



2024

**Sustainability
Report**

HY M&E Consultancy Services Pte Ltd

A trusted name in cutting-edge Mechanical and Electrical Engineering Consultancy

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Our logo design mirrors the power of interlocked complexity, making HY an ingenious part of your engineering landscape.

Introduction



A Message from the Managing Director: Our Commitment to a Sustainable and Resilient Future

GRI 2-22



See Fong Ho
Managing Director

My dear colleagues, valued partners, and friends of HY M&E Consultancy Services, I'm proud to welcome you to our first ESG Report. This isn't just a formality; it's our commitment to a new way of doing business, a journey to become a sustainability-centered engineering consultancy.

For over forty years, HY has been a leader in Singapore's built environment, known for technical excellence and reliability. However, the world has changed. Climate change and social equity are now defining issues. Technical expertise is no longer enough; we must lead with purpose.

We've made a **strategic shift**, recognizing that the future of our industry is green and sustainable. We see the push toward a low-carbon economy and Singapore's Green Plan 2030 not as burdens, but as opportunities. We are repositioning HY to lead this transformation and enable a greener future.

This report is a testament to our new direction, showing our dedication to transparency and accountability.

It details our efforts across three pillars: **Environmental**, our impact on the planet; **Social**, our commitment to our people and communities; and **Governance**, the principles guiding our business.

Our journey starts with education. As engineers, we create and shape the world. When we align our skills with these global goals, we can make a significant impact.

To our team, your dedication has driven this report. You are the innovators who will bring our sustainable vision to life.

This report is a reflection of your hard work and belief that we can make a difference.

The path ahead will be challenging, but I am confident that together, we can turn these challenges into opportunities.

To our clients and partners, we invite you to join us. Our commitment to ESG is a promise to deliver solutions that meet your needs while contributing to a more sustainable world. We're here to help you achieve your own sustainability goals.

Thank you for your trust and support. This first ESG report is just the beginning. Let's move forward with purpose, understanding that by building a more livable and equitable world, we are building a better business for generations to come.

About This Report

GRI 2-2, 2-3

This Sustainability Report represents our company’s disclosures as guided by the Global Reporting Initiative 2021 (GRI) Standard. It contains information on the sustainability performance of our consulting business that is true to the best of our knowledge at the time of publication. Through this inaugural sustainability report, we will continue to assess and improve our data collection systems over time.

Item	General Information
Name of Organisation	HY M&E Consultancy Services Pte. Ltd. (thereafter “HYME”)
Date of Disclosure	1 September 2025
Reporting Period	From 1 st January to 31 st December 2024
Location of Headquarters	229 Mountbatten Road, #01-23, Mountbatten Square, Singapore 398007
Entities Included	NIL
Locations Included	Singapore
Contact	We welcome any feedback on this report and any aspect of our sustainability practices. Please direct your comments and suggestions to feedback@hy-me.com.sg

About Us

GRI 2-1, 2-6

Anchored in our proven business model, we are guided by our purpose to enrich the lives of our customers, colleagues and communities.

HYME, founded in 1982 by Mr. Ho Soo Foo and Mr. Loke Kok Kei, is a testament to the entrepreneurial drive and visionary foresight of its founders. From the very beginning, the company aligned itself with the rapid advancements in Singapore's infrastructure development, keeping pace with changes in transmission voltage technology to stay at the forefront of the M&E industry. This adaptability ensured HYME could meet the evolving demands of its clients and industry regulations, establishing it as a trusted partner in this field.

A Vast Array of Solutions:

Apart from the core M&E consulting solutions, we also provide energy efficiency and green engineering consulting.

With its strong foundation and forward-looking leadership, HYME is poised to reinforce its position as a leader in the M&E consultancy sector.

Our Commitment:

We understand the unique challenges faced by each sector, and our tailored solutions reflect our dedication to meeting and exceeding our clients' expectations.

Our People:

The heartbeat of HYME lies in our team of over 30 skilled and competent professionals. Trained and equipped with the latest industry knowledge and technology our team embodies the core values of integrity, service and excellence.

We uphold the standing and reputation of the Engineering Profession by serving in excellence, with conscience, respect for others, and dignity.

Industry-Leading Solutions:

As a dynamic and forward-thinking consulting company, HYME stays at the forefront of technological advancements and industry best practices. Our solutions go beyond conventional methods, encompassing cutting-edge technologies and innovative strategies to provide comprehensive solutions.

Client-Centric Approach:

At the heart of our success is a client-centric philosophy.

We work with our clients to shape and develop the future with prime regard to the community's welfare, safety, and health.

This collaborative approach ensures that our services are not just a product but an integral part of our clients' overall success.

As we continue to evolve and adapt to the ever-changing landscape of the mechanical, electrical, energy transformation and sustainability consulting, HYME remains steadfast in its mission to provide unparalleled solutions that empower our clients to thrive in a sustainable environment. Join us in building a more resilient future.

HY M&E Consultancy Services Pte Ltd
– Think HY Performance

Sustainability Strategy

GRI 2-22



Rowena Uday Rawte
Chief Sustainability Officer

"Leading with purpose, we integrate sustainability into every aspect of our work – driving innovation, integrity, and impact for a resilient future."

It is with immense pride and a deep sense of responsibility that I announce the publication of **our inaugural Sustainability Report**. This report is more than a document; it's a foundational step that formally integrates our commitment to a sustainable future into the core of our business strategy.

It marks a critical milestone on our journey and sets a clear, transparent benchmark for accountability.

The challenges of climate change, resource scarcity, and social equity are urgent, and as a leading company, we have a vital role to play in addressing them.

This first report serves as a comprehensive look at how we are managing our **environmental, social, and governance (ESG) performance**.

Our reporting process adhered to Global Reporting Initiative (GRI)

standard, ensuring the data presented is both rigorous and reliable.

Key Focus Areas and Our Commitment

In this first edition, you'll find detailed sections on:

- **Decarbonization and Climate Action:** We outline our current energy and greenhouse gas (GHG) emissions baseline.
- **Diversity, Equity, and Inclusion (DEI):** We share data on our workforce composition and the initiatives we are launching to build a more inclusive, equitable workplace where all employees can thrive.
- **Customer Privacy and Anti Corruption:** We uphold a strict zero-tolerance stance on corruption and are deeply committed to safeguarding client data through robust, transparent policies.

Looking Ahead

This first report is both a reflection of our achievements and a foundation for what lies ahead. **Sustainability is a continuous journey of improvement.**

The data and insights gathered here will directly inform our strategy for the coming years, guiding targeted investment and action. We are committed to building on this foundation, strengthening our disclosures, and driving measurable progress toward a more resilient and sustainable business model.

We recognize there is more work to do, and we welcome feedback from our stakeholders as we refine our strategies and raise our ambitions.

Together, we can accelerate the transition toward a more sustainable built environment and a better future for all.

Sustainability Governance

GRI 2-9, 2-12, 2-13, 2-14, 2-16, 2-17

Sustainability Team

The Sustainability Team is the central mechanism within HYME that brings together the experience, expertise, and talent of colleagues working on ESG matters across the company. It coordinates and streamlines sustainability efforts, providing thought leadership to guide decision-making and shape the company's strategy. This function ensures accountability, fosters collaboration, and engages stakeholders across the organisation.

To drive focus in key sustainability areas, HYME adopts a three-champion model—covering Environment, Social, and Governance—supported by specialist roles. One such role is the **Carbon Management Coordinator**, who plays a pivotal part in advancing HYME's climate action initiatives. The Coordinator works closely with both internal stakeholders and customers to address carbon emissions, oversee data collection, and perform embedded carbon calculations and analysis—particularly within the built environment context.

Through this support structure, the Sustainability Team ensures that knowledge sharing, collaboration, and targeted action remain central to HYME's journey towards a more sustainable future.

The graphic below depicts our Sustainability Governance model, which enables the implementation and monitoring of our Sustainability Strategy at all levels.



Stakeholder Engagement

GRI 2-29

Our stakeholders have a material voice and value add to our operations; hence ongoing stakeholder engagement is essential to our long-term success.

At HYME, we have built and maintained strong, mutually beneficial relationships with our stakeholders over the past 40 years through regular, two-way communication channels. We believe that positive, ongoing engagement fosters informed relationships that enable us to identify both risks and opportunities. This, in turn, helps us make better decisions, address challenges effectively, and prioritise areas where we can deliver the greatest impact on sustainability.

We began by identifying our key stakeholders and mapping them to the relevant relationship owners within HYME.

We then worked closely with these relationship owners to capture valuable insights into stakeholders' sustainability priorities, concerns, and expectations. The feedback gathered was aggregated and analysed to identify emerging issues, trends, and opportunities for improvement.

We are committed to continuously monitoring these developments and adapting our strategies to address stakeholder needs. The remainder of this report outlines how HYME has responded to the concerns and expectations of our stakeholders through targeted and meaningful sustainability initiatives.

Our key stakeholders:

1/ Employees: Our employees are the backbone of HYME's success. The sustainability of our business is reliant upon their running of our day-to-day business. Employees equipped with the right competencies and experience position us to capture opportunities.

2/ Shareholders: Shareholders are owners of our business, and their views are crucial in determining the future direction of HYME.

3/ Customers: Our customers are the reason for our business existence. Our customers' feedback and concerns are important inputs for our business decisions.

4/ Suppliers: We recognise the part we play in influencing the business practices of our suppliers. Right collaborations with our suppliers help to create a more sustainable value chain for HYME.

5/ Communities: Uplifting our communities helps build goodwill and promotes local development, which will support the ongoing acceptance of our continued operations and business growth.

6/ Government Agencies: Beyond meeting regulatory requirements, we recognise the importance of building working relationships with government agencies and strive to engage them both positively and regularly.

Stakeholder Engagement

GRI 2-29

Stakeholders' feedback and suggestions are invaluable in helping us fine-tune our business strategy and ensure we operate in a transparent and accountable manner.

Stakeholder Group	Mode of Engagement	Frequency	Interests & Concerns
Employees	<ul style="list-style-type: none"> Townhall Meetings Staff Training Sessions Performance Appraisal 	<ul style="list-style-type: none"> Regular Regular Annual 	<ul style="list-style-type: none"> Employment Services Training & Development Occupational Health & Safety
Shareholders	<ul style="list-style-type: none"> Annual General Meeting 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Economic Performance Corporate Governance
Customers	<ul style="list-style-type: none"> Customer Feedback Form* Face to Face Meetings Phone Calls Promotional Events 	<ul style="list-style-type: none"> Annual Regular Regular Ad hoc 	<ul style="list-style-type: none"> Product and Service Quality Cost-effective services
Suppliers	<ul style="list-style-type: none"> Supplier Feedback Form* Face to Face Meetings Phone Calls 	<ul style="list-style-type: none"> Annual Ad Hoc Ad Hoc 	<ul style="list-style-type: none"> Corporate Governance
Communities	<ul style="list-style-type: none"> Volunteer activities 	<ul style="list-style-type: none"> Ad hoc 	<ul style="list-style-type: none"> Community Investment
Government Agencies	<ul style="list-style-type: none"> Announcements 	<ul style="list-style-type: none"> Ad hoc 	<ul style="list-style-type: none"> Corporate Governance Environmental Protection

* Part of ISO9001 requirement

Materiality Assessment

GRI 3-1

Our first formal materiality assessment was conducted by our senior management in April 2025. The process followed the procedures outlined below with assistance from an independent sustainability consulting firm.

Materiality Assessment Process

1. Awareness session for senior management to equip them with knowledge on sustainability and the GRI Standard.
2. Peer benchmarking review was done to identify a broad range of potential and relevant sustainability issues as well as observing good reporting practices.
3. Online survey form created to be disseminated to internal and external stakeholders with guidance from the HYME Management Team.

4. Consolidate survey results for review and validation with senior management.
5. Prioritization of sustainability issues by senior management in alignment with HYME's business focus and strategy.
6. Embed the approved material topics into the business strategy and ensure management of performance.

Stakeholder Engagement

We conducted our materiality assessment in 2025 to identify and prioritize material topics. This process helps us prioritise ESG-related topics to report on and helps inform future strategies. We plan to conduct this assessment every two years so that the results reflect changing business and external landscapes.

We identify topics as material based on two conditions: the potential to have an impact on our business and the potential to have an impact on our stakeholders.

Based on the materiality assessment results, we organised the material topics into three groups: "key impact areas", "core focus areas" and "other important topics". This is displayed per the graphic on the next page.

Materiality Assessment

GRI 3-2

The graphic on the right depicts our ESG-related topics priorities derived from engaging our stakeholders.

Material Topics

As a start, the following seven material topics were determined to be of priority:

Environment:

- Greenhouse Gas Emissions
- Energy Management



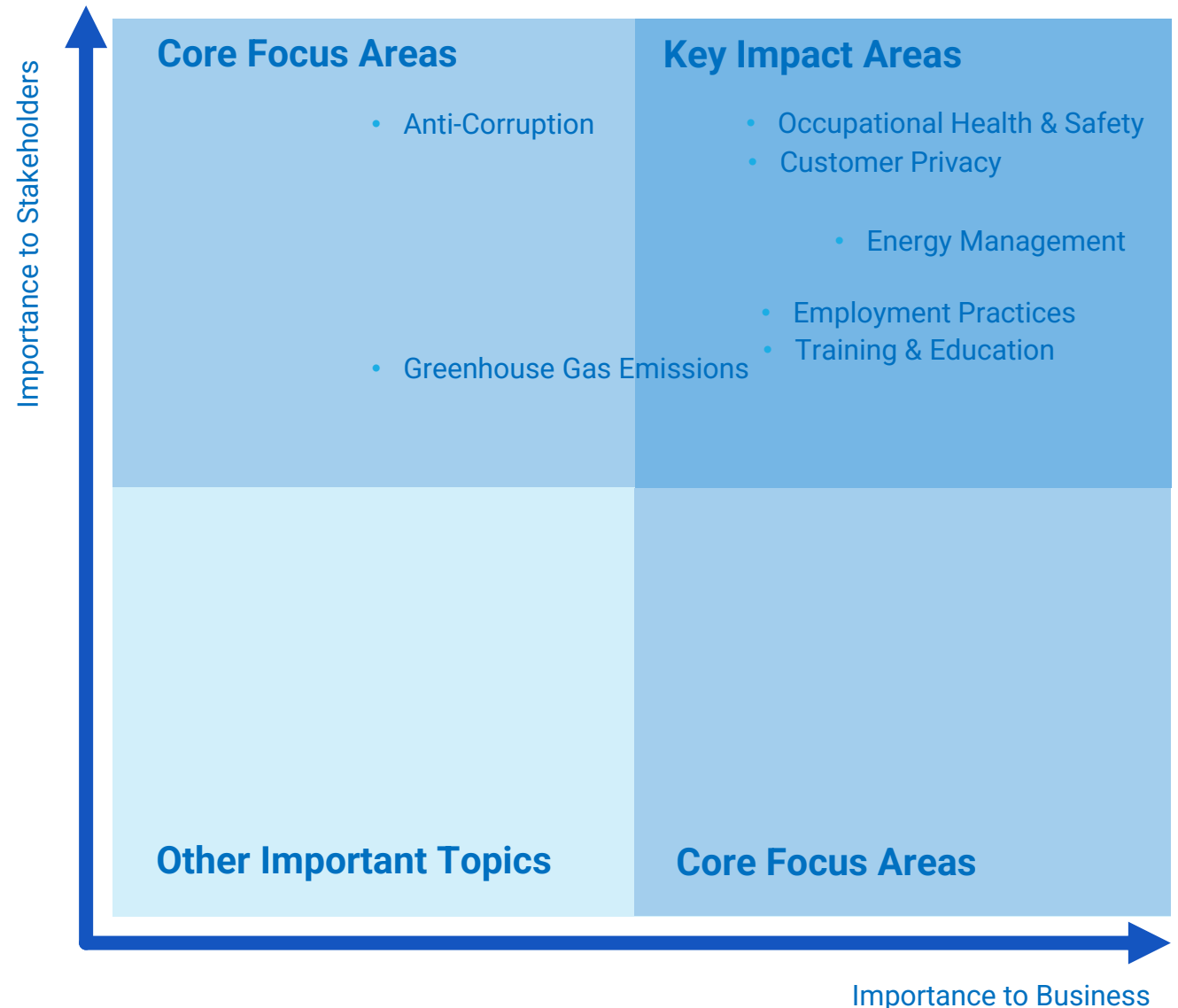
Social:

- Employment Practices
- Occupational Health & Safety
- Training & Education



Governance:

- Customer Privacy
- Anti-Corruption



Environmental



Environmental

GRI 305

This is an overview of the Emissions topic at HYME.

Why this matters to us

Emissions are critical to HYME due to growing climate change concerns and Singapore's national net-zero target by 2050. Reporting emissions demonstrates HYME's environmental responsibility and contribution to this national effort.

High emissions pose significant risks: increased regulatory scrutiny and reputational damage among environmentally conscious stakeholders.

Ultimately, addressing emissions is essential for HYME's long-term resilience and its role in building a sustainable future.

How we manage this

We began with the assessment of our GHG Emissions inventory (See Table 01). We have established our baseline year as 2024. Our Scope 1 emissions are largely attributed to the tail-pipe emissions from our delivery diesel van.

Our Scope 2 emissions are from our electricity consumption in our office from lighting and air-condition and one EV.

We carried out a preliminary screening exercise to determine which of the categories would be most relevant to our operations for Scope 3 emissions. Category 6 Business Travel and Category 7 Employee Commute have been identified.

Our initiatives

We have transitioned one of the office vehicles to EV in 2024. We will be transitioning one more vehicle used for employee commute to EV in 2025.

As this is a leased office, we depend on the building owner to install solar panels. Given the building lease is up in 2026, when the Government will take back the land, the building owner has no plans to install solar panels.

In 2026, we will be moving to our new premises which will incorporate energy saving lighting to improve electricity utilisation.

Our performance and the way forward

Our total emissions for the period 2024 came up to 33 tCO₂e. The bulk came from Scope 3 at 65% from just Categories 6 & 7.

For Category 7 Employee Commute, the most common mode of transport from home to office is by train as the Singapore Government has extended the train network.

2024 emissions data will form our baseline going forward and we will be setting realistic targets in 2027 when we have a better understanding of the data and what can be done to reduce the emissions.

Environmental

GRI 305

Topic	GRI Standard	Indicators	Units	2024 Result	Share of Total
Emissions	GRI 305-1	Scope 1 (Direct emissions)	tCO ₂ e	4.185	12%
Emissions	GRI 305-2	Scope 2 (Indirect emissions from electricity)	tCO ₂ e	7.584	23%
Emissions	GRI 305-3	Scope 3 (All other indirect emissions)	tCO ₂ e	21.930	65%
		Total	tCO₂e	33.698	
		Scope 3 Emissions Breakdown			
		Category 6: Business Travel	tCO ₂ e	7.094	33%
		Category 7: Employee commuting	tCO ₂ e	14.836	67%
Emissions Intensity	GRI 305-4	Scope 1 & 2	tCO ₂ e/Headcount	0.357	
		Scope 3	tCO ₂ e/Headcount	0.665	

Table 01: Greenhouse Gas Emissions

Environmental

GRI 302

This is an overview of the Energy Management topic at HYME.

Why this matters to us

Energy is fundamental to HYME because it directly links to our operational costs, environmental footprint, and long-term resilience, especially in Singapore's resource-constrained context. Singapore heavily relies on imported energy, making efficient use and diversification crucial.

Reporting on energy consumption demonstrates HYME's commitment to reducing it, a key national priority.

Efficient energy management translates to cost savings, enhances our competitiveness, and reduces our exposure to volatile energy prices.

How we manage this

We actively track and monitor the fuel and energy used by our company vehicles as well as our office (See Table 02).

HYME has the ISO 14001 certification indicating our commitment to environmental practices.

Our initiatives

We are seeking to improve the fuel and energy efficiency in our operations through electrification of our company vehicles. We adopt practices to enhance energy efficiency and reduce our energy and electricity usage in our office.

Furthermore, we strive to foster sustainable practices amongst our employees by encouraging energy saving behaviours such as switching off lights and electronic devices when not in use and maintaining optimal temperatures of air conditioning.

Our performance and the way forward

Our total electricity consumption in the period 2024 came up to 18,407 kWh and intensity is 558 kWh/Headcount.

Our plan for the new office in 2026 is to reduce electricity consumption with the use of energy-efficient LED lights. More details of the new office in 2026 will be available in our FY2026 report.

Environmental

GRI 302

Topic	GRI Standard	Indicators	Units	2024 Result	Share of Total
Energy	GRI 302-1	FUEL TYPE			
		Diesel	Litres	1,429	34%
		Petrol	Litres	2,736	66%
		Bio-blend diesel	Litres	0	
		Total fuel consumption	Litres	4,165	
Energy	GRI 302-1	ENERGY TYPE			
		Electricity purchased	kWH	18,407	100%
		Renewable electricity generated	kWH	0	
		Renewal energy consumption	kWH	0	
		Total electricity consumption	kWH	18,407	
Energy	GRI 302-3	ENERGY INTENSITY			
		Total Energy Consumption Intensity	kWH/Headcount	558	

Table 02: Energy Management

Social



This is an overview of the Employment Practices at HYME.

Why this matters to us

For HYME employment practices are critical to its sustainability. Fair wages, safe working conditions, diversity, and employee development demonstrates HYME's commitment to social responsibility.

This helps to builds trust with employees, fostering loyalty and productivity, but also enhances HYME's reputation among various stakeholders and the community.

Strong employment practices attract top talent, reduce turnover, and mitigate operational risks. Ultimately, it signals a resilient and ethical business, vital for HYME's long-term success and positive impact.

How we manage this

Our focus on diversity, equity, and inclusion is embedded in our hiring and promotion processes, fostering a workplace where every individual can thrive - **42% of our workforce are women.**

We prioritize employee well-being through comprehensive health and safety programs, training opportunities for skill development, and open communication channels. Regular employee feedback mechanisms and transparent policies guide our continuous improvement. By investing in our people, we cultivate a motivated, engaged workforce essential for HYME's long-term success and positive societal impact (See Table 03).

Our initiatives

Our Human Resources team has started to invest in comprehensive employee training and development programs, not just for skill enhancement but also for raising awareness about sustainability goals and how individual roles contribute to them.

HYME is prioritizing employee well-being with robust health and safety measures, mental health support, and work-life balance initiatives like flexible work arrangements. We have also started to implement regular open forums, to ensure employees feel heard and valued, continuously improving practices based on their input.

Our performance and the way forward

We encourage our employees to have a clear understanding of what is expected of them, to let them share their career goals, aspirations and areas in which they wish to upskill.

We are continuously working on programmes for our workforce in new and critical areas such as sustainability training whilst supporting their career aspirations by obtaining certifications in Professional Engineer, Licensed Electrical Engineer, Green Mark, LEED, Energy Auditor, etc. All these certifications offer better career prospects for our staff as well as enhancing the credibility of our engineering services to clients.

Social

GRI 405 Diversity and Equal Opportunity

Number of employees by category and sex	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Senior Management	2	6%	0	0%	2	6%
Management	3	9%	1	3%	4	12%
Professionals	15	45%	2	6%	17	52%
Non-Executives	0	0%	10	30%	10	30%
Total	20	61%	13	38%	33	100%

Table 03a: Employment Practices

Number of employees by category and age	< 30 years old		30 – 50 years old		> 50 years old		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Senior Management	0	0%	1	3%	1	3%	2	6%
Management	0	0%	3	9%	1	3%	4	12%
Professionals	2	6%	11	33%	4	12%	17	52%
Non-Executives	2	6%	6	18%	2	6%	10	30%
Total	4	12%	21	64%	8	24%	33	100%

Table 03b: Employment Practices

This is an overview of the Occupational Health and Safety at HYME.

Why this matters to us

Occupational Health and Safety (OHS) is critical to HYME's operations because it directly safeguards our most valuable asset – our people. In the M&E services environment, where high-voltage work is part of our core activities, maintaining a safe and healthy workforce is fundamental to ethical business operations and long-term social sustainability.

By prioritising OHS, we create a positive and secure work environment that attracts and retains skilled talent, improves operational efficiency, and strengthens stakeholder trust. Strong OHS performance is a key indicator of resilience and sustainability, particularly in our highly regulated industry.

How we manage this

We ensure robust OHS management by conducting regular risk assessments to identify, evaluate, and control potential hazards across all operations. This includes the provision of appropriate Personal Protective Equipment (PPE) and strict adherence to safety protocols, especially in high-voltage environments.

All employees receive ongoing OHS training relevant to their roles, including emergency response procedures. We foster a culture of safety by encouraging hazard and near-miss reporting and thoroughly investigating all incidents to prevent recurrence (See Table 04).

Our initiatives

We take a proactive approach to workplace safety by implementing comprehensive risk assessment processes, annual risk evaluations, and independent physical checks to detect and mitigate potential hazards before they impact our workforce. Our employee training extends beyond basic safety, covering advanced emergency preparedness and mental well-being.

HYME is proud to be **ISO 45001-certified**, demonstrating our adherence to international standards for occupational health and safety management systems, and **bizSAFE Star-certified**, reflecting our proactive commitment to creating a safe, healthy, and supportive workplace.

Our performance and the way forward

In 2024, we achieved a record of zero fatalities and no high-consequence injuries, underscoring the effectiveness of our OHS systems.

We aim to sustain and build on this track record into 2025 by continuing to strengthen our safety culture, enhancing hazard prevention measures, and investing in continuous training for our workforce.

Social

GRI 403-9: Work-related injuries

Work-related injuries	For all employees	For workers who are not employees but whose work and/or workplace is controlled by the organisation
Number of fatalities from work-related injuries	0	0
Number of high consequence work-related injuries	0	0
Number of recordable work-related injuries	0	0
Main types of work-related injury	Slips, trips, fall, traffic accidents	
Total	0	
Number of hours worked	70,125	
Work-related injuries	For all employees	For workers who are not employees but whose work and/or workplace is controlled by the organisation
Number of fatalities from work-related ill-health	0	0
Number of recordable work-related ill-health	0	0
Main types of work-related ill-health	Psychological ill-health (e.g. stress, anxiety)	
Total	0	

Table 04: Occupational Health and Safety

This is an overview of the Training and Education at HYME.

Why this matters to us

At HYME, we recognise that in today's rapidly evolving environment and competitive talent market, upskilling and professional development are essential. This commitment goes beyond staying ahead of competitors; it is about equipping our people for long, fulfilling careers through continuous learning and growth.

By proactively building a strong talent pipeline and enhancing our collective capabilities, we not only meet the high expectations of stakeholders but also ensure HYME remains agile, competitive, and future-ready. This is particularly critical in the M&E services sector, where technical advancements, regulatory changes, and sustainability goals demand a highly skilled, adaptable workforce.

How we manage this

We identify training needs through a Staff Learning & Development Plan (L&DP) – a collaborative process between each employee and their manager. This pinpoints skill gaps and relevant development opportunities, ensuring personal growth aligns with HYME's strategic goals.

Our Program Development & Delivery framework then tailors learning to these needs, offering in-house workshops, external courses (including SkillsFuture-supported programmes), online modules, professional certifications, on-the-job training, and mentorships.

Our initiatives

We curate training that meets current demands and long-term priorities. This includes technical excellence in Cloud AI, BIM Management, and essential infrastructure like Switchgear and Transformer operations. Specialist courses such as our Internal Lightning Protection of Solar PV Systems Course build renewable energy expertise.

Regulatory compliance and safety are reinforced through continuous education on Fire Codes, PUB Technical Briefings, and Risk Management. Sustainability-focused initiatives include Future-Ready Data Centre training aligned with Net Zero goals, while digital literacy and business acumen are strengthened through workshops like Corporate Lifecycles.

Our performance and the way forward

In 2024, HYME recorded an average of 6 training hours per employee, reflecting our strong commitment to workforce development (See Table 05).

Looking ahead, we will intensify efforts to retain and upskill staff, expanding capabilities in sustainability, advanced technical expertise, and leadership to meet the needs of a low-carbon economy.

Social

GRI 404-1: Average hours of training per year

Total Training Hours (By Gender)	Male	Female	Total
Total number of employees	20	13	33
Total number of training hours	145	44	189
Average training hours per employee	7	3	6

Table 05a: Training and Education by gender

Total Training Hours (By Employee Category)	Senior management	Management	Professional	Non-executive	Total
Total number of employees	2	4	17	10	33
Total number of training hours	0	96	64	29	189
Average training hours per employee	0	24	4	3	6

Table 05b: Training and Education by Employee category

Social

GRI 404-1: Average hours of training per year

Total training hours by employee category and sex	Male	Female	Total
Senior Management	2	0	2
Management	3	1	4
Professional	15	2	17
Non-Executive	0	10	10
Total number of employees	20	13	33
Total number of training hours	145	44	189
Average training hours per employee	7	3	6

Table 05: Training and Education

Governance



Governance

GRI 418-1

This is an overview of the Customer Privacy at HYME.

Why this matters to us

Customer privacy is a cornerstone of trust. In today's digital landscape, mishandling customer data can lead to severe reputational damage, legal penalties and a significant loss of customer loyalty.

By demonstrating robust data privacy practices, HYME shows it respects customer rights and operates ethically. This builds confidence, fosters long-term relationships, and acts as a competitive differentiator. Ultimately, safeguarding customer privacy is not just a compliance issue, but a fundamental aspect of responsible business conduct that underpins HYME's long-term viability and positive societal impact.

How we manage this

At HYME, we manage customer privacy with utmost diligence, adhering strictly to Singapore's Personal Data Protection Act (PDPA). Our approach begins with transparent consent: we clearly inform customers about what data we collect, why, and how it will be used, obtaining explicit consent where required.

We implement robust technical and organizational security measures to safeguard personal data from unauthorized access or misuse. Data is only retained for legitimate business or legal purposes, after which it is securely disposed of.

Our initiatives

As we frequently handle the data of our customers, HYME developed our Personal Data Protection Policy in line with Singapore's Personal Data Protection Act 2012.

HYME has appointed an external Data Protection Officer (DPO) who has completed the Practitioner Certificate in Personal Data Protection (Singapore).

Our DPO oversees compliance, conducts regular privacy impact assessments, and ensures all employees receive ongoing training on data handling protocols. This comprehensive framework ensures customer trust and legal compliance (See Table 06).

Our performance and the way forward

In line with the digital working environment, we are exploring ways to enhance data privacy by rolling out cyber security plans for the office.

This aligns with our WFH (work-from-home) policy and ensures secure access for employees from their homes.

Moving forward, we aim to maintain a zero-breach status through continued investment in our IT platforms and systems, data protection measures and cyber security solutions.

Governance

GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

	2024 Result
Total number of substantiated complaints received concerning breaches of customer privacy	0
Complaints received from outside parties and substantiated by the organisation	0
Complaints from regulatory bodies	0
Total number of identifies leaks, thefts or losses of customer data	0

Table 06: Customer Privacy

Governance

GRI 205

This is an overview of the Anti-Corruption topic at HYME.

Why this matters to us

Anti-corruption is vital for HYME because it underpins the company's ethical foundation and long-term viability. Corruption, including bribery and illicit dealings, can lead to severe financial penalties, legal prosecution and irreparable reputational damage. Beyond legal risks, corruption erodes trust with stakeholders. It distorts fair competition, compromises decision-making, and can lead to lower quality products or services.

By maintaining a strong anti-corruption stance, HYME demonstrates integrity, fosters a culture of honesty, and ensures sustainable growth built on

legitimate business practices. This is crucial for its social license to operate and its appeal in a globally interconnected marketplace.

How we manage this

At HYME, managing anti-corruption is integral to our commitment to ethical business conduct. We operate under a zero-tolerance policy for all forms of corruption, in line with Singapore's robust Prevention of Corruption Act (PCA).

The Management sets the tone from the top in promoting ethical culture and having zero tolerance to fraud. Our management system includes a comprehensive Anti-Corruption Policy, clearly communicated to all employees and business partners

We conduct regular risk assessments to identify potential areas of corruption exposure and implement corresponding controls. Key measures include strict financial controls, thorough due diligence on third-party relationships, and a clear gift and hospitality policy. We also provide mandatory anti-corruption training to all staff, fostering awareness and accountability (See Table 07).

Our initiatives

The Employee Code of Conduct has been developed and is included in the Employee Handbook.

We have also implemented robust internal controls such as multi-step approvals and relevant checks and balances, to prevent fraud and corruption.

Our performance and the way forward

There are no reported cases of corruption for the period 2024. We remain committed to upholding the highest standards of business ethics and integrity.

Going forward, HYME will maintain awareness, knowledge, and high level of compliance through a compliance training programme and awareness activities.

Governance

GRI 205-1: Operations assessed for risk related to corruption

	2024 Result
Total number of operations	50
Total number of operations assessed for risk relating to corruption	20
Percentage of operations assessed for risks relating to corruptions	40%

Table 07a: Anti-Corruption

GRI 205-2: Communication and training about anti-corruption policies and procedures

	2024 Result
Total number of governance body members	2
Total number of governance body members whom we have communicated our anti-corruption policies and procedures to	2
Total number of governance body members who have received training on anti-corruption	2

	Senior Management	Management	Professional	Non-Executive
Total number of employees in each employee category	2	4	4	0
Total number whom we have communicated out anti-corruption policies and procedures to	2	4	4	0
Total number of employees who received training on anti-corruption	2	4	4	0

Table 07b: Anti-Corruption

Governance

GRI 205-3: Confirmed incidents of corruption and actions taken

Incidents of non-compliance	2024 Result
Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violation related to corruption	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	0

Table 07c: Anti-Corruption

Appendix



GRI CONTENT INDEX

HY M&E Consultancy Services Pte Ltd has reported in accordance with the GRI Standard 2021 for the period 1st January 2024 to 31st December 2024.

GRI Standard	Disclosure	Location	Remarks
GRI2: General Disclosures 2021			
2-1	Organisational Details	Pg 6	
2-2	Entities included in the organization's sustainability reporting	Pg 5	
2-3	Reporting period, frequency and contact point	Pg 5	
2-4	Restatements of information	NIL	No errors as this is first report
2-5	External assurance	NIL	
2-6	Activities, value chain and other business relationships	Pg 6	
2-7	Employees	Pg 19, 20	
2-8	Workers who are not employees	Pg 21, 22	
2-9	Governance structure and composition	Pg 8	
2-10	Nomination and selection of the highest governance body	Pg 8	
2-11	Chair of the highest governance body	Pg 8	
2-12	Roles of the highest governance body in overseeing the management of impacts	Pg 8	
2-13	Delegation of responsibility for managing impacts	Pg 8	
2-14	Roles of the highest governance body in sustainability reporting	Pg 8	
2-15	Conflicts of interest	Pg 28	

GRI Standard	Disclosure	Location	Remarks
GRI2: General Disclosures 2021			
2-16	Communication of critical concerns	Pg 8	
2-17	Collective knowledge of the highest governance body	Pg 8	
2-18	Evaluation of the performance of the highest governance body	NIL	
2-19	Remuneration policies	NIL	
2-20	Process to determine remuneration	NIL	
2-21	Annual total compensation ratio	NIL	
2-22	Statement on sustainable development strategy	Pg 4, 7	
2-23	Policy commitments	Pg 7	
2-24	Embedding policy commitments	Pg 7	
2-25	Processes to remediate negative impacts	Pg 19, 20	
2-26	Mechanisms for seeking advice and raising concerns	Pg 19, 20	
2-27	Compliance with laws and regulations	Pg 28	
2-28	Membership associations	NIL	
2-29	Approach to stakeholder engagement	Pg 9, 10	
2-30	Collective bargaining agreements	NIL	

GRI CONTENT INDEX

HY M&E Consultancy Services Pte Ltd has reported in accordance with the GRI Standard 2021 for the period 1st January 2024 to 31st December 2024.

GRI Standard	Disclosure	Location	Remarks
GRI3: Material Topics 2021			
3-1	Process to determine material topics	Pg 11	
3-2	List of material topics	Pg 12	
3-3	Management of material topics	Pg 13 - 30	
GRI 302: Energy			
302-1	Energy consumption within the organisation	Pg 16, 17	
302-3	Energy intensity	Pg 16, 17	
302-4	Reduction of energy consumption	Pg 16, 17	
GRI 305: Emissions			
305-1	Direct GHG emissions (Scope 1)	Pg 14, 15	
305-2	Energy indirect GHG emissions (Scope 2)	Pg 14, 15	
302-3	Other indirect GHG emissions (Scope 3)	Pg 14, 15	
305-4	GHG emissions intensity	Pg 14, 15	
GRI 403: Occupational Health and Safety			
403-1	OHS Management System	Pg 21, 22	
403-2	Hazard identification, risk assessment & incident investigation	Pg 21, 22	
403-3	Occupational health services	Pg 21, 22	

GRI Standard	Disclosure	Location	Remarks
403-5	Worker training on OHS	Pg 21, 22	
403-6	Promotion of worker health	Pg 21, 22	
403-7	Prevention & mitigation of OHS impact directly linked by business relationships	Pg 21, 22	
403-8	Workers covered by an OHS management system	Pg 21, 22	
403-9	Work-related issues	Pg 21, 22	
403-10	Work-related ill health	Pg 21, 22	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee (by gender & employee category)	Pg 23, 24	
404-2	Programmes for upgrading employee skills and transition assistance programmes	Pg 23, 24	
404-3	Percentage of employees receiving regular performance and career development reviews	NIL	
GRI 405: Employment Practices			
405-1	Diversity of governance bodies and employees	Pg 19, 20	
GRI 205: Anti-Corruption			
205-1	Operations assessed of corruption and actions taken	Pg 28, 29, 30	
205-2	Communication and training about anti-corruption policies and procedures	Pg 28, 29, 30	
205-3	Confirmed incidents of corruption and actions taken	Pg 28, 29, 30	

GRI CONTENT INDEX

HY M&E Consultancy Services Pte Ltd has reported in accordance with the GRI Standard 2021 for the period 1st January 2024 to 31st December 2024.

GRI Standard	Disclosure	Location	Remarks
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pg 26, 27	

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