



UNITY
in
DIVERSITY

SUSTAINABILITY REPORT 2021

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1 BOARD STATEMENT

We are pleased to present the annual Sustainability Report of AcroMeta Group Limited (f.k.a. as Acromec Limited, referred to in this report as “**AcroMeta**, or the “**Company**”, and together with its subsidiaries, the “**Group**”) for our financial year ended 30 September 2021 (“**FY2021**”).

Sustainability is a key part of the Group’s focus to create long-term value for its stakeholders. The key material EESG factors for the Group have been identified and reviewed by the executive directors. The Board of directors of the Company (“**Board**”) oversees the management and monitors these factors and takes them into consideration in the determination of the Group’s strategic direction and policies.

REPORTING PERIOD, SCOPE AND FRAMEWORK

In defining our reporting content, we applied the Global Reporting Initiative (“**GRI**”)’s principles by considering the Group’s activities, impact and substantive expectations and interests of its stakeholders. We observed a total of four principles, namely materiality, stakeholder inclusiveness, sustainability index and completeness. For reporting quality, we observed the principles of balance, comparability, accuracy, timeliness, clarity and reliability.

This report is prepared in compliance with the requirement Rule 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalyst, and references the GRI Standards, Core Option. AcroMeta has chosen the GRI framework as it is internationally recognised and covers a comprehensive range of sustainability disclosures. This report highlights the key Economic, Environmental, Social and Governance (“**EESG**”) related initiatives of the Group carried throughout a 12-month period, from 1 October 2020 to 30 September 2021.

FEEDBACK

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

28 February 2022

2 ORGANISATIONAL PROFILE

WHO WE ARE



OUR MISSION

To consistently create and deliver market leading Engineering Services ahead of competition at competitive price through excellence in our operations.



OUR VISION

To be the leading Specialist Engineering Company in the field of controlled environment preferred by customers, employees and investors.



OUR CORE VALUES

COMMITMENT

We devote ourselves completely to meet our commitments.

INTEGRITY

We hold ourselves to the highest standards of fairness and honesty in everything we do.

EMPATHY

We understand and share the feelings of one another.

INNOVATION

We strive to create new ideas and translate them into value-added products and services to serve customers' needs.

RESPECT

We value each other and recognise that everyone has a unique set of strengths that complement each other as a team.

Specialist Engineering Service Provider for Controlled Environments

We are an established specialist engineering services provider in the field of controlled environments. Our expertise is in the design and construction of facilities requiring controlled environments such as laboratories, medical and sterile facilities, and cleanrooms.

We specialise in architectural, mechanical, electrical and process ("MEP") works within controlled environments, and provide integrated services through our two main business segments:

- **Engineering, procurement and construction**
- **Maintenance**

Our customers comprise mainly hospitals and medical centres, government agencies, research and development ("R&D") companies, agencies, multinational corporations, tertiary educational institutions, and companies in pharmaceutical, semiconductor manufacturing, and engineering.

Renewable Energy Specialist Service Provider

The Group has made diversification plans in FY2019 to expand its core engineering services business and embarked on a new business segment in the renewable energy industry. This business involves the generation of electricity using sustainable energy sources.

WHAT WE DO

SPECIALIST ENGINEERING



CLEANROOMS



A cleanroom is an enclosed space in which airborne particulates, contaminants and pollutants are kept within strict limits. Cleanrooms are typically used in manufacturing and scientific research.

Cleanrooms have various sizes and specifications which comply with Class 1 or ISO 3 to Class 100,000 or ISO 8 standards.

We build cleanrooms for customers such as STATS ChipPAC Ltd, A*Star and ASE Singapore Pte Ltd.




MEDICAL AND STERILE FACILITIES



Environmental parameters in medical and sterile facilities are controlled in order to provide clean environments that reduce the risk of infection to patients and/or contain infectious diseases.

These facilities include operating theatres, theatre sterile services units, intensive care units, isolation wards, and fertility centres.

Over the years, we have built medical and sterile facilities for hospitals and medical centres such as National University Hospital, Singapore General Hospital, Tan Tock Seng Hospital, Changi General Hospital, Virtus Fertility Centre, Aptus Surgery Centre and Novartis Surgery Centre.



LABORATORIES

Laboratories require environmental parameters that provide controlled conditions in which scientific or technological research, experiments or measurements can be performed.

There are many types of laboratories such as forensic, diagnostic, and containment laboratories for biomedical research. The last of the three includes the more sophisticated and challenging Bio Safety Level 3 (BSL3) laboratories which are high containment laboratories that allow work to be done with indigenous or exotic agents that may cause serious or potentially lethal disease. Laboratories are also used for research in chemicals and materials, clean technology, electronics, and pharmaceutical products.

We have built laboratories for facility owners such as Procter & Gamble, Singapore General Hospital, National University of Singapore and Johnson Matthey Singapore Private Limited.



MAINTENANCE

We provide maintenance and repair services for facilities and equipment of controlled environments as well as their supporting infrastructure. We provide corrective, preventive, and routine maintenance services to ensure reliability and minimal disruptions to our customer's operations. Our corrective maintenance services are available 24 hours a day, seven days a week, whereas our preventive maintenance work is carried out in accordance with an agreed schedule.

WHAT WE DO

RENEWABLE ENERGY



RENEWABLE ENERGY

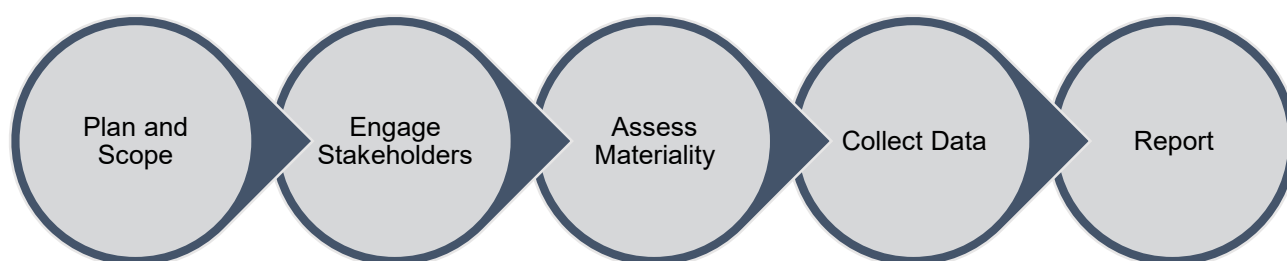


We “build-own-operate”, “build-own-transfer”, or just simply construct waste-to-energy power plants that rely on sustainable sources for our customers. We focus our efforts on growing the business, which we commence in FY2019, initially in Singapore. Thereafter, we will consider expanding the renewable energy business to new geographical markets in the Asia Pacific region which are poised for growth.

3 SUSTAINABILITY APPROACH

AcroMeta believes that strong governance is crucial to a sustainable business. This is demonstrated through our compliance with the Singapore Code of Corporate Governance since listing on the Singapore Exchange in April 2016. Please refer to page 25 to page 47 of the Annual Report 2021 for further details. As a controlled environment specialist engineering service provider, it is a continual challenge to successfully manage the environmental and social issues. In relation to the Group's renewable energy business, these environmental challenges will further increase when our inaugural waste-to-energy plant at Chew's Agriculture Pte Ltd's ("Chew's") chicken egg production farm commences full operations. AcroMeta has incorporated these considerations into our business model and implemented sustainable and responsible practices to mitigate these considerations throughout the Group.

OUR SUSTAINABILITY METHODOLOGY



PLAN AND SCOPE

The Board is involved in planning and strategising the sustainability initiatives to minimise EESG risks, in terms of:

- a) Understanding the Group's industry's sustainability reporting context;
- b) Forming a sustainability governance structure;
- c) Forming a sustainability goal and statement;
- d) Developing sustainability plan and timeline;
- e) Establishing the sustainability reporting framework for data collection, monitoring and reporting; and
- f) Selecting scope.

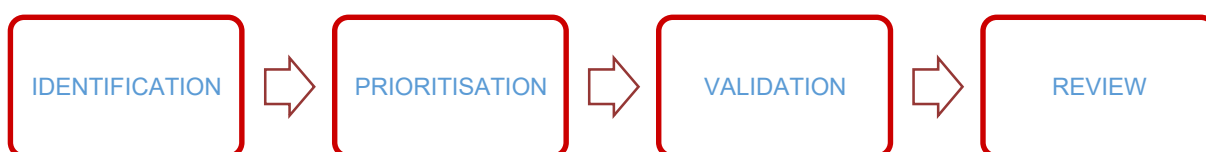
STAKEHOLDERS ENGAGEMENT

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

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Concerns Raised
Shareholders & Investors	Annual general meeting	Yearly	Financial and operational performance of the Group, and corporate action and governance of the Group
	Extraordinary general meeting	When required	
	Annual report	Yearly	
	Corporate announcements and financial results announcements	When required	
	Company website	-	
Employees	Staff appraisal	Yearly	Remuneration and benefits, as well as training and development
	Town hall session	At least yearly	
	Trainings	When required	
Customers	online meetings and feedbacks due to COVID-19	When required	Quality of services, on-time completion, and data privacy
Suppliers and Subcontractors	Online meetings due to COVID-19	When required	Selection of reliable suppliers, and workplace health and safety
	Annual evaluation and review	Yearly	
	Immediate notification from subcontractors on occurrence of accident	When required	
Regulators	SGX Correspondences / Announcements / Surveys	When required	Full-compliance to regulations

MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised to identify material factors which are subject to validation. The end result of this process is a list of material factors disclosed in the Sustainability Report. Process of which are as shown below:



The Group has conducted a materiality assessment. We engaged our employees from different departments, seeking our internal stakeholders' feedback for prioritisation of these topics. A materiality review will be conducted every year, incorporating inputs gathered from stakeholders' engagements.

In order to determine if a factor is material, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders. Applying the guidance from GRI, we have identified the following as our material factors:



4 ECONOMIC

ECONOMIC PERFORMANCE

This year, our core engineering, procurement, construction (“EPC”) business segment secured notable projects such as a S\$11.0 million project for various works at Singapore Institute of Technology’s new campus at Punggol North. We also secured projects valued at S\$10.8 million for three customers in the healthcare and biotechnology sector, Avance Living Pte Ltd, Singapore Breast Surgery Center Pte Ltd and Genscript Pte Ltd.

The COVID-19 pandemic has resulted in an uncertain and challenging business climate. The construction industry has been adversely affected. The Group faced manpower resource challenges brought about by border restrictions and closures and occasional supply chain and logistics disruptions during the course of the year. Despite this, the Group managed to deliver its projects, with quality, to its valued customers.

Our renewable energy business segment faced similar challenges in foreign manpower deployment to perform the testing and commissioning for our inaugural waste-to-energy plant located at Chew’s Agriculture Pte Ltd’s, which led to delays in the operations of the plant. The Group operated the plant in phases during the year and it is currently in the final stage of testing and commissioning. Barring further delays from pandemic-related countermeasures, we expect the plant to be fully operational soon.

The mix of revenue for the EPC and maintenance segments remains consistent from FY2020, accounting for 77% and 21% of Group’s revenue respectively in FY2021, compared to 79% and 21% in FY2020. The Group’s new renewable energy segment contributed 2% of the Group’s revenue in FY2021.

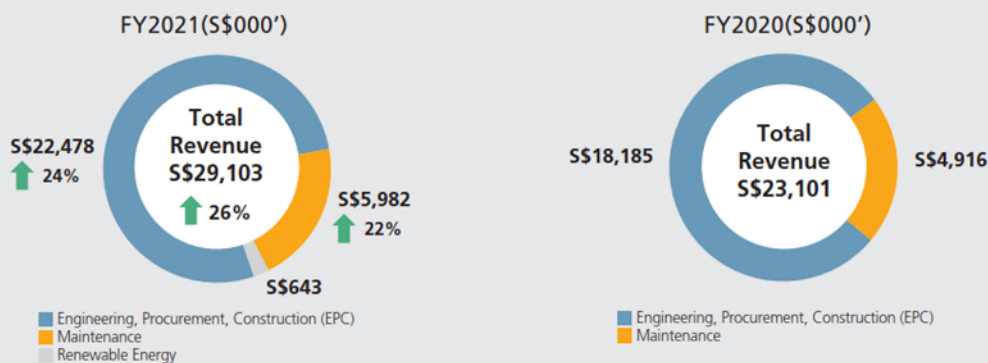
Revenue from the EPC and maintenance segments rose by 24% and 22% to S\$22.5 million and S\$6.0 million respectively in FY2021, mainly due to an improvement in business and tender activities with the gradual easing of pandemic-related restrictions.

The EPC segment’s gross profit increased by 151% to S\$4.0 million in FY2021, and gross profit margin also doubled year-on-year to 18%, as a result of better cost monitoring and control on the Group’s projects.

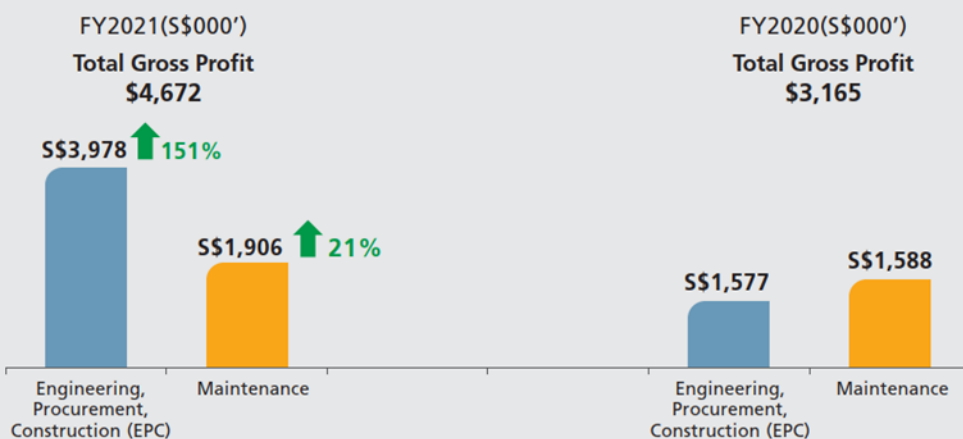
The maintenance segment’s gross profit increased by 21% to S\$1.9 million in FY2021 in line with the increase in revenue, and gross profit margin remained at 32%.

The renewable energy segment incurred gross losses of S\$1.2 million in FY2021, mainly due to incurring costs for testing and commissioning the waste-to-energy plant.

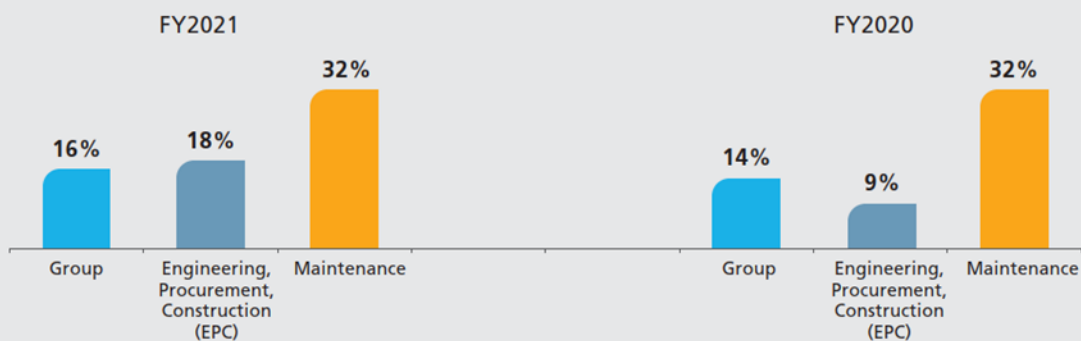
REVENUE

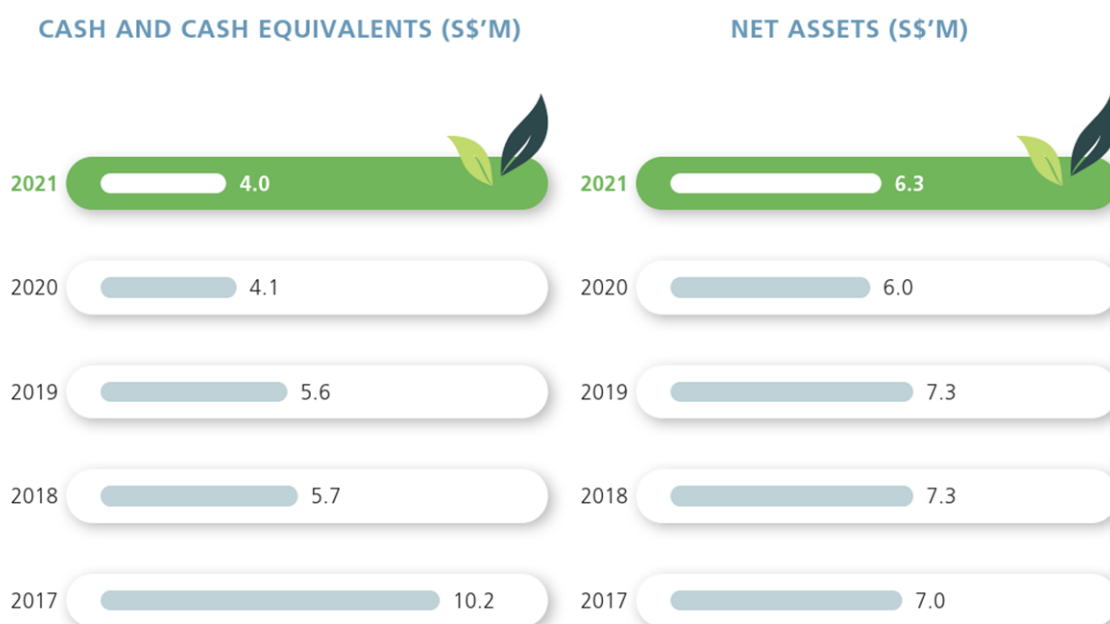
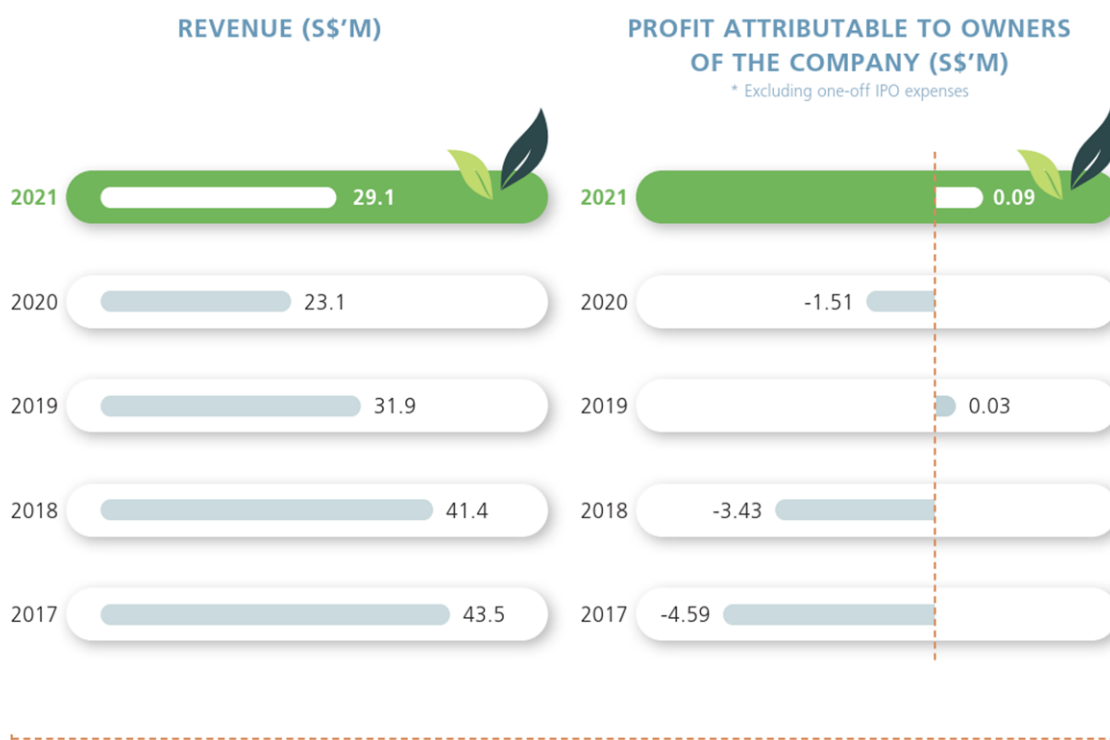


GROSS PROFIT (excluding Renewable segment)



GROSS PROFIT MARGIN (excluding Renewable Energy segment)





For detailed financial results, please refer to the following sections in our FY2021 Annual Report:

- Operations Review, pages 17 to 21
- Financial Highlights, page 22
- Financial Statements, pages 57 to 106.

ANTI-CORRUPTION

AcroMeta does not tolerate corruption in any form. Any report of corruption will be escalated to the attention of the Executive Chairman and Managing Director. There is no specific anti-corruption policy. However, we prohibit corruption in all forms, including extortion and bribery.

We have achieved the target we set last year on corruption. There has been zero reported incidents of corruption and fraud during the reporting period. We aim to achieve zero incidents of corruption in the future as well.

Whistle Blowing

AcroMeta is committed to high standards of corporate governance. As one of the elements of corporate governance, the Group has in place a whistle-blowing policy which aims to:

- a) provide a trusted avenue for employees, suppliers and subcontractors, customers and other stakeholders to report serious wrongdoings or concerns, particularly in relation to corruption, fraud and improprieties, without fear of reprisals when whistle-blowing in good faith; and
- b) ensure that robust arrangements are in place to facilitate independent investigation of the reported concern and for the appropriate follow up actions to be taken.

AcroMeta will not tolerate the harassment or victimisation of anyone reporting a genuine concern. No person should suffer reprisal as a result of reporting a genuine concern, even if they are mistaken. However, this assurance does not extend to any person who intentionally provides information in a report which they know or reasonably believe to be untrue.

All complaints and concerns should be reported to the Audit Committee Chairman and Lead Independent Director Mr. Yee Kit Hong ("**Reporting Officer**") either via mail or via email at whistleblow@acrometa.com.

All concerns raised will be independently assessed by the Reporting Officer who will ensure that they are fairly and properly considered. Any person making a whistleblowing report will retain his/her anonymity unless he/she prefers otherwise. He/she will also be kept informed of who is handling the matter and the progress of the investigation.

All records will be retained and kept strictly confidential by the Reporting Officer.

5 ENVIRONMENTAL

ENERGY

We made headway into the renewable energy sector through our 56% subsidiary, Acropower Pte. Ltd. (“Acropower”). In 2018, we started discussions with Chew’s, which owns a chicken egg production farm, to solve a waste disposal issue that they were facing at their new premises at Neo Tiew Road, off Lim Chu Kang. As a solution, we proposed to build, own, and operate a Waste-to-Energy (“WTE”) plant at their new site that will convert chicken manure from the farm into usable electricity. This WTE plant will undertake the treatment of manure, and the gasification of manure into synthesis gas (“syngas”). Finally, the generated syngas will be used as fuel to run a generator that will produce and supply electricity to the farm. These processes are self-sustainable, efficient, and carbon friendly. As at time of publication, we are pleased to report that the development of the plant is in its final stages of completion. This project is an example of our belief in the power that renewable energy has to alleviate the pressing global warming problem. From what we understand, about 25% of manmade global warming is caused by methane emissions. The shift towards reliance on renewable energy sources will transform our lives in many ways. Our WTE plant will be part of this transformation. It will reduce Chew’s Agriculture’s carbon dioxide and methane emissions, thus directly improving the farm’s sustainability, and reducing its impact on global warming.

In May 2019, Acropower signed its inaugural contract in with Chew’s to build, own, and operate a WTE plant at their farm premise. The said plant will process and convert chicken manure into energy and supply electricity generated back to Chew’s. Shareholders’ approval for the diversification of this new business was obtained on 4 July 2019. The contract with Chew’s has been novated on 16 June 2020 to Acropower’s wholly-owned subsidiary, Neo Tiew Power Pte Ltd, which has been incorporated to execute the contract.

We made progress in our renewable energy business. We are in the final stage of testing and commissioning our inaugural WTE plant at Neo Tiew Road. Operations at our WTE plant at Chew’s Agriculture Pte Ltd at Neo Tiew Road were delayed during the year, due to the pandemic-related countermeasures, causing a delay in manpower deployment and supply chain disruptions. Nevertheless, we pressed on and operated the plant in partial during the year. While losses were incurred in the starting up phase, we are glad that the plant is in its final stages of testing and commissioning. The success of this maiden project is expected to facilitate business development activities and enquiries on other similar projects, both locally and overseas and thereby cement the Group in the growing renewable energy business segment.

The Group will continue to look forward to grow its renewable energy business in the coming years. This new business will be an integral part of the Group’s effort to preserve and conserve our environment.

EFFLUENTS AND WASTE

Throughout the year, we have engaged a waste management specialist company to work with our project execution team and practise waste segregation management on project sites.

This is followed by a second round of segregation in the waste management specialist company's factory. In general, we segregate the waste into three main categories:

- a) hardcore bins - generally to collect all the bricks, concrete, tiles, cementitious material for reuse, recycle;
- b) scrap metal bins - generally to collect all metal-based material for reuse, recycle; and
- c) general bins - general rubbish and waste.

We have achieved the target we set last year and we will continue to encourage the use of renewable material and resources, reduce waste through re-using and recycling to minimize the potential impact to our environment.

ENVIRONMENTAL COMPLIANCE

AcroMeta has achieved ISO14000 accreditation, standards for environmental management. ISO14000 is based on a plan-do-check-act methodology, providing a framework for integrating environmental management practices by supporting environmental protection, preventing pollution, minimising waste, reducing energy and material use. Waste to be re-cycled is stored, collected and processed by qualified third-party recycling firms.

There was zero incidence of non-compliance with the environmental laws and regulations resulting in fines or sanctions in FY2021, as targeted last year. We will maintain the same target for the next financial year.

SUPPLIER ENVIRONMENTAL ASSESSMENT

AcroMeta believes that sustainable supply chain management drives organisational excellence and delivers desirable business results to its stakeholders.

We engage our vendors to provide services such as supplying materials and installations for most of our projects. We have policies and procedures in place for the procurement process emphasizing a life cycle perspective. The procurement team will consider the product's or service's life cycle so as to assess its environmental requirements and impacts.

In addition, we have in place as part of our procurement process stringent policies and procedures on vendor qualification and evaluation so as to reduce the risk that a supplier's products do not meet AcroMeta's requirements.

We have achieved the target we set last year which is to ensure that 100% of our new suppliers in FY2021 were screened, evaluated and selected upon considering their environmental performance factors. We will continue to reduce our environmental impact and encourage the stakeholders, such as suppliers and subcontractors, to meet the same expectations. We will ensure that all new vendors will be screened, evaluated and selected in accordance to their conduct and performance on environmental factors.

6 SOCIAL

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.

As the COVID-19 pandemic impacted and limited social interactions much of the year, we did not hold any major social events during the year. Where permitted by relaxation of restrictions, we hold smaller size bonding activities by departments.

We aim to host more bonding activities in the company in the coming financial year when the situation allows due to the abatement of the COVID-19 pandemic and the gradual relaxation of restriction measures.

OCCUPATIONAL HEALTH AND SAFETY

Our employees' health and safety at the workplace is one of our top priorities, and our ultimate goal is to have a zero-accident workplace. We are committed to managing and reducing health and safety risks through effective risk management.

Our Executive Chairman and Chief Executive Officer oversees the Group's Quality, Environment, Health, and Safety department.

Since FY2020, the COVID-19 pandemic resulted in additional safety measures introduced to ensure a safe working environment for our staff. We appointed Safe Management Officers (SMO) and Safe Distancing Officers (SDO) to ensure that we comply with the Ministry of Manpower regulations Safe Management Measures (SMM) in relation to COVID-19. The SMO will monitor the health of our staff and workers on a daily basis and the SDO will ensure that we keep to the safe distancing measures. We have adequately prepared required personal protection equipment and medical equipment (like thermometers, hand sanitisers, gloves, and surgical masks) at both our offices and worksites.

In view of the COVID-19 pandemic, we conducted a comprehensive safety risk assessment and briefed all staff and workers on the SMM. We ensured strict enforcement. In particular, we have met with the SMM introduced under the COVID-Safe Restart Criteria under the Building and Construction Authority. Some of these SMM include, safe distancing, bi-weekly testing of workers at worksites, segregation of workers between different worksites and dedicated transport for workers. We are constantly monitoring the evolving COVID-19 situation and keep abreast of updates by the relevant authorities.

We are pleased to confirm that no fatal accidents were reported in FY2021. A toolbox briefing is held at each work site in the morning. Toolbox meeting is generally conducted prior to commencement of work. Although these meetings are generally short in duration, it covers important topics on safety such as safe work practices. It therefore serves as a reminder to workers every morning on workplace safety and also refresh their knowledge. During these meetings, more experienced workers can share experiences and knowledge with less experienced ones.

We have established a strict set of health and safety management policies applicable to our project managers, supervisors, foremen, foreign workers and sub-contractors for all projects. These policies cover all stages of our projects, from the time we occupy the work site, up to the point of completion of the projects. In addition, all environmental aspects and occupational health safety hazards which are in our control or under our management, as well as those that we cannot control or directly manage but are expected to affect our projects, are covered in the policies.

Besides the COVID-19 additional measures, we have put in place comprehensive safety measures to provide a safe and healthy working environment for all our staff. Our safety committee is responsible for ensuring that the safety measures are adhered to. Such measures include:

- a) conducting periodic and necessary risk assessments for all our projects to identify the risks and gaps, and implement mitigating procedures in order to achieve an accident-free environment or minimise risks to an acceptable level;
- b) conducting regular safety meetings and providing sufficient management support and resources to plan, implement and execute safety measures in compliance with workplace health and safety legislations and other requirements which include directives, guidelines and standards prescribed by our Group;
- c) conducting regular tools and equipment checks;
- d) improving the competency of our staff and cultivating good safety habits through proper training, instruction and guidance and ensuring that workplace safety and health matters are effectively communicated to all employees; and
- e) monitoring the effectiveness of risk control measures which have been implemented and conducting a third-party audit or an internal review to ensure that safety measures are being adhered to.

As a testament of our commitment to maintaining high safety standards, Acromec Engineers Pte Ltd, our wholly owned subsidiary, has received the bizSAFE Level Star certification from the Workplace Safety and Health Council since 2014, in recognition of our workplace safety and health management system. The occupational health and safety management systems of Acromec Engineers has also received ISO45001:2018 certification by QAI Certification Pte Ltd expiring on 30 August 2023.

We invest in training to raise the employees' awareness and develop their skills to ensure safe operations. In FY2021, the total training hours amounted to 410 hours (FY2020: 250.5 hours).

The following is a list of our training programmes conducted in FY2021:

Department	Course Title	Training Provider	Training Hours
Engineering	Building a Smart Urban Farm	Singapore Polytechnic	8 hours
Engineering	BSL3 Facilities: Design and Operation	Eagleson Institute	16 hours
Finance	Occupational First Aid Refresher Course	Agape First Aid Pte Ltd	10 hours
HR & Admin	Safe Management Officer Course	BCA Academy	4 hours
Project	Occupational First Aid Refresher Course	Agape First Aid Pte Ltd	10 hours
Project	Confined Space Safety Assessors Course	Green Safe International	40 hours
Project	WSQ Perform Rigger & Signalman Tasks	NTUC Learning Hub	17.5 hours
Project	Supervise Construction Work for WSH	Eversafe Academy	33 hours
Project	WSQ Operate Scissor Lift	Wong Fong Academy	10 hours
Project	Safe Management Officer Course	BCA Academy	4 hours

Project	Managing Work at Height	Eversafe Academy	22 hours
Project	Project Management Professional	NTUC Learning Hub	40 hours
Project	ART Supervisor for Built Environment	BCA Academy	16 hours
Service	WSQ Operate Scissor Lift	Absolute Kinetics Consultancy	10 hours
Service	BSL3 Facilities: Design and Operation	Eagleson Institute	16 hours
Service	Implement Biorisk Management System	National University of Singapore	118 hours
Service	Apply WSH in Process Plant	Eversafe Academy	9 hours
Tender	Occupational First Aid Refresher Course	Agape First Aid Pte Ltd	10 hours
Business Development	Effectiveness Management	NTUC Learning Hub	17 hours

In addition, we provide various insurances to employees where applicable, including hospitalization and surgical insurance, Foreign Workers Medical Insurance, Work Injury Compensation Insurance and Travel Insurance, details are indicated in the Employee Handbook.

As set out in our target, there has also been zero instance of fatal accident in FY2021. We aim to achieve zero instance of fatal accident and provide more trainings to our employees in the future as well.

DIVERSITY AND EQUAL OPPORTUNITY

We offer workplace diversity and equal opportunities to our employees. For workplace diversity, we value everyone's differences. We learn from each other regardless of cultural background and bring those differences into the workplace to broaden experience and knowledge. Diversity includes not only race but gender, ethnicity, personality, age, education and background.

For equal opportunities, all employees are treated equally and are not disadvantaged by prejudices or bias. The well performing employees will qualify for promotion or rewards regardless of their race, gender, ethnicity, personality, age, education and background.

As at 30 September 2021, we had a workforce of 126 (FY2020: 100) full-time employees. Our headcounts were distributed as follows:

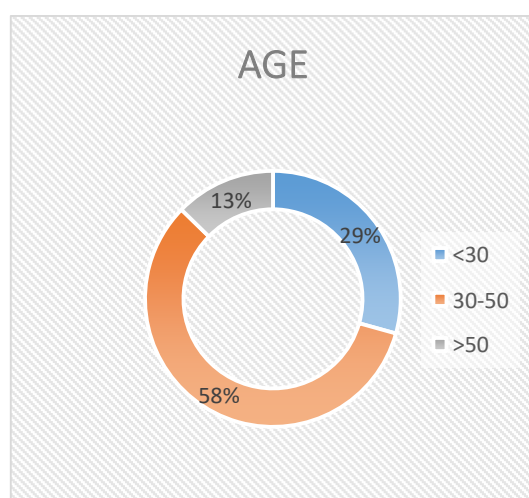


Figure A: Headcount distribution by age

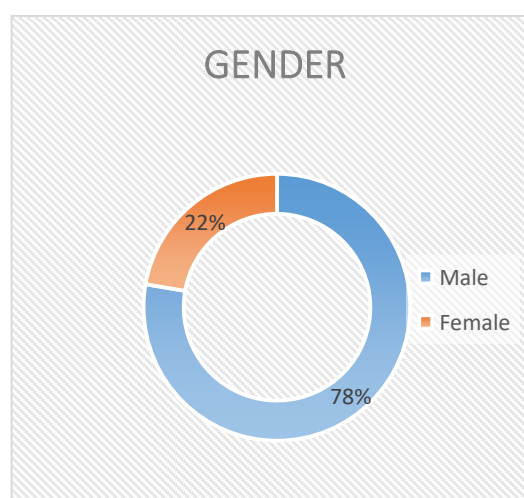


Figure B: Headcount distribution by gender

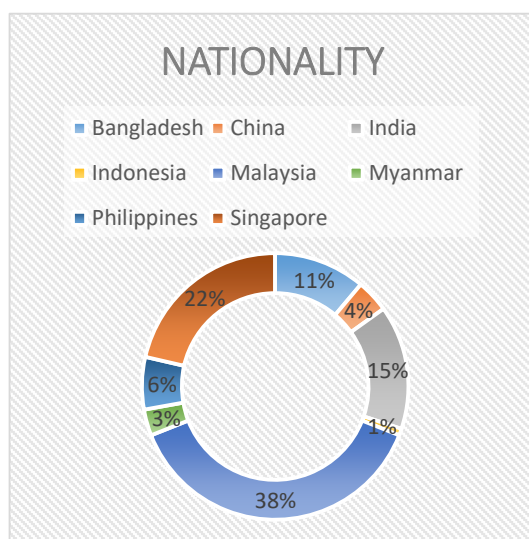


Figure C: Headcount distribution by nationality

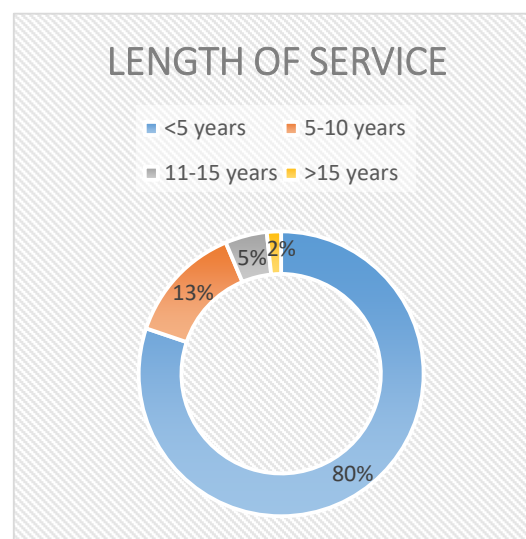


Figure D: Headcount distribution by length of service

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

Every employee plays an essential role in our Company and we pay utmost attention to our employees' wellbeing.

We have achieved the target we set last year. There were no discrimination reported in FY2021. We target to have zero instance of discrimination.

LOCAL COMMUNITIES

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

During FY2021, we have continued our corporate social responsibility efforts where we continue to adopt Lions Befrienders as our charity that we support. While we could not organize any events due to the COVID-19 pandemic, we continue to foster good relationship with them.

To be more targeted on giving back to people greatly affected by the pandemic, we also supported the NTUC-U care fund during the year. The NTUC-U care fund was set up to support low income workers and also venerable groups like the youth and elderly. The fund disbursed help to low income workers greatly affected by the COVID-19 pandemic.

While we have not achieved the target we set last year to organize an activity, we contributed in other ways like providing help financially. We continue to aim to organize at least an activity to local communities annually where we give back to our society.

SOCIOECONOMIC COMPLIANCE

We pride ourselves in having good corporate governance and observing compliance with applicable laws and regulations. The Group is committed to conduct the business with integrity and to safeguard the interest of both our internal and external stakeholders.

Similar to prior year, there was no material non-compliance with laws and regulations in the social and economic area reported in FY2021. We aim to continue maintaining zero incidents of non-compliance.

7 GOVERNANCE

CORPORATE GOVERNANCE

AcroMeta believes that strong governance is key to a sustainable business. Throughout FY2021, we continue to comply or explain in accordance to the Code of Corporate Governance. The Board and the Management of AcroMeta are committed to the best practices in corporate governance to ensure sustainability of the Group's operations. We will continue to ensure compliance with the Code of Corporate Governance. We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby increasing the value of the Company and its value to our shareholders. Please refer to the Annual Report 2021 pages 25 to 47 for details of the Group's Corporate Governance Report.

We have achieved the target we set last year and there has been zero cases of non-compliance with laws and regulations resulting in significant fines and penalties. We target the same in FY2022.

ENTERPRISE RISK MANAGEMENT

The Company does not have a Risk Management Committee. However, the Management regularly reviews the Group's business and operational activities to identify areas of significant business risks, as well as appropriate measures through which to control and mitigate these risks. The Management reviews all significant control policies and procedures, and highlights all significant matters to the Board and the Audit Committee.

In response to the increasing scale and complexity of operations, the Group has also adopted the enterprise risk management framework ("ERM Framework") which is in line with the ISO31000 – Risk Management and Guidelines and the recommended best practices standard. The ERM Framework will be reviewed regularly, taking into the account changes in the business and operation environments as well as evolving corporate governance requirements. Identified risks that affect the achievement of the business objectives and financial performance of the Group over a short-medium term are summarised in the Group's risks register, and are ranked according to their likelihood and consequential impact to the Group as a whole. The identified risks are then managed and mitigated by counter measures.

The ERM Framework is not intended to and does not replace the internal control framework that the Group has in place, but rather incorporates the internal control framework within it. The Group is able to leverage on the ERM Framework to satisfy internal control needs and to move towards a fuller risk management process.

BUSINESS ETHICS

All of our staff are reminded of the importance of upholding the highest standards when it comes to business ethics. The Group regularly updates relevant staff with development in international and local regulations. In FY2021, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. There have also been no reported incidents of corruption during the reporting period.

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference / Description	
GRI 101: Foundation 2016			
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-1	Name of organisation	AcroMeta Group Limited (f.k.a Acromec Limited)
	102-2	Activities, brands, products and services	Sustainability Report ("SR") Pages 2 to 5
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	Singapore, Indonesia
	102-5	Ownership and legal form	Annual Report Pages 3
	102-6	Markets served	Singapore, Indonesia
	102-7	Scale of the organisation	Annual Report Pages 3 SR Pages 17-18
	102-8	Information on employees and other workers	SR Pages 17 – 18
	102-9	Supply chain	SR Page 14
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary Principle or approach	AcroMeta supports the intent of the Precautionary Principle but has not expressed a specific commitment.
	102-12	External initiatives	SR Page 18
	102-13	Membership of associations	None
	102-14	Statement from senior decision maker	SR Page 1
	102-16	Values, principles, standards and norms of behaviour	SR Pages 2, 20
	102-18	Governance structure	Annual Report Pages 25 - 47
	102-40	List of stakeholder groups	SR Page 7
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	SR Page 7
	102-43	Approach to stakeholder engagement	SR Page 7
	102-44	Key topics and concerns raised	SR Page 7
	102-45	Entities included in the consolidated financial statements	Annual Report Page 3
	102-46	Defining report content and topic boundaries	SR Page 1
	102-47	List of material topics	SR Page 8
	102-48	Restatement of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	1 October 2020 to 30 September 2021
	102-51	Date of most recent previous report	1 March 2021
	102-52	Reporting cycle	Annually
	102-53	Contact point for questions about the report	SR Page 1
102-54	Claims if reporting in accordance with the GRI Standards	SR Page 1	
102-55	GRI content index	SR Pages 21 to 22	
102-56	External Assurance	We may seek external assurance in the future.	
MATERIAL TOPICS			
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	SR Pages 9 to 11
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	SR Page 12
GRI 302: Energy	302-4	Reduction of energy consumption	SR Page 13

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference / Description
GRI 306: Effluent and Waste	306-2	Waste by type and disposal method SR Page 12
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations SR Page 14
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria SR Pages 14 to 15
GRI 403: Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities SR Pages 15 to 17
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees SR Pages 17 to 18
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs SR Page 18
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area SR Page 19