

Sustainability Report 2023

Empowering a Sustainable Tomorrow, Today.



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About this Report

Our Commitment to Sustainability

At EDMI, we demonstrate our commitment to sustainability with the release of our first Sustainability Report. This report covers the period from 1 January 2023 to 31 December 2023, with reference to GRI 2021 Universal Standards. In this report, we outline:

- our Sustainable Development Framework, identifying the key material sustainability topics in our operations.
- our approach to Stakeholder Engagement and Sustainability Governance.
- three core pillars of our Sustainability Strategy: Environmental Responsibility, Social Inclusion and Strengthen Governance.

Scope of this Report

This report covers the performance of EDMI's operations across its five main entities, namely EDMI Limited (Singapore), EDMI Electronics Sdn. Bhd. (Malaysia), EDMI (Shenzhen) Co., Limited (China), EDMI Europe Limited (UK) and EDMI Pty Ltd (Australia)¹. For the purposes of this report, we will refer to them respectively as Singapore, Malaysia, China, UK and Australia.

This Sustainability Report is issued on 20 August 2024 with the approval of the Group CEO. No external assurance was sought for this inaugural report.

With this report, we aim to keep our stakeholders, including investors, suppliers, customers, and employees updated about our progress in achieving our sustainability objectives. As we are continually dedicated to improving

our performance and reporting, we welcome feedback and questions about our sustainability practices.

Feedback may be sent to us at: sustainability@edmi-meters.com



¹ EDMI has additional subsidiaries in China and Australia, which are not covered in this report. All references in this report to EDMI China and EDMI Australia refer only to its entities in Shenzhen and Brisbane respectively. For a full list of EDMI's entities and subsidiaries, please refer to <https://www.edmi-meters.com/about/globalpresence/offices-manufacturing-research-and-development>.

CEO's Message



To All of Our Valued Stakeholders,

I am pleased to present EDM's inaugural Sustainability Report, a testament to our commitment to environmental stewardship, social responsibility, and financial success through delivering societal benefit. As we navigate an era marked by unprecedented global challenges, sustainability has emerged as a cornerstone of our business strategy and a guiding principle for our actions.

At EDM, we understand that sustainability is not just a buzzword but an imperative for the world and for our organisation. It is a global initiative that transcends borders and industries, shaping the way we conduct our business and interact with our customers, partners, and other stakeholders. We recognise the interconnectedness of social, economic, and environmental factors and pledge to align every aspect of our operations with these principles.

EDM started its sustainability journey in October 2022, aligning with our parent company Osaki's materiality goals published in May 2022. This strategic alignment has provided us with a clear roadmap for integrating sustainability into our operations and guiding our decision-making processes. In 2023, EDM intensified our focus around embedding sustainability into our processes, laying a solid foundation for our strategic work in this area.

As we embark on this journey, we remain steadfast in our support for the twelve principles of the UN Sustainable Development Goals, with particular emphasis on goals No. 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities), 12 (Responsible Consumption and Production), and 13 (Climate Action). We recognise the urgent need to address climate change and its impacts on our planet. Through our Smart Metering Solutions, we empower our customers to enhance their energy efficiency, reduce greenhouse gas emissions, and enable the transition to renewable energy sources.

This report serves as a milestone in our sustainability journey, marking our commitment to transparency and accountability. It provides an overview of our sustainability initiatives, progress, and future aspirations. We invite you to join us on this journey as we strive to create a more sustainable future for generations to come.

In closing, I would like to express my gratitude to our employees, customers, partners, and other stakeholders for their unwavering support and collaboration. Together, we can drive positive change and build a more sustainable world.

Sincerely,

Roy Kirsopp
Group CEO at EDM

About EDM I

Our Purpose

Founded in 1978, EDM I is a leading provider of smart metering solutions worldwide. EDM I is focused on designing, developing, and manufacturing innovative, technologically advanced energy and water meters, as well as metering systems for the global utility industry.

As the global demand for smart, more sustainable energy and water solutions arises, EDM I's solutions aim to increase efficiency, reduce energy and water usage, promote clean energy, and drive sustainable practices for our customers.

Our Smart Metering Solutions

EDM I's smart metering solutions encompass a comprehensive range of high quality and reliable metering devices for electricity, gas and water, as well as advanced infrastructure and energy management systems. Through our smart metering, we provide scalable and future-proof solutions tailored to the electricity, gas and water industries, establishing ourselves as a trusted partner to many of the world's leading utility businesses. In doing so, we enable our customers to enhance their energy and water management, helping them support their end-users in reducing their environmental impact. EDM I is owned

by Osaki Electric Co., Ltd., a Japanese metering provider listed on the Prime Market of the Tokyo Stock Exchange. EDM I has provided over 34 million smart metering devices in over a hundred countries, including key markets in Asia, Australia, New Zealand, Europe, Middle East and Africa. EDM I owns and maintains manufacturing facilities at strategic locations in Senai, Malaysia and Shenzhen, China. Furthermore, EDM I collaborates with multiple manufacturing partners globally to fulfil the diverse requirements of our customers in a timely manner. More information about EDM I's economic performance can be found in the [Osaki Financial Report](#) and the [Osaki Group Integrated Report](#).



No. of
employees

993

(All EDM I Group
as of Dec 2023)²



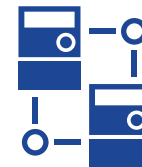
No. of
customers

1,200+



No. of
suppliers

300+



No. of smart metering
devices installed

34 million



No. of smart meters connected
to EDM I Software Systems

6.5 million

² EDM I Group has 993 employees in total, with 817 in the five entities covered in this report, as mentioned on page 3.

Our Values

Aspiring to be a Global Energy Solution Leader, EDMI's Company Values 'OneEDMI' challenges itself to harness advanced technologies, create new values, and shoulder responsibility for fostering a better society through our energy and water solutions.

Our company values serve as guiding principles, fostering a lean-agile, high-performance culture that drives ethical business outcomes while building rewarding careers for our people:



Customer Focus

Our customers are partners; work with them. Their current and future needs shape our own future.



Show Trust & Respect

Act with integrity and behave responsibly. Earn trust by treating customers, suppliers and colleagues with the same respect you would want yourself.



Be Accountable

Hold ourselves and others accountable for contributing to our common goals. Take ownership and feel empowered in everything you do.



Collaborate & Learn

Proactively offer and ask for help, not just locally but regionally. Share experiences and learn from each other.



Embrace Change

Be open-minded and positive. Change is always with the intention of improvement. A little change can sometimes make a big difference.



Be Passionate

Be curious, be innovative. Have passion for the work we do, the customers we serve and the future we can create together.

As part of the Osaki Group, EDMI adheres to the Osaki Group's Charter of Corporate Behaviour, further reinforcing our commitment to ethical business practices and responsible corporate citizenship.

Our Role in the Industry

EDMI actively engages in various industry committees and working groups to advance energy and water measurement technologies and standards. This involvement includes participation in international bodies such as the International Electrotechnical Commission (IEC), where EDMI contributes to the development of standards and best practices. Our participation in these associations underscores our commitment to industry collaboration, innovation, and sustainability.

Our Key Sustainability Achievements for FY2023

In this inaugural sustainability report, EDM I proudly presents its progress and achievements in sustainability throughout the year 2023. As a testament to our commitment to corporate responsibility and environmental stewardship, we embarked on our first sustainability reporting initiative, marking a significant milestone in our journey towards a sustainable future.

October 2022

Setting the Stage: Prior Initiatives and the Establishment of the Sustainability Taskforce

Before October 2022, EDM I had already undertaken various initiatives in areas such as Human Rights, Environmental, Health, and Safety. Additionally, it was in October 2022 that we took a decisive step forward by establishing the Sustainability Taskforce, comprising passionate individuals from diverse backgrounds across the organisation. This taskforce became the driving force behind our sustainability initiatives in the subsequent year of 2023, introducing a more structured and enhanced approach to our sustainability journey.

Beginning 2023

A Landmark Initiative: Embarking on the First Sustainability Report

As part of our commitment to transparency and accountability, we embarked on our first sustainability reporting endeavours in 2023. This milestone underscores our pledge to openly communicate our sustainability performance, challenges, and aspirations to our stakeholders.

Across 2023

Milestones of Progress: Achievements in 2023

Throughout the year, EDM I achieved significant milestones that propelled us closer to our sustainability goals:

- 1. Integrating Sustainability into the Supply Chain:**
We introduced sustainability requirements into our supplier code of conduct, fostering responsible practices across our supply chain.
- 2. Measuring and Managing Greenhouse Gas Emissions:**
EDM I initiated the collection of comprehensive greenhouse gas emission data, laying the foundation for ISO14064 certification on Greenhouse Gas Emissions and demonstrating our commitment to reducing our carbon footprint.
- 3. Exploring Sustainable Solutions in Circular Design:**
We conducted a feasibility study on design for recycling and reducing material/resource usage, identifying global recycling challenges and potential solutions.
- 4. Championing Human Rights and Diversity:**
We published a robust statement on Human Rights and Diversity, Equity, and Inclusion (DEI), reaffirming our dedication to creating an inclusive and equitable workplace for all.
- 5. Promoting a Culture of Safety and Environmental Responsibility:**
EDM I launched a global Environment, Health, and Safety (EHS) campaign, accompanied by sustainability awareness training, to instil a culture of safety and environmental stewardship among our employees worldwide.
- 6. Integrating Sustainability into Governance and Risk Management Frameworks:**
We developed sound policies and standard operating procedures to govern our sustainability practices effectively. Moreover, the incorporation of pertinent environmental, social, and governance considerations into our enterprise risk management program has strengthened our capacity to recognise, evaluate, and address sustainability-related risks.
- 7. Enhancing Assurance and Transparency:**
EDM I adopted a combined assurance model, integrating internal and external audit processes with a whistleblowing policy/line, to strengthen accountability and transparency in our sustainability governance.

Towards a Sustainable Future

The achievements of 2023 reflect EDM I's steadfast commitment to sustainability and corporate responsibility. As we move forward, we remain dedicated to advancing our sustainability agenda, driving positive environmental, social, and governance outcomes, and contributing to a more sustainable and equitable world for generations to come.



Constructing Our Sustainable Development Framework



Constructing Our Sustainable Development Framework

EDMI's Sustainability Framework

As a member of the Osaki Group, EDMI actively contributes to group-level sustainability efforts.

We echo Osaki Group's dedication to transparency and effective climate-related financial disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). By following these guidelines, EDMI enhances its reporting practices, providing stakeholders with comprehensive insights into the company's climate-related risks and opportunities.

Since 2022, the Osaki Group, including EDMI, has actively participated in the CDP. This initiative underscores our commitment to measuring and managing our environmental impact, as well as our willingness to transparently disclose our progress to stakeholders. Through CDP submissions, EDMI contributes to broader industry benchmarks and demonstrates its dedication to environmental stewardship.

Additionally, we follow globally recognised ESG standards and frameworks to identify industry sustainability developments or risks. We assess our performance against the Sustainability Accounting Standards Board (SASB), World Economic Forum's Global Risk Report and MSCI Industry ESG Materiality Map 2023 for the purpose of our operations and sustainability reporting.



Topic Prioritisation and Stakeholder Engagement for Materiality Review

At EDMI, we treat sustainability as an evolving journey, and as such, we are committed to assessing and adapting our ESG (Environmental, Social, and Governance) objectives regularly to reflect changes in our business landscape, regulatory environment, and stakeholder expectations.

<p>We assess our performance against globally recognised ESG standards and frameworks to identify industry sustainability developments or risks, as well as further building on standards utilised by Osaki Group which has been embedded into our strategy.</p>	<p>We monitor international and relevant national regulatory and reporting requirements, recognising the dynamic nature of the sustainability landscape and the importance of compliance.</p>	<p>We examine sustainability disclosures from industry peers to allow us to benchmark our performance and identify areas for improvement, ensuring our practices are in line with industry best practices and expectations.</p>	<p>We recognise the role of stakeholder engagement in informing our materiality assessments, particularly regarding sustainability-related issues. One such example is integrating employee feedback into our annual surveys, serving as a cornerstone for understanding and prioritising material sustainability topics within the organisation.</p>

The insights gathered from this comprehensive assessment process inform our sustainability strategy, our core ESG pillars, and our disclosures. By incorporating feedback from external stakeholders and leveraging the expertise of our internal team, we ensure that our ESG objectives are relevant, ambitious, and aligned with the evolving expectations of our stakeholders, forming a complete assessment of our materiality topics for disclosure.



EDMI's Material Topics

Environmental Responsibility		Social Inclusion		Strengthen Governance
Material Topic		Material Topic		Material Topic
Energy		Inclusivity, Diversity and Equal Opportunity		Corporate Governance
Emissions		Community and Customer Engagement		Regulatory Requirements
Water and Effluents		Occupational Health and Safety		
Waste		Security and Data Privacy		
Training and Education				
Materiality Goal 1: Minimise Environmental Impact 	Materiality Goal 2: Contribute to Sustainable Cities and Communities 	Materiality Goal 3: Respect for Human Rights 	Materiality Goal 4: Create a Diversified Workplace and Foster a Social Issue-Solving Culture 	Materiality Goal 5: Strengthen Governance

EDMI's Sustainability Strategy

At EDM, our Sustainability Strategy is founded on three core pillars: Environmental Responsibility, Social Inclusion, and Strengthen Governance Conduct. These pillars guide our actions and decisions as we strive to create value for our stakeholders while contributing to a sustainable future.

EDMI has set 5 Materiality Goals with prioritised key strategies to solve various social issues and grow sustainability with society.

To employ a robust and comprehensive approach to setting our priority ESG objectives based on our Materiality Goals, our sustainability framework set across our operations is based on the principles outlined by the United Nations Sustainable Development Goals (SDGs), a globally recognised framework for addressing the most pressing social, economic, and environmental challenges facing our planet.


EDMI's smart metering solutions play a crucial role in building smarter, more sustainable cities. By enabling efficient energy and water management and promoting conservation behaviours, we contribute to the development of resilient and liveable communities.

Human rights considerations are integrated into our business operations and decision-making processes. We conduct regular human rights impact assessments, engage with stakeholders to address grievances, and uphold labour rights throughout our supply chain.

Stakeholder Engagement

In our pursuit of sustainable business practices, stakeholder engagement is a cornerstone of our operations. We strive to foster meaningful relationships with our customers, suppliers, and employees, who play vital roles in our business ecosystem.

Through transparent communication, active listening, and collaboration, we strive to address the needs, concerns, and expectations of our stakeholders while aligning our business practices with sustainable development goals.

Stakeholder	Platform and Frequency	Key Topics Addressed
Customers 	Day-to-day engagement, continuous	Regular communication with customers for dialogue on sustainability topics as they arise, along with operational matters such as deliveries, firmware updates, and refurbishment.
	Weekly or fortnightly governance meetings (varies by region)	Meetings focus on operational matters with occasional discussion of sustainability-related concerns.
	Biannual conference, customer events and monthly meetings (varies by region)	Events align with policies and values, addressing sustainability aspects like environmental practices regarding EDMI, governance, and industry policies.
	Quarterly/Annual ISO9001 customer survey	Surveys provide feedback on customer satisfaction and areas for improvement, including sustainability.
Suppliers 	Quarterly supplier engagement	Currently covers issues on performance, business updates, and improvement projects. Future plans include integrating sustainability topics into discussions to enhance supplier sustainability.
	Annual/Biannual key management level engagement	Key supplier management level engagement ensures alignment of supplier performance with business goals and objectives.
Employees 	Annual employee engagement survey	To ensure employee well-being, job satisfaction, and engagement; gather feedback on workplace policies, practices, and culture; foster a sense of belonging and alignment with organisational goals. Feedback obtained from surveys guides organisational improvements, including sustainability initiatives. The questionnaires cover the areas of Vision, Planning Activity, Culture, Engagement, and Leadership Impact.

Continued on the next page

Stakeholder	Platform and Frequency	Key Topics Addressed
Employees 	Annual/Biannual global town hall meeting	<p>Online townhall sessions are organised to disseminate essential business updates, encompassing challenges, opportunities, and strategies for sustained growth, directly from the management team to all employees. These sessions facilitate interactive discussions and include a dedicated Questions and Answers segment, fostering engagement and aligning goals across the organisation while nurturing collaboration.</p> <p>Additionally, individual entities conduct more frequent engagement sessions with their respective regional management teams, ensuring localised focus and connectivity.</p>
	Employee reward and recognition program	<p>To acknowledge and reward outstanding performance in alignment with the company value "OneEDMI". It encourages all employees to nominate deserving candidates for quarterly and yearly awards. The program aims to recognise and reinforce OneEDMI values, engage employees in individual and team growth, and contribute to attracting and retaining talent by communicating the program as part of the company's Employee Value Proposition.</p>
	Employee reward and recognition platform (day-to-day)	<p>Implemented a global employee reward and recognition platform to facilitate the acknowledgment of achievements, encourage collaboration, and enhance employee morale. Through the platform, employees can easily recognise the hard work and dedication of their peers, regardless of location, by awarding points that accumulate towards meaningful rewards. This fosters a culture of appreciation and teamwork, promoting a positive work environment where individuals feel valued and motivated to excel.</p>





Strengthen Governance



Strengthen Governance

The management team at EDM I has undergone internal Sustainability Awareness training, which was specifically developed by our Taskforce. This training initiative was tailored to address the unique needs and challenges of our organisation, equipping our management team with the knowledge and skills necessary to drive sustainability initiatives effectively.

As part of the Osaki Group, EDM I adheres to the Osaki Group's Charter of Corporate Behaviour, further reinforcing our commitment to ethical business practices and responsible corporate citizenship. The ultimate governing body of EDM I is the Osaki United International (OUI) Board, which consists of four Osaki Electric board members who were appointed at the General Meeting of Shareholders of Osaki Electric, and one local member who was appointed and acknowledged at the board meeting of Osaki Electric. The Board meets on a monthly basis to discuss key areas encompassing strategic planning, financial oversight, risk management, governance, legal and regulatory compliance and succession planning.

EDM I has implemented a Code of Conduct that applies to all employees, encompassing guidelines for ethical behaviour, including management of conflicts of interest both within and outside the Group. This code also outlines policies regarding the acceptance of gifts, hospitality, or any other favours, which each employee is required to adhere to strictly.

Simultaneously, we expect our suppliers to establish internal procedures within their organisations, promoting a zero-tolerance stance towards bribery and corruption, as well as the prevention of conflicts of interest or the offering of excessive gifts and entertainment. The Code of Conduct is disseminated to all employees (including all Directors) to ensure adherence to compliant practices and behaviours.

Sustainability Governance

Roles and responsibilities pertaining to sustainability are delegated to the Sustainability Taskforce. This Taskforce is tasked with overseeing the development, implementation, and monitoring of Sustainability strategies and initiatives across the organisation. By delegating these responsibilities, the leadership ensures focused attention on sustainability matters, allowing for dedicated expertise and oversight.

The management team at EDM I has undergone internal Sustainability Awareness training, which was specifically developed by our Taskforce. This training initiative was

tailored to address the unique needs and challenges of our organisation, equipping our management team with the knowledge and skills necessary to drive sustainability initiatives effectively. By participating in this training program, our management team demonstrates their commitment to advancing sustainability goals and integrating sustainable practices into our business operations.

Corporate Governance

Corporate governance and risk management are core to EDM I's responsibilities to our stakeholders and maintaining our reputation. EDM I's risk management involves identifying, analysing, and responding to actual or potential risks across departments and committees. As a result, we have created extensive company-wide risk maps and responsive strategies, including mitigation and action plans. We strive for sustainable growth while maintaining a strong focus on accountability and transparency.

Whistleblowing

EDM I's whistleblowing policy facilitates the attainment of the highest standards of corporate governance. Where there are unethical or fraudulent practices requiring prompt remedial action and damage control, employees are encouraged to submit confidential or anonymous concerns or complaints regarding accounting, internal controls, audit or compliance irregularity, illegal or unethical behaviour through our Whistle Blower channel,



without fear of dismissal or retaliation. All complaints received through the Whistle Blower channel are received directly by Osaki United International's (OUI) Internal Audit Division, which is under direct control of the Chief Executive Officer of OUI.

Code of Professional Conduct and Business Policy

EDMI's Code of Professional Conduct and Business Policy defines the guidelines in dealing with business operations with both internal and external customers. This Code aims to promote standards of personal and professional integrity, honesty, and values for every employee as individuals and members of the Company.

Anti-bribery and Corruption

EDMI and its subsidiaries adopt a zero-tolerance approach to bribery and corruption. We are committed to complying with all applicable anti-bribery laws and regulations across the countries and jurisdictions within which we conduct business, including the Singapore Prevention of Corruption Act, the United Kingdom Bribery Act 2010 and the United States Foreign Corrupt Practices Act 1977. As part of our Anti-Bribery Policy, we prohibit bribery of any form. The policy seeks to create an effective anti-bribery program through numerous measures, by mitigating the risk of bribery, strengthening the reputation of the Company, raises credibility with key stakeholders and supporting the commitment to honest and responsible behaviour among its stakeholders.

As part of our onboarding process for all managers and executives, we require them to go through our anti-bribery and corruption policy, as well as our code of professional conduct. All business partners are required to submit a declaration that they comply with our anti-bribery and corruption policy and our business partner code of conduct on an annual basis.

Supplier Code of Conduct

Our engagement policy with our suppliers is based on our Supplier Sustainability Management Policy. We communicate with our suppliers the expectation that they understand, acknowledge and comply with EDMI's Business Partner Code of Conduct, demonstrate the highest standard of integrity and ethical conduct in all business activities, and act in an environmentally responsible manner. This includes taking measures to minimise their impacts on climate change and reduce environmental pollution. Our engagements and assessments of suppliers are based on a risk-based approach characterised by the following elements:

- A systematic approach to categorise suppliers based on supplier sustainability risk assessment
- Clear commitments from suppliers in terms of acknowledgment to comply with EDMI's Business Partner Code of Conduct
- Prioritisation of suppliers with high-risk profiles in terms of monitoring to ensure compliance with EDMI's Business Partner Code of Conduct such as supplier audits

Regulatory Requirements

EDMI works to fulfil its responsibilities to respect and comply with the laws and regulations of the jurisdictions it operates in, together with our internal policies and procedures. EDMI regularly updates its policies and procedures to keep abreast of the legislations in the countries it operates in, ensuring that we are well-equipped to manage actual and potential impacts to our business operations. We have designed our Sustainability Policy to align our business operations and our mission to provide sustainable energy solutions with current and forthcoming regulatory requirements in the jurisdictions we operate in.

EDMI strives to be a good corporate citizen, balancing every business priority with social, economic and environmental responsibilities, and working with employees and stakeholders to be in harmony with society and the environment in their day-to-day activities. As part of our goal to be a good corporate citizen, our internal policies, such as our Sustainability Policy and Supplier Sustainability Management Policy, incorporates several elements to ensure that business is conducted with integrity and in compliance with all applicable laws and regulations. In 2023, we reported no instances of fines or non-monetary sanctions incurred from non-compliance with environmental and socioeconomic laws and regulations.

For example, we are committed to providing hazardous substance-free products that meet environmental and regulatory requirements. We also ensure that our Human Rights policy conforms to international codes and agreements on human rights, including the United Nations International Bill of Human Rights, the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work.

EDMI also upholds an expectation that our suppliers do not engage or conspire in business conduct and activities that violate competition law or anti-trust regulations applicable to the country of manufacture and sale.





Environmental Responsibility



Environmental Responsibility

EDMI's Management of Environmental Responsibility

For the year of 2023, EDM I demonstrated its commitment to environmental sustainability through targeted initiatives aimed at minimising its environmental impact and promoting energy efficiency across its global operations.

This section on Environmental Responsibility highlights the range of initiatives EDM I has embarked on for the past year aimed at reducing its environmental impact across various facets of its operations. EDM I's focus on energy efficiency, water conservation, waste management, and emissions reduction for its environmental initiatives shape its approach to managing actual and potential future environmental impacts by actively identifying, assessing, and addressing these impacts across its operations.



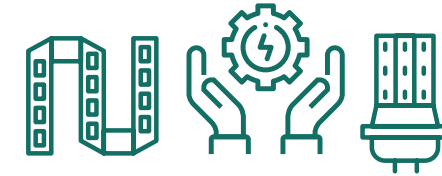
Singapore

In Singapore, EDM I embarked on a significant initiative to replace traditional fluorescent lighting tubes and ceiling downlights with energy-efficient LED alternatives at its facility. With a total of 137 LED lighting tubes and downlights installed, the estimated annual energy savings amounted to an impressive 373.44 kWh compared to the previous fluorescent lighting system. This initiative not only reduced energy consumption through LEDs as more energy-efficient alternatives with a longer lifespan, lasting up to 25,000 to 50,000 hours compared to fluorescent bulbs' 8,000 to 15,000 hours, it also results in lower energy consumption, contributing to a greener and more sustainable environment. Furthermore, EDM I implemented additional energy saving measures by installing motion sensor lights at all staircases, lift lobbies, and toilets to optimise energy usage. In addition to these efforts, EDM I also focused on water conservation by replacing all toilet basin taps with auto sensor taps to minimise water usage.



Malaysia

In Malaysia, EDM I pursued multiple initiatives to enhance energy efficiency and conservation. The replacement of Air Handling Unit (AHU) systems with split-unit air conditioners in non-operational areas such as the Operations office, warehouse office, and QA room marked a significant step towards energy conservation. Additionally, the transition from fluorescent to LED lights further reduced energy consumption, while the replacement of traditional water taps with auto-stop variants minimised water wastage. Notably, these efforts resulted in a substantial average reduction in energy usage per thousand square feet (PTS), from 7.78 kWh in 2022 to 4.57 kWh, i.e. 41% in 2023. Furthermore, the integration of solar street lighting in place of standard streetlights within the premises further underscored EDM I's commitment to renewable energy solutions and sustainability.



United Kingdom

In the United Kingdom, EDM I continued its ongoing initiative to transition all office lighting to energy-efficient LED technology. With a comprehensive plan initiated since the end of 2022, progress was made with 70 out of 185 bulbs already replaced. Additionally, the installation of motion sensors for lighting in certain areas such as meeting rooms ensured that energy was conserved by only illuminating spaces when in use. These measures not only reduced energy consumption but also promoted a culture of sustainability within the organisation.

Minimise Environmental Impact

Energy Consumption

Energy is a pivotal topic for EDM I and our stakeholders due to its direct relevance to our core business of developing and providing smart metering solutions. As a developer and provider, EDM I plays a crucial role in enabling energy efficiency and promoting the increased use of clean energy sources globally.

To capture data on electricity consumption, we rely on multiple channels, primarily energy bills and meter readings. Tracking and data collection provides us with the understanding of our electricity consumption patterns and aids in identifying opportunities for future optimisation and efficiency enhancements.

In addition to grid electricity, we collect data on the consumption of non-renewable energy sources, including diesel, petrol, and LNG. By closely monitoring the usage of non-renewable energy sources, we gain valuable insights into our reliance on fossil fuels and identify opportunities to transition towards cleaner energy alternatives.

Electricity consumption within EDM I's operations in kilowatt-hour (kWh)

	2023
Grid Electricity Consumption	5,392,724
Total Electricity Consumption	5,392,724

Fuel consumption within EDM I's operations across entities in litres

Type of Fuel	2023
Petrol	4,831.33
Diesel	2,958.60
LPG	5,048.96
Total	12,838.89

Emission Reduction

To manage emission reductions, EDM I has developed a methodology for GHG inventory data collection, serving as a foundational tool for assessing emissions and informing targeted reduction strategies.

The process of calculating greenhouse gas (GHG) emissions involves the utilisation of conversion factors, primarily centred on the organisation's kilowatt-hour (kWh) grid energy usage across all entities. By multiplying energy usage by specific emission factors, emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous

oxide (N₂O) are quantified. These emissions are then converted into carbon dioxide equivalents (CO₂e) using established Global Warming Potentials (GWPs). This standardisation allows for a uniform measurement of emissions, facilitating easier comparison and analysis across different GHG types.

Our methodology for collecting and calculating our GHG emissions are as follows:

- Calculate the GHG emissions in tons, by type of GHG, by determining how many tons of carbon dioxide was generated by the processes for the defined base year. Afterwards, convert from tons to tons CO₂e.
- Step 1: GHG emission = Usage x Emission factor
- Step 2: CO₂e = GWP x GHG emission (tons)
- Step 3: Sum up all tons of CO₂e for the defined base year.

As a member of the Osaki Group, EDM I actively plays a part in their group-level sustainability efforts. Alongside other members of the Osaki Group, EDM I is committed to aligning its emissions and net-zero targets with the group's submission to the Science-Based Targets initiative (SBTi) by the end of 2024.

Scheduled discussions for goal setting and target establishment in the second and third quarter of 2024 will serve as the initial step in shaping EDM I's emissions reduction strategy.

	2023
Scope 1	
Stationary combustion (tCO ₂ e)	7.57
Mobile combustion (tCO ₂ e)	19.39
Purchased gases (tCO ₂ e)	0.00
Fugitive emissions (tCO ₂ e)	3,518.74
Scope 2 – Electricity	
Scope 2 GHG emissions (tCO ₂ e)	3,722.49

Fugitive Refrigerants

At EDM, we acknowledge that fugitive refrigerants, which result from the release of refrigerant emissions from equipment and manufacturing processes, are potential risk in our sector. We are committed to managing and reducing greenhouse gas emission from refrigerants by employing low-GWP refrigerants. We are pleased to report that our operations have maintained a clean record, with no emissions of ozone-depleting substances.

Water Consumption

As a provider of smart metering solutions, including the latest smart water meter, EDM recognises the critical role water plays in sustainable development. Smart water meters enable water utilities to improve water management, increase efficiency and enhance consumer awareness, ultimately promoting water conservation.

This aligns with EDM's commitment to solutions that contribute to environmental sustainability.

Across our entities in Singapore, China, and Malaysia, EDM's total water withdrawal from third-party municipal sources aligns with the total amount of water discharged, hence reporting a negligible amount of water consumption.

EDM has also noted an absence of priority substances such as pollutants or contaminants that pose significant

risks to human health or the environment and are therefore given special attention for monitoring, regulation, and control in discharged water, indicating compliance with regulatory standards and playing a role in minimising environmental impact.

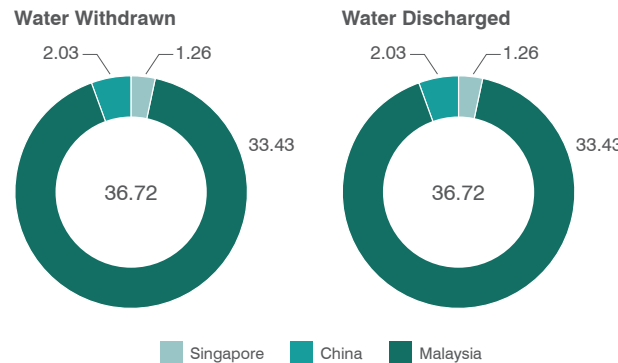
Waste Management

EDM is committed to managing its waste footprint responsibly. This includes implementing policies and procedures to minimise waste generation, promoting recycling and responsible disposal practices, and monitoring waste impacts. EDM closely follows laws and regulations relating to reducing waste in the jurisdiction it operates in, and complies with regulations such as the EU Directive on Waste from Electrical and Electronic Equipment (WEEE).

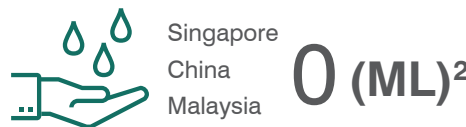
EDM has established internal controls to track waste data across its entities in Singapore, Malaysia, the UK, and China, covering various waste streams such as paper, plastic, electrical waste, scrap metal, general waste, and hazardous waste.

Waste streams are categorised based on their composition and characteristics, distinguishing between hazardous and non-hazardous waste. Hazardous waste includes materials that pose risks to human health or the environment due to their chemical, biological, or physical properties, such as expired flux off, contaminated

Water usage by EDM in 2023 in mega litres (ML)³



Water Consumed



³ For UK and Australia, as they are shared facilities, water consumption cannot be itemised individually for EDM offices.

Hazardous waste management in 2023 (tonnes)

	Tonnes
Hazardous Waste Generated	4
Hazardous Waste to Disposal	4

Non-Hazardous waste management in 2023 (tonnes)

	Tonnes
Non-Hazardous Waste Generated	250
Non-Hazardous Waste to Disposal	239

containers, and oily waste. Non-hazardous waste encompasses materials that do not exhibit hazardous properties and can be disposed of safely through conventional means.

EDMI quantifies the volume and weight of waste generated from each waste stream, utilising standardised measurement of metric tons, monitoring and recording of waste data through public waste disposal channels.

In 2023, EDMI achieved several key milestones in waste management through data collection and monitoring of disposal methods and hazardous waste across its entities in Singapore, Malaysia, the UK, and Shenzhen.

EDMI collects detailed data on non-hazardous waste generated across its subsidiaries. This data encompasses various waste streams, including paper, plastic, electrical waste, scrap metal, and general waste.

Additionally, negligible amounts of hazardous waste were identified in the Malaysia and China entities, consisting of expired flux off, contaminated containers, rags, finger coats, and wipes.

EDMI implements appropriate disposal methods for different types of waste generated in each location. Hazardous waste from the Malaysia entity is collected by a licensed transporter, who sends it to a licensed contractor for disposal. At the contractor's facilities, the waste undergoes segregation based on its chemical content and physical type (liquid/solid) before disposal, which may include methods such as landfilling or incineration. Non-hazardous waste like plastics, cartons, and mixed metals undergo recycling processes, while non-hazardous waste such as general waste and food waste is directed to licensed landfills. In the Singapore entity, non-hazardous waste is disposed to Waste-to-Energy incineration plants and hazardous waste are disposed through licensed toxic industrial waste collectors where the hazardous wastes will be treated at their facilities before discharged, while waste in the UK is disposed of in landfills. Other disposal operations such as recycling is employed in the China, Malaysia, and Singapore entities to manage waste effectively.





Social Inclusion



Social Inclusion

Supporting our People

At EDM I, our people are the heart and soul of our organisation. We recognise the value our employees bring to our business success, and we strive to build a workforce that is future-ready, safe, inclusive and fair for all.

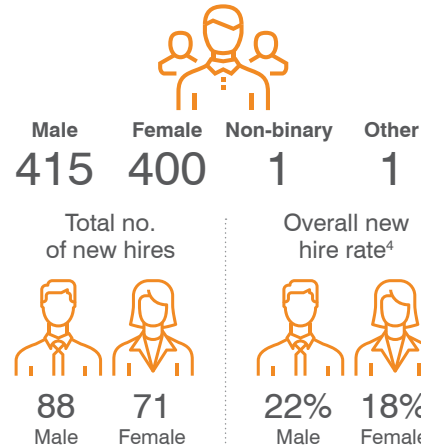
Inclusivity, Diversity, and Equal Opportunity

EDM I maintains a strong responsibility to uphold and protect the human rights of our employees and the communities in which we operate. We strive to build a healthy and safe workplace that embraces diversity and equity to create an inclusive environment. We maintain a global commitment to Diversity, Equity and Inclusion (DEI) as core components of our corporate culture and business practices by which we strive to meet our business objectives in our operations and ultimately, our corporate mission and vision.

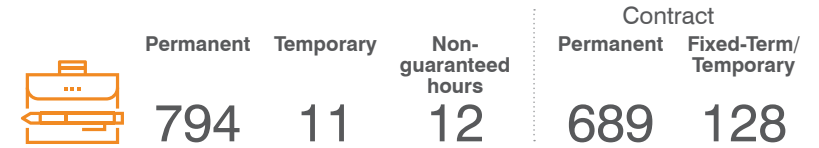
Non-Discrimination

At EDM I, we believe that discrimination is antithetical to our goal to build a safe and inclusive workplace that contributes to our business success. We are always seeking to root out discrimination in our workplace culture and environment. Any form of direct or indirect discrimination to any employee, or harassment, unreasonable treatment or acts that hurt the dignity of any employee is not tolerated within the organisation. We seek to build a culture that does not engage

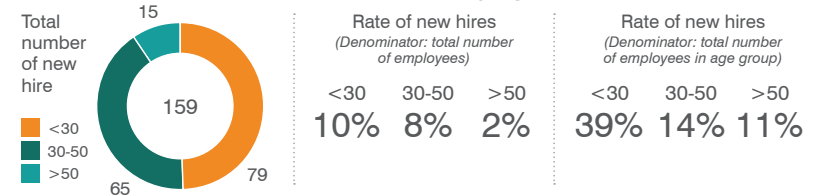
Total number of employees



Total number of employees by employment type



Total new hires by age



in discrimination on the basis of non-job-related characteristics, such as national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, place of birth, social status, or any other basis prohibited by local law.

No Harassment or Unreasonable Treatment

EDM I does not tolerate conduct that violates the dignity of any of our employees, causes physical or mental distress, or creates an offensive working environment. EDM I is committed to ensuring that workplace victimisation or any other unreasonable treatment does not occur to those who raise concerns or complaints regarding discrimination or harassment.

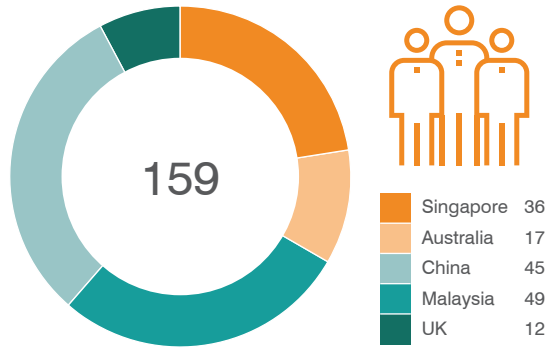
Preventing Modern Slavery

EDM I is fully committed to preventing slavery and human trafficking in our operations and supply chain management. We act to comply with Modern Slavery legislation, including but not limited to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

EDM I actively supports the eradication of modern slavery among its Business Partners by enforcing our EDM I Prevention of Modern Slavery Policy and necessitating their compliance declaration. By utilising training and awareness initiatives, we ensure that employees possess a thorough understanding of their roles and responsibilities in combating modern slavery.

⁴ Denominator: total no. of employees in each gender category.

Total new hires by region



EDMI has a range of initiatives to manage the well-being of employees and to promote position labour relations. We provide full-time workers with a full range of employee benefits, including annual, sick, diversity, parental and long-service leave. EDMI has also implemented flexible, hybrid work-from-home arrangements for employees in its Singapore, UK and Australia entities to encourage better labour productivity, boost employee morale and work-life balance, and to create a supportive and conducive work environment. For example, in the Singapore office, the flexible work arrangement policy allows for heads of departments and managers to plan staggered working hours for employees, taking into account each individual

employee's job nature and personal commitment together with the organisation's operational requirements.

Employee Professional Development

Employees form the human capital of EDMI and are the foundation of our commitment to value creation. Learning, training and professional development are of great significance to meeting these needs and are part of our goal to grow the human capital of our collective workforce.

We promote employee development through a range of measures, including online performance management system for employees to set their annual goals/KPIs, core values and core competencies performance reviews, learning needs analysis and informational sessions hosted by external parties.

EDMI provides training to cater to the needs and competencies of individuals and departments across our global operations. We identify and scope out trainings by

assessing the set of technical skills and competencies to be developed for individual's upskilling and by departmental needs.

EDMI provides employees with learning platforms for employees to tailor their training programmes. For example, in Singapore, the learning management system comprises of about 288 topics for employees, covering areas such as computer literacy skills, product development and programming and coding. We provide flexibility for employees to curate their own development plan to align with their career goals and developments. Our employees in Australia are provided with a learning library consisting of content from over 250 different learning providers, and we provide them with opportunities to participate in external training, including developing technical skills, leadership capability and personal development. To promote the continued growth and development of our employees, we aim to conduct regular performance and career development reviews to all employees.

Training and Education of Employees

Gender	Male	Female	Non-binary	Other	Total
Total number of training hours	5,064	3,625	9	7	7,238
Average training hours per worker per year	12.5	9.1	9	7	8.5

Employee Performance Review

Gender	Male	Female	Non-binary	Other
Number of employees who received a regular performance and career development review	338	338	1	1
% of employees who received a regular performance and career development review ⁵	83.66%	84.50%	100%	100%

Employee Performance Review

Gender	Management (Managerial)	Executives (Non-Managerial)	Non-Executives (Direct)
Number of employees who received a regular performance and career development review	94	295	289
% of employees who received a regular performance and career development review	95%	96%	72%

Gender ⁶	Male	Female
Total number of workers (employees and contractors) ⁷	376	219
Number of work-related fatalities	0	0
Number of non-fatal work-related injuries ⁸	1	2
Number of non-fatal high-consequence injuries	0	0
Number of work-related fatalities as a result of work-related ill health	0	0
Number of non-fatal work-related ill health	0	0

Health and Safety for our Employees

EDMI recognises that workplace health and safety are essential not only to the productivity, recruitment and retention of our fundamental human capital, but also a human right and an obligation towards our employees. We aim to build a safe and healthy workplace that prioritises the well-being of our employees safe and minimises the risks of accidents, injuries or harm to their health.

EDMI prioritises the safety and health of its employees by implementing comprehensive workplace safety and health measures. Through ongoing safety and health education and training programs, EDM I ensures

that its employees are well-informed of the relevant safety protocols and requirements, enabling them to perform their duties safely. Furthermore, EDM I provides necessary safety protections and equipment to safeguard employees from potential hazards.

In addition to physical safety, EDM I also places importance on the well-being of our employees. The company conducts wellness and educational talks to raise awareness about mental health issues, stress management techniques and healthy eating. Recognising the importance of work-life balance, EDM I offers flexible work arrangements to accommodate

employees' needs. These arrangements, such as remote work options or flexible work scheduling, are designed to help reduce stress and improve overall mental health well-being by allowing employees to better manage their professional objectives and personal responsibilities. Furthermore, our flexible benefits policy covers medical treatments such as health screenings, vaccinations and health and optical expenses for our employees.

By prioritising both physical and mental health, EDM I demonstrates its commitment to creating a safe, supportive, and healthy work environment for all employees.

⁵ Individuals who did not receive performance reviews during the reporting period primarily consist of employees who resigned, were newly hired and are still under probation, or direct labour in China.

⁶ Non-binary and Other: 0

⁷ Includes covered workers in the Singapore, Australia, Malaysia, China and UK entities.

⁸ The 3 cases of non-fatal incidents involved cuts in its Australia entity. Zero incidences of work-related ill health or injury across its entities in Singapore, UK, Malaysia and China.

EDMI is accredited for ISO45001 for the Singapore, Malaysia, China, and Australia entities to enhance workplace safety standards, promoting a culture of health and safety among employees, ensuring compliance with relevant regulations, and continually improving occupational health and safety performance.

To ensure that high standards of occupational health and safety are maintained, EDM takes proactive steps to minimise and prevent workplace injuries across its global operations. Identified hazards are contextualised to their specific business unit, including at forklift trucks, laboratory work, and accidents like falls, electric shocks, fire accidents, air compressor explosions and chemical leakages.

EDMI employs a systematic approach to hazard identification and risk assessment. Our approach involves the following steps:



Regular Inspections

Routine inspections of work areas to identify potential hazards and ensure compliance with safety regulations.



Hazard Analysis

Assessing identified hazards to determine their potential impact on employee safety and health.



Risk Mitigation

Implementing control measures to minimise or eliminate identified hazards, including engineering controls, administrative controls, and personal protective equipment (PPE).



Training and Education

Providing comprehensive training programs to educate employees on hazard awareness, safe work practices, and emergency response procedures.



Incident Reporting and Investigation

Establishing protocols for reporting and investigating workplace incidents to identify root causes and prevent recurrence.

By systematically addressing workplace hazards and implementing appropriate control measures, EDM aims to create a safe and healthy work environment for all employees. Continuous monitoring and improvement efforts are integral to our commitment to maintaining high standards of occupational health and safety across our global operations.

At EDM, we prioritise the safety and well-being of our employees by providing a comprehensive array of general and specific work-related hazard training programs. These initiatives aim to minimise risks and ensure that our workforce is well-prepared to handle various situations. Some of the training programs we offer in our Singapore entity include:



CPR and First Aider Training

Equipping employees with the skills and knowledge to provide immediate assistance in medical emergencies.



Safety Committee Training

Educating safety committee members on their responsibilities and safety knowledge to promote a safer work environment.



Hazardous Substances Training

Providing employees with awareness and protocols for handling hazardous materials safely.



Fire Wardens and Emergency Response Team Training

Training designated personnel to respond effectively to fire emergencies and other workplace crises.



Forklift Operations Training

Ensuring proper training and certification for operating forklifts trucks safely.



Workplace Safety and Health Training for Cleaners:

Train cleaners to identify workplace hazards and associated risks, including physical, chemical, biological, and ergonomics hazards commonly encountered in cleaning tasks.



Health and Safety Awareness Online Training (for all EDM group)

Promoting awareness of health and safety principles and best practices through online modules.

Additionally, we offer a range of health services to support the well-being of our employees, including health insurance coverage and health examinations. These services aim to proactively address health issues and promote overall wellness among our workforce.

Supporting our Community

Community and Customer Engagement

EDMI acknowledges the significant impact it makes on the lives of the communities it operates in. We believe that the prospects of EDM I as a company are closely interconnected with the well-being of local communities, and we seek to contribute positively to their socio-economic development, raising our positive impacts while avoiding negative impacts.

EDMI promotes the socio-economic well-being of local communities through a series of charitable and awareness-building campaigns. Two such campaigns that we held in 2023 were for the Fruitful Offices tree planting campaign and supporting the Breast Cancer Awareness month in October in the UK. As part of Fruitful Offices' tree planting campaign, we planted one tree to combat deforestation and offset carbon emissions for every fruit basket ordered through Fruitful Offices. As a result of these efforts, from July to December 2023, we planted a total of 128 trees in Africa. For our efforts for Breast Cancer Awareness month, we held our annual Wear it Pink competition, a pink bake sale, and a charity football match. Together, these efforts helped to raise £1500 in charitable donations. Further to these activities, our UK entity has a Charity Match Policy to promote philanthropic efforts by employees. Under this policy, EDM I will exactly match up to £250 made by permanent employees to eligible beneficiary organisations.

In our Singapore entity, we have also begun supporting social enterprises from raISE Singapore such as iFood Pte Ltd and Boxgreen that are working with beneficiaries such as the ageing population, individuals with special needs and former prison inmates. We extended our support by contributing game booths from our internal company event to Blossom Seeds, a charity dedicated to enhancing social integration among seniors. The game booths were utilised at an event attended by 500 to 600 individuals, enriching the lives of seniors in the Northwest area of Singapore to stay active and healthy lifestyles among seniors during their golden years.

Our employees in Australia took part in a tree planting campaign aimed at saving koalas. Involving 40 of our employees and working with Koala Action Inc, we planted trees used to support endangered koalas whose habitats were under threat from recent and ongoing occurrences of bushfires in Brisbane.

Charity football match in support of Breast Cancer Awareness month at the UK office





Security and Data Privacy

Privacy and Personal Information

EDMI believes in ensuring the privacy of all individuals and will take reasonable care to maintain the privacy and confidentiality of personal data. EDMi, together with its Business Partners, shall comply with the laws and regulations of countries and regions related to protecting personal information, and does not tolerate any unauthorised disclosure or access to personal data unless in accordance with the law. Transparency is fundamental to our approach. We provide individuals with clear and comprehensive information regarding the collection, usage, and sharing of their data. This empowers them to make informed choices and exercise their privacy rights.

Ethical Use of Technology

EDMI and its Business Partners endeavour to account for potential human rights impacts in its use of new and emerging technologies, and will take the appropriate steps to avoid issues pertaining to, amongst others, discrimination and invasion of privacy. We employ robust technical and organisational measures, including encryption, access controls and training, to prevent unauthorised access, alteration, or sharing of personal data.

Recognising the significance of information confidentiality, integrity, and availability, we actively monitor and address cybersecurity risks to protect stakeholders, customers, vendors, and our employees. Our comprehensive incident response plan enables swift action in the event of cybersecurity incidents, limiting damage and safeguarding both data and company interests. Employees are prohibited from disseminating sensitive information without prior authorisation. In our offices, we have taken an extra step to ensure that our Information Security Management System (ISMS) complies with ISO 27001:2013 (International Standard for Information Security Management System), and is regularly reviewed through internal and external audits. Additionally, we foster a culture of security awareness by providing regular training to our employees on how to spot and address security threats. This proactive approach enables us to stay ahead of emerging risk by continually updating our cybersecurity measures.



GRI Content Index



GRI Content Index

Statement of use	EDMI has reported with reference to the GRI Standards for the period, 1 January 2023, to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021

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	2-3	Reporting period, frequency and contact point	About this Report	3
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