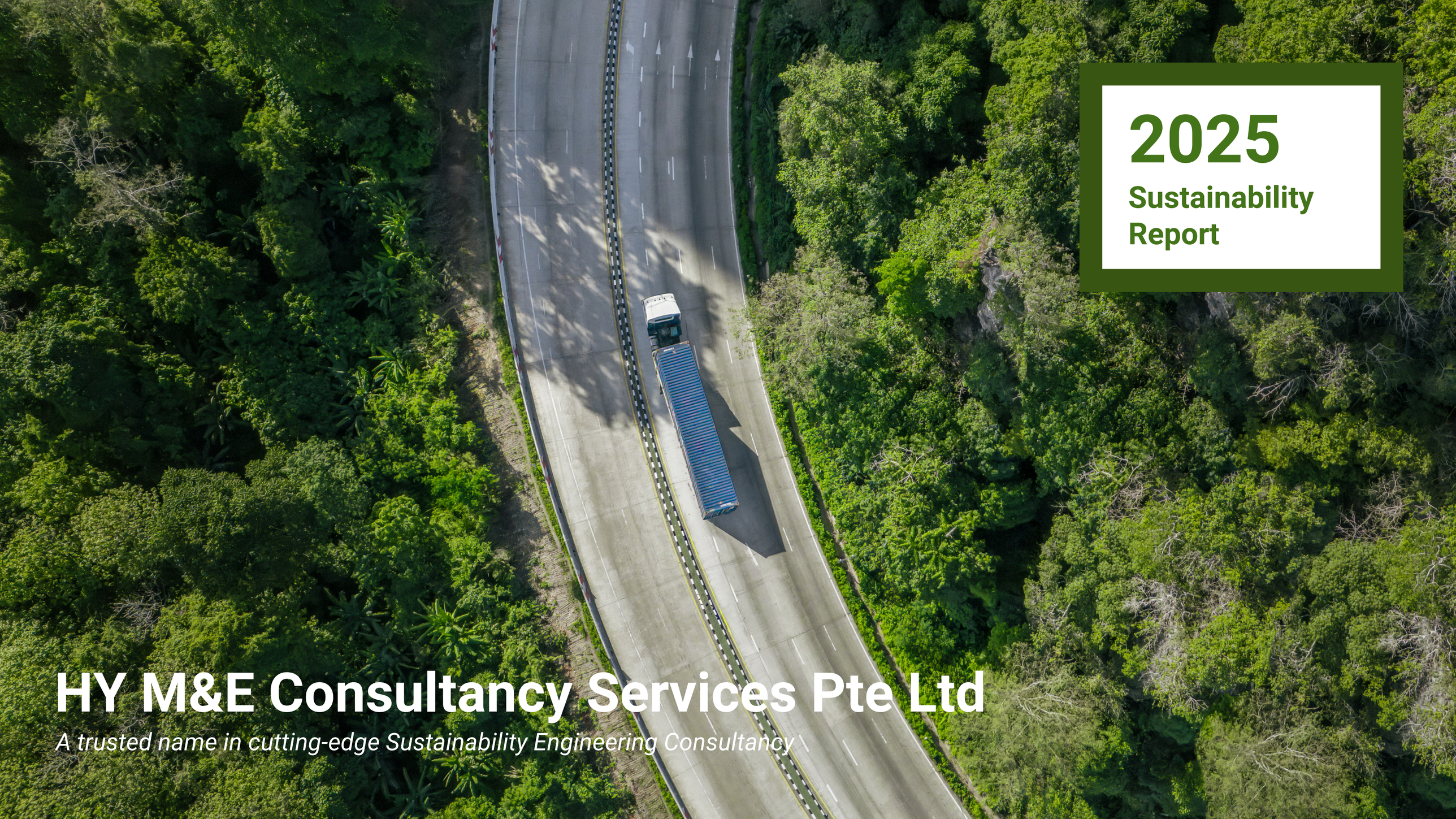


2025 Sustainability Report

HY M&E Consultancy Services Pte Ltd

A trusted name in cutting-edge Sustainability Engineering Consultancy

Table of Contents

Introduction

Managing Director’s Statement

About this Report

About Us

Sustainability Strategy

Sustainability Structure

Stakeholder Engagement

Materiality Assessment

Environmental

Emissions

Energy Management

Social

Employee Practices

Occupational Health & Safety

Training & Education

Governance

Customer Privacy

Anti-Corruption

Appendix

GRI Content Index

THINK
HY PERFORMANCE

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

Dear colleagues, valued partners, and friends of HY M&E Consultancy Services,
Welcome to HY's 2025 Sustainability Report. Building upon the foundational baseline established in our inaugural ESG disclosures last year, 2025 has been a transformative year of purposeful action, key recognitions, and strategic capability building across our organization.

For over 45 years, HY has stood as a trusted name in Singapore's mechanical and electrical engineering landscape. Today, as climate change accelerates and our built environment undergoes a rapid green transformation, technical expertise alone is no longer our sole benchmark. We are driven to lead with purpose; integrating environmental stewardship, operational resilience, and smart innovation into everything we do.

Recognizing the Stakes: Why Ignoring ESG is Not an Option
In today's global and local context, treating ESG as a secondary concern or a mere marketing exercise is a path to operational, regulatory, and existential failure. Recent real-world events across industries serve as stark reminders of the consequences of neglect: **Environmental shortcuts and greenwashing, social and maintenance governance failures, and governance deficits.**

Empowering Our People: AI Integration and Professional Upskilling
To ensure our team remains agile and future-ready, 2025 marked a landmark year in expanding our internal capabilities through technology and structured workforce development:

- **AI Transformation:** We actively explored artificial intelligence applications and their transformative impact on engineering and productivity.
- **Career Conversion Programme (CCP):** In collaboration with Workforce Singapore (WSG) and the Singapore Business Federation (SBF), we initiated a series of Career Conversion Programmes (CCP for SMEs) to equip our existing staff to transition into accredited Sustainability Professionals.
- **Executive Leadership Education**: To prepare our leadership team, we supported senior executives in pursuing higher learning, including **Nanyang Technological University's (NTU) Executive Master of Science in Sustainability Management Programme**, ensuring top-tier strategic oversight for our firm's green trajectory.

Driving Public Discourse & Sharing Expertise with the Community
Beyond internal development, we believe true leadership requires contributing to the broader ecosystem and shaping the national conversation around sustainability. Over the past year, we have actively shared our deep technical expertise with the industry and the public to generate meaningful discourse.

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

GRI 2-22



See Fong Ho
Managing Director

Through industry seminars, academic collaborations, and technical white papers, our leadership and engineers have driven conversations on crucial topics shaping Singapore's future:

- **Computational Fluid Dynamics (CFD)**
- **Nuclear Energy Safety & Decarbonization Pathways**
- **Digital Twins & OT Cybersecurity**
- **Singapore's Energy Transition**

Valuing Every Team Member: Remaking Our Workplace in PDD
As our lease at Mountbatten Square concludes, we recognize a fundamental truth: HY's 45 year legacy has never been built on floorplans or physical real estate; it has been built by our people, their technical expertise, and their dedication. Authentic leadership exists to serve, protect, and empower the team, and genuine respect must be demonstrated through how an organization cares for its people.

Our strategic relocation to the **Punggol Digital District (PDD)** is a substantial investment made specifically to honour every single staff member and show that every individual is deeply valued. Shaped directly by staff who shared their daily operational realities, our new PDD workplace dismantles past spatial inequalities and shall be built with the emphasis on:

- **Leading by Serving**
- **Dignity and Empowerment**
- **A Live "Living Lab"**

Progress Across Our ESG Pillars
Throughout 2025, we have made concrete progress across our key material areas:

- **Environmental**: Through ongoing fleet electrification and planning our fit-out at PDD, we actively manage and mitigate our Scope 1, 2, and 3 emissions.
- **Social:** We expanded our investment in human capital through our HYPE academy, the WSG/SBF CCP initiatives, and executive education, significantly increasing our average staff training hours to **19.1 hours per employee**. We also sustained our zero-fatality and zero high-consequence injury safety record, backed by ISO 45001, bizSAFE Star, and bizSAFE Partner recognitions.
- **Governance:** We maintained our zero-tolerance stance on corruption and recorded zero data privacy breaches. As we digitize and integrate AI tools like Gemini, we are reinforcing our cybersecurity infrastructure and data protection policies to safeguard our partners and clients.

Moving Forward Together
As engineers and consultants, we hold the privilege and responsibility of shaping the physical world around us. By putting our people first, driving public discourse, equipping our team with AI and sustainability skills, and fully embracing ESG, we build resilient, high-performing assets rather than liabilities.

To our staff: you are seen, you are respected, and you are the true heart of HY. Thank you for your passion, hard work, and commitment to engineering rigor. To our clients, partners, and community: thank you for walking this journey with us. Together, from our new home in Punggol Digital District, let us step forward into a resilient, low-carbon, and highly liveable future.

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 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	20 October 2026
Reporting Period	From 1st January to 31st December 2025
Location of Headquarters	82 Punggol Way, Punggol Digital District, #12-23, Singapore 829910
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 founder.

Our Adaptability, Resilience and Transformation

For over four decades, adaptability has been HYME's defining strength. Our transformation has unfolded in stages. We first grew alongside Singapore's infrastructure development, keeping pace with changes in transmission voltage technology.

We then expanded across sectors as industry regulations tightened, and went on to embed energy efficiency and green engineering into our core practice.

Today, we are in our most significant transformation yet, evolving from an M&E consultancy into an integrated engineering, energy transition and sustainability partner. Each stage has tested and strengthened our resilience.

A Vast Array of Solutions

Beyond core M&E consulting, we have added newer verticals for a decarbonizing, digital economy: green building certification, carbon reporting, energy modelling to optimize designs before they are built, digital twins for smarter operations, energy transition advisory, cybersecurity for connected building and infrastructure systems, nuclear energy, and training to build industry capability.

Our Commitment

Our HY values of integrity, service and excellence guide how we advise clients, work with one another and O respond to change. We tailor our solutions to the unique challenges of each sector, always aiming to meet and exceed expectations.

Our People

The heartbeat of HYME is our team of skilled and competent professionals. As our business transforms, we invest in continual upskilling in digital engineering, carbon management and the energy transition, united by a purpose to build a safer, more sustainable future. We uphold the standing and reputation of the Engineering Profession by serving in excellence, with conscience, respect for others, and dignity.

Industry-Leading Solutions

At HYME, industry leadership and sustainability go hand in hand. We apply cutting-edge technologies and innovative strategies to reduce environmental impact, improve energy performance and support our clients' own sustainability goals.

Client-Centric Approach

Our long-standing partnerships are built on trust and collaboration. We co-create solutions with our clients and stay alongside them as their needs evolve, with prime regard to the community's welfare, safety and health. Our services are an integral part of our clients' overall success.

As we continue to transform across mechanical, electrical, energy transformation and sustainability consulting, HYME remains steadfast in its mission to provide 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

"Transforming Ambition into Action: From establishing our sustainability foundation to embedding it into the way we work, learn and grow, 2025 has been a year of turning commitment into action"

Our inaugural Sustainability Report established an important foundation for our journey. In 2025, our focus has evolved from defining our sustainability ambitions to integrating them more deeply into our everyday decisions, operations and organizational culture. As an engineering and consulting organization working within the built environment, we recognize that sustainability is not simply something we advise our clients on. It must also be reflected in the way we operate ourselves. This principle has increasingly shaped our approach during the year.

As we present our 2025 Sustainability Report, I am inspired by the tangible momentum we have built over the past year. If 2024 was about establishing our baseline and setting a transparent foundation, 2025 has been about active transformation, cultural alignment, and preparing our organization for the future. Sustainability is not static; it requires continuous evolution.

Over the past twelve months, we translated our strategic commitments into measurable internal changes, embedding decarbonization into our operations and building a culture where every employee plays an active role in our ESG journey.

Key Focus Areas and Our Commitment

In this second 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: The 2026 Workplace Horizon

Our efforts in 2025 serve as a launching pad for our next major milestone. In 2026, we will be transitioning to a **brand-new office space designed with sustainability at its core.**

This move represents far more than a physical change of address; it is a physical manifestation of our commitment to a low-carbon, highly efficient, and human-centric workplace. Our new headquarters will integrate state-of-the-art energy efficiency, waste reduction mechanisms, and sustainable design standards, significantly reducing our operational footprint while enhancing employee well-being and collaboration.

Building a sustainable future is an ongoing journey. Together, as we prepare to step into our new home, we remain steadfast in driving meaningful, lasting impact for our business, our community, and the planet

Sustainability Governance

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

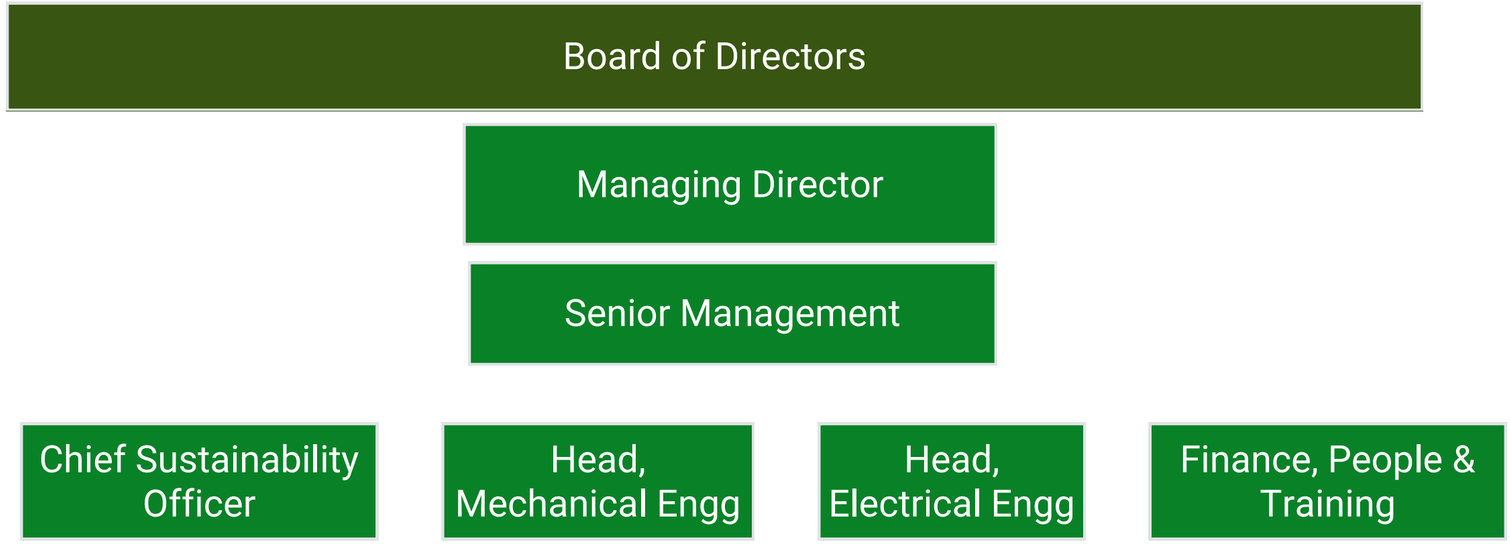
Sustainability at HYME is not a standalone operation. It is embedded in how our Management Team leads and how the whole organisation works. The Management Team sets the direction, defines the priorities and holds the company accountable for progress, treating sustainability as part of core business strategy and decision-making.

This leadership is carried into every department. Sustainability matters are managed within each function's own work, from project design and delivery to operations, people and corporate governance. Colleagues apply their expertise to ESG matters in their daily roles and collaborate across departments, so that decisions remain consistent with the company's strategy.

To keep this cohesive, HYME adopts a three-champion model, with champions for Environment, Social and Governance. Working within the Management Team's direction, the champions coordinate efforts across departments, share knowledge and keep progress visible at management level. They are supported by specialist roles such as the Carbon Management Coordinator, who works with internal teams and customers to address carbon emissions, oversee data collection, and carry out embedded carbon calculations and analysis, particularly in the built environment.

With top-down leadership and department-level ownership working together, sustainability is integrated across HYME, from management decisions to project delivery, supporting our 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.

For over 40 years, HYME has grown through relationships built on regular, two-way communication. Every stakeholder group gives us something we cannot create alone: expertise, capital, work, trust, collaboration or the licence to operate. In return, we listen, respond and create value for them, so that each relationship is mutually beneficial and strengthens over time. This exchange is how we spot risks and opportunities early, make better-informed decisions, address challenges effectively and focus on where we can have the greatest impact on sustainability. As HYME moves from M&E consultancy towards an integrated engineering, energy transition and sustainability partner, these relationships matter more than ever, because the new capabilities we are building depend on the insight, support and confidence of those around us.

As our busineWe began by identifying our key stakeholders: those who affect our business and those affected by it. We then mapped each group to a relationship owner within HYME, so that every stakeholder has a clear point of contact who understands their needs. Working closely with these owners, we gathered stakeholders' sustainability priorities, concerns and expectations through our regular channels of communication. The feedback was then aggregated and analysed to identify emerging issues, trends and opportunities for improvement, and to understand which topics matter most to the people who contribute to our success.

As our business transforms, so do stakeholder expectations. Clients are asking for lower-carbon solutions, employees want to build future-ready skills, shareholders look for resilient long-term performance, and regulators and communities expect greater transparency. We are committed to continuously monitoring these shifts and adapting our strategies, services and ways of working to address them. Doing so keeps our relationships relevant and helps us stay ahead of change rather than react to it.

Our key stakeholders

Employees: They bring the expertise, judgement and commitment behind every project, and the willingness to learn new skills as we transform. Without them, we cannot serve clients or build new capabilities.

Shareholders: They provide capital, stewardship and strategic direction. Their confidence lets us invest for the long term and shapes the future of HYME.

Customers: They bring the projects, feedback and long-standing partnerships that sustain us. Their needs drive our services, and their trust is the foundation of our business.

Suppliers: They provide specialist services, materials and technical know-how. Our influence on their practices, and our collaboration with them, is key to a more sustainable value chain.

Communities: They offer goodwill, local insight and social acceptance. Their support is essential for our continued operations and growth, and uplifting them is part of our purpose.

Government Agencies: They set the regulations, standards and policy direction for our industry. Positive, regular engagement keeps us compliant and ahead of evolving expectations.

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	• Townhall Meetings • Staff Training Sessions • Performance Appraisal	• Regular • Regular • Annual	• Employment Services • Training & Development • Occupational Health & Safety
Shareholders	• Annual General Meeting	• Annual	• Economic Performance • Corporate Governance
Customers	• Customer Feedback Form* • Face to Face Meetings • Phone Calls • Promotional Events	• Annual • Regular • Regular • Ad hoc	• Product and Service Quality • Cost-effective services
Suppliers	• Supplier Feedback Form* • Face to Face Meetings • Phone Calls	• Annual • Ad Hoc • Ad Hoc	• Corporate Governance
Communities	• Volunteer activities	• Ad hoc	• Community Investment
Govt. Agencies	• Announcements	• Ad hoc	• Corporate Governance • Environmental Protection

* Part of ISO9001 requirement

Materiality Assessment

GRI 3-1

Our first formal materiality assessment was led by our senior management in April 2025, following the process outlined below, with support from an independent sustainability consulting firm. For this reporting period, we are retaining the results of that assessment, and will retake it in Year 3.

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.

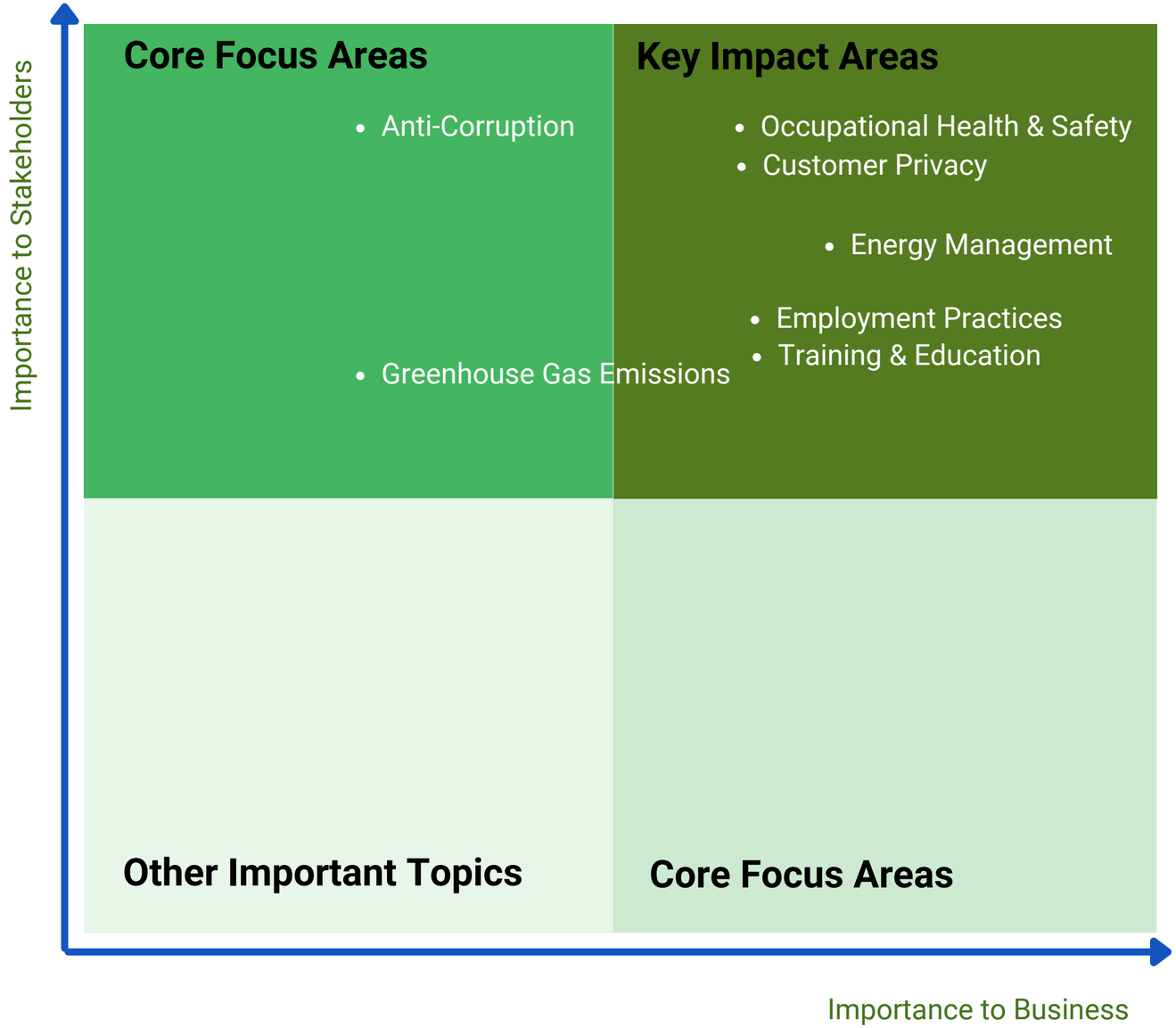
Material Topics

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

Climate change is one of the most pressing challenges of our time, and HY recognises the role every business must play in the transition to a low-carbon economy.

Decarbonising our operations is an environmental responsibility as well as a strategic priority, that strengthens our resilience against rising energy costs and regulatory shifts, while positioning us as a responsible partner to our stakeholders.

We have taken deliberate steps to understand, measure, and reduce the greenhouse gas (GHG) emissions generated by our business activities and operations.

How we manage this

We conducted a comprehensive assessment of our GHG emissions inventory across Scopes 1, 2, and 3, in accordance with the GHG Protocol (see Table 01).

Our Scope 1 emissions consist primarily of tailpipe emissions from our diesel-powered delivery vans. Scope 2 emissions arise from the electricity we consume across our operations, including our warehouse facilities and EV charging infrastructure.

For Scope 3 emissions, we have proceeded with the categories most material to our value chain and carried out detailed calculations in line with GHG Protocol requirements. This structured approach ensures our data is both accurate and a reliable basis for setting future reduction targets.

Our initiatives

We are accelerating our sustainability strategy across operations, infrastructure, and culture. As conventional fuel vehicles reach end-of-life, we are phasing them out to prioritize overall fleet transition.

Our new office space is designed to lower energy consumption through natural light, LED fixtures, and efficient air-conditioning systems. To align with regional and global standards, we are targeting GMI (Green Mark Interiors), LEED, and WELL green building certifications to guide our design, fit-out, and procurement.

Additionally, we have joined the Singapore Green Building Council's Go25 movement by maintaining indoor temperatures at 25°C, supported by a flexible dress code policy to keep staff comfortable.

Our performance and the way forward

Our total emissions for 2025 were **34.28 tCO_2e**, a slight increase of about 1.7% from 33.70 tCO_2e in 2024.

The bulk of our emissions came from Scope 3, specifically Category 6 (business travel) and Category 7 (employee commuting). This was driven mainly by frequent on-site visits and client meetings, together with an increase in international business trips.

Moving forward, we aim to reduce emissions from employee commuting by encouraging the use of public transport and carpooling, among other measures, to lower our overall Scope 3 footprint.

Environmental

GRI 305

Topic	GRI Standard	Indicators	Units	2024 Result	2025 Result	Share of Total
Emissions	GRI 305-1	Scope 1 (Direct emissions)	tCO_2e	4.184	4.774	13.93%
Emissions	GRI 305-2	Scope 2 (Indirect emissions from electricity)	tCO_2e	7.584	7.08	20.66%
Emissions	GRI 305-3	Scope 3 (All other indirect emissions)	tCO_2e	21.930	22.426	65.42%
		Total	**tCO_2e**	**33.698**	**34.281**	
		Scope 3 Emissions Breakdown				
		Category 6: Business Travel	tCO_2e	7.094	7.057	31.47%
		Category 7: Employee commuting	tCO_2e	14.836	15.367	68.53%
Emissions Intensity	GRI 305-4	Scope 1 & 2	tCO_2e/Headcount	0.357	0.320	
		Scope 3	tCO_2e/Headcount	0.665	0.61	

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 consumption is one of HY's most material environmental impacts.

Our transportation fleet is a significant contributor, alongside the electricity we draw from Singapore's national grid to power lighting and air-conditioning across our operations.

As energy use is closely tied to greenhouse gas emissions, managing consumption responsibly, transitioning towards cleaner fuel and energy sources is central to our efforts to reduce our environmental footprint and support Singapore's broader push towards a low-carbon economy.

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 driving energy and fuel efficiency across our operations, infrastructure, and workplace culture.

We continue to prioritize fleet electrification by expanding our EV fleet, reducing diesel vehicles, and phasing out conventional fuel models as they reach end-of-life.
Our new office site prioritizes natural daylight and will feature energy-efficient LED lighting and advanced air-conditioning systems to cut power use.

To complement these physical infrastructure upgrades, we actively promote everyday employee habits such as turning off unused devices and optimizing air-conditioning settings to build a lasting culture of energy consciousness.

Our performance and the way forward

In FY2025, our total electricity consumption was **11,214 kWh**, a **reduction of about 39%** from 18,407 kWh in 2024. Our electricity intensity was 935 kWh per S$ million revenue.

The reduction in electricity consumption was driven by lower overtime hours, resulting in operational savings, while the reduction in intensity also reflects a decrease in Singapore's grid emission factor.

As we transition to our new office space, we aim to further reduce electricity consumption by replacing fluorescent lamps with energy-efficient LED lighting.

Environmental

GRI 302

Topic	GRI Standard	Indicators	Units	2024 Result	2025 Result	Share of Total
Energy	GRI 302-1	**FUEL TYPE**				
		Diesel	Litres	1,429	1630.25	40.22%
		Petrol	Litres	2,736	2423.50	59.78%
		Bio-blend diesel	Litres	0	0	
		Total fuel consumption	**Litres**	**4,165**	**4054**	
Energy	GRI 302-1	**ENERGY TYPE**				
		Electricity purchased	kWH	18,407	11,214	100%
		Renewable electricity generated	kWH	0	0	
		Renewal energy consumption	kWH	0	0	
		Total electricity consumption	**kWH**	**18,407**	**11,214**	
Energy	GRI 302-3	**ENERGY INTENSITY**				
		Total Energy Consumption Intensity	kWH/Headcount	558	303	

Table 02: Energy Management

Social



Social

GRI 405

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	
Senior Management	2	5%	0	0%	2	5%
Management	3	8%	2	5%	5	14%
Professionals	4	11%	0	0%	4	11%
Non-Executives	12	32%	14	38%	26	70%
Total	**21**	**57%**	**16**	**43%**	**37**	**100%**

Table 03a: Employment Practices

Number of employees by category and age	< 30 years old		30 – 50 years old		> 50 years old		Total	
Senior Management	0	0%	1	3%	1	3%	2	5%
Management	0	0%	4	11%	1	3%	5	14%
Professionals	0	0%	2	5%	2	5%	4	11%
Non-Executives	6	6%	14	38%	6	16%	26	70%
Total	**6**	**6%**	**21**	**57%**	**10**	**27%**	**37**	**100%**

Table 03b: Employment Practices

Social

GRI 405 Diversity and Equal Opportunity

Number of employees by category and sex	Male		Female		Total	
	2024	2025	2024	2025	2024	2025
Senior Management	6%	5%	0%	0%	6%	5%
Management	9%	8%	3%	5%	12%	14%
Professionals	45%	11%	6%	0%	52%	11%
Non-Executives	0%	32%	30%	38%	30%	70%
Total	**61%**	**57%**	**38%**	**43%**	**100%**	**100%**

Table 03a: Employment Practices

Number of employees by category and age	< 30 years old		30 – 50 years old		> 50 years old		Total	
	2024	2025	2024	2025	2024	2025	2024	2025
Senior Management	0%	0%	3%	3%	3%	3%	6%	5%
Management	0%	0%	9%	11%	3%	3%	12%	14%
Professionals	6%	0%	33%	5%	12%	5%	52%	11%
Non-Executives	6%	6%	18%	38%	6%	16%	30%	70%
Total	**12%**	**6%**	**64%**	**57%**	**24%**	**27%**	**100%**	**100%**

Table 03b: Employment Practices

Social

GRI 403

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 core operations and social sustainability, especially given the risks inherent in high-voltage M&E services. By protecting our workforce and striving for zero injuries, we build operational resilience, enhance employee retention, and strengthen stakeholder trust in a highly regulated industry.

Beyond our internal operations, safety extends to our wider supply chain. As a leading distributor of cable support systems, we actively manage and mitigate road traffic safety risks for local communities across both upstream supplier deliveries and downstream customer transport.

How we manage this

Our Workplace Safety and Health (WSH) systems comply with local regulations to systematically identify, evaluate, and mitigate risks for all employees, vendors, contractors, and site operators. To control hazards, particularly in high-voltage environments, we implement rigorous risk assessments, enforce strict safety protocols, and mandate the use of appropriate Personal Protective Equipment (PPE).

We sustain a strong safety culture through ongoing, role-specific OHS training, including emergency response procedures. Employees are actively encouraged to report hazards and near-misses, and all incidents undergo thorough investigation to prevent recurrence and ensure continuous improvement.

Our initiatives

We proactively identify and mitigate workplace hazards through annual risk evaluations and independent physical checks. To protect our workforce, we provide appropriate Personal Protective Equipment (PPE) and deliver certified safety training aligned with local regulations, specifically addressing road and commuting safety during product distribution alongside advanced emergency preparedness and mental well-being.

Our commitment to international safety standards and proactive risk management is formally recognized through our ISO 45001 and bizSAFE Star certifications, reflecting a continuous dedication to a safe, healthy, and supportive work environment.

Our performance and the way forward

During the 2025 reporting period, we **maintained a zero-fatality and zero high-consequence injury** record across our operations. Our proactive commitment to workplace health, safety, and employee well-being is further demonstrated by our bizSAFE Partner certification.

We aim to sustain and build on this track record into 2026 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	**42.5 hours/week**	
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

Social

GRI 404

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

Why this matters to us

At HY, continuous employee upskilling and professional development are vital to sustaining operational excellence and long-term business agility in a competitive talent market. By prioritizing ongoing learning, we provide our workforce with fulfilling career pathways while building the specialized capabilities required to adapt to emerging technologies and technical challenges.

Our investment in continuous training directly drives efficiency, enhances output quality, and maintains strict safety and regulatory standards across all technical operations. Ultimately, empowering our teams enables us to build a resilient internal talent pipeline, satisfy evolving stakeholder expectations, and position the organization for sustainable future growth.

How we manage this

We centralize professional development through our dedicated academy, HY Professional Excellence (HYPE), offering industry-led courses that drive continuous learning beyond basic compliance.
To strategically target skill gaps, employees and managers co-create a Staff Learning & Development Plan (L&DP). This framework informs a diverse training program comprising internal workshops, WSG/SSG-supported external courses, professional certifications, and mentorships.

We also maintain strategic industry partnerships with ACES, IES, and the Singapore Green Building Council (SGBC). These collaborations allow us to deliver specialized technical training for engineers and technical officers while actively advancing sustainability standards across the sector.

Our initiatives

We deliver our training strategy through HY Professional Excellence (HYPE) and key industry partnerships to address current operational demands and long-term strategic needs. Our technical curriculum covers advanced solutions like Cloud AI and BIM Management, core infrastructure operations, and specialized solar PV lightning protection.

To uphold safety, regulatory standards, and Net Zero goals, we offer continuous education on Fire Codes, digital literacy, and sustainable practices such as WELL Performance Testing. Annual learning assessments allow us to systematically update our programs, including expanded offerings in the Green Economy, to close skill gaps, drive innovation, and maintain high industry standards.

Our performance and the way forward

For the period 2025, HY's **average number of training hours per employee was 19.2, up from 6 hours in 2024 - more than a threefold increase.** Training hours remained concentrated among Management, Professional, and Non-Executive employees, supported by external courses under the SkillsFuture initiative alongside in-house programmes delivered through HYPE. Senior Management did not record formal training hours during the year, an area HY intends to prioritise going forward.

Moving forward, to achieve the ambition of further business growth, HY recognises the need to maximise the development and retention of current staff across all levels of the organisation.

Social

GRI 404-1: Average hours of training per year

Total Training Hours (By Gender)	Male		Female		Total	
	2024	2025	2024	2025	2024	2025
Total number of employees	20	21	13	16	33	37
Total number of training hours	145	188	44	519.5	189	707.5
Average training hours per employee	**7**	**26.86**	**3**	**32.47**	**6**	**19.12**

Table 05a: Training and Education by gender

Total Training Hours (By Employee Category)	Senior management		Management		Professional		Non-executive		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Total number of employees	2	2	4	5	17	3	10	27	33	37
Total number of training hours	0	0	96	374	64	72	29	261.5	189	707.5
Average training hours per employee	**0**	**0**	**24**	**74.8**	**4**	**24**	**3**	**9.69**	**6**	**19.12**

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	
	2024	2025	2024	2025	2024	2025
Senior Management	2	2	0	0	2	2
Management	3	3	1	2	4	5
Professional	15	3	2	0	17	3
Non-Executive	0	13	10	14	10	27
Total number of employees	**20**	**21**	**13**	**16**	**33**	**37**
Total number of training hours	145	188	44	519.5	189	707.5
Average training hours per employee	**7**	**26.86**	**3**	**32.47**	**6**	**19.12**

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

The rapid pace of digitalization presents both valuable cost-saving opportunities and heightened exposure to cyber threats such as malware, ransomware, and data breaches. To mitigate these evolving risks, we continuously strengthen our cybersecurity defenses, data privacy protocols, and overall governance to ensure the highest standard of information management.

Customer privacy is essential to our reputation, ethical standards, and long-term business success. Protecting customer data avoids severe legal penalties and builds the trust required to maintain strong, lasting relationships. Beyond regulatory compliance, our robust data privacy practices reinforce responsible business conduct and serve as a key competitive advantage.

How we manage this

To enhance our cybersecurity posture and protect personal data, management is enrolling personnel in Personal Data Protection Act (PDPA) courses while limiting our data retention to strictly essential information. Our technical defenses include SSL-secured website infrastructure, Fujifilm IT managed services, and mandatory VPN access for remote system logins.

To reinforce an internal culture of vigilance, we also conduct regular Cybersecurity Awareness Training. These sessions equip employees with up-to-date knowledge on emerging security threats, policy updates, and practical measures for threat prevention, mitigation, and incident response.

Our initiatives

To safeguard customer data and fulfill regulatory requirements, both FME and HYME have established Personal Data Protection Policies aligned with Singapore's Personal Data Protection Act 2012 (PDPA). FME has appointed a Senior Management member as Data Protection Officer (DPO) to undergo the necessary training programs.

Meanwhile, HYME utilizes a certified external DPO, holding the Practitioner Certificate in Personal Data Protection (Singapore), to oversee compliance, conduct regular privacy impact assessments, and manage employee training on data handling protocols to maintain legal compliance and customer trust.

Our performance and the way forward

As we accelerate the digitalization of our internal operations, we are **implementing enhanced cybersecurity strategies** to protect our expanding digital footprint. These initiatives are specifically designed to support our flexible work-from-home policy, without compromising network integrity.

Looking ahead, our overarching goal is to **maintain a zero-data-breach status** across all operations. To achieve this, we remain committed to continuously upgrading our IT platforms, expanding our data protection measures, and investing in advanced cybersecurity solutions to stay ahead of evolving digital threats.

Governance

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

	2024 Result	2025 Result
Total number of substantiated complaints received concerning breaches of customer privacy	0	0
Complaints received from outside parties and substantiated by the organisation	0	0
Complaints from regulatory bodies	0	0
Total number of identifies leaks, thefts or losses of customer data	0	0

Table 06: Customer Privacy

Governance

GRI 205

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

Why this matters to us

HY recognizes that any compromise on ethical standards poses a severe threat to business operations, stakeholder trust, and long-term financial viability. Unethical practices, such as bribery, corruption, and illicit dealings, expose the organization to legal prosecution, heavy penalties, distorted decision-making, and irreparable reputational damage.

To mitigate these risks and safeguard our social license to operate, we adopt a proactive anti-corruption stance aligned with all applicable laws and regulations. Maintaining a zero-tolerance policy for corrupt behavior ensures our growth is built on fair competition, continuous integrity, and high-quality business practices in an increasingly interconnected market.

How we manage this

Managing anti-corruption is central to our commitment to ethical business conduct. We maintain a zero-tolerance policy for all forms of corruption, bribery, and fraud, operating in full compliance with Singapore's Prevention of Corruption Act (PCA) and applicable laws.

Our management sets the tone from the top, embedding this commitment through a comprehensive compliance program and written policies covering fair competition, gift acceptance, hospitality, trade sanctions, conflicts of interest, and data privacy. During onboarding, new hires are briefed on the Employee Code of Conduct and must declare any conflicts of interest immediately as they arise.
To reinforce this ethical culture, we provide ongoing employee training. Any breaches prompt swift disciplinary action, up to employment termination and referral to law enforcement.

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

During the 2025 reporting period, we **maintained a clean operational record with zero reported cases of corruption.** This reflects our ongoing commitment to upholding the highest standards of business ethics, transparency, and integrity across all operations.

Moving forward, both HY and HYME will continue to strengthen our ethical culture and maintain strict regulatory compliance. We will achieve this by regularly engaging employees through ongoing compliance training programs, continuous learning, and targeted awareness activities.

Governance

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

	2025 Result	2025 Result
Total number of operations	50	50
Total number of operations assessed for risk relating to corruption	20	20
Percentage of operations assessed for risk relating to corruption	40%	40%

Table 07a: Anti-Corruption

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

	2024 Result	2025 Result
Total number of governance body members	2	2
Total number of governance body members whom we have communicated our anti-corruption policies and procedures	2	2
Total number of governance body members who have received training on anti-corruption	2	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	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	2025 Result
Total number and nature of confirmed incidents of corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violation related to corruption	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	0	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 2025 to 31st December 2025.

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	
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 2025 to 31st December 2025.

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	
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 2025 to 31st December 2025.

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	

HY M&E Consultancy Services Pte Ltd
82 Punggol Way, Punggol Digital District, #12-24, Singapore 829910
feedback@hy-me.com.sg