

EMERGING STRONGER

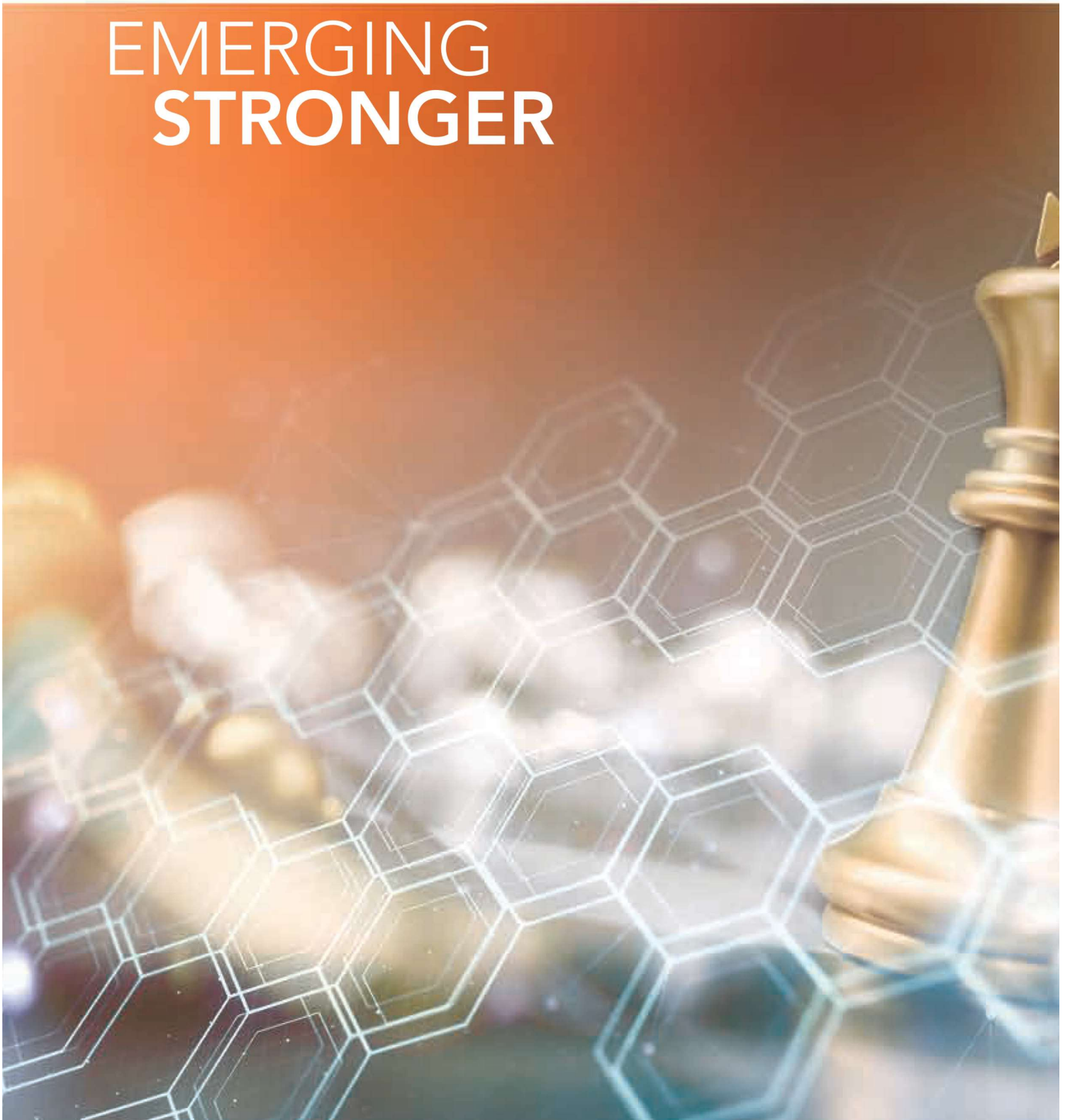


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BOARD STATEMENT

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 2022 (“**FY2022**”). Sustainability is a key part of the Group’s focus to create long-term value for its stakeholders. The key material Economic, Environmental, Social and Governance (“**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 of Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist, and with reference to the Global Reporting Initiative (“**GRI**”) Standards 2016, 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 EESG factors related initiatives of the Group carried throughout a 12-month period, from 1 October 2021 to 30 September 2022.

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

30 December 2022

ORGANISATIONAL PROFILE

WHO WE ARE

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.

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.

WHAT WE DO



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, ASE Singapore Pte Ltd and ASM Front-End Manufacturing 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.

SPECIALIST ENGINEERING



WHAT WE DO



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, Johnson Matthey Singapore Private Limited, Neste Asia Pacific Pte Ltd and Genscript Biotech (Singapore) Pte Ltd.



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

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.

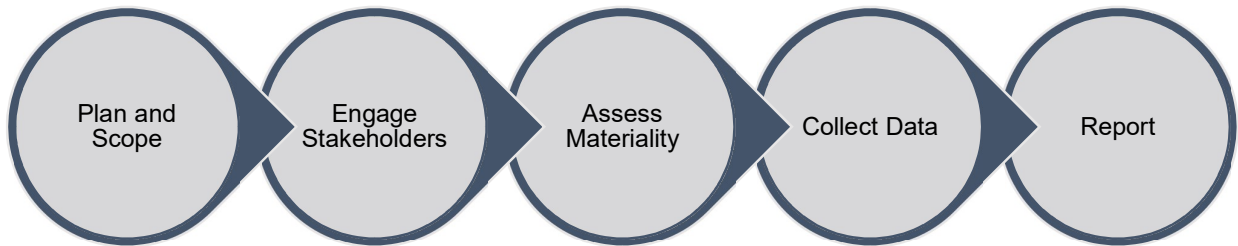
RENEWABLE ENERGY



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 Annual Report 2022 for further Corporate Governance 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 material factors. After these factors are identified, material factors are rated to see which ones are most pervasive in the group. After further evaluation and analysis, the selected factors will become our prioritised material factors and will be ready for the Board of Directors' sign-off. The result of this process is a list of material factors disclosed in the Sustainability Report. Processes of which is as shown below:



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

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 SGX Practice Note 7.6, we have identified the following as our material factors:

ACROMETA MATERIAL ESG FACTORS FY2022



ECONOMIC

- Economic Performance
- Anti-corruption



ENVIRONMENTAL

- Energy
- Effluents and Waste
- Environmental Compliance
- Supplier Environmental Assessment



SOCIAL

- Human Rights
- Occupational Health and Safety
- Diversity and Equal Opportunity
- Local Communities
- Social Economic Compliance



GOVERNANCE

- Corporate Governance
- Enterprise Risk Management
- Business Ethics

ECONOMIC

ECONOMIC PERFORMANCE

In the financial year ended 30 September 2022 (“FY2022”), AcroMeta Group Limited (“AcroMeta” or the “Company”, and together with its subsidiaries, the “Group”) was encouraged by a number of contracts wins which contributed to a strong order book. In particular, its core Engineering, Procurement, and Construction (“EPC”) business segment secured the Group’s biggest contract in history of S\$31.0 million from a renowned customer in the semiconductor industry and also a S\$11.0 million project for various works at Singapore Institute of Technology’s new campus at Punggol North. Other notable secured projects with a total value of S\$10.8 million are for three customers in the healthcare and biotechnology sector, namely, Avance Living Pte Ltd, Singapore Breast Surgery Centre Pte Ltd and Genscript Biotech (Singapore) Pte Ltd.

The Group however faced higher project cost in the face of inflationary pressures partly created by the Ukraine war. This drove up labour cost amid a continued tight labour market, as well as the raw material costs and other project cost components. Despite this, the Group managed to deliver its projects with quality, on time, and within budget to its valued customers.

The renewable energy business segment faced some challenges in FY2022. The testing and commissioning of its inaugural waste-to-energy plant at Neo Tiew Road was delayed due to additional improvement work carried out on the plant in FY2022 to address the risk issues surrounding combustible dust resulting from the recent introduction of new combustible dust regulations. The testing and commissioning activities have resumed, and the Group will provide updates on material developments, including when the plant is fully operational.

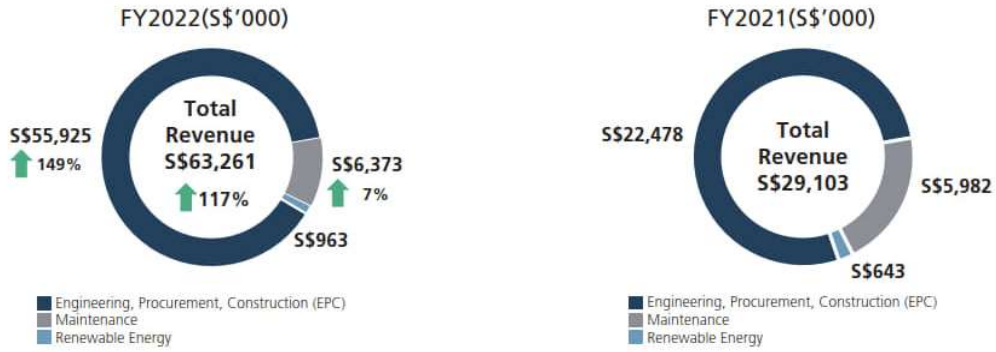
The contribution to Group revenue for the EPC segment was 88% in FY2022 as compared to 77% in the previous financial year ended 30 September 2021 (“FY2021”). The Maintenance business segment contributed 10% to Group revenue in FY2022, compared to 21% in FY2021. The Renewable Energy segment contributed 2% to Group revenue for both FY2022 and FY2021.

In FY2022, revenue from the EPC segment rose by 149% to S\$55.9 million. Revenue from Maintenance segment rose by 7% to S\$6.4 million, mainly due to an improvement in business and tender activities.

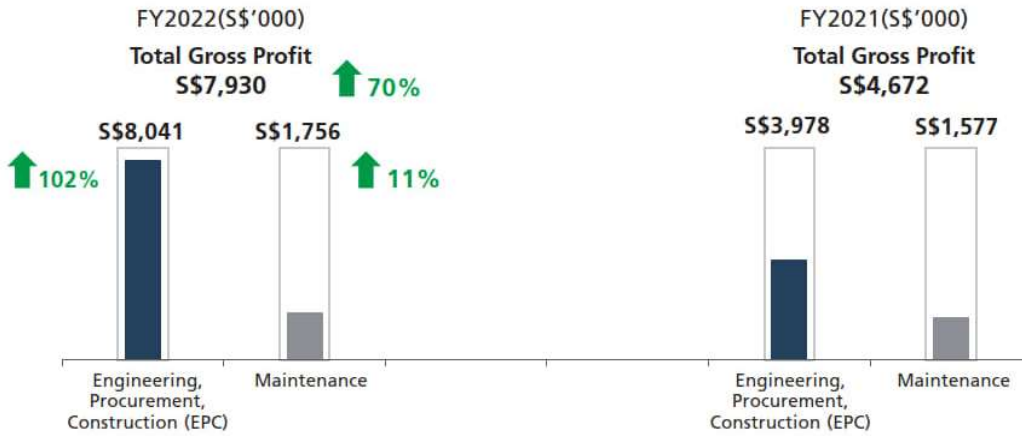
The EPC business segment’s gross profit increased by 102% to S\$8.0 million in FY2022 due to increase in revenue. Gross profit margin decreased from 18% in FY2021 to 14% in FY2022, because of higher costs from labour and material prices driven by inflationary pressures. The Maintenance business segment’s gross profit decreased by 4% to approximately S\$1.8 million in FY2022 due to higher costs, registering gross profit margin at 28%.

The renewable energy business segment incurred loss of S\$1.9 million in FY2022, because of manpower and other operating cost incurred due to the delay in testing and commissioning and the enhancement of the waste-to-energy plant to address the requirements of recent regulations on dust explosion risk.

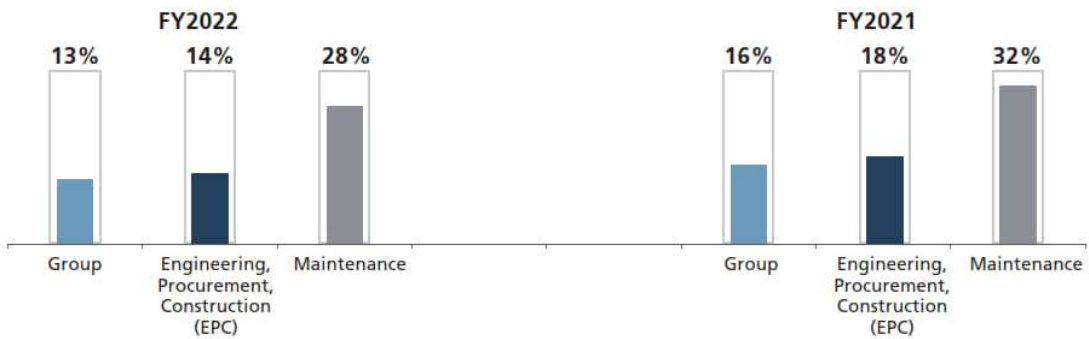
REVENUE



GROSS PROFIT/(LOSS) (excluding Renewable Energy segment*)

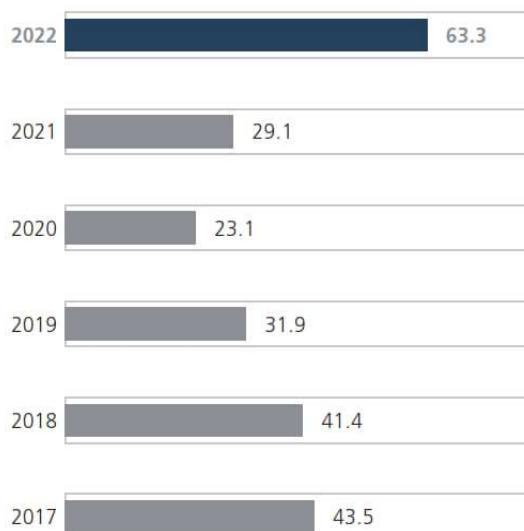


GROSS PROFIT MARGIN (excluding Renewable Energy segment*)



*Renewable energy segment is not fully operational in FY2022.

REVENUE (S\$'M)

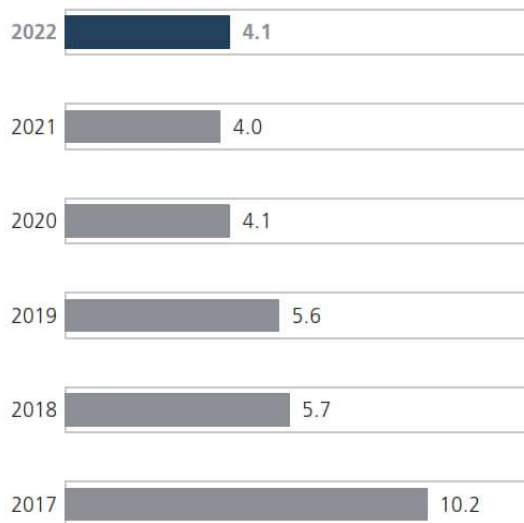


PROFIT ATTRIBUTABLE TO OWNERS OF THE COMPANY (S\$'M)

* Excluding one-off IPO expenses



CASH AND CASH EQUIVALENTS (S\$'M)



NET ASSETS (S\$'M)



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

- Operations Review
- Financial Highlights

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. 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.

FY2023 Target: 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 whistleblowing 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 whistleblowing 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 these 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.

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 Agriculture Pte Ltd (“**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 promote circular economy and 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, which can alleviate the pressing global warming problem. From what we understand, about 30% 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 hopes to be part of this transformation. It will reduce Chew’s farm’s carbon dioxide and methane emissions, thus directly improving the farm’s sustainability, and reducing its impact on global warming.

We made progress in our renewable energy business. We are in the stage of testing and commissioning our inaugural WTE plant at Neo Tiew Road. Full operations at our WTE plant at Chew’s Agriculture Pte Ltd at Neo Tiew Road were delayed during the year, due to the enhancement of the waste-to-energy plant to address the requirements of recent regulations on dust explosion risk of chicken manure. 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 growing 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 practice 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.

FY2023 Target: 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, minimizing 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 FY2022, as targeted last year.

FY2023 Target: 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 FY2022 were screened, evaluated and selected upon considering their environmental performance factors.

FY2023 Target: We will ensure that all new vendors will be screened, evaluated and selected in accordance with their conduct and performance on environmental factors. We will continue to reduce our environmental impact and encourage the stakeholders, such as suppliers and subcontractors, to meet the same expectations.

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 one another.

HUMAN RIGHTS

At AcroMeta, we are committed to protecting and respecting human rights everywhere we operate. We strive to uphold our values of fairness, inclusivity, and respect for all people, no matter their race, gender, religion, or ethnicity.

We are proud of our policies and processes in place to ensure that all employees and partners comply with our commitment to human rights. These include ensuring that wages meet or exceed local legal requirements and providing safe and healthy working environments. We also have a zero-tolerance policy on any form of discrimination, harassment, or abuse.

FY2023 Target: We target to have zero incidents of human rights violations in all of our operations, and we take this responsibility seriously.

OCCUPATIONAL HEALTH AND SAFETY

Our employees' health and safety at the workplace is one of our top priorities, and our 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 daily 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. These safeguards have since been stood down with effect

from 29 August 2022. We will constantly monitor the fluid COVID-19 situation and keep abreast of updates by the relevant authorities.

We are pleased to confirm that no fatal accidents were reported in FY2022. 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 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.

AcroMeta continuously looking for ways to develop our employees and ensure that they have the skills and knowledge necessary to help our business succeed. We understand that having a well-trained and educated workforce is essential for maintaining our competitive edge and providing the highest quality service to our customers. We offered a wide range of courses,

seminars and workshops to our employees, focusing on topics such as customer service, leadership, problem solving, communication and more.

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 FY2022. However, we have received two notices from Ministry of Manpower on non-compliance in regards of workplace contraventions happened in one of our projects and one facility. At this point, we have rectified the matters.

FY2023 Target: We aim to achieve zero instance of fatal accident.

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.

At AcroMeta, we are committed to promoting diversity among our Board members. We recognise the importance of having a range of perspectives in order to make informed decisions and capitalise on innovative ideas.

We understand that diversity means having a variety of backgrounds, experiences, and perspectives in the boardroom. We are actively seeking to recruit individuals with different genders, races, religions, and abilities. We believe that such diversity will lead to stronger corporate governance and better decision-making. We are dedicated to creating a Board that reflects the diversity of our company and our society as a whole.

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 of 30 September 2022, we had a workforce of 228 employees. Our headcounts were distributed as in the following page:

Figure A: Employee Gender Distribution

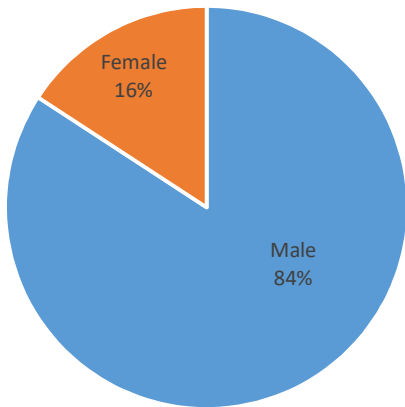


Figure B: Employee Age Diversity

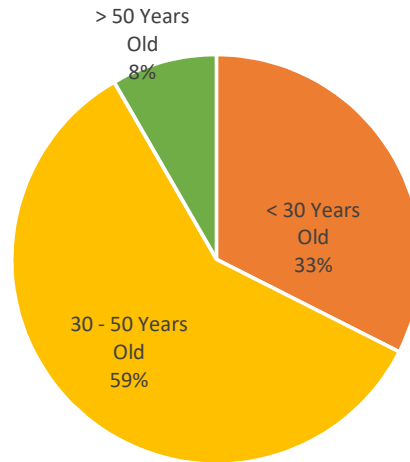
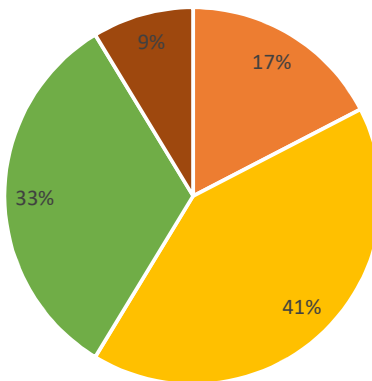


Figure C: Length of Service (%)

■ At least 5 years ■ 5 - 10 years ■ 10 - 15 years ■ > 15 years



We have achieved the target we set last year. There was no discrimination reported in FY2022.

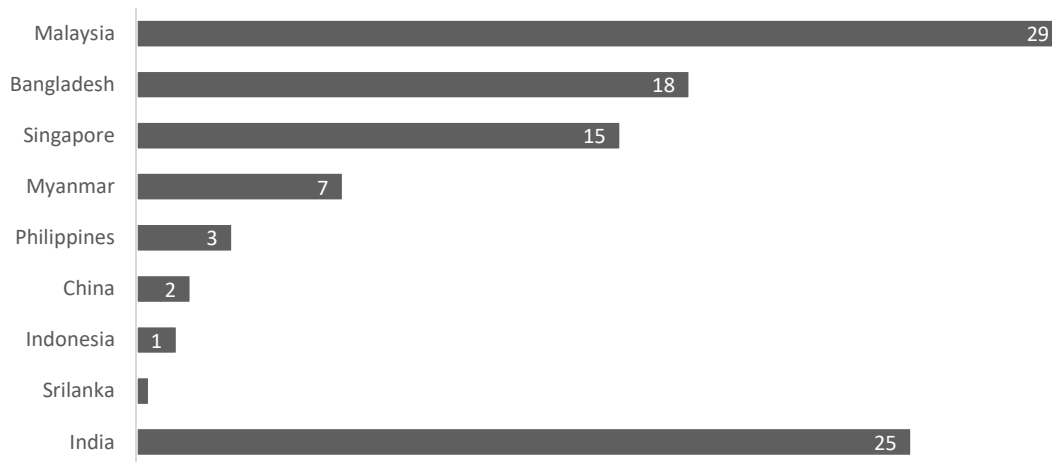
FY2023 Target: We target to have zero instance of discrimination.

LOCAL COMMUNITIES

At AcroMeta, we recognize the important role that local communities play in helping us to achieve our business goals and objectives. We are committed to supporting local communities and their organizations through a variety of initiatives.

We understand that local communities are essential to the success of our business, as they can provide us with access to talented individuals, resources, and customers. Therefore, we are committed to providing ongoing support for local communities through a variety of initiatives, such as providing financial support for local charities and organizations, developing

Figure D: Employees Nationality Diversity (%)



volunteer programs in the community, and working with local schools and colleges to promote educational opportunities.

We are dedicated to helping local communities succeed and strive to make a positive impact on their development and growth. We will continue to support them in any way we can and remain committed to helping them reach their goals. As the COVID-19 pandemic restrictions abated, in FY2022, we organized an outing to Madame Tussauds with our charity of choice, Lion Befrienders' seniors. There were also an after event for staff at Luge & Skyride as well as a dinner gathering to mingle together. We aim to host more bonding activities in the company in the coming financial year due to the continued abatement of the COVID-19 pandemic and the relaxation of restriction measures.

FY2023 Target: 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 FY2022.

FY2023 Target: We aim to continue maintaining zero incidents of non-compliance.

GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of AcroMeta are committed to the leading practices in corporate governance to ensure the sustainability of the Group's operations in creating long-term value for our stakeholders.

As part of our commitment to sustainability, the Board considers sustainability issues while overseeing and approving the formulation of the Group's overall long-term strategic objectives and directions. The Board also sets the Group's values and standards and ensures that obligations to stakeholders are understood and met.

AcroMeta recognise that sound corporate governance is essential to create long-term value for our stakeholders. We are committed to developing and implementing policies and procedures that will ensure the highest levels of integrity in our operations and help us achieve our sustainability objectives. Please refer to the Annual Report 2022 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 related to corporate governance requirements.

FY2023 Target: We target the same in FY2023.

ENTERPRISE RISK MANAGEMENT

Risk assessment is a process of identifying potential risks that AcroMeta may face in achieving its objectives. 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.

The Board determines the nature and extent of the significant risks which the Company is willing to take in achieving its strategic objectives and value creation. The Board with the support of the Audit Committee, oversees the Management in the design, implementation and monitoring of the risk management and internal control systems, and reviews the adequacy and effectiveness of such systems at least annually.

For FY2022, the Management achieved the target we set last year. We believe the present initiatives will help strengthen our enterprise risk management practice and improve our overall operational performance.

FY2023 Target: We will continue to perform an annual assessment of the risks associated with AcroMeta and to report the results to the Board and Audit Committee.

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 FY2022, there were no significant fines or non-monetary sanctions for non-compliance in relation to business ethics.

FY2023 Target: We will ensure that our company is following the highest ethical standards at all times and strive for zero non-compliance.

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	Page 3-6
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	Singapore, Indonesia
	102-5	Ownership and legal form	Annual Report FY2022
	102-6	Markets served	Singapore, Indonesia
	102-7	Scale of the organisation	Annual Report FY2022
	102-8	Information on employees and other workers	Page 18-20
	102-9	Supply chain	Page 15
	102-10	Significant changes to the organisation and its supply chain	None
	102-12	External initiatives	Page 20
	102-13	Membership of associations	None
	102-14	Statement from senior decision maker	Page 2
	102-16	Values, principles, standards and norms of behaviour	Page 3
	102-18	Governance structure	Annual Report FY2022
	102-40	List of stakeholders groups	Page 7-8
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	Page 7
	102-43	Approach to stakeholder engagement	Page 7
	102-44	Key topics and concerns raised	Page 8
102-45	Entities included in the consolidated financial statements	Annual Report FY2022	
102-46	Defining report content and topic boundaries	Page 2	
102-47	List of material topics	Page 9	

	102-48	Restatement of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	1 October 2021 to 30 September 2022
	102-51	Date of most recent previous report	28 February 2022
	102-52	Reporting cycle	Annually
	102-53	Contact point for questions about the report	Page 2
	102-54	Claims if reporting in accordance with the GRI Standards	Page 2
	102-55	GRI content index	Page 23-24
	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	Page 10-12
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Page 13
GRI 302: Energy	302-4	Reduction of energy consumption	Page 14
GRI 306: Effluent and Waste	306-2	Management of significant waste-related impacts	Page 14-15
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Page 15
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Page 15
GRI 403: Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	Page 16-18
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Page 18-20
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Page 20
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Page 20