measures and initiatives:

- Compliance with policies and procedures put in place to encourage energy saving;
- Conversion of chicken manure into biogas which is used as a renewable energy source to run our farm operations;
- Generation of clean solar energy at our premises;
- Purchase electricity from an energy retailer that distributes electricity from renewable sources through the redemption of RECs; and
- To reduce air pollutant emissions, we schedule our delivery routes daily to maximise efficiency and minimise diesel consumption. In addition, more than 80% (FY2023: more than 80%) of our motor vehicles comply with at least Euro V emission standard.

Statistics on GHG emissions during the Reporting Period are as follows:

GHG Emissions <sup>4</sup>	Unit	FY2024	FY2023
Scope 1 <sup>5</sup>	tonnes of CO <sub>2</sub> -e	<b>1,536.45</b>	1,381.07
Scope 2 <sup>6</sup>	tonnes of CO <sub>2</sub> -e	<b>398.63</b>	118.81 <sup>7</sup>
Total GHG emissions	tonnes of CO <sub>2</sub> -e	<b>1,935.08</b>	1,499.89
GHG emissions intensity	tonnes of CO <sub>2</sub> -e/revenue in S\$'000	<b>0.02</b>	0.02

<sup>4</sup> The calculation of air pollutants and GHG emissions is mainly based on the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by Hong Kong Stock Exchange.

<sup>5</sup> Scope 1: Direct emissions from sources that are owned or controlled by the Group.

<sup>6</sup> Scope 2: Indirect emissions from purchased electricity consumed by the Group. This will be calculated using the market-based method. Market-based method accounts for the reduction in emissions from the consumption of renewable electricity. Using the location-based method based on the average grid emission factors published by the Energy Market Authority, our Scope 2 GHG emissions is 3,445.11 tonnes of CO<sub>2</sub>-e (FY2023: 2,481.05 tonnes of CO<sub>2</sub>-e).

<sup>7</sup> Figure has been restated as a correction.



## A. ENVIRONMENTAL ASPECTS *(Continued)*

### A1. Emissions *(Continued)*

#### **Greenhouse Gas ("GHG") and Air Pollutant Emissions** *(Continued)*

Statistics on air pollutant emissions during the Reporting Period are as follows:

Type of Air Pollutant <sup>8</sup>	Unit	FY2024	FY2023
Nitrogen oxides (NO <sub>x</sub> )	kg	<b>15,647.49</b>	13,925.98
Sulfur dioxide (SO <sub>x</sub> )	kg	<b>9.26</b>	8.32
Particulate matter (PM)	kg	<b>1,158.02</b>	1,042.92

The increase in air pollutants is mainly attributable to the increase in diesel consumed by machinery and motor vehicles due to an increase in business activities during the Reporting Period.

#### **Hazardous and Non-hazardous Waste**

The increasing amount of waste generated globally is not sustainable. Our key strategy on this front is to recycle waste. We recognise that before waste can be effectively reduced or treated, we need to be able to first identify them. One of the measures we introduced and implemented to identify waste is to set up a classification system for different types of waste. Each type of waste has a specific storage location, collection procedures and treatment methods.

On waste generation, no hazardous waste was generated during the year. Non-hazardous waste generated from our operations comprises mainly domestic waste, dead chickens and quail, manure from pullets, layer chickens, quail and eggshells from production of processed eggs. Our waste treatment is detailed as follows:

- For dead poultry, quail manure and quail eggshells, we engaged licensed waste collectors to collect this waste for proper processing and disposal;
- For chicken eggshells, we engaged licensed recycling companies to collect and convert this organic waste into useful materials such as fertiliser in accordance with the applicable laws and regulations in Singapore; and
- For chicken manure<sup>9</sup>, we installed anaerobic digesters to convert them into biogas for running farm's operations.

<sup>8</sup> The calculation of air pollutants and GHG emissions is mainly based on the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by Hong Kong Stock Exchange.

<sup>9</sup> Chicken manure, if untreated, results in the emission of methane. Methane is a greenhouse gas that has a significant and adverse impact on the Earth's temperature and climate system if released into the atmosphere.



## A. ENVIRONMENTAL ASPECTS (Continued)

### A1. Emissions (Continued)

#### Hazardous and Non-hazardous Waste (Continued)

Statistics on key non-hazardous waste generated from operations during the Reporting Period is as follows:

Non-hazardous waste generated and recycled	Unit	FY2024	FY2023
<b>Non-hazardous waste generated</b>			
Domestic waste	tonnes	<b>591.31</b>	465.77
Poultry waste – eggshells	tonnes	<b>2,904.32</b>	1,329.12
Poultry waste – dead chicken	tonnes	<b>211.85</b>	116.97
Poultry waste – chicken and quail manure	tonnes	<b>35,167.47</b>	24,997.42
Total waste generated	tonnes	<b>38,874.95</b>	26,909.28
Waste generated intensity	tonnes/revenue in S\$'000	<b>0.37</b>	0.29
<b>Non-hazardous waste recycled</b>			
Poultry waste – eggshells	tonnes	<b>2,904.32</b>	1,329.12
Poultry waste – chicken manure	tonnes	<b>33,763.84</b>	24,997.42
Total waste recycled	tonnes	<b>36,668.16</b>	26,326.54
Waste recycled intensity	tonnes/revenue in S\$'000	<b>0.35</b>	0.29

The increase in waste generated intensity is mainly attributable to an increase in the number of yet-to-mature pullets and chicken layer houses as well as the completion of our quail farm ("Eggs Laying Facilities"). As it will take time for pullets to grow and become productive within our Eggs Laying Facilities and due to an increase in the proportion of sales attributable to eggs produced internally from our Eggs Laying Facilities, we experienced a more than proportional increase in waste generated as compared to the increase in revenue.

Target for FY2024	Performance in FY2024	Target for FY2025
<ul style="list-style-type: none"> <li>Reduce air pollutant emissions</li> </ul>	<ul style="list-style-type: none"> <li>Increase in air pollutant emissions</li> </ul>	<ul style="list-style-type: none"> <li>Reduce air pollutant emissions</li> </ul>
<ul style="list-style-type: none"> <li>Maintain or reduce GHG emissions intensity</li> </ul>	<ul style="list-style-type: none"> <li>No material changes in GHG emissions intensity</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or reduce GHG emissions intensity</li> </ul>
<ul style="list-style-type: none"> <li>Maintain or reduce intensity of non-hazardous waste generated</li> </ul>	<ul style="list-style-type: none"> <li>Increase in intensity of non-hazardous waste generated</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or reduce intensity of non-hazardous waste generated</li> </ul>
<ul style="list-style-type: none"> <li>Maintain or increase intensity of non-hazardous waste recycled</li> </ul>	<ul style="list-style-type: none"> <li>Increase in intensity of non-hazardous waste recycled</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or increase intensity of non-hazardous waste recycled</li> </ul>



## A. ENVIRONMENTAL ASPECTS *(Continued)*

### A2. Use of Resources

We recognise that non-renewable resources are limited in supply and cannot be used sustainably. Accordingly, we focus on efficient resource utilisation and use of renewable resources to minimise our environmental impact.

#### **Energy**

For further details on our energy conservation initiatives, please refer to the A1. Emissions section. Statistics on our energy consumption during the Reporting Period are summarised as follows:

Energy Source	Unit	FY2024	FY2023
Purchased electricity	MWh	<b>8,265.62</b>	6,164.85
• Electricity attributed to renewable sources <sup>10</sup>	MWh	<b>7,309.22</b>	5,869.63
• Electricity attributed to non-renewable sources	MWh	<b>956.41</b>	295.23
Electricity generated by solar panels	MWh	<b>221.02</b>	265.68
Diesel	MWh	<b>5,859.41</b>	5,267.60
Total energy consumption	MWh	<b>14,346.06</b>	11,698.13
Energy consumption intensity	MWh/revenue in S\$'000	<b>0.14</b>	0.13

The decrease in electricity generated by our solar panels is mainly due to degradation of solar panels which results in lesser sunlight converted into electricity. We will continue to monitor the conditions of our solar panels and take necessary corrective and preventive actions where practicable. The increase in energy consumption intensity is mainly attributable to an increase in the number of yet-to-mature pullets and Eggs Laying Facilities. As it will take time for pullets to grow and become productive within our Eggs Laying Facilities and due to an increase in the proportion of sales attributable to eggs produced internally from our Eggs Laying Facilities, we experienced a more than proportional increase in energy consumed as compared to the increase in revenue.

#### **Water**

Water is another key resource used in our operations. We rely on water resources mainly from municipal water suppliers to run our operations primarily in the following areas:

- Water intake for poultry;
- Cleaning;
- Reduce air temperature; and
- Pasteurise eggs.

<sup>10</sup> We purchased electricity for use at our Lim Chu Kang and Tai Seng premises, from an energy retailer that distributes electricity from renewable sources through the redemption of RECs.



## A. ENVIRONMENTAL ASPECTS *(Continued)*

### A2. Use of Resources *(Continued)*

#### **Water** *(Continued)*

In order to save water, water consumption rates are regularly tracked and analysed. Corrective actions are taken when unusual consumption patterns are observed. The water consumption during the Reporting Period is as follows:

Water	Unit	FY2024	FY2023
Water consumption	m <sup>3</sup>	<b>124,263.70</b>	71,392.80
Water consumption intensity	m <sup>3</sup> /revenue in S\$'000	<b>1.19</b>	0.77

The increase in water consumption intensity is mainly attributable to an increase in the number of yet-to-mature pullets and Eggs Laying Facilities. As it will take time for pullets to grow and become productive within our Eggs Laying Facilities and due to an increase in the proportion of sales attributable to eggs produced internally from our Eggs Laying Facilities, we experienced a more than proportional increase in water consumed as compared to the increase in revenue.

#### **Packaging Materials**

We consider the use of eco-friendly packaging materials as a priority to be environmentally sustainable. Key packaging materials used in our operations include the following:

- Paper cartons;
- Paper and plastic egg trays;
- Plastic vacuum bags; and
- Stickers and labels.

Singapore is working towards becoming a zero-waste nation by reducing the consumption of materials, reusing and recycling materials to give them a second lease of life. To achieve the zero-waste vision, NEA implemented the Mandatory Packaging Reporting ("MPR") scheme. In line with rising awareness of environmental impacts of packaging usage and our commitment to support the zero-waste vision, we constantly track our packaging materials imported and used in our operations which comprise paper and plastic trays, paper cartons from imported eggs, imported paper and plastic egg trays. During the calendar year 2023, the usage of those packaging materials amounted to approximately 1,277.38 tonnes<sup>11</sup>.

When designing egg trays, we proactively source recyclable materials for packaging in order to reduce the environmental impact. For instance, plastic cartons are designed to be reusable, and they are collected for reuse. A discount is granted on purchases made by customers for the return of such cartons. In addition, we sell unused, damaged paper egg cartons and trays to a licensed waste collector to ensure that these packaging materials are properly handled and recycled.

Target for FY2024	Performance in FY2024	Target for FY2025
<ul style="list-style-type: none"> <li>• Maintain or reduce energy consumption intensity</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in energy consumption intensity</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain or reduce energy consumption intensity</li> </ul>
<ul style="list-style-type: none"> <li>• Reduce water consumption intensity</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in water consumption intensity</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce water consumption intensity</li> </ul>

<sup>11</sup> As part of Singapore's MPR, N & N Agriculture Pte. Ltd. and Chuan Seng Huat Eggs Pte. Ltd. are required to comply with MPR and have submitted its packaging data to NEA from calendar year 2023. Accordingly, no comparative figure is disclosed.





## A. ENVIRONMENTAL ASPECTS *(Continued)*

### A3. The Environment and Natural Resources

We understand that poultry farming can have a significant impact on the environment and natural resources. As a responsible business, we attach great importance to green farming. Our farm operations generate a substantial amount of poultry manure, if untreated, results in the emission of methane. Methane is a greenhouse gas that has a significant and adverse impact on the Earth's temperature and climate system if released into the atmosphere. Hence, we installed anaerobic digesters to convert poultry waste into biogas for use in generating energy for running farm's operations.

We will continue to seek opportunities to further reduce emissions and resource consumption with the aim of lowering the negative environmental impacts from our business operations and using minimal natural resources.

Target for FY2024	Performance in FY2024	Target for FY2025
Minimise impacts on the environment and natural resources	Minimised impacts on the environment and natural resources	Minimise impacts on the environment and natural resources

## B. SOCIAL ASPECTS

We recognise that the maintenance of strong, healthy and friendly business relations with our employees, supply chains and the community in which we operate in, is key to our success and development. We consider employees as an important asset and are committed to respecting them and enabling them to grow together with us. We also aim to actively contribute to society.

### EMPLOYMENT AND LABOUR PRACTICES

#### B1. Employment

We value our employees and the contribution that they make. We have a set of human resources management policies and procedures in place with the aim of providing a better working environment for them to work in. To understand their needs, we established various communication channels with them, including staff induction courses and continuing educational seminars, regular staff and departmental meetings, internal publications and bulletin board and intranet communication. We also communicate with them on a personal level subject to the needs and circumstances.

We respect employees' rights and treat all employees equally. Employment, remuneration and promotion considerations are not affected by an employee's social identity such as ethnicity, race, nationality, gender, religion, age, sexual orientation, political faction and marital status. We formulate and regularly review our human resources plan for alignment with our development plan and strategic goals. We recruit employees from diversified sources and have in place programmes to integrate them into our organisation and identify talents for higher responsibilities. Our aim is to nurture prospective employees to become future leaders in our organisation.

We formulate competitive remuneration packages to retain and motivate employees in achieving the key goals of our Group. We provide remuneration to employees according to their qualifications, experience, performance, job duties, service years and market benchmark.



## B. SOCIAL ASPECTS *(Continued)*

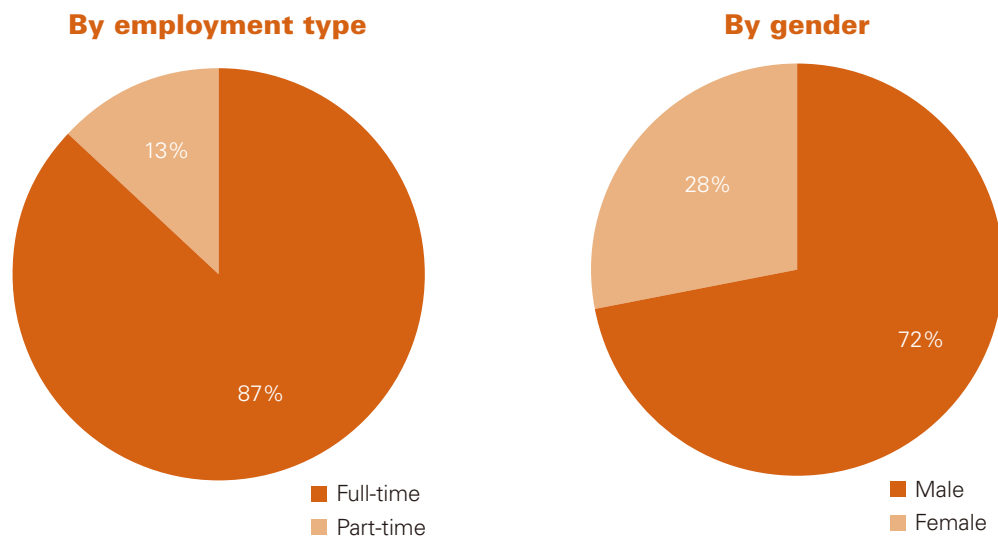
### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B1. Employment *(Continued)*

In addition to salary, we provide central provident fund<sup>12</sup>, overtime pay, medical insurance, and variable incentive-based remuneration such as discretionary bonus to employees. Employees are also entitled to various types of leaves including annual leave, sick leave, maternity leave, paternity leave, shared parental leave, childcare leave, extended childcare leave and compassionate leave.

We strictly comply with the national laws, regulations and our internal human resource policies and procedures. During the Reporting Period, we have no (FY2023: zero) non-compliance with the relevant laws and regulations such as the Employment Act in Singapore that have significant impacts on us relating to compensation and dismissal, recruitment and promotion, working hours, equal opportunity, diversity, anti-discrimination and other benefits and welfare. Any changes in employment terms will be notified to staff and agreed in writing to protect the lawful rights and interests of all employees.

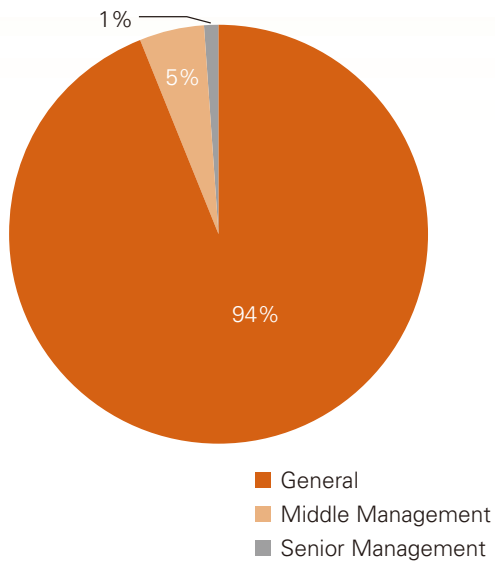
As at 31 March 2024, we had 356 permanent full-time and part-time employees (FY2023: 311), with full-time employees contributing to 87% (FY2023: 82%) of the workforce. We do not employ any non-guaranteed hours employees. On gender diversity, 28% (FY2023: 32%) of our workforce is female as at 31 March 2023. Given the nature of our business which is principally in the production and sales of egg products in Singapore, the gender ratio is geared towards a higher proportion of male employees. In FY2024, general employees contribute to 94% (FY2023: 90%) of our workforce and 39% (FY2023: 40%) of them are Singaporeans. On age diversity, mature workers are valued for their experience, knowledge and skills and 52% (FY2023: 53%) of the workforce is above 40 years old.



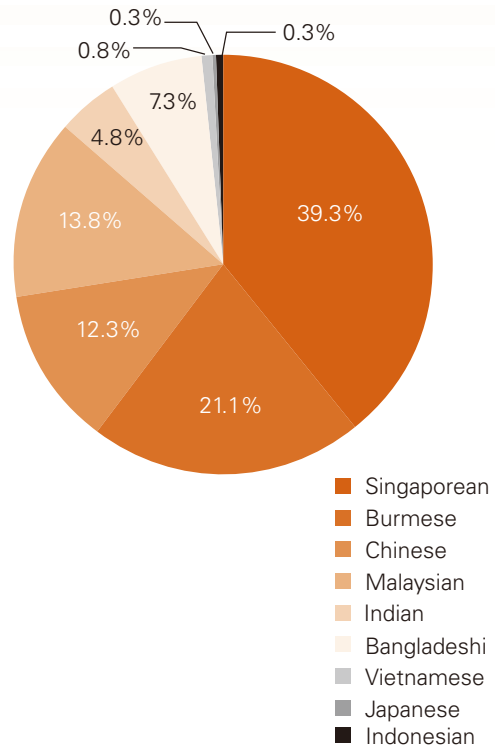
<sup>12</sup> Central provident fund is a compulsory comprehensive savings and pension plan for working Singaporeans and permanent residents primarily to fund their retirement, healthcare, and housing needs in Singapore.

**B. SOCIAL ASPECTS** *(Continued)*  
**EMPLOYMENT AND LABOUR PRACTICES** *(Continued)*  
**B1. Employment** *(Continued)*

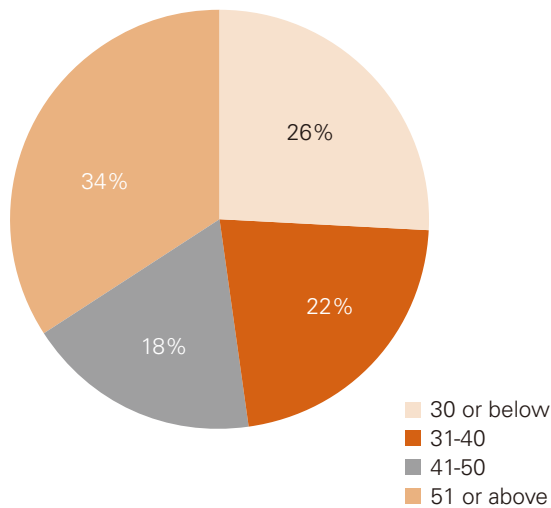
**By employment category**



**By nationality**



**By age group**



## B. SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B1. Employment *(Continued)*

Statistics on employee turnover rates by gender, age group and nationality are as follows:

Employee turnover rate	FY2024	FY2023
<b>By gender</b>		
• Male	<b>12%</b>	9%
• Female	<b>20%</b>	18%
<b>By age group</b>		
• Age 30 or below	<b>15%</b>	10%
• Age 31–40	<b>18%</b>	14%
• Age 41–50	<b>13%</b>	10%
• Age 51 or above	<b>13%</b>	13%
<b>By nationality</b>		
• Singaporean	<b>16%</b>	12%
• Chinese	<b>18%</b>	8%
• Malaysian	<b>20%</b>	20%
• Burmese	<b>–%</b>	12%
• Vietnamese	<b>67%</b>	40%
• Indian	<b>35%</b>	6%
<b>Overall<sup>13</sup></b>	<b>14%</b>	12%

We will continue to work towards improving our turnover rate by gender, age group and geographical region.

Target for FY2024	Performance in FY2024	Target for FY2025
Move towards a more balanced set of diversity ratios or maintain existing diversity ratios	No material changes in diversity ratios	Move towards a more balanced set of diversity ratios or maintain existing diversity ratios

#### B2. Health and Safety

As a responsible employer, we recognise that it is important for us to provide a safe and healthy workplace and working environment for our employees. Accordingly, we always place the highest priority on protecting the health and safety of our employees. In Singapore, we are also required to abide by the Workplace Safety and Health Act. In recognition of our continuous efforts to embed safety in our operations, N & N Agriculture Pte. Ltd., Chuan Seng Huat Eggs Pte. Ltd. and Quailico Eggs Pte. Ltd. are bizSAFE Level 3 certified by the Workplace Safety and Health Council.

<sup>13</sup> Turnover rate is calculated by dividing the total number of resigned staff by the total number of employees from entities covered.

## B. SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B2. Health and Safety *(Continued)*

In order to ensure occupational safety and health of employees in the workplace, we adopted the following key measures:

- Workplace safety and health policy is in place;
- Plant, equipment and machinery are safe with minimal risks to health;
- Safety arrangements are in place on the use and handling of goods, plant, equipment and machinery;
- Sufficient information, instruction, training and supervision are provided to ensure that all employees are aware of the hazards at their workplace, together with the necessary measures to be taken to protect against these hazards;
- A workplace safety and health policy is in place;
- Adequate employee welfare facilities and arrangements such as staff accommodation are set up;
- A safety committee is in place to manage workplace safety and health risks. The committee regularly monitors and reviews our system, provides recommendations for improvements and a forum for the discussion of safety and health matters. If any serious accident/incident-related health and safety is detected, an analysis is carried out promptly and remedy measures are formulated to prevent similar incidents from happening in future; and
- Workplace risk assessments are performed in line with our risk management procedures for the entities certified with bizSAFE Level 3 to identify, evaluate and monitor the health and safety hazards associated with work activities and processes. The identified hazards are assessed, taking into consideration the existing controls in place and additional controls required.

During the Reporting Period, we recorded zero (FY2023: zero) fatalities in our operations and 1 (FY2023: 3) non-fatal workplace injury which resulted in 9 (FY2023: 198) lost days. The non-fatal workplace injuries relate to incidents of slip, trip and fall. Lessons learnt from work-related injuries were shared across business units to prevent recurrence and we will continuously work towards reducing both the occurrence and severity of workplace accidents. We have strengthened the relevant policies and procedures to reinforce workplace safety measures. We have zero (FY2023: zero) non-compliances<sup>14</sup> with the relevant laws and regulations in providing a safe and healthy working environment.

Target for FY2024	Performance in FY2024	Target for FY2025
Ensure zero non-compliance with relevant health and safety laws and regulations	Zero non-compliances with relevant health and safety laws and regulations	Ensure zero non-compliances with relevant health and safety laws and regulations

#### B3. Development and Training

We believe that the knowledge, skills and capabilities of our employees are vital to our continued business growth and success. In view of this, we always encourage our staff to participate in continuous learning activities to achieve their personal accomplishment, strengthen their working skills and enhance team performance.

<sup>14</sup> A non-compliance incident refers to an incident that has been investigated by the relevant authorities and violation of regulations has been established.



## B. SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B3. Development and Training *(Continued)*

In order to enable our employees to keep themselves abreast of the best practices in the poultry farming industry, we established a comprehensive training programme to ensure that they are adequately trained. The training programme covers areas such as personal hygiene, health status to prevent food contamination, and necessary skills in carrying out their work for food safety purposes. In addition, we offer internal and external professional training programmes to employees according to the requirements of their job positions and a budget is allocated annually for such programmes.

Continuous assessment is conducted to keep track of employee performance. We select employees with outstanding performance through various methods such as internal aptitude tests, on-the-job training, examinations, peers' and supervisors' recommendations and further develop them by sending them for priority training. During the Reporting Period, we provided 31 (FY2023: 30) training modules relating to food safety, animal welfare and workplace safety to our employees. In aggregate, we conducted 4,045 hours (FY2023: 4,007 hours) of training during the Reporting Period. Statistics on average training hours per employee and the percentage of employees who received training by gender and employee are as follows:

Average training hours per employee	FY2024	FY2023
<b>By gender</b>		
• Male	<b>12.40</b>	15.42
• Female	<b>8.70</b>	8.41
<b>By employee category</b>		
• Senior Management	<b>3.20</b>	4.80
• Middle Management	<b>34.06</b>	22.21
• General	<b>10.33</b>	12.55
<b>Overall</b>	<b>11.36</b>	13.18

Percentage of employees receiving training	FY2024	FY2023
<b>By gender</b>		
• Male	<b>55%</b>	65%
• Female	<b>32%</b>	37%
<b>By employee category</b>		
• Senior Management	<b>40%</b>	40%
• Middle Management	<b>82%</b>	79%
• General	<b>47%</b>	55%
<b>Overall</b>	<b>48%</b>	56%

We will continuously work towards improving the average training hours completed per employee and the percentage of employees receiving training.

Target for FY2024	Performance in FY2024	Target for FY2025
• Maintain or increase the number of training modules provided	• Slight increase in the number of training modules provided	• Maintain or increase the number of training modules provided
• Increase the average training hours completed per employee	• Slight decrease in the average training hours completed per employee	• Increase the average training hours completed per employee



## B. SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B4. Labour Standards

We adopt a fair and equitable principle which promotes equal opportunity in recruitment and promotion for employees. Decisions are made based on merit without regard for an employee's social identity. We are strictly in compliance with the relevant laws and regulations in where we operate. Prior to confirmation of employment, job applicants are required to provide valid identity documents for age verification in order to ensure that the applicants are lawfully employable. Forced labour is strictly prohibited. Work should not be performed under threat of penalty or coercion and employees may resign upon reasonable notice.

We respect the human rights of employees and are strongly against the employment of child labour and forced labour. During the Reporting Period, there were zero (FY2023: zero) concluded cases of non-compliance with the applicable labour laws and regulations, including those relating to child labour or forced labour.

Target for FY2024	Performance in FY2024	Target for FY2025
Ensure zero case related to child labour or forced labour	Zero cases related to child labour or forced labour	Ensure zero cases related to child labour or forced labour

## OPERATING PRACTICES

#### B5. Supply Chain Management

We recognise suppliers as valuable stakeholders within our supply chain as their responsible business behaviours are important in contributing to our quality excellence, operational efficiency and good reputation. We strive to cooperate with local suppliers whenever possible to promote the local economy and minimise risks of non or late delivery to customers as a result of supply chain disruptions. In the event of supply disruptions, a set of crisis management procedures and a crisis management team are in place to implement contingency plans such as alternative product sourcing arrangement and product substitution. Key purchases from our suppliers include feeds for our growers and layers, day-old chicks, vaccines and medication for poultry, eggs, packaging materials and consumables for operations.

We are aware of the potential environmental and social risks associated with our supply chain. To better manage and mitigate the related risks, we implemented a procurement policy with stringent supplier selection procedures and criteria. Moreover, we adhere to a consistent approach for selecting suppliers who will provide the best terms, conditions and products to meet our standards and requirements. When suppliers are found to be non-compliant with our policy or contractual requirements, the business relationship will be terminated to uphold our stringent standards. During the Reporting Period, we have 122 (FY2023: 112) key suppliers and 95% of our existing suppliers were evaluated annually (FY2023: 95%) based on the quality of the products. The details of our suppliers by geographical region are as follows:



**B. SOCIAL ASPECTS** *(Continued)*  
**OPERATING PRACTICES** *(Continued)*  
**B5. Supply Chain Management** *(Continued)*

Number of suppliers by geographical region	FY2024	FY2023
Arabia	1	1
Australia	1	1
Austria	1	–
China	5	4
Dubai	1	1
Holland	1	1
Hong Kong	1	1
Indonesia	2	1
Latvia	1	1
Malaysia	22	21
Poland	1	1
Singapore	77	73
Slovakia	1	1
Thailand	3	3
Turkey	2	–
Ukraine	2	2
<b>Total</b>	<b>122</b>	<b>112</b>

Target for FY2024	Performance in FY2024	Target for FY2025
Maintain or increase the percentage of suppliers evaluated	Maintained the percentage of suppliers evaluated	Maintain or increase the percentage of suppliers evaluated

**B6. Product Responsibility**

We regard product quality as one of the key competitive advantages of our business and make every effort to improve the quality of our products sold. We maintain and implement stringent quality control and safety assurance procedures to ensure that our egg production system is in line with relevant international standards.

**Quality Assurance**

Through our initiatives, we attained various certifications:

Certification	Certification attained by	Nature of certification
FSSC 22000	The Pasteurized Egg Company Pte Ltd	Manage the food hygiene and safety procedures in our operations to provide food products that comply with applicable food safety requirements
ISO 22000:2018	<ul style="list-style-type: none"> <li>N &amp; N Agriculture Pte. Ltd.</li> <li>Chuan Seng Huat Eggs Pte. Ltd.</li> <li>Guan Sing Eggs</li> <li>Tew Seng Cheow Kee</li> <li>Khwan Hup Farming Pte Ltd</li> <li>Yanhong Trading Enterprise</li> </ul>	
Singapore Good Agriculture Practice ("SG GAP")	N & N Agriculture Pte. Ltd.	
Halal	N & N Agriculture Pte. Ltd.	Adhere to Singapore Standard (SS) 676: 2021 Specification for good animal husbandry practice for layer farms to ensure that our farm adopt best practices for quality assurance in egg production while protecting the farm environment
		Ensure that our operations and food products comply with Islamic dietary requirements





**B. SOCIAL ASPECTS** *(Continued)*  
**OPERATING PRACTICES** *(Continued)*  
**B6. Product Responsibility** *(Continued)*

**Quality Assurance** *(Continued)*

Under these certifications, we maintained a set of quality control policies and procedures on areas such as food safety and personal hygiene.

In addition, we formed a product recalling team and established a “Recall Programme” to protect the interests of the customers and reduce the risk associated with product quality and safety. Upon deciding that a recall or withdrawal is necessary, relevant stakeholders (e.g. statutory and regulatory authorities, customers and/or consumers, certification bodies) are notified within 72 hours upon the initiation of a recall or withdrawal.

Recalled or withdrawn products are held in a restricted and secure area until they are destroyed, or other disposition arrangements are carried out, following by an evaluation of the recall and determination of the cause. Corrective actions are implemented where applicable.

During the Reporting Period, none (FY2023: none) of our products sold are subject to recall due to safety and health reasons.

**Complaint Handling**

Our marketing and sales personnel are responsible for tracking customer feedback. During the Reporting Period, we received 18 (FY2023: 20) product and service-related complaints. We will continuously work towards reducing the number of product and service-related complaints. Corrective actions are implemented wherever practicable and include training and briefing to production and logistics teams to reinforce quality control procedures and food safety measures. When customer feedback with reasonable urgency or of importance is received, it is submitted directly to the food safety team leader for immediate action. If the feedback is of a serious nature, say relating to product quality and food safety, the food safety team leader will raise a corrective action report to responsible personnel for them to implement the corrective action. Serious feedback may result in a recall or withdrawal of products.

For food safety-related complaints, an action plan will be provided within 24 hours and a response will be provided within 2 working days. General complaints are addressed within 3 working days and sales personnel gather and present all feedback received for analysis monthly. A management review meeting is conducted when the food safety team leader determines that there are numerous customer complaints of a similar nature.



## B. SOCIAL ASPECTS *(Continued)*

### OPERATING PRACTICES *(Continued)*

#### B6. Product Responsibility *(Continued)*

##### **Customer Data Protection and Privacy**

We recognise the importance of personal data protection. We are in strict compliance with the Personal Data Protection Act of Singapore. The personal information of clients is treated as confidential and handled with due care. Only authorised personnel are allowed to access confidential customer data for authorised business purposes. During the Reporting Period, there were zero (FY2023: zero) reported substantiated complaints<sup>15</sup> concerning breaches of data privacy and losses of personal data.

Target for FY2024	Performance in FY2024	Target for FY2025
<ul style="list-style-type: none"> <li>Ensure no products sold are recalled for health and safety reasons</li> <li>Ensure zero reported substantiated complaints concerning breaches of data privacy and losses of personal data</li> </ul>	<ul style="list-style-type: none"> <li>No products sold are recalled for health and safety reasons</li> <li>Zero reported substantiated complaints concerning breaches of data privacy and losses of personal data</li> </ul>	<ul style="list-style-type: none"> <li>Ensure no products sold are recalled for health and safety reasons</li> <li>Ensure zero reported substantiated complaints concerning breaches of data privacy and losses of personal data</li> </ul>

#### B7. Anti-corruption

We consider business ethics and integrity as an essential factor in our sustainable development and long-term success. Hence, we strictly adhere to the applicable laws and regulations, including the Prevention of Corruption Act in Singapore, and have no tolerance in any form of corruption, extortion, bribery, fraud, money laundering and embezzlement. Our requirements towards anti-corruption and business ethics, incorporated in the staff handbook, code of conduct and whistle-blowing policy, are communicated to our employees during orientation and made readily accessible to all employees in the Company's shared drive to reinforce the requirements. Once a misconduct case is uncovered and confirmed, the employee will be subject to disciplinary actions. In addition, the case will be reported to the related regulatory body and law enforcement authority where necessary.

During the Reporting Period, zero (FY2023: zero) concluded legal cases regarding corrupt practices was brought against us or our employees.

Target for FY2024	Performance in FY2024	Target for FY2025
Ensure zero concluded legal case regarding corrupt practices	Zero concluded legal cases regarding corrupt practices	Ensure zero concluded legal cases regarding corrupt practices

<sup>15</sup> A substantiated complaint refers to a complaint that has been investigated by the Personal Data Protection Commission and violation of regulations has been established.

## B. SOCIAL ASPECTS *(Continued)*

### COMMUNITY

#### B8. Community Investment

We are committed to contributing to society and taking part in community development. Maintaining a harmonious relationship with the community is crucial for our sustainable development. We encourage our employees to dedicate their time and skills to participating in different voluntary activities and be conscious of community needs. During the Reporting Period, we contributed approximately \$16,000, both in-kind and cash, to the following initiatives:

##### ***Donation to Willing Hearts***

During the Reporting Period, we donated 10,000 hardboiled eggs to Willing Hearts, a charitable organisation that prepares, cooks and distributes daily meals to the elderly, disabled, low-income families, children from single parent families or poverty-stricken families and migrant workers in Singapore.

##### ***Donation for Marsiling Gala Night***

A new Marsiling Community Club ("CC"), situated at the heart of the Marsiling heartlands, offers state-of-the-art facilities, dynamic programmes for residents, versatile spaces to accommodate a wide range of events, activities and courses, catering to the evolving needs of the community in cultivating a stronger and more vibrant Marsiling community. To support this endeavour, the Marsiling CC Building Fund Committee organised Marsiling Gala Night, a fundraising dinner on 22 September 2023. We contributed to the Marsiling Gala Night by donating to the Marsiling CC Building Fund.

##### ***Donation for Yuhua CC's Mother's Day celebration***

We sponsored acacia honey, a premium honey containing antibacterial properties, antioxidants, and promotes digestive health, as gifts to the elderly during Mother's Day Celebrations organised by the Yuhua CC on 5 May 2024 at Pearl Garden Restaurant, Jurong Safra.

##### ***Donation to Project Ocean Therapy SUP 21km challenge for Autism Acceptance Month***

In conjunction with World Autism Month in April, Grace Mission, a social enterprise, hosted its second edition of the annual fundraiser event – Project Ocean Therapy SUP 21km Autism Acceptance with the support of SUP Ventures, on 29 April 2023. Project Ocean Therapy is an inclusive sea sport programme for autistic youths and their families, primarily through one of the world's fastest-growing sports, Stand Up Paddleboard ("SUP"), to help individuals with autism hone water sports skills, build self-confidence, develop mindfulness, as well as raise physical, emotional, social and mental wellness.

We donated to Grace Mission for this fundraiser event which helped Project Ocean Therapy in developing and scaling a structured sporting programme with proper resources, cover rental costs, keep costs low for the beneficiaries and their families, create accessibility and value add for families living with special needs to benefit from integrating sea sports as part of a healthy regular lifestyle.

Target for FY2024	Performance in FY2024	Target for FY2025
Initiate or participate in various campaigns to help the communities	Initiated and participated in various campaigns to help the communities	Initiate or participate in various campaigns to help the communities





## SUPPORTING THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays an important role in advancing sustainable development and in order to align our business objectives with the SDGs, we identified a number of SDGs which we can contribute to through our business practices, products and services. The SDGs that we focus on and the related ESG factors are as follows:

SDG	ESG Factor & Our Effort
 <p><b>1 NO POVERTY</b></p>	<p>End poverty in all its forms everywhere</p> <p><b>B8. Community investment</b></p> <p>We encourage our employees to dedicate their time and skills to participate in different voluntary activities and be conscious of community needs.</p>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	<p>Ensure healthy lives and promote well-being for all at all ages</p> <p><b>B2. Health and safety</b></p> <p>We have in place occupational health and safety policies and adopt safety measures to reduce the risk of injuries to our employees and maintain the well-being and safety of our employees.</p>
 <p><b>4 QUALITY EDUCATION</b></p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p><b>B3. Development and training</b></p> <p>We invest in training and development of our employees to enhance their skills and capabilities and improve our performance.</p>
 <p><b>6 CLEAN WATER AND SANITATION</b></p>	<p>Ensure availability and sustainable management of water and sanitation for all</p> <p><b>A2. Use of resources</b></p> <p>We continuously adopt measures to reduce water consumption during production and operations and closely monitor the water consumption patterns to minimise water wastage from our business operations.</p>
 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p><b>B5. Supply chain management</b></p> <p>We continuously maintain long-term relationship with suppliers and assess suppliers to ensure product quality and sustainable development of our supply chain.</p>
 <p><b>10 REDUCED INEQUALITIES</b></p>	<p>Reduce inequality within and among countries</p> <p><b>B1. Employment and B4. Labour standards</b></p> <p>We build a working environment in which employees can enjoy equal opportunities regardless of ethnicity, race, nationality, gender, religion, age, sexual orientation, political faction and marital status.</p>

## SUPPORTING THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS *(Continued)*

SDG	ESG Factor & Our Effort
 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>	<p>Ensure sustainable consumption and production patterns</p> <p><b>A1. Emissions, A2. Use of resources and A3. The environment and natural resources</b></p> <p>We implement a classification system for different types of waste and specify the storage location and collection procedures for each type of waste. We engage licensed recycling companies and install biogas generation facilities to recycle waste and reduce the environmental impact from waste generated.</p>
 <p><b>13 CLIMATE ACTION</b></p>	<p>Take urgent action to combat climate change and its impacts</p> <p><b>A1. Emissions, A2. Use of resources and A3. The environment and natural resources</b></p> <p>We adopt energy saving measures such as smart use of lighting and usage of solar power, carry out regular maintenance on electrical appliances and use clean energy to reduce our carbon footprint.</p>
 <p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institution at all levels</p> <p><b>B6. Product responsibility</b></p> <p>We implement stringent quality control and safety assurance procedures, establish a product recall team, ensure that customer complaints are handled promptly and comply with the Personal Data Protection Act in Singapore to ensure sustainable development and accountability towards our customers and laws and regulations.</p> <p><b>B7. Anti-corruption</b></p> <p>We adopt a zero-tolerance approach on corruption through various practices that ensure transparency and integrity of our business.</p>



## SUPPORTING THE TCFD

The Group is aware of the global impacts of climate change and recognise the importance of supporting the combating of climate change. The Group has started its TCFD journey and made selected climate-related disclosures recommended by the TCFD as follows:

### Governance

Our sustainability strategy is developed and directed by an executive level ESG Working Group in consultation with the Board.

The ESG Working Group, which includes representatives from key functions of the Group, is tasked to develop the sustainability strategy, review our material impacts, consider stakeholder priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

### Strategy

The Group is aware of the impacts that climate-related risks and opportunities may have on its operations. The climate-related risks and opportunities identified by the Group during a climate risk assessment exercise included the following:

- **Increase severity of extreme weather** – With rising temperatures and more frequent heatwaves arising from global warming and climate change, risks attributed to the increased cost of cooling spending and risk to labour productivity are expected. However, this also creates an opportunity to raise awareness amongst our existing and prospective customers, as well as an opportunity to adopt environmentally friendly solutions.
- **Enhanced emissions-reporting obligations** – With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are requiring the disclosure of climate-related information. Failure to comply with enhanced emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, it creates opportunities by raising climate awareness amongst its employees. With more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising environmental needs and expectations of regulators and its shareholders.

The Group is currently looking into conducting climate-related scenario analysis consistent with the TCFD's recommendations, wherever possible, using commonly agreed sector/subsector scenarios and time horizons, to anticipate and manage climate change impacts. It strives to minimise the climate risks associated with its business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

### Risk Management

The Group's climate-related risks and opportunities are identified and assessed during a climate risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators. We will integrate climate-related risks into our risk management framework in the future.

### Metrics and Targets

The Group measures, tracks and reports on its environmental performance, including energy, GHG emissions, water and waste management and disclose related metrics in its ESG Reports. Monitoring and reporting these metrics help the Group in identifying areas with key climate-related risks and enabling it to be more targeted in its efforts.

To support the climate change agenda, the Group set climate-related targets such as those related to energy and GHG emissions.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, Aspects, General Disclosures and KPIs		Section Reference	Page
<b>Environmental</b>			
A1: Emissions			
General Disclosure		Environmental Aspects	10
A1.1	The types of emissions and respective emissions data.	Environmental Aspects > Emissions > Greenhouse Gas ("GHG") and Air Pollutant Emissions	12
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Aspects > Emissions > Greenhouse Gas ("GHG") and Air Pollutant Emissions	11
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate intensity (e.g. per unit of production volume, per facility).	Environmental Aspects > Emissions > Hazardous and Non-hazardous Waste	12
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate intensity (e.g. per unit of production volume, per facility).	Environmental Aspects > Emissions > Hazardous and Non-hazardous Waste	13
A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Aspects > Emissions	11,13
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Aspects > Emissions	12-13
A2: Use of Resources			
General Disclosure		Environmental Aspects	10
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Aspects > Use of Resources > Energy	14
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Aspects > Use of Resources > Water	15
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Aspects > Use of Resources	14-15
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Aspects > Use of Resources	15
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Aspects > Use of Resources > Packaging Materials	15



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, Aspects, General Disclosures and KPIs		Section Reference	Page
A3: The Environment and Natural Resources			
General Disclosure		Environmental Aspects	10
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Aspects > The Environment and Natural Resources	16
A4: Climate Change			
General Disclosure		Environmental Aspects	10
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Environmental Aspects > Emissions	11-13
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
B1: Employment			
General Disclosure		Social Aspects > Employment and Labour Practices > Employment	16-17
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Social Aspects > Employment and Labour Practices > Employment	17-18
B1.2	Employee turnover rate by gender, age group and geographical region.	Social Aspects > Employment and Labour Practices > Employment	19
B2: Health and Safety			
General Disclosure		Social Aspects > Employment and Labour Practices > Health and Safety	19-20
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Social Aspects > Employment and Labour Practices > Health and Safety	20 <sup>16</sup>
B2.2	Lost days due to work injury.	Social Aspects > Employment and Labour Practices > Health and Safety	20
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Social Aspects > Employment and Labour Practices > Health and Safety	19-20

<sup>16</sup> The Group recorded zero fatalities in FY2022 with reference to page 17 in the ESG Report 2022.





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, Aspects, General Disclosures and KPIs		Section Reference	Page
<b>Employment and Labour Practices</b> <i>(Continued)</i>			
B3: Development and Training			
General Disclosure		Social Aspects > Employment and Labour Practices > Development and Training	21
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Social Aspects > Employment and Labour Practices > Development and Training	21
B3.2	The average training hours completed per employee by gender and employee category.	Social Aspects > Employment and Labour Practices > Development and Training	21
B4: Labour Standards			
General Disclosure		Social Aspects > Employment and Labour Practices > Labour Standards	22
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Social Aspects > Employment and Labour Practices > Labour Standards	22
B4.2	Description of steps taken to eliminate such practices when discovered.	Social Aspects > Employment and Labour Practices > Labour Standards	22
<b>Operating Practices</b>			
B5: Supply Chain Management			
General Disclosure		Social Aspects > Operating Practices > Supply Chain Management	22
B5.1	Number of suppliers by geographical region.	Social Aspects > Operating Practices > Supply Chain Management	23
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Social Aspects > Operating Practices > Supply Chain Management	22
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Social Aspects > Operating Practices > Supply Chain Management	22
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Social Aspects > Operating Practices > Supply Chain Management	22



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, Aspects, General Disclosures and KPIs		Section Reference	Page
<b>Operating Practices</b> <i>(Continued)</i>			
B6: Product Responsibility			
General Disclosure		Social Aspects > Operating Practices > Product Responsibility	23-24
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Social Aspects > Operating Practices > Product Responsibility > Quality Assurance	24
B6.2	Number of products and service-related complaints received and how they are dealt with.	Social Aspects > Operating Practices > Product Responsibility > Complaint Handling	24
B6.3	Description of practices relating to observing and protecting intellectual property rights.	–	–
B6.4	Description of quality assurance process and recall procedures.	Social Aspects > Operating Practices > Product Responsibility > Quality Assurance	24
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Social Aspects > Operating Practices > Product Responsibility > Customer Data Protection and Privacy	25
B7: Anti-corruption			
General Disclosure		Social Aspects > Operating Practices > Anti-corruption	25
B7.1	The number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Social Aspects > Operating Practices > Anti-corruption	25
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Social Aspects > Operating Practices > Anti-corruption	25
B7.3	Description of anti-corruption training provided to directors and staff.	Social Aspects > Operating Practices > Anti-corruption	25
<b>Community</b>			
B8: Community Investment			
General Disclosure		Social Aspects > Community > Community Investment	26
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Aspects > Community > Community Investment	26
B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Aspects > Community > Community Investment	26



## GRI CONTENT INDEX

**Statement of use** Eggriculture Foods Ltd. has reported the information cited in the GRI content index for the period from 1 April 2023 to 31 March 2024 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	2, Annual Report 2024 ("AR24"): 3, 53
	2-2 Entities included in the organisation's sustainability reporting	2
	2-3 Reporting period, frequency and contact point	2-3
	2-4 Restatements of information	11
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	3
	2-7 Employees	17
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	6, AR24: 18
	2-10 Nomination and selection of the highest governance body	AR24: 24-25
	2-11 Chair of the highest governance body	AR24: 19
	2-12 Role of the highest governance body in overseeing the management of impacts	6
	2-13 Delegation of responsibility for managing impacts	6
	2-14 Role of the highest governance body in sustainability reporting	6
	2-15 Conflicts of interest	AR24: 19, 37
	2-16 Communication of critical concerns	25, AR24: 17
	2-17 Collective knowledge of the highest governance body	AR24: 26
	2-18 Evaluation of the performance of the highest governance body	AR24: 32
	2-19 Remuneration policies	AR24: 9, 23-24, 32
	2-20 Process to determine remuneration	AR24: 9, 23-24, 32
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	10, 25, 27-29
	2-24 Embedding policy commitments	10, 25
	2-25 Processes to remediate negative impacts	25, AR24: 17
	2-26 Mechanisms for seeking advice and raising concerns	25, AR24: 17
	2-27 Compliance with laws and regulations	10, 17, 20, 22, 25



## GRI CONTENT INDEX *(Continued)*

GRI standard	Disclosure	Location
	2-28 Membership associations	Our Executive Director, Chairman and Chief Executive Officer is the secretary of the Poultry Merchants' Association in Singapore and the deputy secretary general of the Singapore Livestock Farmers' Association.
	2-29 Approach to stakeholder engagement	6-8
	2-30 Collective bargaining agreements	None
GRI 3: Material Topics 2021	3-1 Process to determine material topics	9
	3-2 List of material topics	4
	3-3 Management of material topics	10-26
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	25
	205-3 Confirmed incidents of corruption and actions taken	25
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	14
	302-3 Energy intensity	14
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	14
	303-3 Water withdrawal	15
	303-5 Water consumption	15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	11
	305-2 Energy indirect (Scope 2) GHG emissions	11
	305-4 GHG emissions intensity	11
	305-5 Reduction of GHG emissions	11
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	12
	306-2 Management of significant waste-related impacts	12
	306-3 Waste generated	13
	306-4 Waste diverted from disposal	13
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	19
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	17

## GRI CONTENT INDEX *(Continued)*

GRI standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	19-20
	403-2 Hazard identification, risk assessment, and incident investigation	20
	403-4 Worker participation, consultation, and communication on occupational health and safety	20
	403-5 Worker training on occupational health and safety	20
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19-20
GRI 404: Training and Education 2016	403-9 Work-related injuries	20
	404-1 Average hours of training per year per employee	21
	404-2 Programs for upgrading employee skills and transition assistance programs	21
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	17-18
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	26
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	24

