



Sustainability Report

For FY2025

EDB:
SINGAPORE

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About this Report

The Singapore Economic Development Board (“EDB”) is pleased to present our FY2025 sustainability report (the “Report”), which highlights our sustainability efforts across the organisation. These are aligned with Singapore’s national sustainability goals to ensure a vibrant Singapore for future generations.

Reporting Period

This report presents EDB’s sustainability journey and performance for the financial year 1 April 2025 to 31 March 2026 (“FY2025”), unless stated otherwise.

Reporting Scope

The Report covers our operations at Raffles City Tower and the EDB Learning Centre (“EDBLC”)¹ at Jalan Bukit Merah. It is part of EDB’s broader suite of publications and should be read alongside our FY2025 Annual Report and other sustainability-related disclosures on our website.

Together, these reports provide a comprehensive view of EDB’s sustainability strategy, performance, and governance, offering stakeholders a holistic understanding of our economic, environmental and social impact.

Reporting Standards and Guidelines

GRI Standards 2021

The disclosures have been prepared with reference to the **Global Reporting Initiative (GRI) Standards 2021**, one of the widely recognised international sustainability reporting frameworks. The GRI Content Index can be found on page 19.

As a public sector agency, EDB has aligned its reporting with **GreenGov.SG** requirements, where applicable, demonstrating our commitment to environmental sustainability and public sector accountability.

Restatement

There were no restatements for the reporting period.

Assurance

EDB has not sought external assurance for the disclosures presented in the Report.

Feedback

We welcome all suggestions or feedback on this sustainability report.

Feedback and enquiries may be directed to:

Email: client_services@edb.gov.sg

Telephone: +65 6832-6832

Website: edb.gov.sg

¹ To note that EDBLC is no longer a normal operational site in FY2025 (vacated on 1 January 2025)



Chairman's Message

The transition towards a more sustainable economy continues to reshape industries, supply chains and investment decisions globally. For Singapore, pursuing sustainable growth is both an imperative and an opportunity – to strengthen the resilience and competitiveness of our economy, while creating new areas of growth.

As EDB works with companies and partners to decarbonise industries, advance green technologies and capture new growth opportunities in the green economy, we are also embedding sustainability into our own operations as part of the GreenGov.SG initiative.

In FY2025, we made steady progress in improving energy efficiency, reducing water consumption and reducing waste. Energy consumption fell by 18% and waste-to-landfill was reduced by 3% compared to the previous year. Initiatives that supported this effort included rightsizing our server room, which achieved a 10% reduction in average monthly electricity consumption for that facility. EDB was also able to proactively identify ways to reduce waste and put in place measures to sustain waste reduction.

We have strengthened our sustainability governance this year, completing a formal materiality assessment in line with the GRI

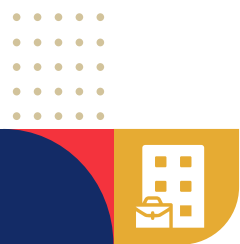
framework – a structured process of identifying, prioritising and validating our sustainability focus areas. The assessment reaffirmed our eight priority ESG topics as the areas most relevant to EDB's operations and strategic direction, and will help strengthen our ESG reporting and accountability going forward.

We recognise that to achieve lasting progress, sustainability considerations and initiatives will need to be part of how we work every day. We will continue to build on this momentum through responsible resource use and stronger environmental stewardship, supported by the collective efforts of our officers.

Looking ahead, EDB will continue to build on our progress towards a resilient and sustainable organisation, and a competitive economy for Singapore.

Mr Png Cheong Boon
Chairman
Singapore Economic Development Board





About EDB

EDB, a government agency under the Ministry of Energy, Trade and Industry, is responsible for strategies that enhance Singapore's position as a global centre for business, innovation, and talent.

EDB's mission is to create sustainable economic growth, with vibrant business and good job opportunities for Singapore.

Besides facilitating investments, EDB engages Singapore's existing base of companies to transform their operations and boost productivity, and to generate growth in adjacent and disruptive areas by growing new businesses out of Singapore.

We work with companies by providing information, connection to partners and access to government incentives for their investments, as well as their transformation and growth initiatives.

EDB also works closely with other Singapore government agencies to improve our pro-business environment, and ensure that our industries are supported by a globally competitive workforce through talent development.





Sustainability Governance

EDB's sustainability governance framework is built on strong leadership, clear accountability, and cross-functional collaboration. Sustainability is overseen by the Executive Committee, which sets the strategic direction and ensures alignment with national sustainability priorities.

The Chief Sustainability Officer is responsible for reviewing the adequacy of sustainability policies, guiding strategic initiatives, and overseeing performance monitoring.

Complementing this role, the Chairperson of the Enterprise Risk Management (ERM) Working Committee oversees the identification, assessment, and management of sustainability-related risks, ensuring the integrity of reporting and metric tracking.

The Sustainability Reporting Lead, under the ERM Secretariat, coordinates inputs from sustainability representatives and tracks progress across EDB.

This governance structure enables EDB to drive sustainability outcomes effectively, maintain transparency, and uphold our commitment to long-term environmental stewardship.





Environmental, Social, and Governance (ESG) Focus Areas

EDB has identified a set of Environmental, Social, and Governance (ESG) topics relevant to its operations and strategic direction, taking into account areas of influence, responsibility, and stakeholder expectations.

In FY2025, EDB conducted a materiality assessment to review and validate these eight focus areas. This included engagement with senior leadership and endorsement by EDB's Managing Director, ensuring alignment with organisational priorities.

The assessment considered EDB's mandate, areas within operational control, alignment with Whole-of-Government priorities, and stakeholder expectations. This provides a basis for prioritising ESG topics and focusing disclosures on areas of relevance to EDB.



Environmental

- Energy
- Emissions
- Water and Effluents
- Waste



Social

- Employment
- Training and Education
- Occupational Health and Safety



Governance

- Anti-corruption

EDB will continue to review its focus areas periodically to ensure that disclosures remain relevant and aligned with its responsibilities.



Key Performance Highlights

Pillar	Topic	Target	FY2025 Performance ²	
 Environmental	 Energy	10% reduction in Energy Utilisation Index (“EUI”) by 2030, compared to average of 2018 – 2020 level	Achieved reduction in EUI to 37.1 kWh/m² <div><div>Baseline</div><div>FY2025</div></div> representing 47% decrease from baseline	▲ 18% improvement compared to FY2024
	 Carbon Emissions	Peak emissions (Scope 1 and 2) by 2025	Total Scope 1 and 2 emissions decreased to 259.76 tCO₂e <div><div>Baseline</div><div>FY2025</div></div> representing 10% decrease from baseline	▲ 11% improvement compared to FY2024
	 Water and Effluents	10% reduction in Water Efficiency Index (“WEI”) by 2030, compared to average of 2018 – 2020 levels	WEI decreased to 4.65 litres/person/day <div><div>Baseline</div><div>FY2025</div></div> representing 25% reduction from baseline	▲ 72% improvement compared to FY2024
	 Waste	30% reduction in Waste Disposal Index (“WDI”) by 2030, compared to average of 2022 levels	WDI decreased to 0.11 kg/person/day <div><div>Baseline</div><div>FY2025</div></div> representing 23% decrease from baseline	▲ 3% improvement compared to FY2024

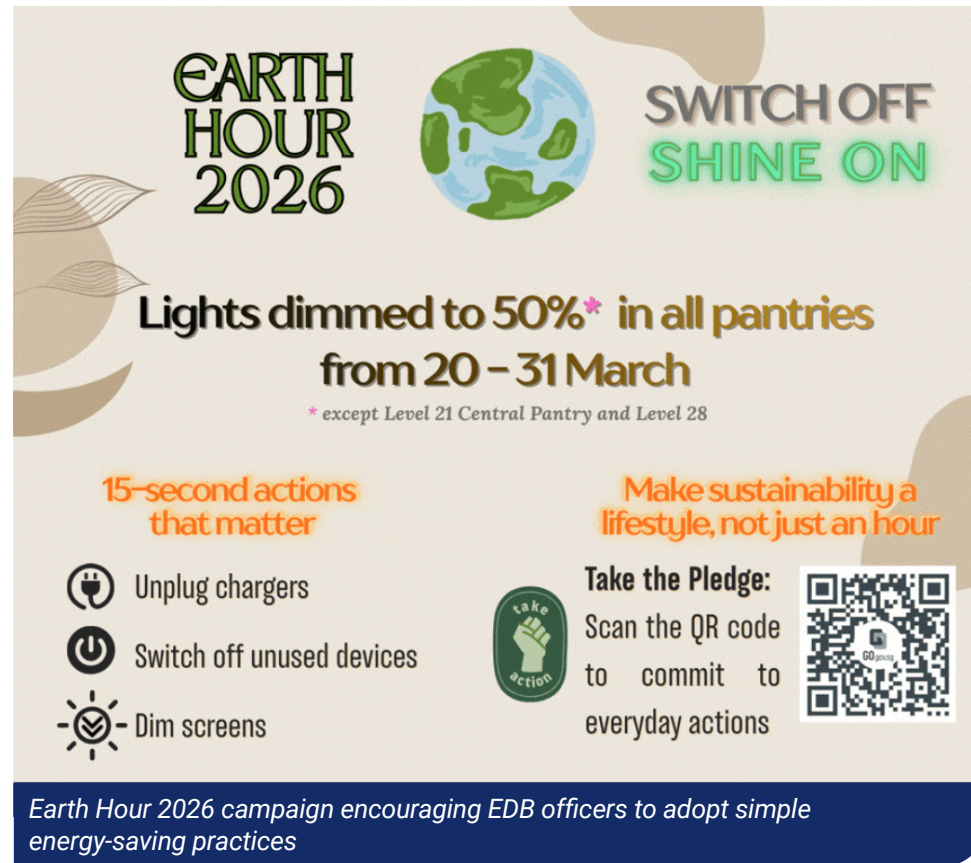
² Performance metrics and targets under the social and governance pillars have not been disclosed due to confidentiality constraints.

Energy

EDB manages energy use within its operations in line with GreenGov.SG targets, with a focus on maintaining efficient workplace operations.

In FY2025, EDB continued to manage energy use through regular monitoring and operational adjustments. This included reviewing electricity consumption patterns and addressing anomalies when identified, as well as optimising the use of office spaces in line with occupancy changes.

During the year, EDB implemented several initiatives to promote energy efficiency and responsible energy use. As part of the **Earth Hour 2026** "Switch Off, Shine On" campaign, pantry lighting across most office floors was dimmed to 50% from 20 to 31 March 2026, while staff were encouraged to adopt simple energy-saving behaviours such as unplugging chargers, switching off unused devices and dimming computer screens. EDB also reduced the number of office printers and progressively invested in more energy-efficient IT equipment, including monitors and laptops.



EARTH HOUR 2026  **SWITCH OFF SHINE ON**

Lights dimmed to 50%* in all pantries
from 20 – 31 March
* except Level 21 Central Pantry and Level 28

15-second actions that matter

-  Unplug chargers
-  Switch off unused devices
-  Dim screens

Make sustainability a lifestyle, not just an hour

Take the Pledge:
Scan the QR code to commit to everyday actions



Earth Hour 2026 campaign encouraging EDB officers to adopt simple energy-saving practices

Energy

As part of EDB's ongoing transition towards cloud-based services, our server room was rightsized in FY2025 to optimise infrastructure utilisation and improve energy efficiency. The renovation, which was completed in January 2026, reduced the server room footprint from 110 m² to 27 m², decreased server racks from 45 to 15, and halved Uninterruptible Power Supplies (UPS) capacity from 40 KVA to 20 KVA. The number of Computer Room Air Conditioning (CRAC) units was also reduced from three to two, with the units operating on an alternating schedule such that only one unit is in use at any given time. This optimises utilisation and extends the lifespan of the equipment. While the space was reconfigured for office use, the reduction

in physical infrastructure and cooling requirements contributed to less energy consumption, which resulted in a lower average monthly electricity consumption for the overall space by 10% and supports EDB's efforts to reduce its operational carbon footprint.

EDB achieved an Energy Utilisation Index (EUI) of 37.10 kWh/m² in FY2025, a decrease of 18% from FY2024 and 47% from baseline levels. The decrease in total electricity consumption from FY2024 reflects changes in space utilisation and ongoing improvements in energy management.

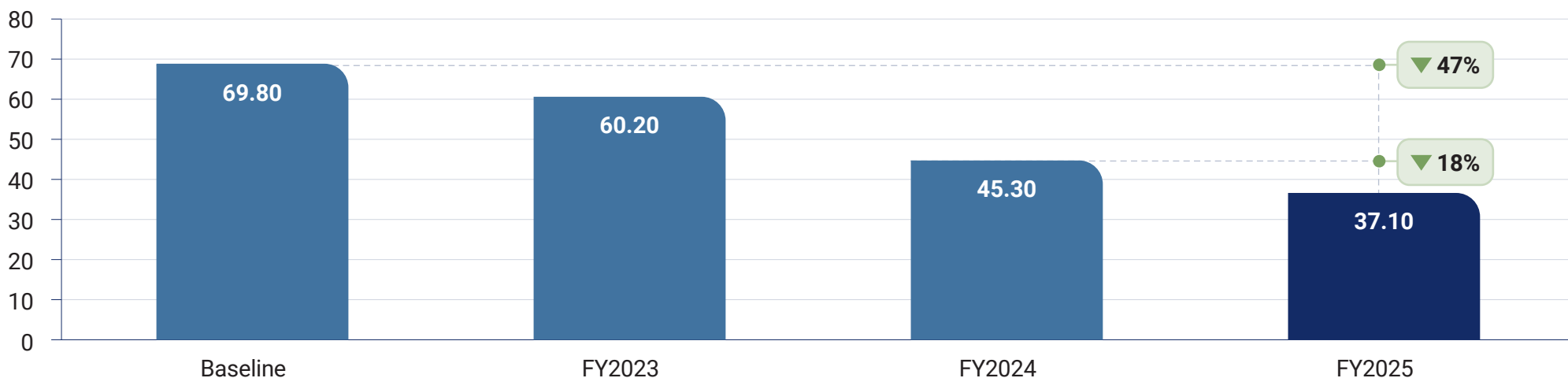
Taken together, EDB's energy performance remains on track to meet our target.

GreenGov.SG Target: 10% reduction in EUI by 2030, compared with average of 2018-2020 levels



Energy Utilisation Index (EUI)

(kWh/m²)



Emissions

EDB tracks and reports its greenhouse gas emissions focusing on Scope 1 and Scope 2 emissions. Scope 1 emissions arise primarily from fuel consumption from EDB's vehicles, while Scope 2 emissions relate to purchased electricity used across EDB's premises.

In FY2025, EDB continued to monitor emissions as part of its overall resource management approach, with emissions levels reflecting underlying energy consumption patterns across its operations.

Total Scope 1 and Scope 2 emissions decreased to approximately 259.76 tonnes in FY2025, representing an 11% reduction compared to FY2024.

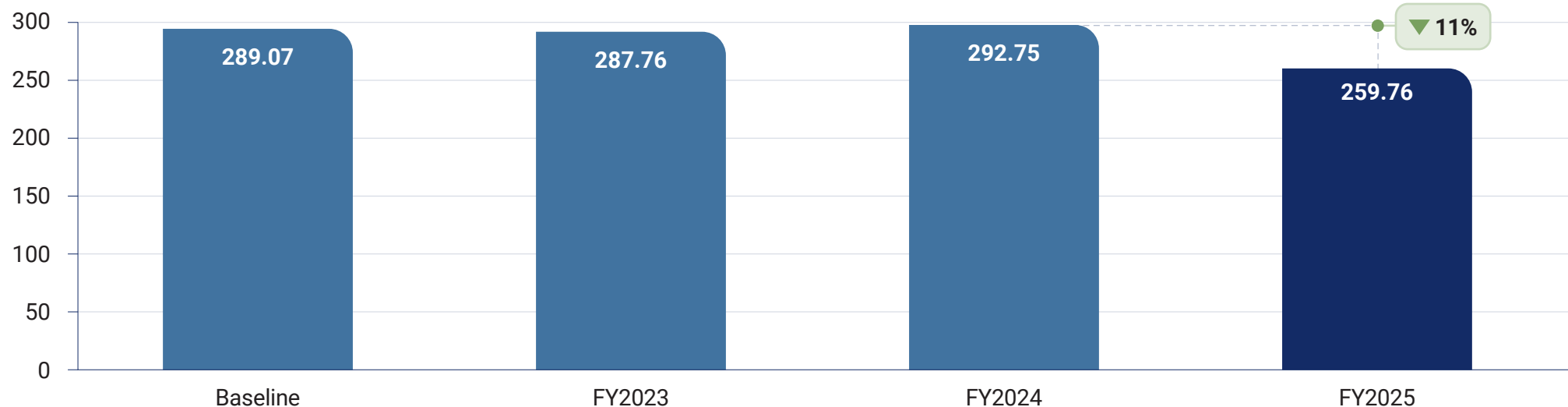
EDB remains on track to meet its target of peaking Scope 1 and Scope 2 emissions by 2025.

GreenGov.SG Target: Peak emissions around 2025 and achieve net-zero emissions around 2045



Total Emissions (Scope 1 & 2)

(tCO₂e)



Water and Effluents

EDB manages water use in its operations through regular consumption monitoring. In FY2025, this included reviewing water consumption patterns and addressing the effects of anomalies observed in prior periods.

EDB achieved a Water Efficiency Index (WEI) of approximately 4.65 litres/person/day in FY2025, a decrease of 72% from FY2024 and 25% from baseline levels. The reduction in water intensity reflects more stable consumption patterns during the year, following unusually high usage in FY2024 due to a water leak.

Looking ahead, EDB will continue to build on its water efficiency progress through targeted infrastructure improvements and replacement of water-consuming appliances with more water-efficient models. These upgrades aim to further reduce water consumption at source and support more sustainable usage patterns.

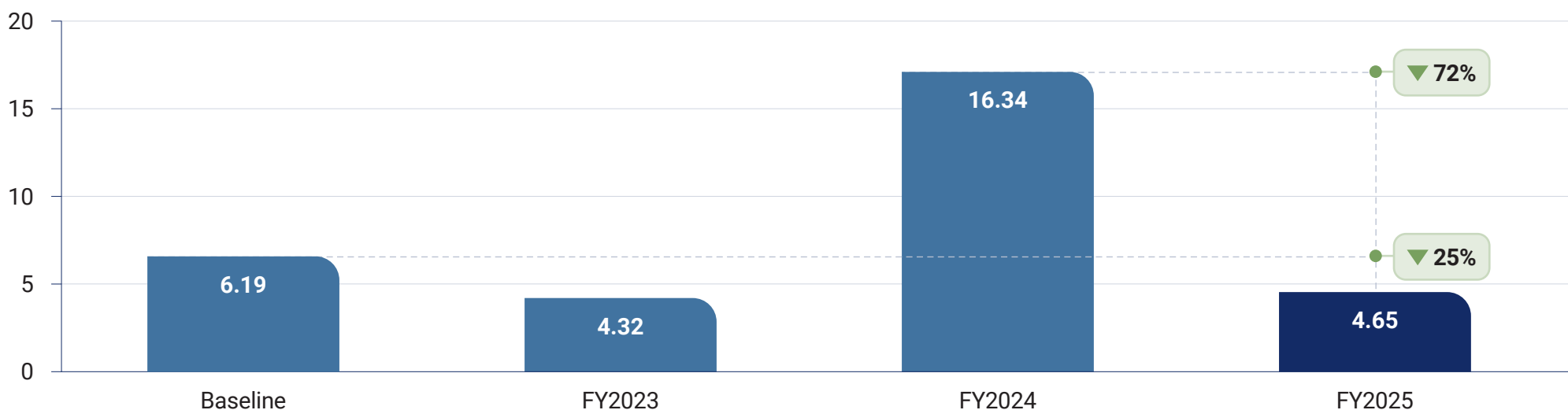
Overall, EDB remains on track to meet our WEI target.

GreenGov.SG Target: 10% reduction in WEI by 2030, compared with average of 2018-2020 levels



Water Efficiency Index (WEI)

(litre/person/day)





Waste

EDB manages waste generation within its operations in line with GreenGov.SG targets, focusing on reducing waste at source, promoting reuse and recycling, and encouraging sustainable workplace behaviours.

In FY2025, a waste audit conducted across 10 office floors identified lunch takeaway packaging as a key contributor to workplace waste. To help reduce waste generation at source, EDB introduced a communal reusable container and cutlery borrowing system to make reusable options more accessible for staff and reduce reliance on single-use packaging. EDB also published a **Green Event Guide** covering waste management, zero food waste catering, and digital-first event planning approaches, to equip staff with practical guidance to organise events in a more environmentally responsible manner.

EDB also strengthened recycling and reuse efforts through initiatives such as the **coffee grounds recycling programme**, **Red Packet recycling campaign** and donation drives for reusable containers and teaspoons. These initiatives help divert waste from disposal streams, extend the useful life of materials and support EDB's efforts towards resource circularity.



Red Packet Donation Bin



Recycling Challenge



Coffee Grounds Upcycling

Employee engagement remained a key component of EDB's waste reduction journey. Through a range of initiatives spanning awareness campaigns and hands-on activities, employees were encouraged to deepen their understanding of sustainability and adopt more sustainable practices in their daily lives. Key initiatives included the **Green Champ Lunch**, which brought together EDB's Green Champions to exchange ideas and shape how sustainability is embedded across the organisation, and the launch of the **Grobrix Urban Farming Green Wall**, which brought urban farming to the workplace and provided employees with a hands-on connection to sustainable living.



Waste



Featured Story: Growing Sustainability Through Urban Farming

As part of **Sustainability Learning Day**, EDB launched the **Grobrix Urban Farming Green Wall** in January 2026, bringing sustainability learning directly into the workplace. Employees participated in harvesting edible greens, received seedling starter packs for home growing and joined a farm-to-table smoothie workshop using produce grown and harvested on-site.



Grobrix Wall



Grobrix Monthly Harvest



Grobrix Smoothie Making Workshop

More than an urban farming initiative, the **Green Wall** provided employees with a hands-on opportunity to learn about sustainable food systems, responsible consumption and the environmental impacts associated with food production and transportation. Through shared harvesting activities and workplace engagement, the initiative helped transform sustainability awareness into everyday action.



Waste

Overall, EDB recorded a Waste Disposal Index (WDI) of approximately 0.11 kg/person/day in FY2025, representing a 23% reduction from the baseline and a 3% decrease from FY2024.

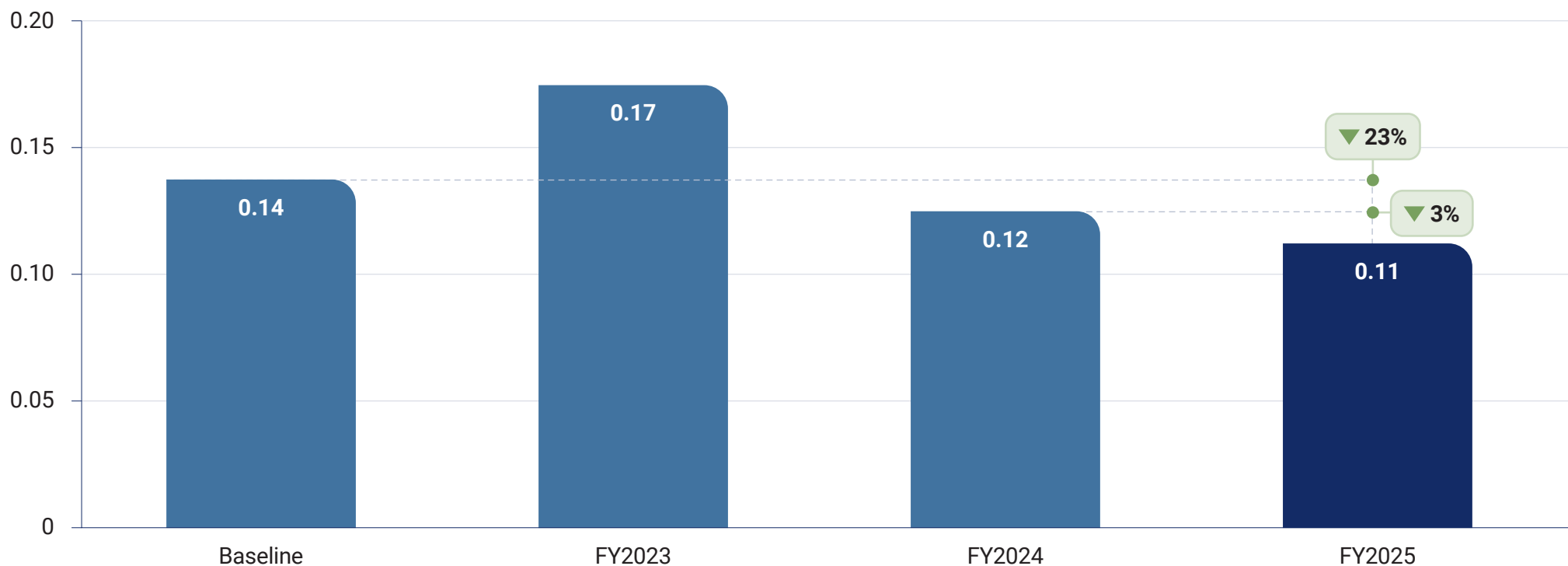
As more employees start to utilise the workplace from 1st January 2027, EDB will continue to monitor waste generation trends and identify opportunities to further reduce waste and improve resource efficiency.

GreenGov.SG Target: 30% reduction in WDI by 2030, compared with 2022 levels



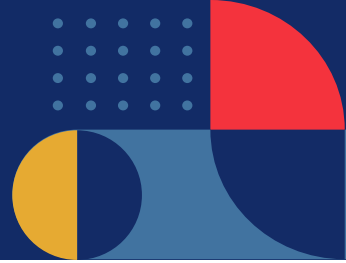
Waste Disposal Index (WDI)

(kg/person/day)





Social



Employment

EDB recognises that its employees are central to its mission of supporting Singapore's economic development. Attracting, developing, and retaining talent is essential to driving innovation and sustaining organisational excellence, and EDB is committed to creating an environment where employees can contribute meaningfully and grow professionally.

EDB's employment practices are guided by employment legislation, public sector guidelines and workplace requirements in Singapore. Beyond compliance, EDB designs HR policies and development initiatives that are fit-for-purpose, equipping employees with the capabilities needed to meet the evolving demands of the organisation and the industries it supports. This also includes areas such as competitive remuneration, workplace fairness and employee wellbeing.



EDB officers at the 2026 Mid-Year Refresh

Training and Education

The pace of technological, economic and industry change continues to shape the capabilities required across the workforce. EDB supports the continuous learning and development of our employees through a range of opportunities designed to help employees deepen existing expertise and build new skills relevant to their roles.

EDB adopts a performance-led learning and development approach which emphasises on-the-job training, coaching/mentoring and structured learning. Development opportunities are embedded throughout an employee's career journey through assignments, job rotations and secondments.



Learning Day

In FY2025, EDB organised **Learning Days** covering topics such as Sustainability, Artificial Intelligence (AI), well-being and industry development. These sessions provided employees with opportunities to broaden their understanding of emerging trends and stay informed of developments relevant to EDB's priorities.



Social

Employees also receive regular performance and career development reviews, supported by feedback from supervisors and leaders as they build their career pathways at EDB.

These initiatives attract talent, foster a culture of continuous learning, and strengthen EDB's value proposition as an employer of choice.



Teamwork in action: New hires in EDB's Associate Programme

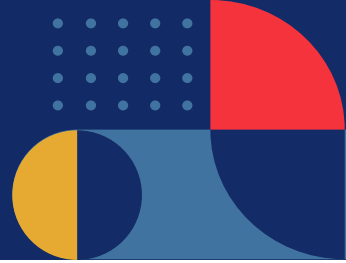
Occupational Health and Safety

Employee wellbeing and workplace safety are important considerations in supporting EDB's people and operations. EDB maintains workplace health, safety and wellbeing policies and practices to provide employees with a safe and conducive work environment. These policies and practices are reviewed regularly to ensure continued alignment with applicable laws, public sector requirements, and evolving organisational priorities.

EDB's workplace health and safety policies cover areas such as workplace accident coverage and the management of workplace hazards within its offices. These policies provide employees with guidance and support on workplace safety matters and are readily accessible via the intranet.



Governance



As a public agency, EDB is guided by principles of accountability, integrity and responsible stewardship in the conduct of its operations. Governance policies, processes and oversight practices support sound decision-making and the delivery of EDB's mandate.

Anti-corruption

EDB adopts a zero-tolerance approach towards all forms of corruption and is committed to conducting its operations with integrity, transparency, and accountability.

Anti-corruption requirements are supported through policies, procedures, internal controls, training and periodic audits. These measures provide guidance on areas such as conflicts of interest, gifts and hospitality, and expected standards of conduct, to inculcate ethical decision-making and compliance with applicable laws, regulations and public sector requirements.

All employees complete training on these policies as part of the onboarding programme, and the training is refreshed annually through mandatory quizzes.



Employees engaged in a professional discussion

Framework and Practices

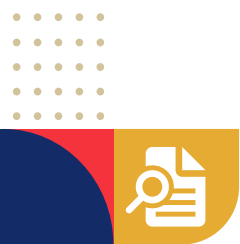
EDB has established governance policies, processes and internal controls to drive compliance with applicable regulatory requirements and public sector policies.

Risk management processes support the identification, assessment and management of organisational risks, while policies and procedures are reviewed periodically to remain relevant to operational and regulatory requirements. EDB also considers the potential impacts of its policies, programmes and stakeholder engagements as part of its decision-making processes and ongoing review of organisational practices.

These principles are extended to how EDB conducts its operations and engages our suppliers. EDB incorporates sustainability considerations into its procurement practices, in alignment with Whole-of-Government procurement requirements. Relevant environmental and social criteria are considered where appropriate in the selection of suppliers and service providers. For certain events-related procurements conducted through tender or quotation exercises, up to 10% of evaluation points may be allocated to environmental sustainability considerations. As an example, this approach was applied in the procurement of catering services for EDB's participation in Singapore Airshow 2026.

Employees are expected to conduct themselves in accordance with EDB's policies, code of conduct and applicable public sector requirements, and to act with integrity in the course of their work.

EDB provides channels for employees, partners, and stakeholders to seek advice, raise concerns, or report suspected misconduct. These include a whistleblowing platform and internal feedback and grievance mechanism. Reports are managed in accordance with established procedures and appropriate confidentiality safeguards.



GRI Content Index

Statement of use: Economic Development Board (EDB) has reported with reference to the GRI Standards for the period 1 April 2025 to 31 March 2026.

GRI 1 used: GRI 1: Foundation 2021

GRI Standards	Disclosure Number	Disclosure Title	Location
General Disclosures			
GRI 2 (2021): General Disclosures	2-1	Organisational details	About This Report, page 3 About EDB, page 5
	2-2	Entities included in the organisation's sustainability reporting	About This Report, page 3
	2-3	Reporting period, frequency and contact point	About This Report, page 3
	2-4	Restatements of information	About This Report, page 3
	2-5	External assurance	About This Report, page 3
	2-6	Activities, value chain and other business relationships	Annual Report
	2-9	Governance structure and composition	EDB Official Website, Our Team
	2-10	Nomination and selection of the highest governance body	As EDB is a statutory board, the Board of Directors is appointed by the Government
	2-11	Chair of the highest governance body	EDB Official Website, Our Team
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, page 6
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance, page 6



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GRI Standards	Disclosure Number	Disclosure Title	Location
General Disclosures			
GRI 2 (2021): General Disclosures	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, page 6
	2-15	Conflicts of interest	Governance, page 18
	2-17	Collective knowledge of the highest governance body	Sustainability Governance, page 6
	2-22	Statement on sustainable development strategy	Chairman's Message, page 4
	2-23	Policy commitments	Chairman's Message, page 4
	2-24	Embedding policy commitments	Chairman's Message, page 4
	2-25	Processes to remediate negative impacts	Governance, page 18
	2-26	Mechanisms for seeking advice and raising concerns	Governance, page 18
GRI 3 (2021): Material Topics	3-1	Process to determine material topics	ESG Focus Areas, page 7
	3-2	List of material topics	ESG Focus Areas, page 7
Energy			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Energy, page 9
GRI 302 (2016): Energy	302-1	Energy consumption within the organisation	Energy, page 9
	302-3	Energy intensity	Energy, page 9
	302-4	Reductions in energy consumption compared to baseline year	Energy, page 9



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GRI Standards	Disclosure Number	Disclosure Title	Location
Emissions			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Emissions, page 11
GRI 305 (2016): Emissions	305-1	Direct (Scope 1) GHG emissions	Emissions, page 11
	305-2	Energy indirect (Scope 2) GHG emissions	Emissions, page 11
	305-5	Reduction of GHG emissions	Emissions, page 11
Water and Effluents			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Water, page 12
GRI 303 (2018): Water	303-1	Interactions with water as a shared resource	Water, page 12
	303-2	Management of water discharge-related	Water, page 12
	303-3	Water withdrawal	Water, page 12
Waste			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Waste, page 13



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GRI Standards	Disclosure Number	Disclosure Title	Location
Waste			
GRI 306 (2020): Waste	306-1	Waste generation and significant waste-related impacts	Waste, page 13
	306-2	Management of significant waste-related impacts	Waste, page 13
	306-3	Waste generated	Waste, page 13
	306-4	Waste directed to disposal	Waste, page 13
	306-5	Waste directed from disposal	Waste, page 13
Employment			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Employment, page 16
Occupational Health and Safety			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Occupational Health and Safety, page 17
GRI 403 (2018): Occupational Health and Safety	403-1	Occupational health and safety management system	Occupational Health and Safety, page 17
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page 17
	403-3	Occupational health services	Occupational Health and Safety, page 17



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GRI Standards	Disclosure Number	Disclosure Title	Location
Occupational Health and Safety			
GRI 403 (2018): Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page 17
	403-5	Worker training on occupational health and safety	Occupational Health and Safety, page 17
	403-6	Promotion of worker health	Occupational Health and Safety, page 17
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page 17
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety, page 17
Training and Education			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Training and Education, page 16
GRI 404 (2016): Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education, page 16
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Education, page 16
Anti-corruption			
GRI 3 (2021): Material Topics	3-3	Management of material topics	Anti-corruption, page 18



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