



GOODLAND GROUP LIMITED

良園集團

Incorporated in the Republic of Singapore
Company Registration No. 200405522N

SUSTAINABILITY REPORT FY2023

TABLE OF CONTENTS

1.	BOARD STATEMENT	3
2.	CORPORATE PROFILE	5
3.	STAKEHOLDER ENGAGEMENT	5
4.	STAKEHOLDER CONCERNS	6
5.	MATERIALITY ASSESSMENT	6
6.	SUSTAINABILITY FACTORS, RISKS, OPPORTUNITIES, GOALS AND TARGETS	
6.1	ECONOMIC PERFORMANCE	8
6.2	ENVIRONMENT FACTORS	9
6.3	SOCIAL FACTORS	10
6.4	CORPORATE GOVERNANCE	12
6.5	PERFORMANCE MEASUREMENT	13
7.	PROTECTION OF CUSTOMER DATA	14
8.	SUMMARY	14
9.	GRI STANDARDS CONTENT INDEX	15

1. BOARD STATEMENT

The Board of Directors (the "**Board**") of Goodland Group Limited and together with its subsidiaries ("**Goodland**" or the "**Group**") reaffirms our commitment to sustainability and recognises the important role that sustainability has played in helping achieve our mission of "Goodland, Good Living". The Board considers sustainability issues in our long-term strategy formulation. Managing sustainability allows us to safeguard the well-being of and deliver long-term value to our stakeholders.

The Board and the key management team are directly involved in identifying the Group's Economic, Environmental, Social and Governance ("**EESG**") factors, planning and strategizing the sustainability initiatives to minimise EESG risks.

The availability of EESG data enables sustainability reporting to gain a greater significance to investors.

It is widely recognised that good EESG practices do contribute to the overall long-term success of the Group and play an important part in the competition for talent and investment.

This sustainability report describes the Goodland's commitment towards sustainability in its business practices. It is to be read in conjunction with its financial statements for the FY2023.

Sustainability Governance Structure

The Group's Sustainability Committee ("**SC**"), formed by the senior management, led by the Group's Chief Executive Officer ("**CEO**"), is tasked to develop the sustainability strategy, and drive sustainability efforts across the whole Group via the following process:

1. Reviewing the EESG factors identified as material to our business;
2. Identify the stakeholder concerns and expectations through consultation and cooperation between management, employees and stakeholders;
3. Identify potential EESG risks and opportunities arising from the business activities;
4. Setting goals and targets;
5. Measurement performance data; and
6. Monitoring and reviewing performance on a regular basis.

The Board maintains oversight of the sustainability performance of the Group as well as the EESG topics for FY2023.

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

Aligning with International Standards

Goodland strived, where applicable, to align its policies and practices to international standards. In reporting on sustainability, care is taken to give an accurate and balanced view. For this purpose, the Group has obtained independent assessment by external professionals to obtain the following certifications:

- ISO 9001 - Quality Management Systems
- ISO 14001 - Environmental Management Systems
- ISO 45001 - Occupational Health and Safety Management

Reporting Period and Scope

This report is set out on a “comply or explain” basis in accordance with Practice Note 7.6 of the Singapore Exchange Securities Trading Ltd. (“SGX-ST”) Listing Manual on Continuing Listing Obligations.

Corresponding to GRI's emphasis on materiality, this report highlights the key EESG related initiatives that were carried out throughout a 12-month period, from 1 October 2022 to 30 September 2023. In this report, we compare our sustainability performance with the financial year ended 30 September 2022 (“FY2022”) and set our target for the financial year that ended 30 September 2023 (“FY2023”).

In this report, we will be covering our construction projects in Singapore.

We are currently in the process of implementing mandatory climate reporting based on the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) and will report on our progress in the financial year ended 30 September 2025.

Reporting Framework

This Sustainability Report has been prepared with reference to the GRI Universal Standards (“GRI Standards”) 2021. GRI Standards is an internationally recognised sustainability reporting framework and covers a comprehensive range of sustainability disclosures to measure, understand and communicate their critical sustainability issues on environmental, economic and social impacts to stakeholders. We have chosen GRI reporting standards and principles to ensure stakeholder inclusiveness, accuracy, clarity, reliability and comparability of the information presented in this report.

External Assurance

Our current practice is to rely on internal verification to ensure the accuracy of EESG data. We have not obtained external assurance for this sustainability report. However, our sustainability report has been internally reviewed by independent Internal Auditors to ensure its reliability.

Feedback and Access

We welcome your feedback to help us improve our performance in sustainability and meet stakeholder's expectations. Please send your feedback to the Sustainability Committee at goodland@goodlandgroup.com.sg.

Full Sustainability Report

This Sustainability Report FY2023 is available for download at the website of SGX-ST or our company website at goodlandgroup.listedcompany.com.

No Hard Copy

As part of our efforts to promote environmental conservation, no hard copies of this Sustainability Report FY2023 have been printed.

After the challenging years brought about by the recent pandemic, the pick-up in construction activity during FY2023 was a relief to the Group. We would like to thank all our stakeholders for their support and ongoing trust in us.

12 January 2024

2. CORPORATE PROFILE

Goodland's principal activities are property development, construction and investment.

We specialise in developing and building of residential, commercial and industrial properties. The property investment segment is engaged in investing in properties for leasing income and capital appreciation.

Goodland's geographical segments include Singapore, Malaysia and Cambodia. We plan to increase our footprint in the residential, commercial and industrial property segments for sustained growth in future.

3. STAKEHOLDER ENGAGEMENT

The Group's efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise customers, community, employees, regulators, shareholders and suppliers. For each material factor identified, key stakeholders are determined based on the extent of which they can affect or are affected by operations of the Group. The relevance and significance of key stakeholders are reviewed from time to time. We actively engage our key stakeholders through the following channels:

S/N	KEY STAKEHOLDER	ENGAGEMENT CHANNEL
1	Customers	Customers can send their feedback by contacting us at goodland@goodlandgroup.com.sg .
2	Community	We welcome feedback on minimising the social and environmental impacts to the communities in which we operate by contacting us at goodland@goodlandgroup.com.sg . The Group participates in philanthropic activities through its Corporate Social Responsibility efforts, when opportunities arise.
3	Employees	Senior management regularly communicates with employees for effective flow of information and alignment of business goals, including emails, staff meetings, induction programmes and annual staff evaluation sessions, whereby employees can pose questions in person.
4	Regulators	Channels for information exchange between regulators and the Group on proposed regulatory changes that impact on the Group's business are widely available, including helpdesks, email and websites.
5	Investors	The Group conveys timely, full and credible information to shareholders through announcements on SGXNET, the Group's website goodlandgroup.listedcompany.com , investor relations email account goodland@goodlandgroup.com.sg , annual general meetings, extraordinary general meetings (where necessary), annual reports and other channels such as business publications.
6	Consultants	Consultants, such as architects, structural engineers and mechanical and electrical engineers, help ensure that sound preparations are made for upcoming projects and that contractors complete the project within budget. They provide cost estimates, draw budgets, select contractors, administer construction contracts, and resolve differences between contractors and project owners.
7	Suppliers	The Group works closely with suppliers to ensure smooth delivery of products. In general, new suppliers are screened in accordance with the purchasing policies and existing suppliers are assessed by respective work teams based on specified criteria. Feedback is also provided by the procurement teams to suppliers to ensure standards of products or services delivered by suppliers.

Through the above channels, the Group seeks to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

4. STAKEHOLDER CONCERNS

S/N	KEY STAKEHOLDER	KEY CONCERN
1	Customers	<ul style="list-style-type: none"> - Quality of the product - Workmanship and defect rectification - Pricing of the product - On time completion
2	Community	<ul style="list-style-type: none"> - Clean and safe construction area - Noise, vibration and air pollution management - Environment and waste management
3	Employees	<ul style="list-style-type: none"> - Safe working environment - Work life balance - Training opportunities - Job security - Career enhancement
4	Regulators	<ul style="list-style-type: none"> - Compliance to relevant law and regulation - Attention to concerns arise from authorities.
5	Investors	<ul style="list-style-type: none"> - Dividend distribution - Financial performance - Risk management

5. MATERIALITY ASSESSMENT

The SC conducted materiality assessment through meetings and discussions to identify, prioritise and validate EESG topics that are material the Group. In prioritising the material EESG factors, the SC considered the likelihood and potential impact of issues affecting business continuity and development as well as environment and social impacts to internal and external key stakeholders.

The SC identified 9 factors which are material to the Group listed in the table below. These factors will be the focus of this inaugural sustainability report.

The material topics are identified are as follows:

EESG FACTOR	MATERIAL TOPIC
Environmental	Energy and water consumption efficiency
	Waste Management {Reduce, Reuse, Recycle}
	Implement green practices
Social	Noise, vibration and air pollution management
	Prevention / Reduction of accidents / incidents
	Site workforce management
	Supply chain
	Talent retention
	Corporate social responsibility ("CSR")
	Performance of services and products
Governance	Anti-corruption
	Compliance with legal and other requirements

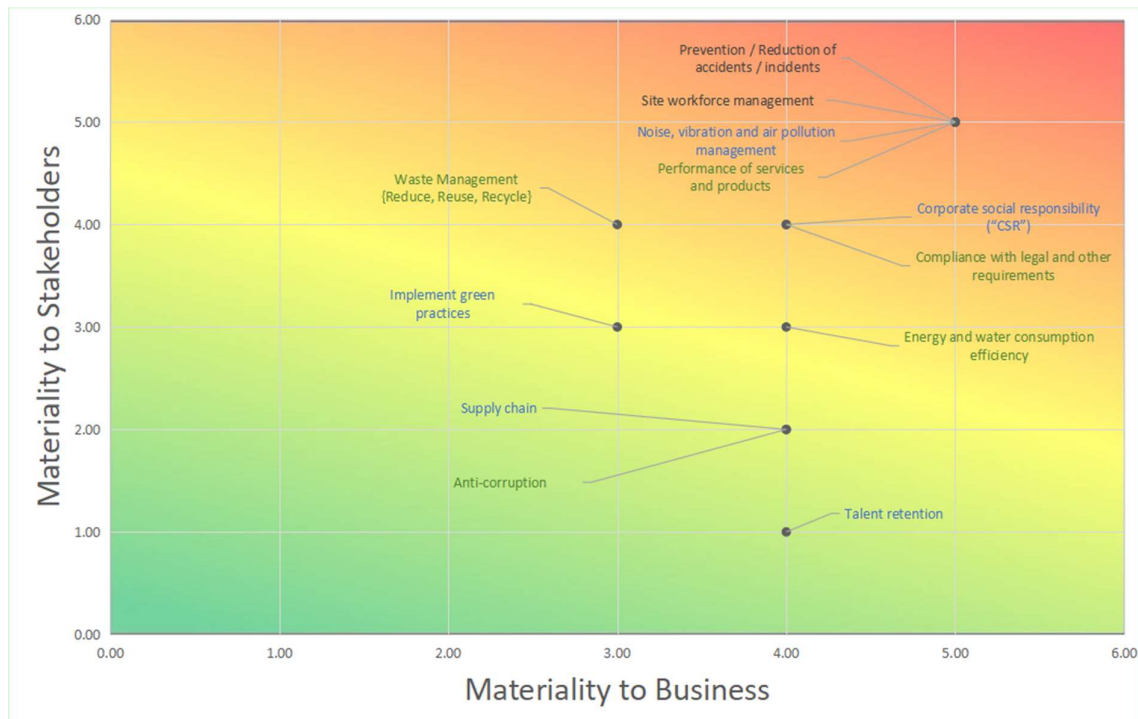
Materiality to Goodland and Stakeholders is assessed based on a scoring system, whereby:

- 1 = Not material
- 2 = Low materiality
- 3 = Moderately material
- 4 = Material
- 5 = Significantly material

Score System

SN	Material Topics	Materiality to Business	Materiality to Stakeholders	Significance	Stakeholders
1	Environmental				
1.1	Energy and water consumption efficiency	4.00	3.00	12.00	Government and Regulatory Bodies, Investors, Customers and Tenants
1.2	Waste Management (Reduce, Reuse, Recycle)	3.00	4.00	12.00	Government and Regulatory Bodies, Investors, Suppliers
1.3	Implement green practices	3.00	3.00	9.00	Government and Regulatory Bodies, Investors, Suppliers
2	Social				Government and Regulatory Bodies, Investors, Suppliers
2.1	Noise, vibration and air pollution management	5.00	5.00	25.00	Government and Regulatory Bodies, Community
2.2	Prevention / Reduction of accidents / incidents	5.00	5.00	25.00	Government and Regulatory Bodies, Employees, Community
2.3	Site workforce management	5.00	5.00	25.00	Government and Regulatory Bodies, Employees
2.4	Supply chain	4.00	2.00	8.00	Suppliers
2.5	Talent retention	4.00	1.00	4.00	Employees
2.6	Corporate social responsibility ("CSR")	4.00	4.00	16.00	Community, Employees
2.7	Performance of services and products	5.00	5.00	25.00	Suppliers, Customers and Tenants
3	Governance				
3.1	Anti-corruption	4.00	2.00	8.00	Government and Regulatory Bodies, Employees, Investors
3.2	Compliance with legal and other requirements	4.00	4.00	16.00	Government and Regulatory Bodies, Employees

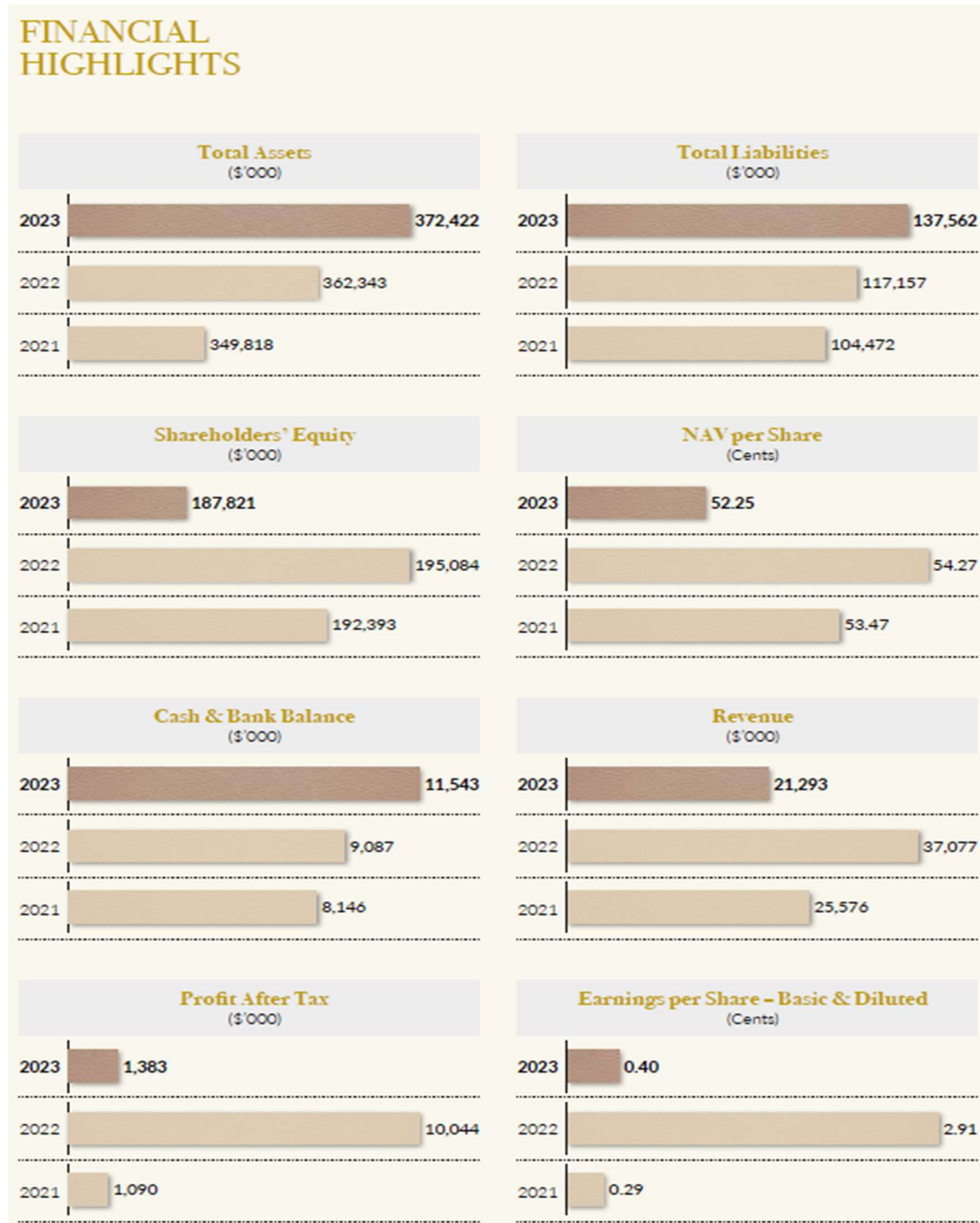
Sustainability Matrix



6. SUSTAINABILITY FACTORS, RISKS, OPPORTUNITIES, GOALS AND TARGETS

In today's multi-faceted business climate, effective risk management is required to achieve continuous profitable growth. As such, EESG factors are thoughtfully considered before being integrated into the Group's organisational decision-making processes.

6.1 Economic Performance



The Group's financial performance is discussed in detail in the FY2022 Annual Report, please refer to the following sections in our FY2023 Annual Report:

- Financial Highlights, page 2
- CEO's and Group Managing Director's statement, pages 4 to 6
- Financial Statements, pages 47 to 123

6.2 Environmental Factors

The Group is committed to minimising its environmental impact as a real estate owner, developer and manager. It believes that lowering the environmental footprint of its buildings through innovation creates value for its stakeholders.

The Group incorporates environmental sustainability in our projects, from feasibility, design, procurement, construction, operation to redevelopment. Monitoring environmental impacts is integral to its business operations, as efficient use of environmental resources such as energy and water contributes to the operational efficiency and long-term sustainability of the company.

We strive to improve our environmental performance over time and to initiate additional projects and activities that will further reduce the impact of the Group's activities on the environment and the public.

Our commitment to the environment extends to our customers, staff and the community in which we operate. We are committed to:

- minimise or prevent pollution and ensure that working environment are kept clean and in good order at all times whenever possible
- train all staff on our environmental management program and empower them to contribute and participate
- continually improve over time by measuring and monitoring environmental impacts
- communicate our green and gracious builder commitment and efforts to our customers, staff and our community
- minimise the social impact of our activities and avoid damage to the environment through regular audits
- care and consideration for the safety of site personnel, visitors and the general public
- understand, implement and comply with all applicable environmental regulations

Energy Consumption for Construction Projects

The Group's efforts on mitigating energy consumption include:

- use of energy saving equipment such as the use of solar panel to power equipment such as the noise monitoring equipment
- efficient design of site office/work
- use of alternating current grid power supply and diesel-powered generators
- continuously monitoring electricity and diesel consumption with allocated budget
- planting of green vegetables on roof top to provide cooling effect and reduce electricity consumption of the Goodland Group Building and also promote recycling of food waste to as a useful fertiliser for growing the plants and vegetables

Our 2-year Performance

The energy consumption for construction in FY2023 was approximately 31,742 kWh (FY2022: 15,024 kWh), with an average energy consumption per square metre of gross floor area at approximately 2.30kWh/m² (FY2022: 1.33 kWh/m²). Additionally, during FY2023, the consumption of energy for construction produced approximately 13,230 kgCO₂e (FY2022: 6,262 kgCO₂e) of Greenhouse Gas (GHG) emissions, based on Singapore's existing Operating Margin (OM) Grid Emission Factor (GEF) of 0.4168kgCO₂/kWh (<https://www.ema.gov.sg/resources/singapore-energy-statistics/chapter2>).

The 111% increase in energy consumption and GHG emissions compared to FY2022 can be attributed mainly to the resumption of one project after the pandemic and the commencement of two new projects in FY2023; while two projects were completed in FY2022. These factors resulted in a higher overall energy consumption during the fiscal year.

Our Target

The Group remains committed to continuing our energy consumption efforts and making improvements to our energy saving initiative. We are expecting more energy consumption due to commencement of one construction project and another construction project which is expected to start in FY2024. These will result in more construction activities, and ongoing energy savings efforts.

Water Consumption for Construction Projects

The Group's efforts on mitigating water consumption include:

- use of treated re-cycled water for cleaning purposes on site
- provision of perimeter drains, silt traps, and sealing up of gaps at the base of hoardings to help contain surface run-off within the site

Our 2-year Performance

In FY2023, 4 construction projects utilised a total of 2,450 m³ of water; while in FY2022, 3 construction projects utilised a total of 1,325 m³ of water.

The 82% increase in water consumption compared to FY2022, which can be attributed mainly to the resumption of one project after the pandemic and the commencement of two new projects in FY2023; while two projects were completed in FY2022. These factors resulted in a higher overall water consumption during the fiscal year.

Our Target

The Group remains committed to continuing our water consumption efforts and making improvements to our water saving initiative. We are expecting more water consumption due to commencement of one construction project and another construction project which is expected to start in FY2024. These will result in more construction activities, and ongoing water savings efforts.

Waste Disposal for Construction Projects

The Group's efforts on managing waste include:

- continuously monitoring building materials requirement throughout the project
- consolidation and re-use of used building materials for future projects
- reuse of recycled galvanized iron pipe and scaffolding as formwork support which reduces the use of timber plank

Construction wastes from each project are sent to National Environment Agency (NEA)-licensed waste collection point or dumping ground. Construction wastes are categorised and segregated accordingly at their respective yards before being transported to government landfills or incinerators. Materials such as wood and rubber are sent to recycling yards.

Our 2-year Performance

There was no concrete waste collected in FY2023 as compared to 8.12 tonnes in FY2022. This was due to efficient use of concrete for construction activities.

Our Target

We aim to maintain the production zero waste disposal by continuously reviewing and re-evaluating our current processes and procedures and further enhancing our sustainability effort.

6.3 Social Factors

Occupational Health and Safety

Occupational health and safety (OHS) of our staff, tenants, contractors, suppliers and the communities who use its properties, is of utmost importance to the Group. Effective OHS management is part of risk management and deemed to enhance staff productivity and morale.

Vision Towards an Accident-Free Work Culture

The safety and well-being of our staff are of paramount importance and should never be compromised. At Goodland, we have implemented a comprehensive Workplace Health and Safety Policy to ensure workplace safety as well as measures that encourage personal ownership of each employee's workplace health and safety. The Workplace Health and Safety Committee, led by the CEO, provides oversight of all workplace health and safety practices within the organisation. The Group ensure workplace safety is monitored at all times. Workers are also encouraged to report any deviations from best practices at the construction sites for such lapses to be rectified immediately.

The monitoring framework is as follows:

- Site staff meeting to conduct inspection and implement corrective action upon notification of non-compliance by authorities
- Mass toolbox meeting to remind all site staff and subcontractors the importance of practicing good safety and housekeeping, and addressing environmental aspects of the site and that it is the duty and responsibility of all subcontractors to supply manpower for housekeeping and maintenance
- Implement preventive measures and staff are assigned with responsibilities to heighten accountability

Our 2-year Performance

In FY2023, we recorded no accidents and fatality, similar to FY2022. Onsite trainings on the required safety practices have been regularly provided to prevent occurrence of such incidents.

Our Target

The Group will continue to aim for zero accidents and fatality.

Our People, Our Assets

At Goodland, we believe in caring for our employees and the communities that we operate in so that we can continue to grow sustainably. We work towards creating an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff and workers.

Our total staff count has increased from 43 in FY2022 to 44 employees in FY2023.

In FY2023, the average monthly recruitment rate was approximately 2.5% and the average monthly resignation rate was approximately 2.3%.

Talent Retention

Goodland advocates and invests in the development of employees to fulfil their potential and contribute towards the progress of the Group, including the sponsorship of degree and diploma programmes. Our employees are encouraged to attend conferences and seminars to acquire knowledge to meet their relevant work requirements. Goodland conducts In-house training regularly to enhance employee's understanding of the Group's products and operations and to align staff with the Group's objectives. In addition, the Group also supports our employees to apply for government subsidy for temporary accommodation for staff living across the border, who were affected by the closure of the border implemented by both Singapore and Malaysia.

Our Employees by Gender

The majority of our employees are hired for the construction business and the nature of the construction business are predominantly male.

Our 2-year Performance

The Group's gender diversity gap in FY2023 was similar as compared to FY2022:

- for Construction Staff, Males form 100% for FY023 and FY2022 of the workforce; and
- for Administrative Staff, Females form 48% (FY2022 - 51%) and Males form 52% (FY2022 - 49%) of the workforce.

We have achieved our target that no gender discrimination within the group reported in FY2023.

Our Target

We aim to maintain a gender discrimination-free organisation.

Corporate Social Responsibility

The Group's social responsibility can be built up through community investments. In the longer term, this strengthens the Group's social licence to operate and ability to deliver sustainable value.

Our 2-year Performance

In FY2023, we contributed to the Lions Community Service Foundation (Singapore) towards providing for Education for the Young Providing financial assistance to deserving students.

In FY2022, we supported The Social Kitchen ("TSK"), a social enterprise that partners community organisations to operate their kitchen and cafe to optimally benefit the disadvantaged communities by creating employment. We contributed to TSK's train and place programme under which the disadvantaged are trained in certain skills and placed for employment with partner companies.

Our Target

As a responsible corporate citizen, the Group will continue to be active in the community and contribute to worthy causes that are aligned with our values and that can improve lives and uplift the disadvantaged.

Noise and Vibrations

The Group's efforts on reducing noise and vibrations includes:

- installation of instruments to manage noise and vibration levels
- use newer equipment/machinery to achieve lower noise emissions

Supply Chain

Building materials are purchased by contractors. As such, the Group has limited control over the type and quantity of materials purchased for the development projects. Instead, the scope of disclosure for materials is confined to areas it has operational control: the promoting of responsible sourcing practices along the supply chain, and to encourage the use of eco-friendly and recycled materials. For example, we used green products that are certified by PSB Singapore for construction, such as Davco Eco-friendly waterproofing and plastering, tile adhesive & etc.

6.4 Corporate Governance

Goodland is committed to ensuring and maintaining a high standard of corporate governance and business conduct to safeguard the interests of its stakeholders. We are dedicated to uphold integrity and honesty in our operations. The Board acknowledges that it is responsible for the governance of risks and the overall internal control framework, but recognises that no cost effective internal control system will preclude all errors and irregularities, as the system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against the occurrence of material errors, poor judgment in decision-making, human errors, losses, fraud or other irregularities. The Board will, on a continuing basis, endeavour to further enhance and improve the Group's system of internal controls and risk management policies.

Anti-Corruption

The Group has incorporated "whistle blowing" procedures as part of the Group's system of internal controls. This is to provide a channel for employees of the Group to report in good faith and in confidence, without fear of reprisals, concerns about possible improprieties in financial reporting and other matters. The objective of the policy is to ensure that there is independent investigation of such matters and that appropriate follow up actions will be taken.

In addition, the Group sets out expectations of employees in relation to issues such as fraud, conflicts of interest and anti-competitive conduct in the employees' handbook.

Our 2-year Performance

For FY2023, the Group achieved the target of zero confirmed incidents of concerning employees or business partners, similar to FY2022. The Group has zero (FY2022: Nil) reported incidents of corruption and whistleblowing cases.

Compliance with Laws and Regulations

The Group adheres to the Code of Corporate Governance 2018 and accompanying Practice Guidance (updated on 11 January 2023), listing rules and regulations set out by SGX, the MAS Securities and Futures Act, the Singapore Code of Advertising Practice, the Personal Data Protection Act, as well as all other applicable laws and regulations.

For our developments, the Group is subject to regulations administered by Urban Redevelopment Authority (URA), Building and Construction Authority (BCA), National Environment Agency (NEA), Public Utilities Board (PUB), Land Transport Authority (LTA) and others.

Our 2-year Performance

There were no incidents of non-compliance with laws and regulations, including environmental regulations and marketing guidelines, resulting in significant fines or sanctions in FY2023.

Our Target

We aim to ensure continual compliance with the relevant laws and regulations to minimise any fines or penalties.

Diversity of Governance Bodies

The Board believes in diversity and values the benefits diversity can bring to the Board in its deliberations.

With the female-to-male ratio of 1:6 on the Board, we believe our Board's gender diversity will further enhance the Board's decision-making capability and ensure that the Group has the opportunity to benefit from all available talent and perspectives.

Our 2-year Performance

The Board have female representation in both FY2023 and FY2022.

6.5 Performance Measurement

In our endeavour to gauge performance, we recognize the dynamic nature of our projects, which evolve annually across various construction phases and scales—from industrial structures, to commercial properties, to mixed residential and commercial developments, to landed terrace houses. Consequently, utility and material requirements exhibit annual variations. To address this, we have adopted a sustainable reporting method focusing on electricity intensity targets for diverse building types, encompassing residential, commercial, industrial, and mixed developments. These targets are established using historical data, allowing us to assess actual electricity intensity against predetermined benchmarks for each completed project within the reporting year. Notably, there were no projects concluded in FY2023.

While our Sustainable Reporting (SR) report will continue to present the overall electricity consumption and intensity for the Group during the financial year, the assessment of target achievement will primarily rely on the aforementioned comparative method. This strategic approach underscores our commitment to minimizing carbon emissions and fostering sustainable practices.

7. PROTECTING CUSTOMER PRIVACY AND DATA

Goodland protects the privacy and confidentiality of the personal data of our employees, customers and business partners. We have a Personal Data Protection Act ("PDPA") policy that outlines how we manage the personal data we hold in compliance with the PDPA. The policy applies to all divisions and organisations across the Goodland group of companies.

Goodland seeks customer consent prior to the data collection, use or disclosure of personal data for the given purpose. Goodland has appointed Data Protection Officers to oversee our management of personal data in accordance with the PDPA. We have implemented the following measures to secure and protect the information held:

- Training our employees who handle personal data to respect the confidentiality of such personal data;
- Storing personal data in a combination of secured computer storage facilities, paper-based files and other records; and
- Taking steps to protect the personal data we hold from misuse, loss, unauthorised access, modification or disclosure.

Our 2-year Performance

We have achieved our target and there was no non-compliance with PDPA reported in FY2023 as well as FY2022.

Our Target

We aim to maintain the target of zero incidents of non-compliance with PDPA in the next financial year.

8. SUMMARY

We are actively integrating sustainability principles into the business in achieving the mission of "Goodland, Good Living". The Board believes sustainability is essential in business strategy to driving long term growth and prosperity for Goodland. The Group endeavours to continually improve our sustainability practices as we progress. We strive to safeguard the well-being of and deliver long-term value to our stakeholders.

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 2: General Disclosures		
2-1	Organisational details	<ul style="list-style-type: none"> • Goodland Group Limited • Annual Report (“AR”) 2023 Corporate Information (Page 16) • AR 2023 Notes to the Financial Statements (Page 53-123) • Sustainability Report (“SR”) 2023 Corporate Profile (Page 5)
2-2	Entities included in the organisation’s sustainability reporting	<ul style="list-style-type: none"> • AR 2023 Notes to the Financial Statements (Page 83-90)
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> • SR 2023 Reporting Period and Scope (Page 3) • SR 2023 Board Statement (Page 3) • SR 2023 Feedback and Access (Page 4)
2-5	External assurance	<ul style="list-style-type: none"> • SR 2023 Corporate Profile (Page 5)
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> • AR 2023 CEO’s Statement (Page 4-6) • AR 2023 Financial Highlights (Page 2), • Notes to the Financial Statements (Page 53, 83-90) • SR 2023 Corporate Profile (Page 5)
2-7	Employees	<ul style="list-style-type: none"> • SR 2023 Our People, Our Assets (Page 11) • SR 2023 Our Employees by Gender (Page 11)
2-9	Governance structure and composition	<ul style="list-style-type: none"> • AR 2023 Corporate Governance Report (Page 18-33)

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
2-10	Nomination and selection of the highest governance body	• AR 2023 Corporate Governance Report (Page 18-33)
2-11	Chair of the highest governance body	• AR 2023 Corporate Governance Report (Page 18-33)
2-12	Role of the highest governance body in overseeing the management of impacts	• AR 2023 Corporate Governance Report (Page 18-33)
2-13	Delegation of responsibility for managing impacts	• AR 2023 Corporate Governance Report (Page 18-33)
2-14	Role of the highest governance body in sustainability reporting	• SR 2023 Board Statement (Page 3)
2-15	Conflicts of interest	• AR 2023 Corporate Governance Report (Page 18-33)
2-16	Communication of critical concerns	• AR 2023 Corporate Governance Report (Page 18-33)
2-17	Collective knowledge of the highest governance body	• AR 2023 Corporate Governance Report (Page 18-33)
2-18	Evaluation of the performance of the highest governance body	• AR 2023 Corporate Governance Report (Page 18-33)
2-19	Remuneration policies	• AR 2023 Corporate Governance Report (Page 18-33)
2-20	Process to determine remuneration	• AR 2023 Corporate Governance Report (Page 18-33)

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
2-23	Policy commitments	• AR 2023 Corporate Governance Report (Page 18-33)
2-24	Embedding policy commitments	• AR 2023 Corporate Governance Report (Page 18-33)
2-25	Processes to remediate negative impacts	• AR 2023 Corporate Governance Report (Page 18-33)
2-27	Compliance with laws and regulations	• SR 2023 Compliance with Laws & Regulations (Page 13)
2-29	Approach to stakeholder	• SR 2023 Stakeholder Engagement (Page 5-6)
GRI 3: Material Topics		
3-1	Process to determine material topics	• SR 2023 Materiality Assessment (Page 6-7)
3-2	List of material topics	• SR 2023 Materiality Assessment (Page 6-7)
3-3	Management of material topics	• SR 2023 Materiality Assessment (Page 6-7)
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	• SR 2023 Economic Performance (Page 8)

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	• SR 2023 Anti-corruption (Page 12)
205-2	Communication and training about anti-corruption policies and procedures	• SR 2023 Anti-corruption (Page 12)
205-3	Confirmed incidents of corruption and actions taken	• SR 2023 Anti-corruption (Page 12)
GRI 301: Materials		
301-2	Recycled input materials used	• SR 2023 Water Consumption for Construction Projects (Page 10)
GRI 302: Energy		
302-1	Energy consumption within the organisation	• SR 2023 Energy Consumption for Construction Projects (Page 9)
302-4	Reduction of energy consumption	• SR 2023 Energy Consumption for Construction Projects (Page 9)
302-5	Reductions in energy requirements of products and services	• SR 2023 Energy Consumption for Construction Projects (Page 9)
GRI 303: Water and Effluents		
303-5	Water consumption	• SR 2023 Water Consumption for Construction Projects (Page 10)

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 305: Emissions		
305-1	Direct (Scope 1) Greenhouse Gas (“GHG”)	• SR 2023 Energy Consumption for Construction Projects (Page 9)
305-2	Energy Indirect (Scope 2) GHG emissions	• SR 2023 Energy Consumption for Construction Projects (Page 9)
305-5	Reduction of GHG emissions	• SR 2023 Energy Consumption for Construction Projects (Page 9)
GRI 306: Effluents and Waste		
306-3	Water generated	• SR 2023 Waste Disposal for Construction Projects (Page 10)
GRI 401: Employment		
401-1	New employee hires and employee turnover	• SR 2023 Our People, Our Assets (Page 11)

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> • SR 2023 Occupational Health and Safety (Page 10) • SR 2023 Vision towards an Accident-free Work Culture (Page 11)
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> • SR 2023 Occupational Health and Safety (Page 10) • SR 2023 Vision towards an Accident-free Work Culture (Page 11)
403-9	Work-related injuries	<ul style="list-style-type: none"> • SR 2023 Vision towards an Accident-free Work Culture (Page 11)
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • SR 2023 Diversity of Governance Bodies (Page 13) • SR 2023 Our Employees by Gender (Page 11)
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • There is no incident of discrimination
GRI 408: Child Labour		
408-1	Operations and suppliers at significant risk for incidents of child labour	<ul style="list-style-type: none"> • Child labour is strictly prohibited

GRI STANDARDS

CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 409: Forced or Compulsory Labour		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<ul style="list-style-type: none"> Forced and compulsory labour is strictly prohibited
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> SR 2023 Corporate Social Responsibility (Page 12)
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> SR 2023 Protecting Customer Privacy and Data (Page 14)