

SIMPLE SOLUTION SYSTEMS

ESG Report 2025

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Company Profile

Simple Solution Systems (SIMSYS) is a Singapore-based digital transformation provider specialising in user-centred software solutions. The company supports organisations across sectors, including Government, Healthcare, Education, Finance, Marine, and Enterprise, delivering digital systems designed to be practical, scalable, and aligned with user needs.

Since establishing its Environmental, Social and Governance (ESG) baseline in 2023, SIMSYS has continued to expand its operations. This reflects the company's ongoing growth and its increasing capacity to deliver solutions across a broader regional footprint.

SIMSYS operates on the principle of "Doing IT Right", with a focus on ensuring that technology solutions are intuitive, efficient, and aligned with real-world use. Its approach prioritises user experience, system reliability, and long-term maintainability, enabling clients to effectively manage digital systems.

The company's operations are underpinned by a commitment to responsible business practices, particularly in areas such as data security, service quality, and accountability. These principles form the foundation for SIMSYS' governance approach and support its broader ESG objectives.

SIMSYS' operating philosophy is guided by the following principles:

- **User-Centred Design:** Solutions are developed based on how users interact with systems, ensuring usability and accessibility.
- **Client-Focused Delivery:** Emphasis on understanding client needs to deliver appropriate and cost-effective solutions.
- **Long-Term Partnerships:** Commitment to sustained client relationships and shared project outcomes.
- **Secure and Reliable Systems:** Focus on system stability, security, and performance in enterprise environments.
- **Simplicity and Maintainability:** Solutions are designed to be easy to manage, adapt, and maintain over time.

About This Report

Framework Used

This report details SIMSYS' sustainability progress and performance for the year 2025. It is SIMSYS' second formal ESG disclosure, building upon the inaugural 2023 ESG Report published previously.

The Global Reporting Initiative (GRI) Standards guide the disclosures and information included herein. Emission data has been calculated using methodologies aligned with the Greenhouse Gas (GHG) Protocol to support consistency and comparability. Emissions measurement was supported using the Carbon & Emissions Reporting (CERT) tool, a platform developed by ESGPedia.

Assurance

No external assurance was sought for the data presented in this ESG report.

Reporting Period

The reporting period for this ESG report covers the calendar year 2025, from January to December.

Restatements

There were no restatements of previously reported information from the 2023 report.



Key Performance Highlights and Targets

SIMSYS in Numbers (2025)

~100%

Energy-
Efficient IT
Equipment

25.1 tCO₂e

Scope 2
Emissions

4.004

tCO₂e
Scope 3
Emissions

56

Total
Employees

44.6%

Female
Employees

100%

Employees
completed
sustainability-
related training

4

ESG pledges adopted (SME Climate Hub Pledge, AWS Climate Pledge, SGTech e-waste Corporate Pledge, Enabling Employment Pledge)

5

Sustainability-related certifications maintained (ISO 9001, ISO 27001, BizSAFE 3, SEC Eco Office, NVPC Company of Good)

Key Performance & Highlights

ENVIRONMENT	Current Status	Future Targets
	<ul style="list-style-type: none"> • Introduced a waste tracking system in April 2025, with general waste weighed and monitored daily to improve visibility and management. • Retrofitted 100% of office fixtures with the Public Utilities Board (PUB) 3-tick water-efficient systems in 2025. • Maintained minimal paper usage through digital workflows, with no A4 paper purchases in over six years. • Achieved Singapore Environment Council (SEC) Eco Office Certification (3-Leaf) in February 2025. • Committed to the Small and Medium Enterprises (SME) Climate Hub pledge to halve GHG emissions by 2030 and achieve net-zero by 2050. • Committed to the Amazon Web Services (AWS) Climate Pledge to support climate action and emissions reduction goals. 	<ul style="list-style-type: none"> • Prioritise energy-efficient hardware purchases in line with Energy Efficiency Grant (EEG) criteria. • Formalise and implement a Green Coding Policy by 2026 to guide employees in applying energy-efficient software development practices. • Sustain efforts to maintain sustainable office practices and secure certification renewal under SEC Eco Spaces in 2027.

SOCIAL

Current Status	Future Targets
<ul style="list-style-type: none"> • Achieved 100% employee completion of sustainability training by December 2025, exceeding the 2023 target of 85% by 2027. • Certified all employees under the Green Software Practitioner (GSP) programme. • Supported employee well-being through Psychological First Aid, subsidised counselling, and a fitness reimbursement programme. • Donated 8 refurbished laptops to Asian Women’s Welfare Association (AWWA) as part of an ongoing digital inclusion programme in May 2025. • Implemented 1-to-1 company matching for Great SG Give / SG Care Week 2025, achieving 100% employee participation. • Provided sustainability mentoring to tertiary students on ESG and sustainable business practices. 	<ul style="list-style-type: none"> • Implement “United Nations Global Compact Network (UNGCN) course: Eliminating harassment in the world of work.” • Track and report annual employee turnover, with breakdown disclosure between voluntary and involuntary turnover, starting from 2026. • Organise at least one annual Employee Engagement Day with >80% staff participation, starting from 2026. • Maintain >90% training completion rate across all mandatory programmes.

GOVERNANCE

Current Status	Future Targets
<ul style="list-style-type: none"> • Formalised Anti-Bribery & Corruption (ABC) and Whistleblowing Policy, with reporting mechanisms in place and no cases reported in 2025. • Implemented key governance policies, including Diversity, Equity and Inclusivity (DEI), Green Procurement, Fair Recruitment, Flexible Work Arrangements (FWA), and Staff Rotation. • Maintained ISO 9001, ISO 27001, and BizSAFE 3 certifications, with annual surveillance audits completed. • Completed Carbon Disclosure Project (CDP) environmental disclosure in 2025, achieving a Bronze rating. • Organised an internal Artificial Intelligence (AI) Challenge in 2025 to promote innovation and build employee capability in emerging technologies. 	<ul style="list-style-type: none"> • Establish internal guidelines for responsible use of AI and emerging technologies by 2026. • Assign and disclose ESG roles and responsibilities in the ESG report, including designated personnel responsible for oversight by 2027. • Maintain annual review of ESG-related policies to ensure continued relevance and alignment with best practices.

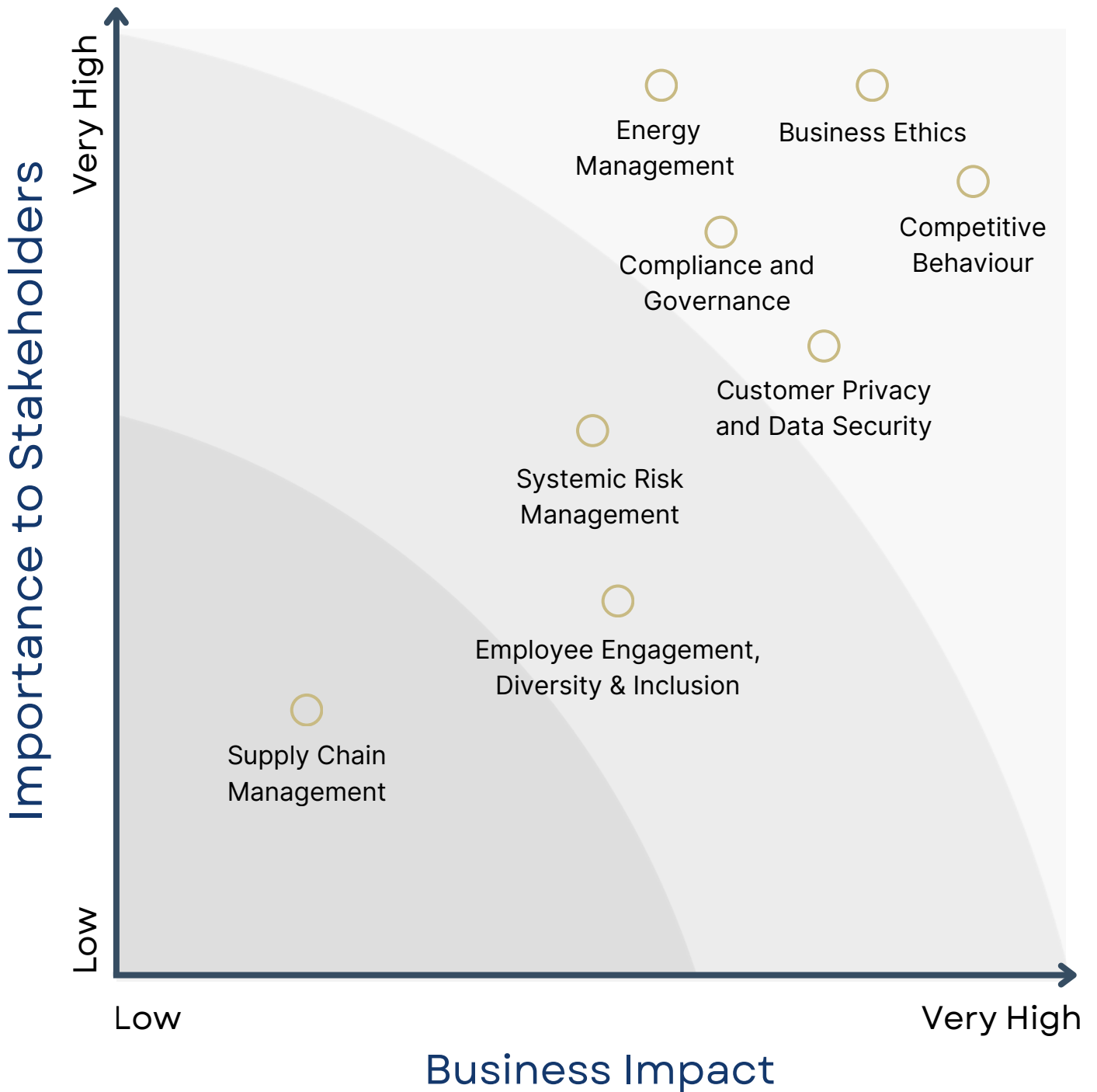


Materiality Overview

Materiality Overview

A materiality assessment is a strategic process that helps identify and prioritise the ESG issues most relevant to the company and its stakeholders. For SIMSYS, the 2025 materiality assessment builds upon the process conducted for the inaugural ESG Report 2023, incorporating updated stakeholder input and evolving industry considerations.

The assessment involved targeted consultations with internal stakeholders, a structured scoring approach, and reference to the GRI Standards. For the ESG Report 2025, an updated materiality matrix was used to reflect a revised set of eight material topics, incorporating industry-specific risks identified through the SASB Software and IT Services standard alongside the GRI framework.



Materiality List

GRI Standard	Topic	Description
GRI 302: Energy	Energy Management	Office operations depend heavily on electricity consumption. Energy efficiency measures (e.g. LED lighting, energy-efficient IT equipment) are implemented and directly linked to emissions reduction commitments.
GRI 418: Customer Privacy	Customer Privacy & Data Security	SIMSYS develops systems that may process client data, particularly for government and enterprise projects. While it does not host data, strong data security practices and compliance with ISO 27001 and client requirements are critical to mitigate legal and reputational risks.
GRI 401 / GRI 404 / GRI 405	Employee Engagement, Diversity & Inclusion	SIMSYS operates a workforce-driven business requiring skilled and engaged employees. Training, DEI policies, and employee well-being initiatives support retention and performance.
GRI 205: Anti-Corruption	Business Ethics & Anti-Corruption	SIMSYS operates in sectors involving government and regulated projects, making ethical conduct, anti-corruption, and fair competition critical. Policies such as ABC and whistleblowing support compliance and stakeholder trust.
GRI 201: Economic Performance	Systemic Risk Management	SIMSYS is exposed to technology and climate-related risks. Initiatives such as participation in climate pledges and internal innovation efforts (e.g. AI initiatives) support long-term resilience.

<p>GRI 2: General Disclosures 2021; GRI 205: Anti-Corruption 2016; GRI 418: Customer Privacy 2016</p>	<p>Compliance & Governance</p>	<p>SIMSYS has extensive work on government projects, demanding strong governance structures and ethical conduct. Formalised oversight mechanisms, policy commitments, and compliance frameworks are essential to maintaining accountability and stakeholder trust.</p>
<p>GRI 206: Anti-competitive Behaviour</p>	<p>Competitive Behaviour</p>	<p>SIMSYS operates in a competitive IT services market, requiring fair and ethical business practices. Non-compliance may result in legal and reputational risks.</p>
<p>GRI 308 : Supplier Social Assessment 2016</p>	<p>Supply Chain Management</p>	<p>As a professional services company, SIMSYS has limited supply chain exposure. Green procurement practices are implemented where applicable, though overall impact remains relatively low.</p>



Our Environmental, Social, Governance (ESG) Profile

Our ESG Profile

In 2025, we continued to strengthen our ESG practices across environmental management, workforce development, and governance, with a focus on improving operational visibility, building internal capabilities, and formalising key processes.

From an environmental perspective, we focused on managing our primary impact areas, particularly electricity consumption, while expanding our emissions tracking to include additional Scope 3 categories such as business travel and waste. Operational measures such as energy-efficient equipment, waste tracking, and water efficiency initiatives were implemented to support more structured environmental management.

On the social front, we prioritised workforce development and employee engagement. This included achieving full employee participation in sustainability-related training, strengthening employee well-being support through structured programmes, and continuing community initiatives such as digital inclusion and skills development.

In terms of governance, we formalised key policies including anti-bribery and corruption, whistleblowing, and fair employment practices, while maintaining compliance with recognised standards such as ISO certifications. These efforts support consistent, transparent, and accountable business operations as the company grows.

The following sections provide further detail on our performance and initiatives across each ESG pillar.

ENVIRONMENT

Our environmental approach focuses on managing our operational footprint through energy efficiency, resource optimisation, and improved emissions tracking. As a digital services company, electricity consumption remains the primary driver of our environmental impact, with Scope 2 emissions forming the majority of total emissions in 2025.

Current Initiatives

In 2025, we strengthened our environmental performance through a structured approach across operations, workplace practices, and external sustainability engagement.

1. Operational Efficiency and Resource Management

- **Energy management:** Designed office with LED lighting, energy-saving zoning, and cooling optimisation (including a 25°C thermostat policy and use of fans). Nearly 100% of IT equipment is Energy Star certified.
- **Waste management:** Introduced a waste tracking system in April 2025, with general waste weighed daily to allow monitoring and reduction.
- **Water efficiency:** Retrofitted 100% of office fixtures with PUB 3-tick water-efficient fittings.
- **Paper reduction:** Maintained fully digital workflows, with no A4 paper purchases in over six years.

2. Sustainable Workplace and Operations

- **Low-carbon mobility:** Introduced monthly fitness reimbursement with participation of over 80% employees, supporting low-carbon commuting,
- **Waste reduction practices:** Eliminated single-use plastics, and encouraged use of reusable materials and adoption of rechargeable batteries.
- **Sustainable office purchases:** Prioritised procurement of Forest Stewardship Council (FSC) certified toilet paper and eco-friendly cleaning liquids for office use.

3. Environmental Partnerships and Pledges

- **NParks initiatives:** Participated in the OneMillionTrees programme and supported the 100,000 Corals Initiative, contributing to biodiversity restoration.
- **ESG pledges:** Signed the SME Climate Hub pledge and AWS Climate Pledge, aligning with global net-zero efforts.
- **Industry initiatives:** Participated in the LowCarbonSG programme and SGTech e-waste corporate pledge, supporting responsible resource use.
- **Digital inclusion initiatives:** Donated 8 refurbished laptops to AWWA in 2025, with plans to continue as an annual programme.



NParks tree planting initiative



AWWA Laptop donation

4. Environmental Certifications

- **SEC Eco Office Certification:** Achieved Eco Office 3 Leaf Certification in February 2025, recognising the implementation of sustainable workplace practices across energy efficiency, waste reduction, and resource management.

Future Focus

Looking ahead, we aim to further enhance our environmental performance through improved tracking, formalised policies, and expanded scope of emissions measurement.

- **Prioritise energy-efficient hardware purchases** in line with Energy Efficiency Grant (EEG) criteria for future hardware procurement.
- **Formalise and implement a Green Coding Policy** to guide employees in applying energy-efficient and low-carbon software development practices.
- **Maintain sustainable office practices** and prepare for certification renewal under SEC Eco Spaces in 2027.

Conclusion

These initiatives reflect our transition from ad hoc sustainability efforts to a more structured and data-driven environmental management approach. By combining operational efficiency measures with industry partnerships and internal capability building, we are strengthening our ability to monitor, manage, and reduce our environmental impact over time.

Overview Of Company Emission Profile

In 2023, our total reported emissions were 26.39 tCO₂e, comprising Scope 2 electricity (26.11 tCO₂e), Scope 3 water consumption (0.2808 tCO₂e), and Scope 3 paper usage (0.000768 tCO₂e).

For 2025, we have expanded our emissions measurement scope to include additional Scope 3 categories: business air travel (Category 6), land-based business transport, and office waste (Category 5). This reflects our growing emissions measurement capability and commitment to a more comprehensive and transparent carbon accounting approach. We do not currently have Scope 1 emissions given the nature of our business operations.

Total Emissions

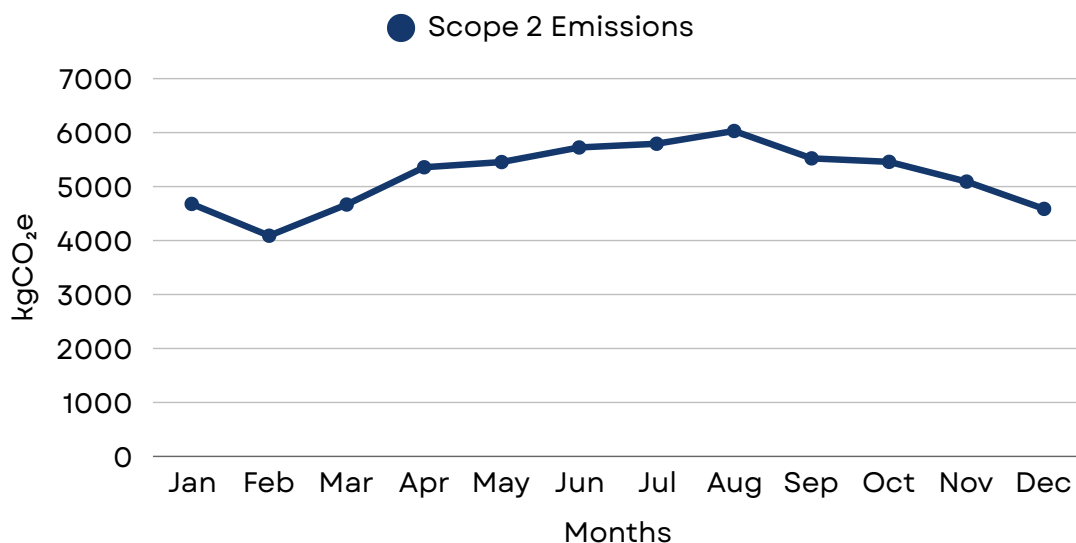
The table on the next page shows total greenhouse gas emissions (kgCO₂e) from January 2025 to December 2025, divided into Scope 1, Scope 2 and Scope 3. Emissions are overwhelmingly driven by Scope 2.

Scope	GHG Category	Emission Source	Total Emissions (kgCO ₂ e)	Total Emissions (tCO ₂ e)
Scope 1	-	-	0	0
Scope 2	Purchased Energy	Electricity - National Grid	25,106.73	25.107
Scope 3	Category 1	Potable Water Consumption	498.23	0.498
	Category 5	Waste Generated in Operations (General)	66.85	0.067
		Recyclable Waste	0.00	0.000
	Category 6	Business Travel - Air	2,797.00	2.797
		Business Travel - Ground Transport	642.09	0.642
Total Scope 3 Emissions			4,004.17	4.004
Total Emissions (Scope 1 + Scope 2 + Scope 3)			29,110.90	29.111

Scope 2 Emissions

Scope 2 emissions arise from the generation of electricity purchased from the national grid and consumed in our office. Grid electricity powers all office systems: servers, workstations, monitors, lighting, and air conditioning. It remains the single largest emission source in our carbon footprint, representing 86.2% of total 2025 measured emissions.

Total 2025 Scope 2 emissions were 25,106.73 kgCO₂e (25.107 tCO₂e), calculated from 62,454.55 kWh of total electricity consumption at Singapore's grid emission factor of 0.402 kgCO₂e/kWh. This represents a 3.8% reduction from the 2023 baseline of 26.11 tCO₂e, achieved despite the workforce growing 14% from 49 to 56 employees. This suggests improved electricity efficiency despite workforce growth.



Graph 1: Scope 2 emissions in kgCO₂e per month in 2025

Monthly consumption followed a clear seasonal pattern, with Q1 recording the lowest demand (4,678 kWh in Jan and 4,089 kWh in Feb, which was the lowest monthly consumption of the year) before rising steadily through mid-year. Consumption peaked in August (6,030 kWh, 2,424 kgCO₂e); during Singapore's warmest and most humid period before declining in Q4 as temperatures eased. The Aug–Jan differential of 1,941 kWh per month reflects the strong influence of cooling load on office electricity demand. The Q4 decline to 4,587 kWh in December demonstrates efficient management of the year-end office environment.

Scope 3 Emissions

Category 1: Purchased Goods and Services

Purchased potable water is accounted for under Scope 3 Category 1 (Purchased Goods and Services), applying an emission factor to monthly water volumes consumed. SIMSYS tracked water consumption throughout 2025 with a total of 227.5 m³ consumed, yielding 498.23 kgCO₂e (0.498 tCO₂e) at Singapore's water emission factor of 2.19 kgCO₂e/m³.

This is a 77% increase versus the 2023 water emissions figure of 0.281 tCO₂e (0.2808 tCO₂e). Part of this increase reflects more complete and consistent monthly data capture in 2025 compared to 2023, as well as the 14% growth in headcount. More staff in the office directly drives higher water consumption through toilet use, handwashing, and pantry activities.



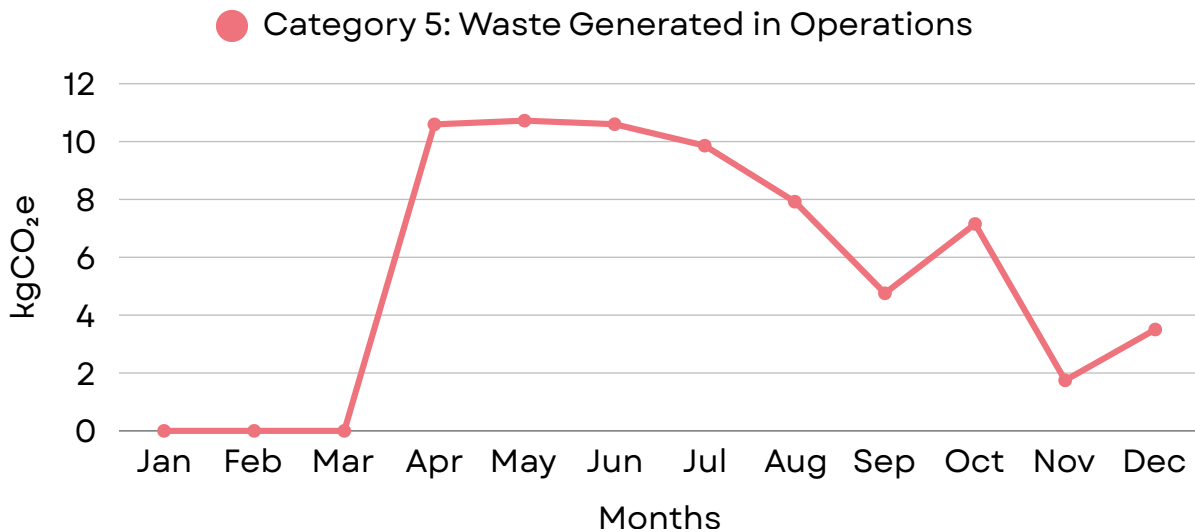
Graph 2: Scope 3 Category 1 emissions in kgCO₂e per month in 2025

Monthly consumption shows a distinct ramp-up pattern. January was the lowest month at just 10.9 m³ (23.87 kgCO₂e), likely reflecting reduced office occupancy over the post-New Year holiday period. Consumption climbed steadily through Q1 and Q2, peaking at 21.7 m³ in June (47.52 kgCO₂e). From July onwards, usage stabilised in the 19.7–21.2 m³ range, suggesting a consistent steady-state level of occupancy through H2. The H1 monthly average was 17.47 m³ versus H2's 20.45 m³, a 17% uplift that likely reflects the January low skewing the H1 figure, with the rest of the year broadly stable at the higher level.

We have retrofitted 100% of office water fixtures with PUB 3-tick water-efficient fittings in 2025, and a water cooler eliminates single-use bottled water consumption. These measures are designed to contain per-capita water use as the team grows. Our 2028 target is a 5% reduction in water consumption relative to the 2023 baseline, which will require monitoring normalised per-employee consumption.

Category 5: Waste Generated in Operations

Category 5 covers emissions from the treatment and disposal of waste generated within our office. This is a newly tracked category enabled by the introduction of a daily waste weighing and monitoring system in April 2025. Data therefore spans nine months (April–December 2025), with January–March recorded as zero due to the absence of tracking infrastructure in that period.



Graph 3: Scope 3 Category 5 emissions in kgCO₂e per month in 2025

Total Category 5 emissions from general (non-recyclable) waste were 66.85 kgCO₂e (0.067 tCO₂e), the smallest measured emission category in 2025. Monthly waste quantities ranged from 18.87 kg (April) to 3.11 kg (November), reflecting a sustained downward trend across the nine-month tracking period. Emissions followed the same trajectory: from a high of 10.72 kgCO₂e in May to a low of 1.75 kgCO₂e in November. December showed a slight rebound to 3.50 kgCO₂e (6.24 kg waste), likely reflecting end-of-year office activity and celebrations.

The progressive decline from May to November is an encouraging signal. Our waste reduction practices, including staff onboarding briefings on climate targets, reusable cutlery and crockery, elimination of disposable cups and plastic water bottles, and the adoption of rechargeable batteries, appear to be driving genuine behavioural change as the year progressed and awareness matured.

In addition to general waste, we separately tracked recyclable materials. A total of 60.84 kg of recyclables (including canned drinks and other recyclable materials) were diverted between April and December.

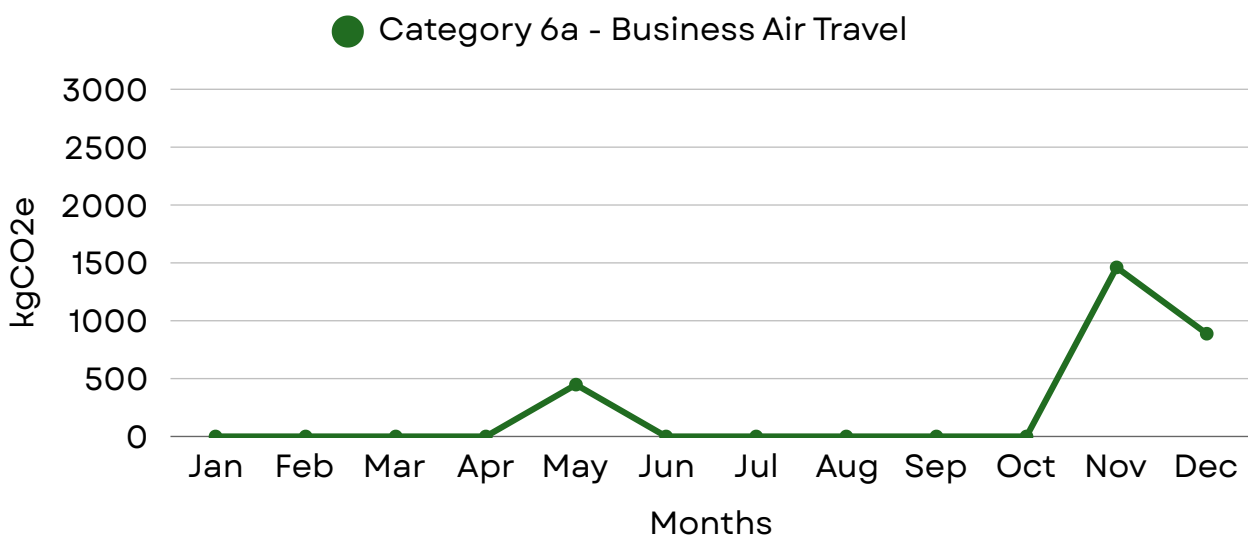
Category 6: Business Travel

Category 6 of the GHG Protocol Corporate Standard covers all employee travel by air, rail, road, or sea undertaken for business purposes, and is distinct from Category 7 (Employee Commuting, which covers home-to-office travel). We tracked two sub-components under Category 6 in 2025: business air travel and business ground transport. Both are correctly classified under Category 6 as they represent journeys made in the course of business activities, not daily commuting.

Total Category 6 emissions were 3,439.09 kgCO₂e (3.439 tCO₂e), making it the second-largest emission source in our operations (after Scope 2 electricity) and the largest Scope 3 category by a wide margin, accounting for 85.9% of all measured Scope 3 emissions. Air travel dominates the category at 81.3% of total Category 6 emissions.

Category 6a: Business Air Travel

Air travel is our second-largest emission source overall in 2025 and the highest-impact Scope 3 category. The pattern is highly concentrated: 9 of 12 months recorded zero air travel emissions. All activity is confined to three months: May (448 kgCO₂e), November (1,461 kgCO₂e), and December (888 kgCO₂e), which together account for 100% of the annual total.



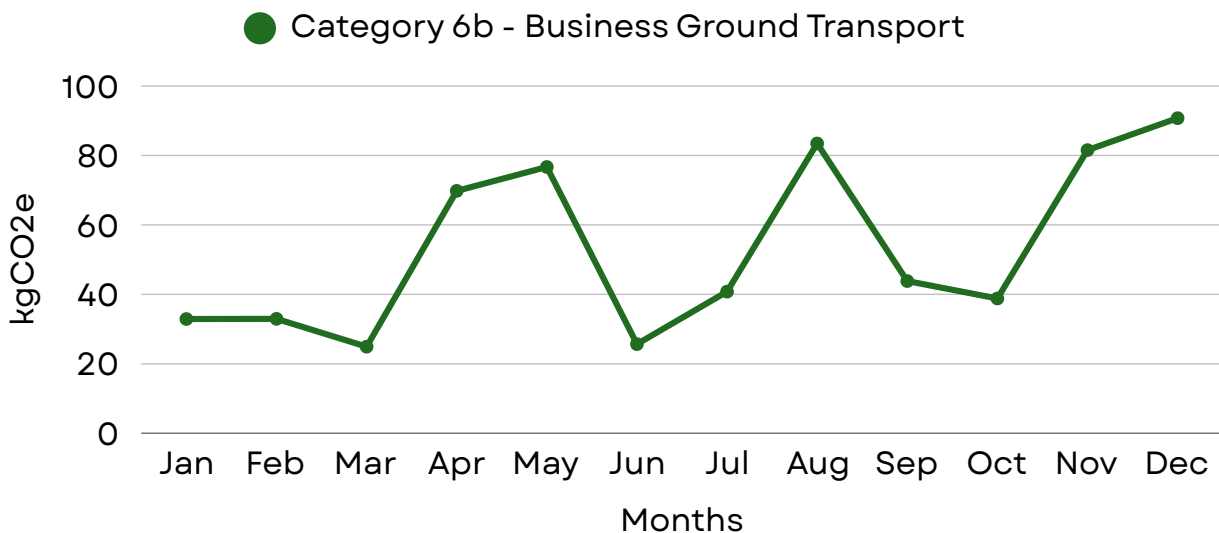
Graph 4: Scope 3 Category 6a emissions in kgCO₂e per month in 2025

As shown in Graph 4, the November peak of 1,461 kgCO₂e is by far the dominant emission event, representing 52.2% of all air travel emissions. This likely corresponds to one or more long-haul international flights. The November-December cluster (2,349 kgCO₂e combined) suggests concentrated year-end international travel, with May (448 kgCO₂e) likely representing a regional business trip or shorter-haul engagement earlier in the year.

This infrequent but high-impact pattern has important implications for the development of our emissions reduction strategy in the coming years, which could deliver the most material near-term Scope 3 reduction available to the company.

Category 6b – Business Ground Transport

Business ground transport by taxi presents a starkly different profile from air travel: consistent activity across all 12 months with no zero months, reflecting the steady cadence of client meetings, project site visits, and business engagements throughout the year. Total distance covered was 3,571.5 km, yielding 642.09 kgCO₂e at Singapore's taxi emission factor.



Graph 5: Scope 3 Category 6b emissions in kgCO₂e per month in 2025

As seen in Graph 5, monthly emissions ranged from a low of 24.92 kgCO₂e in March (146.6 km) to a high of 90.75 kgCO₂e in December (533.8 km). A clear second-half acceleration is evident: H1 (Jan–Jun) totalled 262.92 kgCO₂e versus H2 (Jul–Dec) at 379.17 kgCO₂e, a 44.2% uplift. October–December were consistently the highest months, with November (81.55 kgCO₂e) and December (90.75 kgCO₂e) both exceeding 80 kgCO₂e. This Q4 surge likely reflects intensified year-end project delivery, client reviews, and business development activity.

Unlike air travel, which is driven by discrete high-impact events, ground transport emissions are distributed across the full team and year.

SOCIAL

Our social approach focuses on building a skilled, inclusive, and engaged workforce while contributing to the broader community through digital inclusion and outreach initiatives. As a professional services company, our people are our primary asset, making employee development, well-being, and engagement central to our operations.

Our People

Our workforce grew from 49 employees in 2023 to 56 employees in 2025, reflecting continued business growth. We maintain our commitment to diversity and inclusion, with female representation increasing to 44.6% from 42.9% in 2023.

Workforce Breakdown

Category	2023	2025
Total Employees	49	56
Male	28 (57.1%)	31 (55.4%)
Female	21 (42.9%)	25 (44.6%)
Full-time	49	56

Age Group

Age Group	2023	2025
18-24	1	0
25-	27	29
35-44	14	17
45-50	7	9
50-64	0	1
65 and above	0	0

1. Workforce and Talent Development

- **Workforce growth and diversity:** Expanded workforce from 49 employees in 2023 to 56 in 2025, with female representation increasing to 44.6%, reflecting continued commitment to diversity and inclusion.
- **Training and development:** Completed 60 training hours per employee annually, including mandatory ISO 9001 and ISO 27001 refresher training.
- **Sustainability training:** Achieved 100% employee participation in sustainability training in 2025, exceeding the 2023 target of 85% by 2027.
- **Continuous learning culture:** Provided training to all new joiners, with curriculum updated regularly to reflect emerging ESG and industry topics.

2. Employee Well-being and Workplace Culture

- **Mental health support:** Became a member of Well-being Champions Network in 2025, with trained staff providing Psychological First Aid and subsidised counselling support available to all employees.
- **Employee engagement:** Conducted annual employee morale and well-being survey to identify workplace stress factors and inform HR initiatives.
- **Workplace culture initiatives:** Conducted “Stay Clean” and “Stay Positive” campaigns promoting hygiene, well-being, and positive workplace culture.

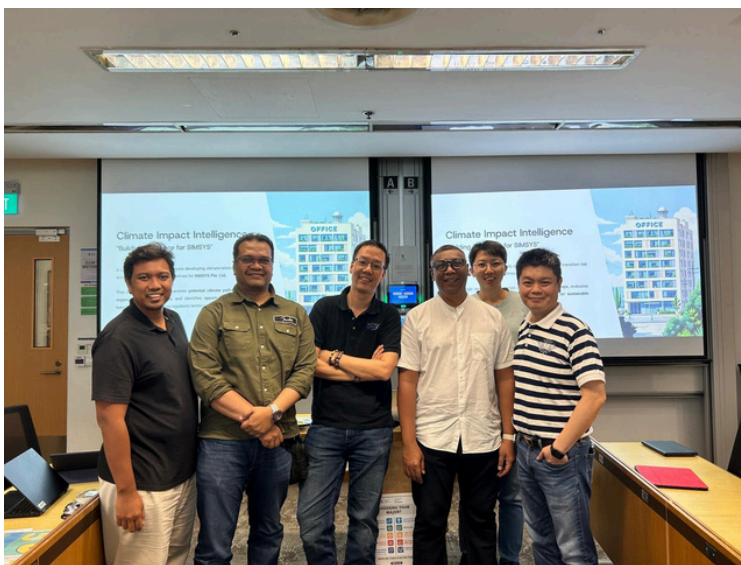
3. Community Engagement and Social Impact

- **Employee giving and volunteering:** Achieved 100% employee participation in Great SG Give / SG Care Week 2025, with a 400% increase in donations through company matching.

- **Education and mentoring:** Provided sustainability mentoring to Singapore Management University (SMU) and Ngee Ann Polytechnic (NP) students, focusing on SME-driven sustainability and climate impact.
- **Community outreach:** Continued participation in SGTech Tech4Community initiatives, supporting digital literacy among elderly communities.



Sustainability mentoring for NP students



Sustainability mentoring for SMU students



- **Received Company of Good Award:** Received the Company of Good (COG) Award with 3 Hearts by the National Volunteer and Philanthropy Centre (NVPC), the second highest achievement under their recognition system, recognising organisations in Singapore for their commitment to corporate purpose and impact.



NVPC COG Conferment Ceremony

- **Sustainability thought leadership:** Shared SIMSYS' sustainability journey and SME-focused ESG practices through external platforms, including a featured article with the United Nations Global Compact Network Singapore (UNGCNS).



SIMSYS Article in UNGCNS

Future Focus

Looking ahead, we aim to strengthen our social impact through enhanced workforce development, structured tracking, and expanded community initiatives:

- **Implement a mandatory UNGCN course** on “Eliminating Harassment in the World of Work” for all employees by 2026, and track completion as part of mandatory training.
- **Track and report annual employee turnover** from 2026, including separate disclosure of voluntary and involuntary turnover where applicable.
- **Organise at least one annual Employee Engagement Day** from 2026, targeting participation of more than 80% of employees.
- **Maintain a completion rate of more than 90%** across all mandatory employee training programmes.

Conclusion

These initiatives reflect our commitment to building a resilient, inclusive, and engaged workforce while contributing to the wider community. By strengthening employee capabilities, supporting well-being, and expanding outreach efforts, we continue to enhance our social impact alongside our business growth.

GOVERNANCE

SIMSYS' governance approach focuses on maintaining high standards of ethical conduct, regulatory compliance, and operational accountability. As a professional services company supporting government and enterprise clients, strong governance practices are critical to ensuring trust, transparency, and long-term business resilience.

Current Initiatives

In 2025, we strengthened our governance framework through the formalisation of policies, reinforcement of compliance systems, and continued adherence to recognised standards and certifications.

1. Policies and Ethical Governance

- **Anti-corruption and ethics:** Formalised ABC Policy and Whistleblowing Policy in 2025, with reporting mechanisms in place, and no cases reported in 2025.
- **Fair and inclusive workplace:** Implemented DEI Policy and Fair Recruitment Guidebook, supporting equitable hiring and workplace practices.
- **Workplace governance:** Formalised FWA Policy and Staff Rotation Policy, supporting employee wellbeing, retention, and organisational resilience.
- **Responsible procurement:** Introduced Green Procurement Policy, incorporating sustainability considerations into vendor selection.
- **TAFEP alignment:** Adopted Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) guidelines across recruitment, grievance handling, and workplace practices.

2. Certifications and Compliance Framework

- **Information security and quality:** Maintained ISO 9001 and ISO 27001 certifications, with annual surveillance audits ensuring continued compliance.

- **Workplace safety and standards:** Maintained BizSAFE 3 certification, alongside compliance with national standards such as NSMark.
- **CDP Disclosure:** Achieved a CDP Bronze rating in 2025 through environmental disclosure, reflecting improved emissions tracking capability and alignment with global reporting standards.

3. Data Security and Responsible Operations

- **Information security management:** Embedded ISO 27001 framework across operations, covering encryption, access controls, and regular security audits.
- **Regulatory compliance:** Adhered to PDPA and Cybersecurity Act requirements through operational protocols and annual staff training.
- **Employee awareness:** Equipped all employees to manage data security and compliance responsibilities through mandatory training.
- **SIMSYS AI Challenge 2025:** Conducted an annual innovation programme designed to keep pace with rapidly evolving AI technologies, inviting all employees to identify real client-facing problems and propose AI-driven solutions.

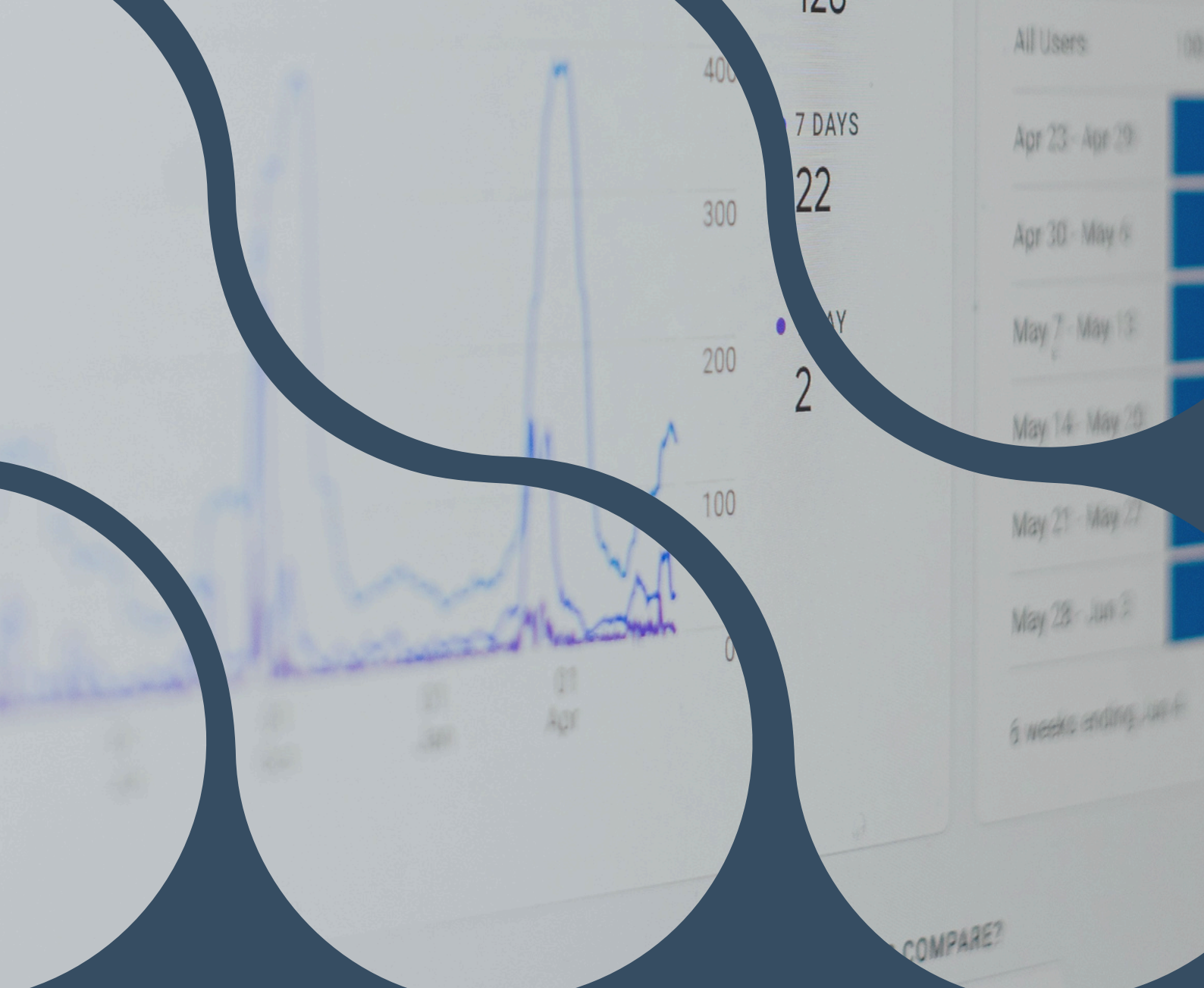
Future Focus

Looking ahead, we aim to strengthen governance through enhanced accountability, structured oversight, and forward-looking risk management.

- Establish internal guidelines for the responsible use of AI and emerging technologies by 2026, guided by the ISO 42001 AI Management System framework.
- Assign and disclose ESG roles and responsibilities by 2027, including designated personnel responsible for ESG oversight, implementation, and reporting.
- Maintain an annual review of ESG-related policies to ensure continued relevance, regulatory alignment, and consistency with recognised best practices.

Conclusion

These initiatives reflect our commitment to strengthening governance practices as a foundation for sustainable growth. By formalising policies, maintaining robust compliance systems, and enhancing accountability, we will continue to build trust with stakeholders while ensuring responsible and resilient business operations.



Progress Against Targets

Progress Against Targets Set In 2023

ENVIRONMENT

2023 Target	Status	2025 Update
Reduce energy and water consumption by 5% by 2028	In Progress	Energy efficiency measures implemented, including Energy Star IT equipment, LED lighting, PUB 3-tick fixtures, and AC optimisation. Full baseline tracking and normalised consumption analysis ongoing.
Implement comprehensive office waste management system	Target Met	Waste tracking system implemented in April 2025, with daily measurement and monitoring of general waste.
Organise annual tree planting activity	Target Met	Annual participation in NParks OneMillionTrees programme, with employee engagement in tree planting activities.
50% of supply chain vendors are eco-friendly	In Progress	Green Procurement Policy implemented, integrating ESG criteria into vendor evaluation processes.
Improve recycling processes to reduce waste	Target Met	Recycling infrastructure in place, supported by SGTech eWaste Pledge participation, annual laptop donation programmes, and adoption of rechargeable batteries.

SOCIAL

2023 Target	Status	2025 Update
Collaborate with 3 Non-Profit Organisations (NPO)s per year on service initiatives	In Progress	Engagement with multiple organisations, including AWWA (laptop donations), Society for the Physically Disabled (SPD) (ongoing pro-bono support), and community contributions through Great SG Give initiatives.
Implement employee feedback mechanism	Target Met	Formal feedback channels established, including employee surveys and ongoing feedback mechanisms on workplace well-being and sustainability.
Increase community digital skills training participation	Target Met	Participation in Tech4Community initiatives, sustainability mentoring with SMU and NP students, and digital inclusion support through device donations.
Integrate formal sustainability training – 85% participation by 2027	Target Exceeded	100% employee participation achieved in 2025, with all staff completing sustainability training, including GSP certification and UNGC courses.
Develop Fair Recruitment guidebook	Target Met	Fair Recruitment Guidebook developed and implemented for hiring managers.

GOVERNANCE

2023 Target	Status	2025 Update
Pursuing SEC Eco Office certification	Target Met	SEC Eco Office 3-Leaf Certification achieved in February 2025.
Establish Whistleblowing Policy	Target Met	Whistleblowing Policy and formal reporting mechanism implemented; no cases reported in 2025.
Formalise Anti-Bribery and Corruption policy	Target Met	ABC Policy formalised in 2025.
Formalise DEI policy and Green Procurement	Target Met	DEI Policy and Green Procurement Policy implemented in 2025.
Develop Fair Recruitment Guidebook	Target Met	Fair Recruitment Guidebook developed and implemented for hiring managers.
Formalise Environmental practices	Target Met	Environmental practices established (waste tracking, energy management, LowCarbonSG participation).



Annexure

Annex: GRI Content Index

Statement of Use	Simple Solution Systems (SIMSYS) has reported the information cited in this GRI content index for the period from January 2025 to December 2025 with reference to the GRI standards.		
GRI 1 used: GRI 1: Foundation 2021			
Material Topic	GRI Standard	Disclosure	Location in Report
General Disclosures	GRI 2: General Disclosures 2021	2-1 Organizational details	Page - 03
	GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Page - 04
	GRI 2: General Disclosures 2021	2-3 Reporting period and frequency	Page - 04
	GRI 2: General Disclosures 2021	2-4 Restatements of information	Page - 04
	GRI 2: General Disclosures 2021	2-5 External assurance	Page - 04
	GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Page - 03
	GRI 2: General Disclosures 2021	2-7 Employees	Page - 28

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Material Topic	GRI Standard	Disclosure	Location in Report
General Disclosures	GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Page - 33
	GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Page - 33
	GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Page - 33
	GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Page - 34
	GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Page - 33
	GRI 2: General Disclosures 2021	2-23 Policy commitments	Page - 33
	GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Page - 29, 33
	GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Page - 34
	GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Page - 33

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Material Topic	GRI Standard	Disclosure	Location in Report
General Disclosures	GRI 2: General Disclosures 2021	2-28 Membership associations	Page - 18
	GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Page - 11
Material Topics	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page - 11 - 13
	GRI 3: Material Topics 2021	3-2 List of material topics	Page - 13
	GRI 3: Material Topics 2021	3-3 Management of material topics	Page - 13
Energy	GRI 302: Energy 2016	3-3 Management of material topic - Energy Management	Page - 17
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page - 17
	GRI 302: Energy 2016	302-4 Reduction of energy consumption	Page - 17
	GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Page - 17
Customer Privacy & Compliance / Governance	GRI 418: Customer Privacy 2016	3-3 Management of material topic - Customer Privacy & Data Security	Page - 34

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Material Topic	GRI Standard	Disclosure	Location in Report
Supplier Environmental Assessment	GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topic - Supply Chain Management	Page - 37
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Page - 37
Supplier Social Assessment	GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topic - Supply Chain Management	Page - 38
		308-1 New suppliers screened using environmental criteria	Page - 38
Economic Performance	GRI 201: Economic Performance 2016	3-3 Management of material topic - Systemic Risk Management	Page - 33 - 35
Competitive Behaviour	GRI 206: Anti-competitive Behaviour 2016	3-3 Management of material topic - Anti-competitive Behavior	Page - 29, 33, 34
Topic Standards - Additional Disclosures (Non-material, Voluntarily Disclosed)			
Water and Effluents	GRI 303: Water and Effluents	3-3 Management of topic - Water and Effluents	Page - 22 - 23
	GRI 303: Water and Effluents	303-3 Water withdrawal	Page - 22 - 23
	GRI 303: Water and Effluents	303-5 Water consumption	Page - 22 - 23

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Material Topic	GRI Standard	Disclosure	Location in Report
Local Communities	GRI 413: Local Communities 2016	3-3 Management of topic - Local Communities	Page - 29 - 31
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page - 29 - 31
Emissions	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page - 20
	GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Page - 21
	GRI 305: Emissions 2016	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	Page - 22
Security Practices	GRI 410: Security Practices 2016	3-3 Management of topic - Security Practices	Page - 34



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