



SUSTAINABILITY REPORT 2023

This sustainability report has been reviewed by the Company's Sponsor, Hong Leong Finance Limited. It has not been examined or approved by the Exchange and the Exchange assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

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BOARD STATEMENT

GRI 2-22

Dear Stakeholders,

On behalf of the Board of Directors of Alset International Limited and its subsidiaries (collectively, "the Group" or "Alset"), we are pleased to present the Sustainability Report ("Report") for the financial year ended December 31, 2023 ("FY2023"). This Report details our continued commitment to create long-term, sustainable value for stakeholders through responsible practices.

In FY2023, we continued to strengthen our focus on environmental, social, and governance (ESG) considerations. We believe this focus is not only essential for responsible business practices but also creates long-term value for our shareholders and society.

Here's how we've enhanced our sustainability efforts in FY2023:

- **Deepened Identification and Management:** We've taken steps to identify and manage material ESG factors across our organization. This ensures our strategies proactively address sustainability issues and contribute positively to the communities we operate in.
- **Climate-Related Risk Focus:** We recognize the growing importance of climate-related risks. We've started assessing and incorporating these risks into our decision-making processes, promoting long-term resilience and responsible growth.
- **Transparency and Reporting:** We remain committed to transparency in our ESG efforts. This report details our progress in FY2023, and we are dedicated to annual reporting to keep stakeholders informed.

We believe a strong ESG strategy is vital for a sustainable future for both our company and society. As we strive towards a more sustainable environment, we express our sincere gratitude to our clients, business partners, and shareholders for their continued support. We look forward to collaborating with you as we navigate this journey together.

Mr. Chan Heng Fai

Executive Chairman, Executive Director and Group Chief Executive Officer

ABOUT THIS REPORT

Reporting Period

GRI 2-3

Our Sustainability Report is published on an annual basis. This is the sixth issue of our Sustainability Report and it covers the Financial Year 2023 (“FY2023”), for the period of 1 January 2023 to 31 December 2023.

The ESG data and information provided have been derived from internal data monitoring and verification to ensure accuracy. We reported our data in good faith and to the best of our knowledge. We strive to continuously improve our data collection and reporting process and as the Group continues to grow and diversify its product lines, we will review and extend our reporting scope during each new reporting year, to make the reporting as representative as possible with regard to the Group’s sustainability performance.

Reporting Scope

GRI 2-2

This Report covers sustainability performance across the Group, which includes our businesses in property development and related services (“Property Development”), licensing and distribution of biomedical products (“Biomedical”) and food and beverage (F&B), which accounts for 100% of revenue generated by the Group. The report does not cover the investment business as it does not contribute to the Group’s revenue in FY 2023.

In FY 2023, the Property Development business derived revenue from the Lakes at Black Oak project, and the Food and Beverage business derived revenue from the cafes in Singapore and Korea. Biomedical business derived revenue from membership fees.

The social and governance data in this report cover personnel directly employed by the Group as well as by the F&B establishments. The total number of employees covered in this report is 47 as of 31st December 2023.

The Environmental, Social and Governance data provided in this report covers the following sites and activities:

USA

Property development

- Ballenger Run Project
- Lakes At Black Oak Project
- Alset Villas

Singapore

F&B Business

- Hapi Cafe SG Pte Ltd
- Killiney franchise at 9 Penang Road
- Killiney franchise at PLQ3

Republic of Korea

F&B Business

- Hapi Cafe in Gangnam district

Biomedical Business

- HWH World Inc. (“HWH”)

All significant entities included in the Group’s consolidated financial statement are listed in our FY 2023 Annual Report - please refer to pages 63 to 134 for details of these entities.

Reporting Framework

This Report has been prepared in accordance with Rules 711A and 711B of Listing Manual Section B: Rules of Catalist of the SGX-ST (“**Catalist Rules**”) with references to the guidance set out in the SGX-ST’s sustainability reporting guide under Practice Note 7F of the Catalist Rules. This Report is in line with SGX-ST’s ‘comply or explain’ requirements for sustainability reporting and is prepared with reference to the GRI Sustainability Reporting Standards 2021 (“**GRI**”) and Task Force on Climate-Related Financial Disclosures (“**TCFD**”) recommendations. We have chosen to report using the GRI Standards and included TCFD recommendations as they are internationally recognized reporting frameworks. The chosen framework enables us to provide a broad and comparable disclosure of the ESG performance that aids Alset in presenting a balanced view of the Group’s contributions towards sustainable development. The GRI content index and TCFD content index can be found at the end of this report.

External Assurance

GRI 2-5

While we have not sought external assurance for this sustainability report, we have relied on internal data monitoring and verification to ensure accuracy. The reporting process has gone through an internal review by the internal audit function. We will work towards external assurance for our future sustainability reports. The Group prides ourselves on transparent reporting and endeavors to continuously improve the content and quality of our non-financial disclosures in alignment with the reporting principles of SGX-ST, GRI and TCFD.

There are no restatements of information in this Report.

Format of Reporting

In line with our environmental conservation efforts, we will not be printing any hard copies of this Report. An electronic edition of this Report is made available on the SGXNET and Alset's website.

Feedback

GRI 2-3, 2-26

We welcome and value your feedback on the content of this Report to enable us to improve our policies, processes and performance, as well as to enhance the accuracy, completeness and coverage of our reporting. Please direct your feedback to us at:

- Aileen Ang - Senior Vice President of Corporate Affairs
- aileen@alsetinternational.com

ABOUT ALSET

GRI 2-1, 2-6

Incorporated on 9 September 2009 and listed on the Catalist Board of the Singapore Exchange Securities Trading Limited (“SGX-ST”) since July 2010, Alset is a diversified conglomerate headquartered in Singapore. The Group has extensive experience and a track record in property development projects and has since diversified into a number of different business portfolios. The diversified nature of the Group’s portfolio allows for effective management of exposure to the fluctuations in demand and/or changes in regulations or demand of its core property development business.

Our head office is located in Singapore, we have other global offices in Hong Kong, South Korea and the USA. We serve in the markets of the following countries: Singapore, South Korea and the USA.

In FY2023, the Group’s revenue generating portfolio comprises:

- Property Development
- Biomedical Business
- Food & Beverage (“F&B”) Business

The Property Development segment contributes 95.69% of the Group’s revenue.

There have been no significant changes to the Group’s size, structure, ownership or supply chain.

Property Development Business

Believing in building a green future by delivering innovative and environmentally sustainable designs, we value sustainability as the core of the Group’s success, and we are committed to being an environmentally sustainable real estate developer. Alset EHome Inc (“EHome”) is the real estate development arm of the Group in USA. EHome is principally engaged in developing, selling, managing, and leasing residential properties, providing quality homes with integrated smart technologies at affordable prices.

Biomedical Business

Alset also ventured into its Biomedical business through its subsidiary in 2020, HWH. HWH was incorporated in South Korea in March 2019 and started to conduct the distribution of health and personal care products through network marketing.

We are committed to protect the health and safety of our consumers by distributing safe health and personal care products that are of good quality and nutritional value.

F&B Business

The F&B Business segment continues to grow and contributes to sustainable revenue generation. In FY2023, it contributes to \$1.097 million revenue, compared to \$395,000 from FY2022.

Our F&B division is committed to promote healthy lifestyles and dietary choices. Building on the success of our Killiney Kopitiam outlets at Penang Road and PLQ3, we have expanded our footprint with Hapi Cafés. These cafes, located on Cecil Street in Singapore and within the Gangnam district of South Korea, offer consumers high-quality food and beverages. This aligns with our long-term strategic vision of establishing diversified and recurring revenue streams to fuel sustained growth, while simultaneously contributing to a sustainable future.

The group will continue to expand its business operations by providing quality products and services to more consumers, generating sustainable economic value for its stakeholders. We will continue to explore strategic partnerships and acquisitions to create long-term value for our shareholders.

SUSTAINABILITY AT ALSET

Our Sustainability Reporting Structure

GRI 2-9, 2-10, 2-11,2-12,2-13,2-14, 2-17

Alset is firmly committed to sustainability through a well-defined governance structure. The Board of Directors actively leads our sustainability efforts by formulating comprehensive corporate sustainability strategies and guidelines. These strategies encompass both climate-related risks and opportunities, ensuring long-term value creation. The Board also maintains rigorous oversight of our overall sustainability performance.

All of our Directors have completed at least one of the approved sustainability training courses as required under Catalist Rule 720(6) during the reporting period.

The Board advises and oversees the development of our sustainability strategy and performance targets. Our sustainability strategy is spearheaded by the Sustainability Executive Committee (“**Committee**”). The Committee is responsible for reviewing our sustainability progress, discussing, and coordinating on how the Group can better implement sustainability initiatives and contribute to sustainability efforts. The Committee reports to the Audit Committee, reviews material impacts, considers stakeholders’ priorities, sets targets, as well as collects, verifies, monitors and reports performance data for this report. The Committee members are Mr. Chan Tung Moe, Mr. Alan Lui and Ms. Aileen Ang.

The reporting structure for sustainability matters is presented as follows:



Our Approach to Sustainability

GRI 2-22

Committed to continuous growth and development, we proactively identify emerging trends and developments that translate into strategic business opportunities. Recognizing the evolving business landscape, we leverage sustainability as a key driver to enhance performance. Through a comprehensive materiality assessment, we identify the most significant environmental, social, and governance (ESG) factors impacting our stakeholders and our long-term success. By aligning our sustainability initiatives with both business strategy and stakeholder priorities, we strive to create shared value for all.

Our Sustainability Strategy

Alset takes a four-Pillars approach to sustainability strategy formalised by the Committee. These four material pillars are identified as (1) Corporate Governance, (2) Economic Performance, (3) Environmental Sustainability and (4) Social Responsibility. These pillars, as part of our sustainability strategy and operations, guide us in creating sustainable value for all our stakeholders.

Stakeholder Engagement

GRI 2-16, 2-24, 2-25, 2-29

We actively engage our business partners and stakeholders regularly to keep them abreast of the developments of our businesses. The stakeholder engagement provides valuable information on their needs and concerns, which helps us in offering satisfactory solutions and providing sustainability reporting, particularly in determining the material environmental and social issues. We will continue to engage our internal and external stakeholders more extensively through regular dialogues on an extensive range of topics, using multiple platforms and feedback systems, to identify areas that are material, sustainable and necessary for future development. These stakeholders include our employees, suppliers, customers, regulators, and shareholders.

Stakeholder engagement is central to our sustainability strategy. Through ongoing dialogue (both formal and virtual), we identify key ESG priorities and integrate them into our business practices, fostering mutually beneficial relationships. Open communication allows us to align our sustainability approach with stakeholders' needs, while embedding these commitments throughout our value chain with employees, customers, and suppliers.

	STAKEHOLDERS' EXPECTATIONS/CONCERNS	MODE OF ENGAGEMENT PLATFORM
EMPLOYEES	<ul style="list-style-type: none"> • Safe and conducive workplace • Fair labour practices and compensation • Environmental responsibility 	<ul style="list-style-type: none"> • Trainings • Grievance/ feedback channels • Regular reviews and appraisals • Intranet platform for policies, news and benefits • Provide flexible working arrangements. • Annual Report and Sustainability Report <p><i>Frequency: When necessary</i></p>
CUSTOMERS	<ul style="list-style-type: none"> • Product compliance with all relevant regulations • Timely follow-up on customers' feedback • Ability to offer competitive & cost-efficient solutions which are safe & environmentally responsible • Innovative, quality and safety of products & services • Data Privacy 	<ul style="list-style-type: none"> • Feedback channels such as email and telephone communications • Client meetings and events. • Corporate website, annual reports, emails, newsletters and brochures. <p><i>Frequency: When necessary</i></p>
SUPPLIERS	<ul style="list-style-type: none"> • Clear two-way communication channels • Product safety and quality • Timely feedback regarding materials/ services provided • Regular and punctual payments. 	<ul style="list-style-type: none"> • Inspections and quality site visits • Quotations and requests for proposal • Material specifications discussion meetings • Updates from contractors on project progress through project meetings. • Products updates by suppliers via seminars, products launch events & presentations. <p><i>Frequency: When necessary</i></p>
SHAREHOLDERS & REGULATORS	<ul style="list-style-type: none"> • Sustainable profitability and shareholders' returns • Business strategy and direction • Sound corporate governance and compliance • Transparent & timely communication of information • Long-term growth of business 	<ul style="list-style-type: none"> • Results announcements and news releases • Corporate website and email • Annual general meetings • Period audits & regulatory inspections • Annual Report and Sustainability Report <p><i>Frequency: When necessary</i></p>

Materiality Assessment

GRI 3-1,3-2, 3-3

Identifying Material Sustainability Factors

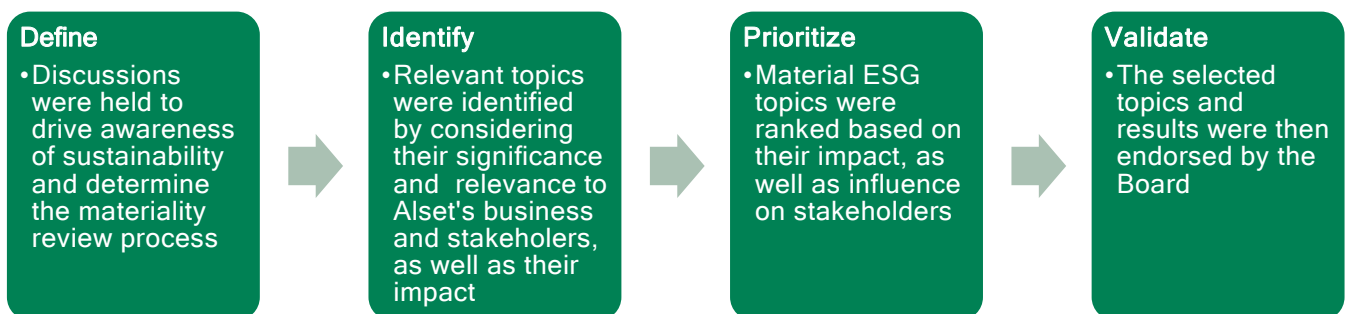
To effectively manage ESG issues, Alset leverages the Global Reporting Initiative (GRI) Standards. This framework guides us in conducting a comprehensive materiality assessment, considering both external and internal perspectives.

Annual Materiality Assessment

Alset performs a materiality assessment annually to identify the most significant sustainability topics for FY2023. This assessment considers several factors, including:

- Our business strategy and its long-term sustainability goals
- Input from key stakeholders
- Our internal processes and practices
- Relevant industry trends
- Potential environmental and social impacts

Senior management evaluates each topic's economic, environmental, and social significance. This ensures alignment with Alset's long-term sustainability vision. Additionally, material topics are reviewed annually to maintain their relevance for both the company and its stakeholders.



Outcome of the Assessment

Through this process, Alset identified ten (10) key topics during the recent review. The Committee subsequently endorsed the identified material sustainability factors, which are listed in the table below.

MATERIAL TOPICS

CATEGORY	TOPIC	STANDARD		ASPECT BOUNDARY
CORPORATE GOVERNANCE	Anti-Corruption	GRI - 205	Communication and training about anti-corruption policies and procedures	Organisation-wide
			Confirmed incidents of corruption and actions taken	
	Risk Management	TCFD	Risk Management strategy and implementation approaches	
ECONOMIC PERFORMANCE	Economic Performance	GRI -201	Direct economic value generated and distributed	
	Indirect Economic Impacts	GRI -203	Significant indirect economic impacts	
ENVIRONMENTAL SUSTAINABILITY	Energy Consumption and Reduction	GRI - 302	Energy	Organisation-wide
	Climate-related Risks and Opportunities	GRI – 305 TCFD	GHG Emissions and Climate-related Risks and Opportunities	Property Development
SOCIAL RESPONSIBILITY	Employment	GRI - 401	New employee hires and employee turnover	Organisation-wide
	Diversity and Equal Opportunity	GRI - 405	Gender and age-based diversity	
	Customer Health and Safety	GRI - 416	Customer Health and Safety	
	Occupational Health and Safety	GRI - 403	Occupational Health and Safety	

The time horizons for target setting in respect to the material topics are (1) short-term: the following FY, (2) medium-term: ongoing and within the next 10 years, (3) long-term: ongoing and beyond the next 10 years.

CORPORATE GOVERNANCE

GRI 2-15, 2-16, 2-23, 2-26, 2-27

Alset is committed to achieve and maintain a high standard of corporate governance and business integrity within the Group.

Alset perceives good corporate governance as a strong foundation for the sustainability of our business. As a public-listed company on SGX-ST, we strive to uphold high standards in corporate governance and business ethics.

Legal Compliance

The Group is proactive in ensuring its compliance with all relevant laws and regulations in Singapore and all the markets we operate in, and has put in place policies and procedures to ensure compliance. The management team is responsible for the review and monitoring of the Group's policies and practices. Non-compliance of relevant laws and regulations or resolutions will be reported to the Board of Directors.

As a publicly listed entity, the Company also ensures that it is in compliance, both in substance and in spirit, with the Listing Rules of the Singapore Exchange Securities Trading (SGX-ST), the Securities and Futures Act, and the Singapore Companies Act.

While we seek to leverage our data to serve our customers responsibly, we adhere and uphold the Personal Data Protection Act 2012 ("PDPA"). Our Data Protection Policy is available on our Company's website at: <https://www.asetinternational.com/privacy-policy>

The Company has not received any correspondence or notifications in relation to any non-compliance of legal and regulatory requirements of any government or regulatory agencies in FY2023. The Audit Committee received no whistle-blowing letters during the year.

Target for FY2023	Performance in FY2023	Medium Term Target
• Zero incident of non-compliance	• Zero incident of non-compliance	• Maintain zero incident of non-compliance

Ethics & Integrity

The Group's Code of Conduct ("Code") serves as a central guide and reference to our employees in ensuring that they understand Alset's expectations and guiding principles for workplace behaviours. Our Code acts as the first line of defense against unethical and corruption acts. Alset does not condone any fraud, corruption and other forms of unethical behaviour or conduct.

We promote an ethical and 'act with integrity' culture throughout the Company. We seek to conduct our business in an ethical manner and be guided by industry best practices. All staff are required to comply fully with the principles set out in the employment contract and the Employee Handbook.

The Employee Handbook details our expected standards of employee's behaviour towards our business partners whom we have business dealings with, to the people in the society whom we serve and towards each other as employees of the Company.

Clear conflict of interest policies and procedures are in place to guide employees (especially those involved in procurement, supplier selection, and partnerships) in declaring any potential conflicts. This includes personal business interests, family ties, and relationships with suppliers (existing or prospective).

Anti-Corruption

GRI 205-2, 205-3

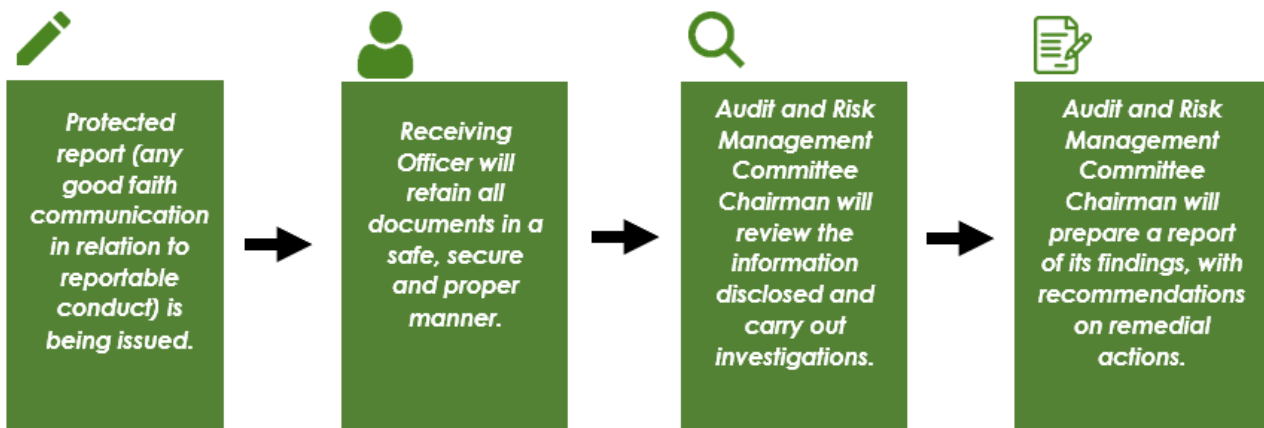
The Group takes a strong stance against any form of misconduct, corruption and malpractice. All employees should not be involved in offering, paying, requesting or receiving bribes or participating in any fraudulent activities. We continuously communicate the need to uphold integrity and the Group's firm stance against corruption, as well as the importance of maintaining the highest level of conduct and ethical standards, to all our employees.

Our whistleblowing policy was set up with the purpose to encourage the reporting in good faith of suspected reportable conduct by establishing clearly defined processes. It allows the staff of the Group and any external parties such as the Group's business associates, to in confidence, raise any concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle blowing report. The public, customers and other stakeholders can also report any improprieties, or provide other feedback through the

Company’s website at www.alsetinternational.com. Alset has designated the company’s secretary as the Receiving Officer, who reports directly to the Audit and Risk Management Committee Chairman on all matters arising under this policy. The objective of the Whistle-blowing Policy is to ensure independent investigations of such matters are carried out and appropriate follow-up actions are taken.

In FY2023, there were neither any confirmed incidents of corruption or public legal cases regarding corruption brought against the Group, nor any termination of contracts with business partners due to violations related to corruption. Moreover, the Group did not identify any significant risks related to corruption and any material non-compliance with relevant anti-corruption laws and regulations. We will regularly review policies on whistleblowing and anti-corruption. We aim to maintain this trend for the coming years.

A summary of the policy process is highlighted below.



Target for FY2023	Performance in FY2023	Medium Term Target
<ul style="list-style-type: none"> To have zero confirmed incidents 	<ul style="list-style-type: none"> Zero confirmed incidents 	<ul style="list-style-type: none"> Maintain zero confirmed incidents To communicate with all employees about anti-corruption policies

Risk Management

The Group recognises the importance of risk management and how business risks may adversely affect Alset's business performance. It is the responsibility of the Audit Committee as appointed by the Board of Directors to oversee the effectiveness of our risk management and internal controls.

Alset faces the same risks as other companies in the property sector, including environmental risks (e.g. contribution to climate change, depletion of resources), social risks (e.g. talent attraction and retention, competence management, safety), societal risks (e.g. relationships with local communities), reputation / image risk, business risks (e.g. evolving expectations from customers, business continuity), etc.

Alset endeavors to manage these risks and turn them into opportunities (e.g. products diversification, promotion of green building materials and practices) as far as possible, in particular by embedding sustainability into the company's day-to-day activities, as described in the different sections of this report.

Apart from monitoring the processes for evaluating the adequacy and effectiveness of internal controls (including financial, operational, compliance and information technology controls) and risk management systems annually, climate risk shall be integrated in the current Enterprise Risk Management system in the years to come. We regularly assess and review our business and operational environment to better identify and manage emerging and strategic sustainability risks, including climate-related risks and opportunities.

Performance in FY2023	Short Term Target
<ul style="list-style-type: none"> We continued to assess sustainability related risks and opportunities associated with our business 	<ul style="list-style-type: none"> Review our business and operational environment and identify and manage emerging and strategic sustainability risks

Human Rights

The Group is committed to respecting human rights throughout our global operations and across our entire value chain. We believe in the dignity and fundamental rights of all people, and we strive to conduct our business in a way that upholds these principles.

ECONOMIC PERFORMANCE

GRI 201-1

By adopting responsible business practices and embedding sustainability in our business, Alset believes it can create long-term economic value and contribute to a stable economic performance of the Group.

Alset recognizes that sustainable economic growth creates shared value for all stakeholders. Our operations generate financial benefits that are distributed directly and indirectly. As a responsible organization, this includes dividends to shareholders, taxes to governments, competitive salaries and wages for employees, and societal benefit through job creation. For a further understanding into the social impacts of our economic contributions, please refer to the "Social" section.

Alset's business activities involve Property Development, investment, Biomedical and F&B business. To better understand the Group's business model, please refer the Group's FY2023 Annual Report .

Economic Performance

To strengthen our position and our sustainable performance, the Group plans to continue expanding our business operations by acquiring or setting up new businesses to broaden our range of services.

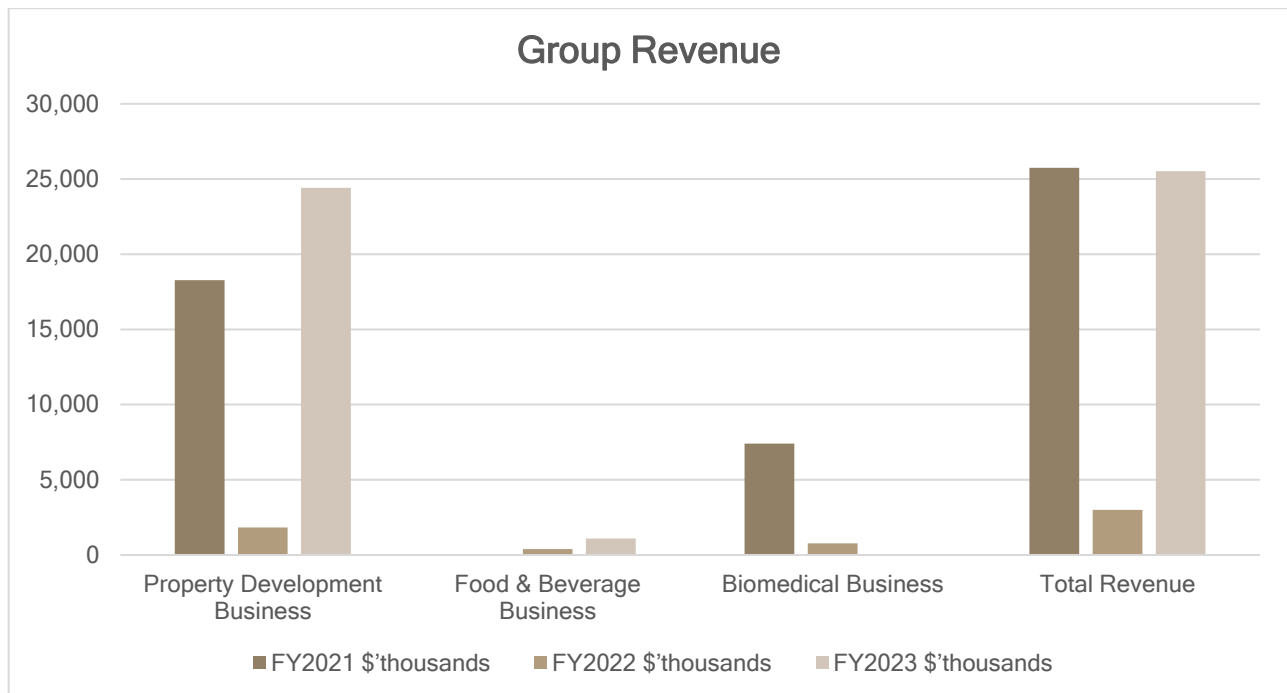
This focus on growth is evident in our F&B division. During FY2022, we successfully expanded our Hapi Café concept, acquiring a space at Cecil Court in Singapore and establishing another within the Gangnam district of South Korea. These new outlets have contributed to increased sales and growing customer base in FY2023, demonstrating the potential of this strategic initiative.

We remain committed to support local businesses as we work with vendors within the countries we operate in, fostering economic development and job creation in the communities we serve.

Our Performance

GRI 201-1

Revenue	FY2021 \$'thousands	FY2022 \$'thousands	FY2023 \$'thousands
Property Development Business	18,275	1,828	24,416
Food & Beverage Business	57	395	1,097
Biomedical Business	7,410	773	4
Total Revenue¹	25,742	2,996	25,517



The Group's revenue has increased by S\$22.5 million from S\$3.0 million for the year ended 31 December 2022 ("FY2022") to S\$25.5 million on 31 December 2023 ("FY2023") mainly due to the increase in revenue generated from our Black Oak project of S\$24.4 million and the F&B business of S\$1.1 million.

The decrease in the revenue generated from the Biomedical Business from S\$773 thousand to S\$4 thousand was mainly due to the slowdown in membership sales in FY2023 as a result of an internal reorganisation.

¹ Excluding discontinued business

Performance in FY2023	Long Term Target
<ul style="list-style-type: none"> The Group's economic performance improved from a revenue of S\$3.0 million to S\$22.5 million 	<ul style="list-style-type: none"> Achieve sustainable economic growth and deliver long-term value for Alset's stakeholders

Indirect Economic Impacts

GRI 203-2

Besides the direct economic value being generated, Alset also recognises that we have significant indirect socioeconomic impacts and have implemented various practices to ensure that we benefit the local community, economy, and businesses.

Property Development Business

As a real estate developer, our mission is to build sustainable healthy living communities integrated with a clean energy ecosystem including specialising in the development of smart and sustainable home building technologies and state of the art systems for homes.

The Group aspires to meet the current and upcoming expectations posed by sustainable development in the property industry. The evolution of the industry has brought about a strong emphasis on environmental and social considerations in property valuation, thereby requiring new ways of assessing property worth and value. Some features of a sustainable property business are as follows:

- Develop, design and construct green and eco-friendly sustainable properties
- Minimise negative environmental impacts and maximise sustainable use of resources in properties developed.
- Provide property related services that are environmentally friendly and which benefit the social community
- Provide long-term sustainable value for property owners as well as tenants.

In addition, we have added technologies at many of the build-to-rent ("BTR") homes such as (i) smart solar, thermostat, and energy usage controls; (ii) smart lighting controls; (iii) smart locks and security; and (iv) smart home automation devices. We believe these and other technologies will be attractive to tenants and we continue to build and pursue strategic, technological partnerships that will assist us as we expand our real estate business to include BTR homes and building homes for sale in the future.

Our past, current, and future development projects all expressively portray our commitment to not only build structures but to serve people's need for space, security, serenity, and comfort. Following are some of the benefits from our Ballenger development efforts:

- Ballenger Creek Pike Nature Trail and Sidewalk improvements. This helps provide for a pedestrian friendly neighborhood that promotes the interconnection of multiple generations as well as outdoor exercise.
- Completion of the Clubhouse/pool construction. The Clubhouse and Pool provides a best-in-class amenity center that homeowners will use for social clubs, barbeques, birthdays, meetings, indoor exercise and use for the Home Owners Association to conduct monthly meetings.
- Conservation of a historic farmhouse that once served the property. Great efforts were made to work with the Maryland Historical Trust in order to preserve a portion of the house that is now being retrofitted by a local home contractor and will be sold to a potential buyer. Archaeological digs were also performed in and around the property to make certain that items of historical significance were not present.
- Designing highways, streets, roads, or common driveways to enhance interconnection, safety, efficiency and convenience to all users.
- Development of parking areas that maximizes connections with surrounding land uses and accommodates public transit facilities.
- Development of a public school and a multi-family continuing care retirement community facility.

We continue to imagine and create homes of quality, creativity and sustainability integrated with the latest cutting-edge technology.

Biomedical Business

Our biomedical business is driven by a passion for helping people from all walks of life to achieve a balanced and fulfilling life of Health, Wealth and Happiness. HWH is also well positioned as a platform to help the many financially impacted individuals to earn a supplemental income by sharing and referring premier health and personal care products in our HWH Marketplace to friends, family and other prospective customers through social media and other online platforms. The HWH Marketplace community supports people on their health and wellness journey and offers them access to the highest-quality products available today. We teach people the fundamental skills of building wealth – the practice of living on less than you earn and creating a plan for the difference. And for those who are interested in engaging in a gig business to increase their income as an influencer, we teach selling skills and provide a unique business platform that includes access to world-class logistics and high-quality, science-backed products. We champion happiness as a mindset and personal philosophy, and we guide people as they strive to build a life that brings them joy.

F&B Business

Under our F&B business, we understand that our impact extends beyond just serving delicious meals and drinks to our customers. We are committed to make a positive impact on the local community, economy, and businesses through our operations and activities. We believe that by adopting sustainable and responsible practices, we can not only benefit our own business, but also contribute to the well-being of the community we are a part of. Our goal is to become a responsible corporate citizen and to be recognized as a leader in creating indirect economic and social impacts. In FY2022, the Company opened two new cafés which resulted in job creation in the local communities and a gathering place for people to socialize and connect to build a sense of community.

Our Supply Chain

GRI 2-6, 203-1, 204-1

Building a Sustainable Supply Chain Across Our Businesses

Partnerships for Sustainability

At Alset, we recognize the importance of our relationships with contractors, consultants, and business associates. We view them not just as vendors, but as partners in building a sustainable supply chain. We understand that environmental and social risks within our supply chain can impact our business success. Therefore, we actively collaborate with partners to continuously improve sustainability practices across all our relevant business segments (Property Development, Biomedical, and F&B).

Sustainable Supply Chain Practices by Business Segment

Property Development Business

Focus on Local Expertise

For our US-based property development projects, we leverage the expertise of local contractors and suppliers for concrete, reinforcement, tiles/stone, and furniture. This approach generates business opportunities within the local supply chain and minimizes transportation-related environmental impact.

Safety and Sustainability Go Hand-in-Hand

We prioritize workplace health and safety by selecting contractors committed to manage environmental, health, and safety risks. We advocate for safe work practices throughout the construction process.

Biomedical Business

Safety and Quality First

We meticulously comply with all local safety regulations and only engage with suppliers possessing the necessary certifications. Product safety and quality remain the cornerstone of our sustainability efforts in the Biomedical business.

Building an Eco-Responsible Supply Chain

Beyond safety and quality, we actively seek suppliers with sustainable business practices and environmental compliance to build a more responsible supply chain.

F&B Business

Minimizing Environmental Impact

Our F&B business prioritizes minimizing environmental impact through sustainable supply chain practices. We believe these practices benefit both our business and the planet.

Sustainability Assessments and Local Sourcing

We conduct regular sustainability assessments to identify areas for improvement and measure progress. We prioritize sourcing ingredients and supplies from local producers whenever possible. This approach supports local agriculture, ensures fresher ingredients, and reduces transportation emissions.

Sustainable Operations

Beyond the supply chain, we implement sustainable practices within our F&B operations, such as waste reduction, water and energy conservation, and are working towards using eco-friendly packaging.

A Commitment to Continuous Improvement

Alset remains committed to continuous improvement in all aspects of supply chain sustainability. Through collaboration with our partners and ongoing innovation, we strive to create a more sustainable future for our business and the environment.

The Group highly values our relationship with contractors, consultants and business associates and regard them as important business partners. We also see the importance of recognising the environmental and social risks embedded in the supply chain as we believe that a sustainable business operation is a strong driver of value and success for the business. We seek to continually improve and better manage each business segment to ensure the sustainability of our business.

ENVIRONMENTAL SUSTAINABILITY

With the growing awareness and importance of sustainability, Alset is committed to accelerate the advent of sustainability healthy living systems around our work and minimising our environmental impact by focusing on reducing our energy footprint.

Sustainability Healthy Living

Alset EHome Inc

Alset EHome Inc is principally engaged in developing, selling, managing, and leasing residential properties and providing quality designer homes with integrated smart technologies at affordable prices. The focus of the company is on building a sustainable healthy living ecosystem. We envision building sustainable healthy living communities integrated with a clean energy ecosystem.. Specializing in the development of smart and sustainable homes built with energy efficient platforms supporting solar energy and power walls, , we continue to imagine and create homes of quality, creativity and sustainability integrated with the latest cutting-edge technology.

As part of our sustainability strategy of incorporating sustainable construction such as preservation efforts in our development operations, we have also earmarked a portion of undeveloped lots at Lakes at Black Oak for the development of Alset EHomes (“EHomes”). These EHomes comprise eco-friendly gated BTR homes fully fitted with, amongst others, , living and energy systems including solar systems and energy storage.

We have kicked off infrastructure works for this sustainable, healthy living community project and intend to develop proof-of-concept Alset EHomes in due course. Apart from the Lakes at Black Oak development, the Group intends to bring this concept to other parts of the US as well as markets abroad. Alset EHomes’ sustainable, healthy living systems will also be applied to these newly built BTR homes as an initial proof-of-concept. The following are some of the environmental benefits from our Lakes at Black Oak and Ballenger Run Project Development:

- Construction of various storm water management ponds. These ponds help to retain pollutants and provide flood control, while beautifying the environment.
- On-site reforestation efforts to offset the usage of impervious areas and create environmentally friendly drainage.
- Avoid and minimize impacts to wetlands using stream and wetland crossings, working in close conjunction with the Army Corps of Engineers to make sure all codes/laws are abided by and impact is limited to protect these wetland areas and the wildlife that uses them.

- At Ballenger Run, we implemented the conservation of a historic farmhouse that once served the property. Great efforts were made to work with the Maryland Historical Trust in order to preserve a portion of the house that is now being retrofitted by a local home contractor and will be sold to a potential buyer. Archaeological digs were also performed in and around the property to make certain that items of historical significance were not present.

Hapi Cafe

Hapi Cafe offers a unique concept - a multi-functional space promoting health, work, and leisure, and its core offerings present opportunities to integrate environmentally conscious practices.

Locally Sourced, Health-Conscious Menu: The focus on healthy meals, particularly featuring keto and local Singaporean and Korean dishes, creates a platform for responsible ingredient sourcing. Prioritizing local produce can significantly reduce the cafe's carbon footprint associated with transportation, while also potentially supporting local farmers. Additionally, the inclusion of keto options, which often highlight meat alternatives, presents an opportunity to explore plant-based proteins with a lower environmental impact.

Promoting a Sustainable Work Culture: Hapi Cafe's co-working space concept encourages a "work from anywhere" culture, potentially mitigating reliance on personal vehicles for commutes. This could contribute to a reduction in traffic congestion and its associated emissions.

Enhancing Sustainability Through Action: To solidify their commitment to environmental responsibility, Hapi Cafe is exploring the implementation of tangible practices. These include offering a reusable cup program for dine-in customers, utilizing compostable takeaway containers, or establishing a comprehensive recycling program for waste.

By adopting these measures, Hapi Cafe can not only enhance their health-focused brand but also demonstrate leadership in Singapore's burgeoning sustainable business landscape. Their commitment to a greener future would resonate with environmentally conscious customers and contribute positively to the city's overall sustainability efforts.

Energy Consumption and Reduction

GRI 302-1, 302-4

Alset's Operational Energy Breakdown and Usage Trends

Comprised of Three Key Areas: Alset's operational energy consumption stems from three primary sources:

- **Petrol Consumption from Company Vehicles:** This category encompasses fuel usage by vehicles owned and operated by Alset.

- **Electricity Consumption in Offices:** This segment reflects the energy used to power our office facilities.
- **Electricity Consumption in F&B Outlets:** This category represents the electricity used to operate our food and beverage establishments.

Petrol Consumption

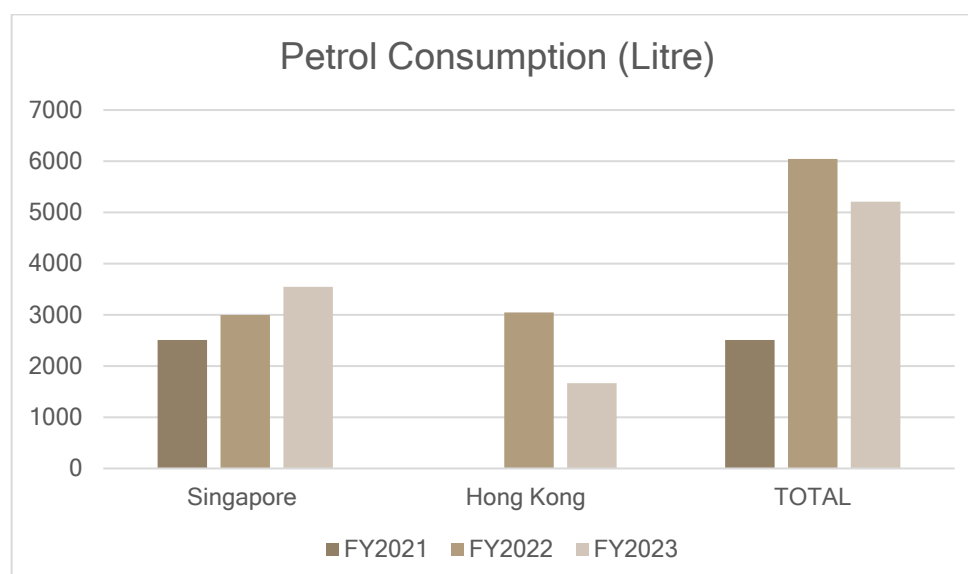
Singapore Operations: Reflecting Growth

Petrol consumption within our Singapore operations has exhibited a steady year-on-year increase, with a 19.41% rise in FY2022 compared to FY2021, followed by an 18.36% increase in FY2023. While it aligns with our expanding business activities, we will strive to reduce the energy consumption in our operations.

Hong Kong Operations: Adapting to Market Conditions

In contrast, due to a slowdown in business activities within our Hong Kong operations, petrol consumption witnessed a significant decrease of 45.38% in FY2023 compared to FY2022.

Petrol Consumption (Litre)			
<u>VEHICLES</u>	FY2021	FY2022	FY2023
Singapore	2,509.75	2,996.77	3,546.95
Hong Kong	-	3,047.19	1,664.46
<u>TOTAL</u>	2,509.75	6,043.96	5,211.41



Electricity Consumption

Focused Scope and Proactive Management: The Group's electricity usage is meticulously managed, encompassing only our office and cafe operations. To optimize energy efficiency, we have implemented a comprehensive energy control policy coupled with various energy-

saving measures. These include the strategic deployment of energy-efficient equipment and enabling power-saving modes on printers, copiers, and computers.

Cultivating a Culture of Conservation: We are committed to foster a culture of environmental responsibility. Employee awareness campaigns promote the adoption of energy-saving habits, such as turning off lights and electronics when leaving workstations or unoccupied areas.

Data-Driven Efficiency Measures: The Group's electricity consumption is meticulously monitored on a monthly basis to assess the effectiveness of implemented initiatives.

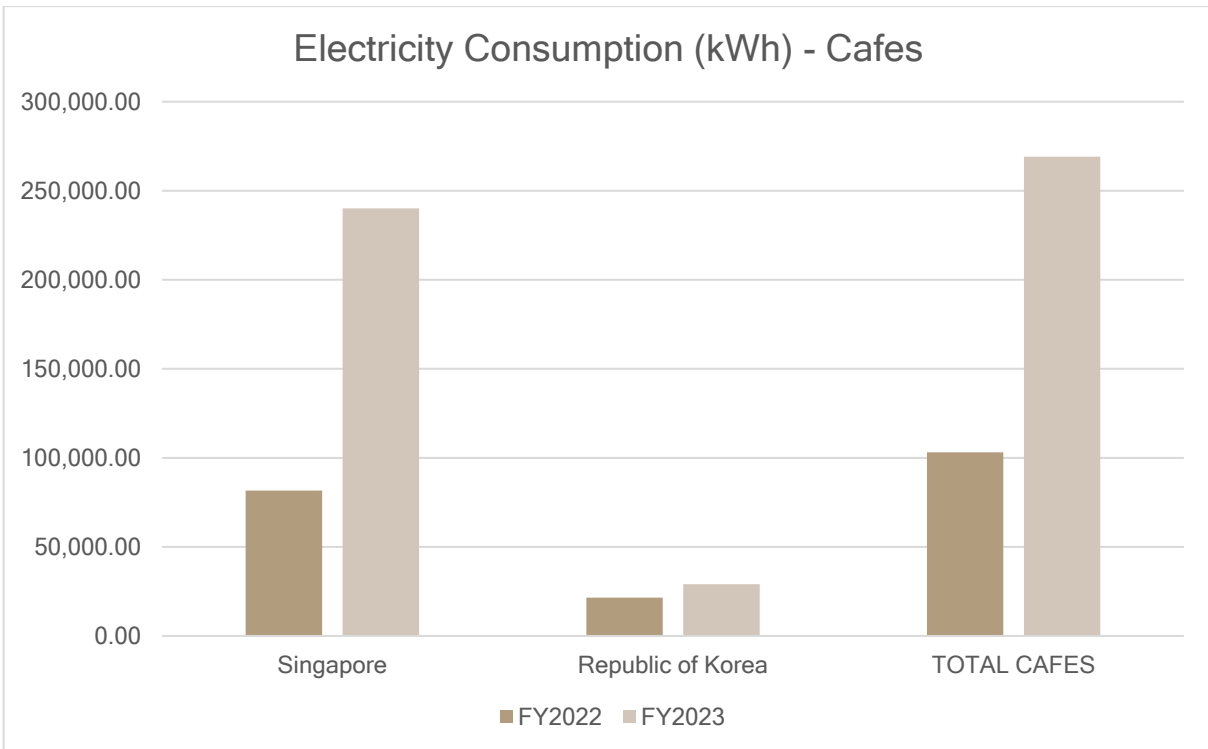
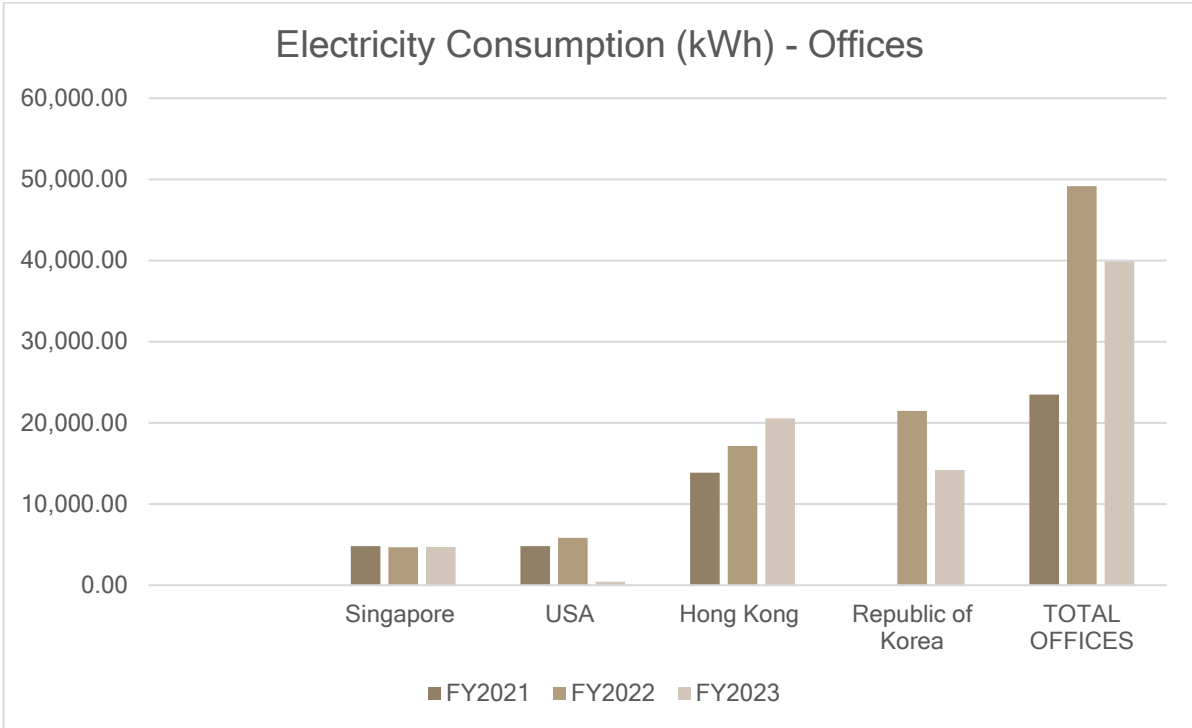
FY2023 Results and Ongoing Efforts: We are pleased to report an overall decrease in electricity consumption across our offices in Singapore, the USA, and the Republic of Korea during FY2023. This positive trend can be attributed to employees being mindful of energy-saving practices such as switching off the lights when not in use. However, we acknowledge an increase in energy usage at our Hong Kong office due to employees returning to office full time.

Balancing Growth with Sustainability: Despite experiencing a surge in electricity usage at our cafes, particularly in Singapore (193.99% increase compared to FY2022) and the Republic of Korea (35.31% increase compared to FY2022), we remain committed to sustainable growth. We actively seek solutions to reduce energy consumption and its associated carbon footprint alongside our ongoing sales and customer base expansion. The increased in electricity usage was largely attributed to the addition of one new cafe outlet in Singapore.

Looking Forward: The Group's commitment to environmental responsibility is unwavering. We will continue to monitor our energy consumption closely and implement additional energy-saving measures to further reduce our environmental impact.

Electricity Consumption (kWh)			
<u>OFFICES</u>	FY2021	FY2022	FY2023
Singapore	4,816.80	4,684.70	4,710.97
USA	4,806.00	5,845.00	442.00
Hong Kong	13,873.32	17,151.92	20,541.97
Republic of Korea	-	21,481.00	14,196.00
<u>TOTAL OFFICES</u>	23,496.12	49,162.62	39,890.94
<u>CAFES</u>			

Singapore	-	81,666.04	240,088.74
Republic of Korea	-	21,481.00	29,067.00
TOTAL CAFES	-	103,147.04	269,155.74
WORLDWIDE	23,496.12	152,309.66	309,046.68



Target for FY2023	Performance in FY2023	Short Term Target
<ul style="list-style-type: none"> To monitor and reduce our energy consumption levels by 5% 	<ul style="list-style-type: none"> Petrol consumption: a decrease of 13.77% Electricity consumption - offices: a decrease of 18.86% Electricity consumption - cafes: an increase of 160.94% 	<ul style="list-style-type: none"> Petrol consumption: a decrease of 5% Electricity consumption - offices: a decrease of 10% Electricity consumption - cafes: a decrease of 5%

Climate-Related Risks and Opportunities

Alset's Commitment to Sustainability and TCFD Alignment

As the urgency of climate change intensifies and its effects become increasingly evident, Alset remains steadfastly committed to environmental responsibility. We acknowledge the potential risks and opportunities associated with climate change, and their impact on our business and the communities we serve.

TCFD Framework: A Guiding Light for Sustainability Reporting

Aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, our sustainability reporting strives to provide a comprehensive overview of:

- Our exposure to climate-related risks and opportunities.
- The proactive measures we are taking to manage these impacts.

Preliminary Assessment: Identifying Climate-Related Risks

Based on our initial TCFD assessment, climate-related risks for our business encompass:

- **Physical Impacts:** Potential damage to construction sites and buildings from extreme weather events.
- **Financial Impacts:** Increased insurance premiums and decreased property values.
- **Demand Fluctuations:** Declining demand for properties in flood-prone areas.

Risk Mitigation Strategies

To mitigate these identified risks, Alset prioritizes:

- **Resilient Construction:** The use of durable building materials and design practices that withstand environmental challenges.
- **Vulnerability Assessments:** Regular evaluations of our properties to identify and address potential weaknesses.

Opportunities in a Low-Carbon Economy

The transition to a low-carbon economy presents exciting opportunities for Alset, including:

- **Growing Demand for Green Buildings:** The ability to differentiate ourselves through sustainable design and construction practices.
- **Tenant and Community Value Creation:** Providing energy-efficient buildings that enhance the well-being of our tenants and communities.
- **Renewable Energy Investments:** Significant investments in renewable energy solutions to further reduce our carbon footprint.
- **Technological Exploration:** Actively exploring new technologies and business models for further environmental impact reduction.

Sustainability: A Strategic Imperative

At Alset, our sustainability focus transcends mere corporate responsibility. It forms a cornerstone of our long-term strategy for success. By proactively managing climate-related risks and capitalizing on related opportunities, we are positioning ourselves as a leader in the real estate industry, fostering a more sustainable and resilient future for all.

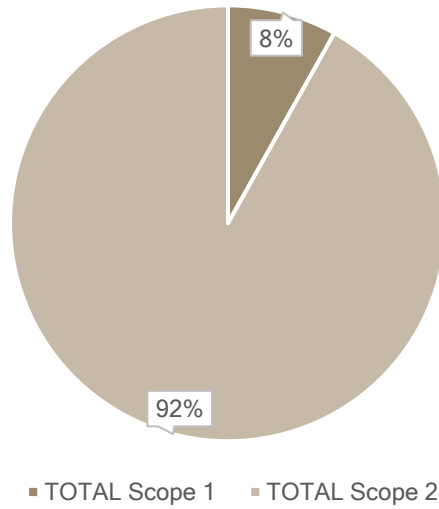
Carbon Footprint Assessment:

GRI 305-1,305-2,305-5

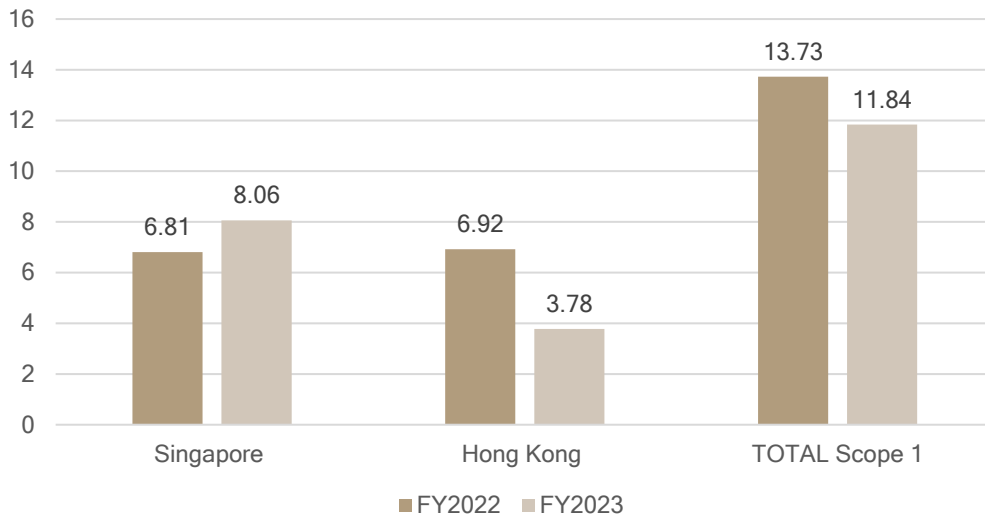
GHG Emissions Scope 1 (tCO ₂ e)	FY2022	FY2023
Singapore	6.81	8.06
Hong Kong	6.92	3.78
TOTAL Scope 1	13.73	11.84
Scope 2 (tCO ₂ e)	FY2022	FY2023
Singapore	35.27	102.03
USA	2.18	0.16
Hong Kong	11.66	13.97
Republic of Korea	8.84	17.79
TOTAL Scope 2	57.95	133.95
TOTAL GHG EMISSIONS (tCO₂e)	71.68	145.79

Performance in FY2023	Short Term Target
<ul style="list-style-type: none"> • Total GHG emissions (Scope 1 & 2) has increased substantially from 71.68 tCO₂e to 145.79 tCO₂e 	<ul style="list-style-type: none"> • To monitor and reduce our GHG emissions (scope 1 & 2) by 5%

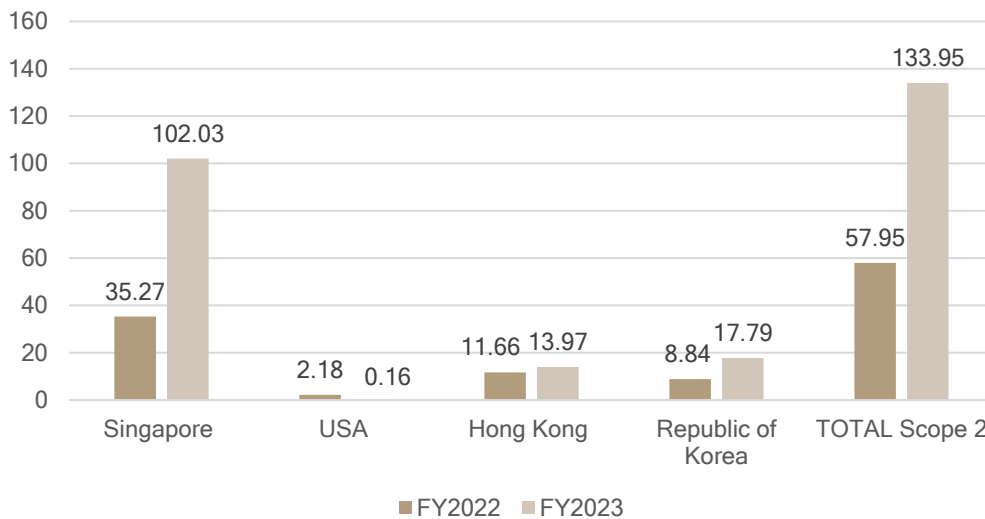
Scope 1 and Scope 2 Emissions - %



Scope 1 Emissions - tCO₂e



Scope 2 Emissions - tCO₂e



TCFD Recommended Disclosures

TCFD Recommended Disclosures	Reponses
Governance	
Describe the Board's oversight of climate-related risks and opportunities	<p>The Board is responsible for the governance of risk across the Group, while ensuring that the management maintains a sound system of risk management and internal controls.</p> <p>The board plans to: integrate climate change into board agendas and discussions; include the discussion of the ESG agenda in board meeting convened at least once annually; continue to monitor the effectiveness of our governance structure for managing climate-related risks and opportunities and update the risk mitigation progress at least annually or whenever necessary.</p>
Describe management's role in assessing and managing climate-related risks and opportunities	<p>The management identifies the climate-related risks and opportunities and supports the Board on the implementation of the respective climate related strategies. Leveraging on the expertise of external consultant, the management will surface significant risk issues for discussion with the Board to keep them fully informed in a timely manner.</p> <p>The Management plans to: present strategies and mitigation plans for these risks and opportunities to the Board for review and approval. Any critical decisions pertaining to climate-related risks and opportunities will be escalated to the Board immediately for review and approval.</p>
Strategy	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	The Group has identified the relevant climate-related risks and opportunities as outlined in the section "Climate-related Risks and Opportunities".
Describe the impact of climate related risks and opportunities on the organisation's business, strategy and financial planning	Each identified risk is assessed based on: 1) the likelihood of occurrence; and 2) the severity of potential impacts arising from the risk.
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	In line with SGX's phased implementation approach for TCFD adoption, the Group will incorporate scenario analysis in our subsequent sustainability reports.
Risk Management	

<p>Describe the organisation's processes for identifying and assessing climate-related risks</p>	<p>The Group will conduct an initial discussion involving senior management across business units to identify and assess the new and existing risk and opportunities. This could be facilitated by an independent ESG consultant to determine the key sustainability issues that are crucial to our stakeholders.</p> <p>The Group has identified the relevant climate-related risks and opportunities as outlined in the section "Climate-related Risks and Opportunities". Each identified risk is assessed based on: 1) the likelihood of occurrence; and 2) the severity of potential impacts arising from the risk.</p>
<p>Describe the organisation's processes for managing climate-related risks</p>	<p>The climate-related risk assessment process detailed above provides input for the Group to determine our risk management strategy. In addition to the likelihood and impact of the risk, we have also taken into consideration other relevant factors such as cost and time period involved.</p>
<p>Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management</p>	<p>The Board and management team will undertake a periodic review of the identified climate-related risks and the risk management approach and the respective business segment managers will integrate the approach in to the business.</p>
<p>Metrics and Targets</p>	
<p>Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process</p>	<ul style="list-style-type: none"> • Energy consumption • Scope 1 & 2 GHG emissions
<p>Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</p>	<p>Besides energy consumption and Scope 1 & 2 GHG emissions, the Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks. In line with SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in the subsequent sustainability report. We have set a target to reduce the Scope 1 and 2 emission by 5%.</p>
<p>Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets</p>	

Physical Risks

Risks relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.

*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

**Likelihood: Certain, Likely, Possible

Physical Risks		Risk Mitigation
Acute	Description	Property Development
	Extreme rainfall and increased flooding events resulting in higher operational and maintenance expenses.	The Group shall continue to consider factors such as temperature, rainfall, flash floods events, and water supply in the property sites when planning projects and developing contractual agreements, in addition to other factors such as location of the Group’s properties, energy consumption and building materials.
	<ul style="list-style-type: none"> Increased heat waves and humidity could lead to higher cooling demands and stress on infrastructure. More frequent and intense precipitation events may cause flash floods and basement flooding It will also lead to heatstroke risks for outdoor workers during heat waves 	Risks such as disruptions to business, physical infrastructure damage, value chain disruptions and negative health impacts shall be mitigated appropriately, in addition to ongoing climate adaptation measures implemented by the local government e.g. Considerations for the stormwater management and heat action plans in the USA during planning and construction and compliance with its flood prevention regulations.
	Time horizon*: • Short, Medium, Long Likelihood**: • Likely Financial impact: Increased operational expenses	
Chronic	Increasing mean temperatures will require increased energy consumption, affect the vulnerability of the labour force and have an impact on the building materials and durability.	Ensure adequate insurance coverage.
	<ul style="list-style-type: none"> Rising temperatures will require increased energy consumption (and associated costs) for cooling needs of the properties. Extreme temperature changes may also affect employees’ health. This could include increased thermal discomfort and the risks of heat-related illnesses. It will also have an impact on the selection of building materials and its life cycle. 	Develop contingency plans for operations. Continue to use appropriate building management systems to monitor performance of major services in the buildings.

	Time horizon*: • Short, Medium, Long	
	Likelihood**: • Certain	
	Financial impact: Increased operational expenses	
	Rising sea levels may cause damage to properties and result in supply chain and operational disruptions.	
	• Rising sea levels may cause land area to be inundated and properties damaged by water, and lead to supply chain and operational disruptions.	
	Time horizon*: Medium, Long	
	Likelihood**: Possible	
	Financial impact: Increased operational expenses	

Transition Risks

Transition risks: include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.

*Time horizon: Short: <3 years, Medium: 3-5 years, Long: > 5 years

**Likelihood: Certain, Likely, Possible

Transition Risks		Risk Mitigation
Policy and Legal	<p>Regulations aimed at reducing greenhouse gas emissions could increase development costs</p> <ul style="list-style-type: none"> - For example, stricter building codes for energy efficiency. 	<p>•Improve energy efficiency through measures such as:</p> <ul style="list-style-type: none"> •Adopting energy efficient light fittings, appliances and air-conditioning.
	<p>Time horizon*: Short, Medium, Long</p>	<p>•Deployment of solar energy where possible.</p>
	<p>Likelihood**: For Lakes at Black Oak and Alset Villas: Certain</p>	
	<p>Financial impact: Increased operational expenses</p>	<p>• Comply with changes required by the relevant authority.</p> <p>•Incorporate sustainability consideration and features into the design phase of our development.</p>
	<p>Regulatory changes and updates to energy and resource efficiency standards and project requirements</p> <p>The Group may face more stringent green building requirements.</p> <ul style="list-style-type: none"> - This includes mandates to increase energy efficiency and reduce both waste generation and water consumption. - Regulations aimed at reducing greenhouse gas emissions could increase development costs (e.g., stricter building codes for energy efficiency). - Potential for carbon pricing mechanisms that could raise costs of construction materials or operations. -This could lead to an increase in investment and operating expenses. 	
<p>Time horizon*: Short, Medium, Long</p>		
<p>Likelihood**: For Lakes at Black Oak and Alset Villas: Certain</p>		

	<p>Financial impact:</p> <ul style="list-style-type: none"> • Increased operational and investment costs <p>Potential legal challenges if the development fails to comply with evolving regulations or if risk disclosures were inadequate.</p> <p>Time horizon*: Short, Medium, Long</p> <p>Likelihood**:</p> <p>For Lakes at Black Oak and Alset Villas: Certain</p> <p>Financial impact:</p> <ul style="list-style-type: none"> • Increased operational costs 	
Technology	<p>Increased use of technology and sustainable solutions such as low carbon construction materials and off-site manufacturing</p> <p>- Changes in building design to accommodate technology adoption will have an impact on the Group's procurement and skills strategies.</p> <p>Time horizon*: Short, Medium, Long</p> <p>Likelihood**: Likely</p> <p>Financial impact: Increased operational expenses</p>	<ul style="list-style-type: none"> • Adopt prefabricated prefinished volumetric construction method. • Adopt virtual tour for unit types to reduce carbon footprint. • Where feasible, give preference to low carbon construction material. • Promote reusing and recycling at all project sites.
Market	<p>Shifts in investor and financier preference and expectations in relation to ESG</p> <p>- Failing to meet changing investor and financier expectations may result in reduced valuation. This could impact the Group's market capitalisation and access to capital.</p> <p>Time horizon*: Medium, Long</p> <p>Likelihood**: Certain</p> <p>Financial impact: Reduced access to capital and financing</p> <p>Changing customer and stakeholder expectations in relation to ESG</p> <p>• Failing to meet shifting customers' and stakeholders' expectations in relation to ESG may reduce demand for the Group's properties and impact the Group's reputation.</p> <p>Time horizon*: Medium, Long</p> <p>Likelihood**: Possible</p> <p>Financial impact: Reduced revenue due to reduced demand</p>	<ul style="list-style-type: none"> • Our development will comply with the requirement by relevant authority. • Publish a TCFD disclosure outlining the company's approach to climate risks. This demonstrates transparency and commitment to sustainability. • Highlight climate-resilient features in marketing materials. This attracts investors and tenants who prioritize sustainable buildings.

Reputation	Failing to consider climate risks could damage the developer's reputation and hinder future projects.	<ul style="list-style-type: none"> Factor climate risks into project design. This could involve building with flood-resistant materials, using energy-efficient systems, or incorporating green infrastructure for rainwater harvesting.
	Investors increasingly consider climate risks. Developments not addressing these might be seen as unattractive.	
	Time horizon*: Short, Medium, Long	
	Likelihood**: Certain	
	Financial impact: Reduced revenue due to reduced access to capital	

SOCIAL RESPONSIBILITY

Alset believes that success is not measured solely by its business achievements, but also the active role it plays in upholding good corporate practices and its ability to make a positive impact on the society, economy and environment that it operates in.

Coexisting with the community and devising ways of expanding our contribution beyond business activities are important parts of being a good corporate citizen. Over the years, we have developed programs that deliver our aspirations of supporting fair employment, creating opportunities for people.

Employment

Employees are a crucial asset to Alset as they play a significant role in ensuring a high level of efficiency and achieving greater output.

Recognizing Our People's Value

At Alset, we understand that our employees are the architects of our success. We are dedicated to fostering a robust and resilient workforce that empowers us to achieve operational excellence.

Diversity as a Strength

We firmly believe that a diverse workforce brings a wealth of skills and perspectives to the table. This is why we actively seek to recruit individuals with varied backgrounds, encompassing age, gender, and nationality. Each member of our team is valued for their unique contributions and fairly compensated for their efforts.

Commitment to Diversity and Inclusion

Alset prioritizes diversity and inclusion within our organization. We uphold fair and equal employment practices throughout the recruitment process. Our focus lies in attracting, developing, and retaining top talent, fostering a motivated and engaged workforce.

As an organization, we prioritize diversity and inclusion and strive for fair and equal employment practices during the recruitment process. We strive to foster a motivated and engaged workforce by attracting, developing, and retaining top talent.

Transparency in Workforce Demographics

To ensure transparency, our employee demographic data is drawn from comprehensive full-time employee records maintained within our Human Resources system.

Full Time Employee Headcount as at 31 Dec 2023 (Country Breakdown)



Singapore
31 personnel



Hong Kong
6 personnel



United States of America
6 personnel



Republic of Korea
4 personnel

Employee headcount as at 31 December 2023 increased by 7 personnel from 40 in FY2022 to 47 in FY2023. Being a global group, we have employees of different nationalities - Singapore, Malaysia, Hong Kong, South Korea and the USA.

In addition to the Group's employees, Alset also outsources the development and project management activities to third-party contractors, consultants and distributors.

In building a harmonious work environment and implementing fair employment practices, the Group is guided by the principles set out in the Tripartite Guidelines on Fair Employment Practices established by the Tripartite Alliance for Fair and Progressive Employment Practices in Singapore. We are also a member of the Singapore National Employers Federation.

Diversity and Equal Opportunity

GRI 405-1

Age-based Diversity

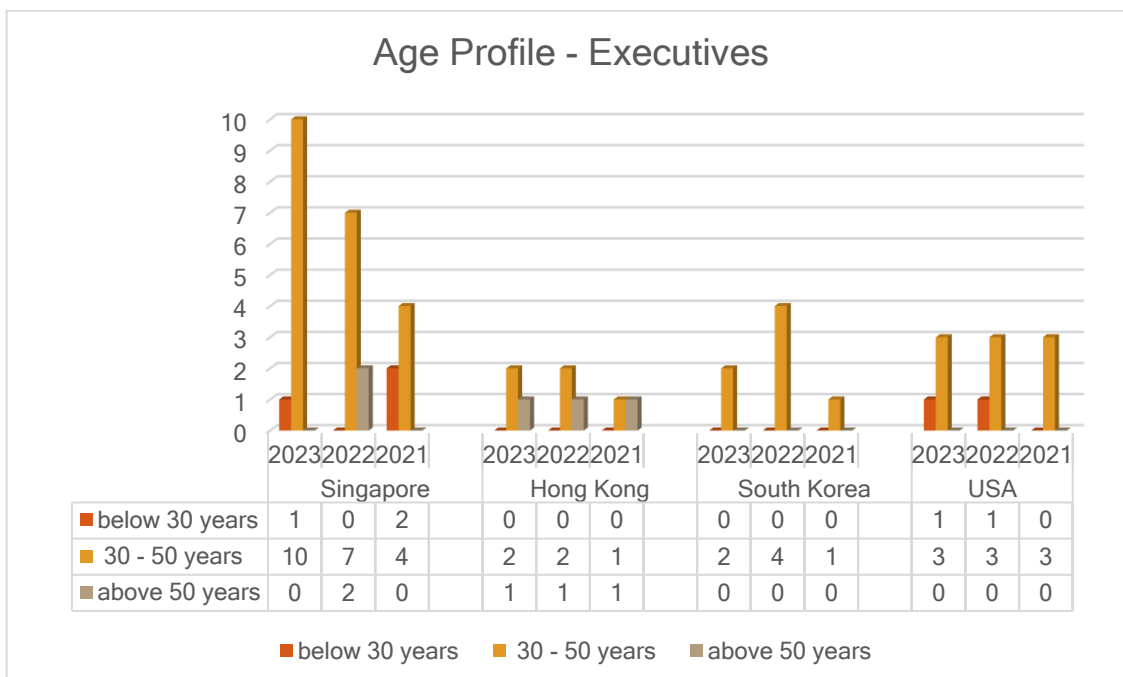
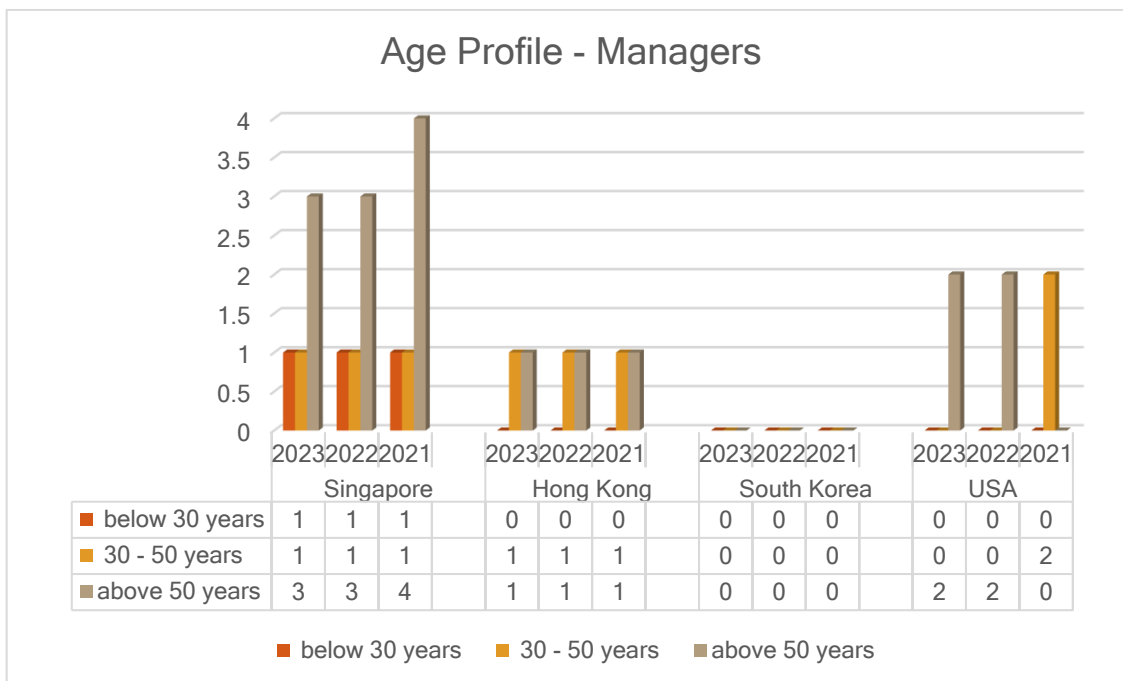
Intergenerational Collaboration - Fostering Knowledge Transfer and Stability

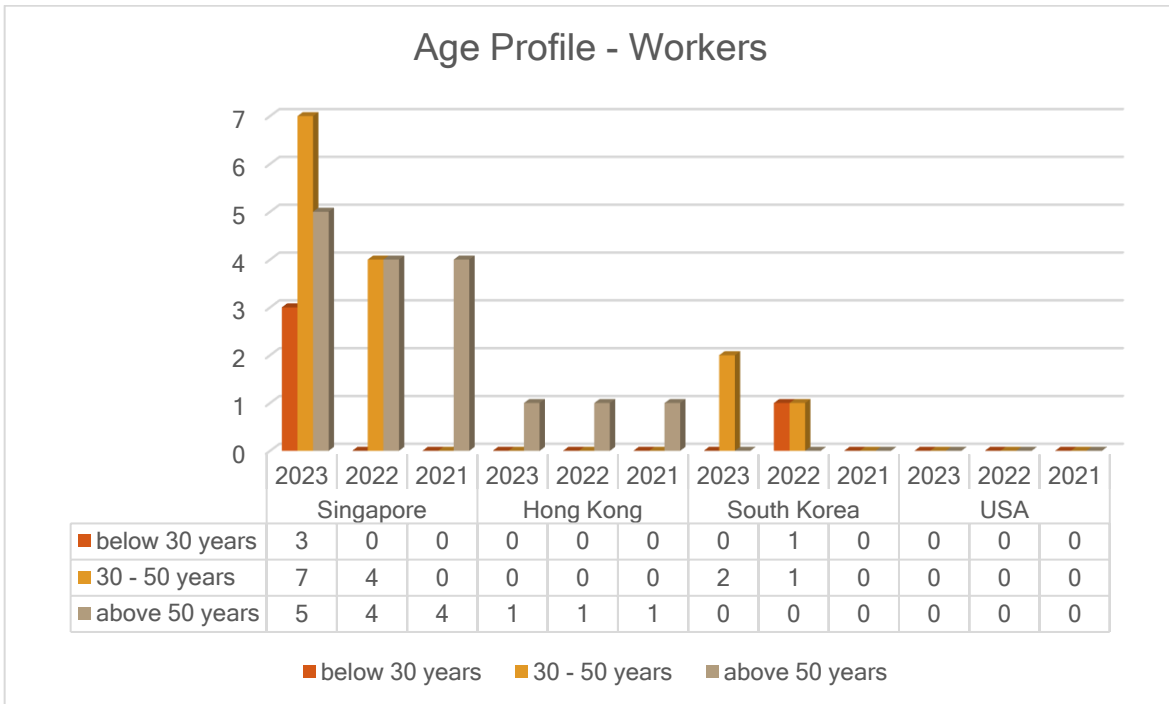
At Alset, we leverage the strengths of a multi-generational workforce. Our experienced leadership team, with a majority of managers over 50, offers invaluable knowledge in Property Development and F&B Operations. This expertise is seamlessly shared with younger generations through mentorship and on the job training initiatives, fostering innovation while preserving critical institutional knowledge. This collaboration is particularly

beneficial for long-term construction projects and maintaining consistent quality standards in our F&B establishments.

Looking Forward - Building a More Balanced Workforce

We acknowledge there is an opportunity to further diversify our workforce across age groups. We are actively developing recruitment strategies to attract a wider pool of qualified candidates, particularly younger talent seeking careers in the exciting fields of Property Development and F&B. By fostering a culture of continuous learning and inclusivity, we strive to create a workforce that reflects the dynamism of our industry.





Gender-based Diversity

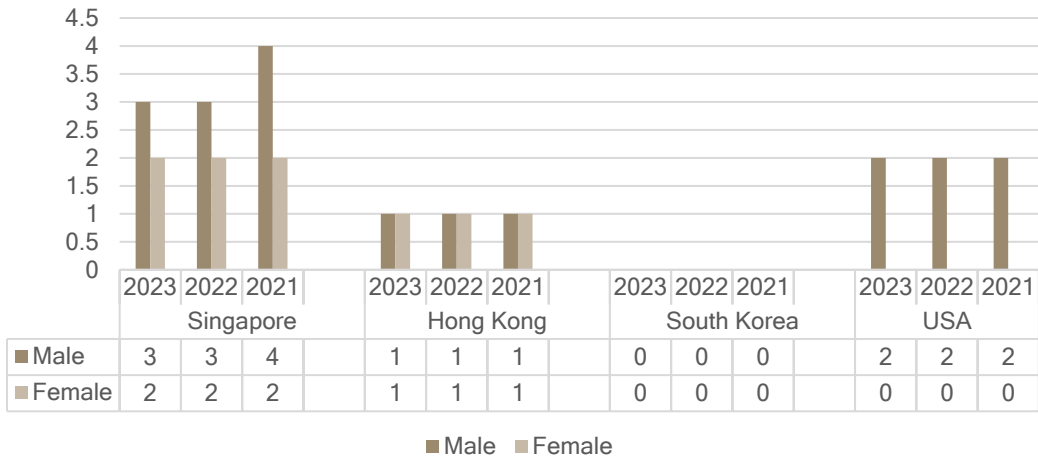
Progressing Towards Gender Parity

Alset is dedicated to foster a diverse and inclusive workplace in the property development and F&B industries. While we acknowledge there is room for improvement with regards to gender representation at the management and worker levels, we are proud of the progress made at the executive level, where women hold the majority of positions. Their leadership has demonstrably benefited the company through driving menu innovation and geographical expansion in F&B.

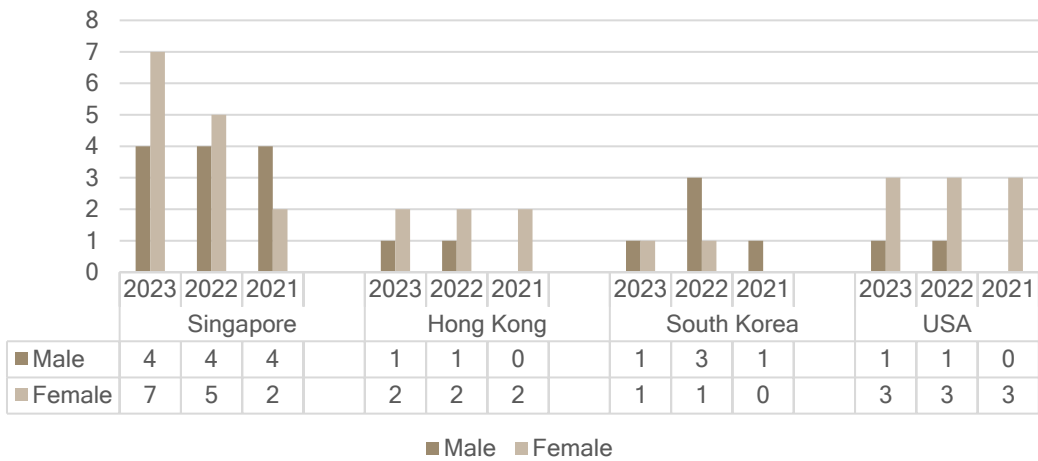
Commitment to Continuous Improvement

Achieving true gender parity remains a core objective. We are committed to setting and achieving clear goals for increasing female representation in management and worker positions. We aim to build a workforce that reflects the diversity of our stakeholders.

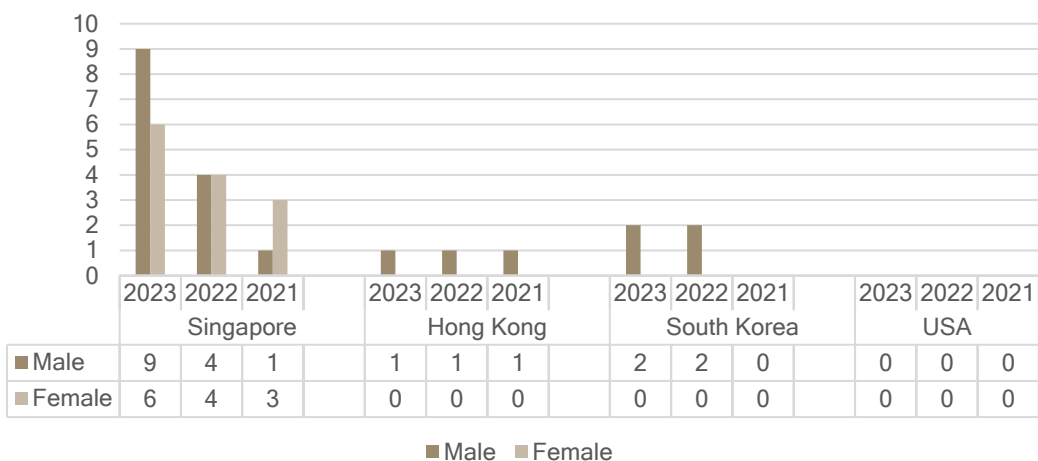
Gender Profile - Managers



Gender Profile - Executives



Gender Profile - Workers



Performance in FY2023

- Consistent trend in age and gender diversity

Short Term Target

- Promoting age and gender equality across all levels

New Hires vs Turnover

GRI 401-1, 404-2

A Growing Workforce

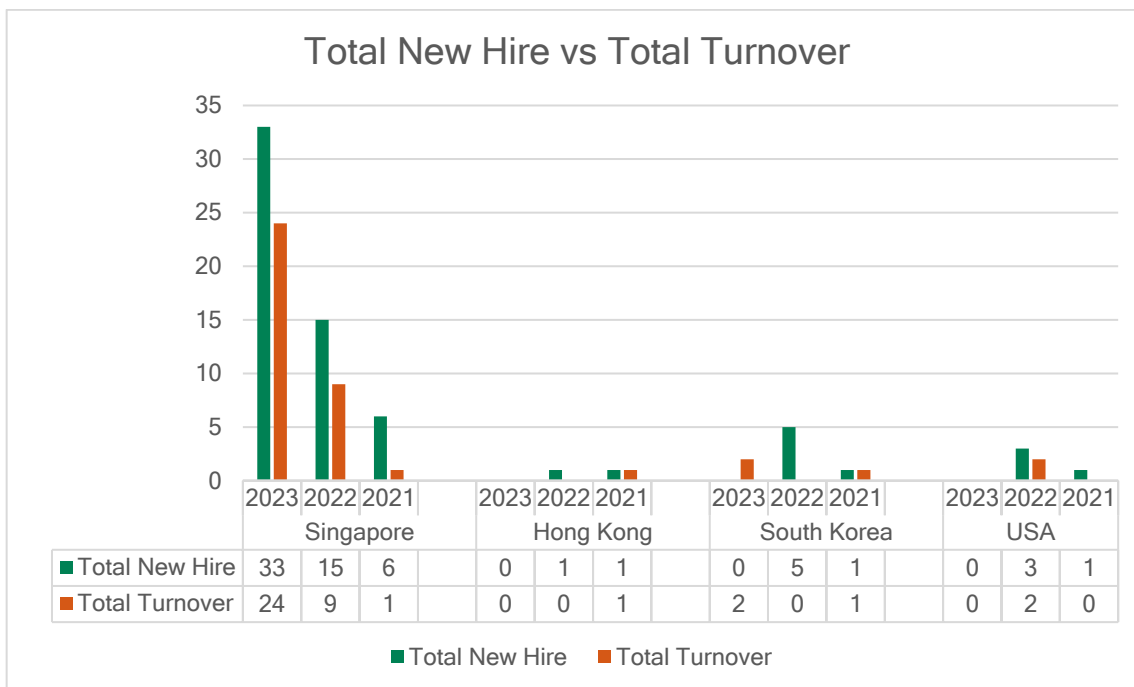
Alset is experiencing a period of significant growth, reflected in both an increase in new hires and employee turnover. We acknowledge this shift and recognize that certain aspects of the Property Development and F&B industries, such as project-based work, can contribute to workforce dynamics.

Strategic Talent Acquisition

However, the high number of new hires also signifies our commitment to attract top talent to support our ambitious growth strategy. We invest heavily in onboarding and development programs to ensure new recruits integrate seamlessly into our team and quickly become valuable contributors.

Fostering a Thriving Workplace

We are dedicated to build a strong employer brand and foster a positive work environment that prioritizes employee engagement and professional development. This commitment is reflected in our training opportunities and competitive benefits packages.



Focus on the 30-50 Age Group

While we see turnover across all age groups, a significant portion occurs within the 30-50 age demographic. This reflects a trend common in Property Development and F&B, where

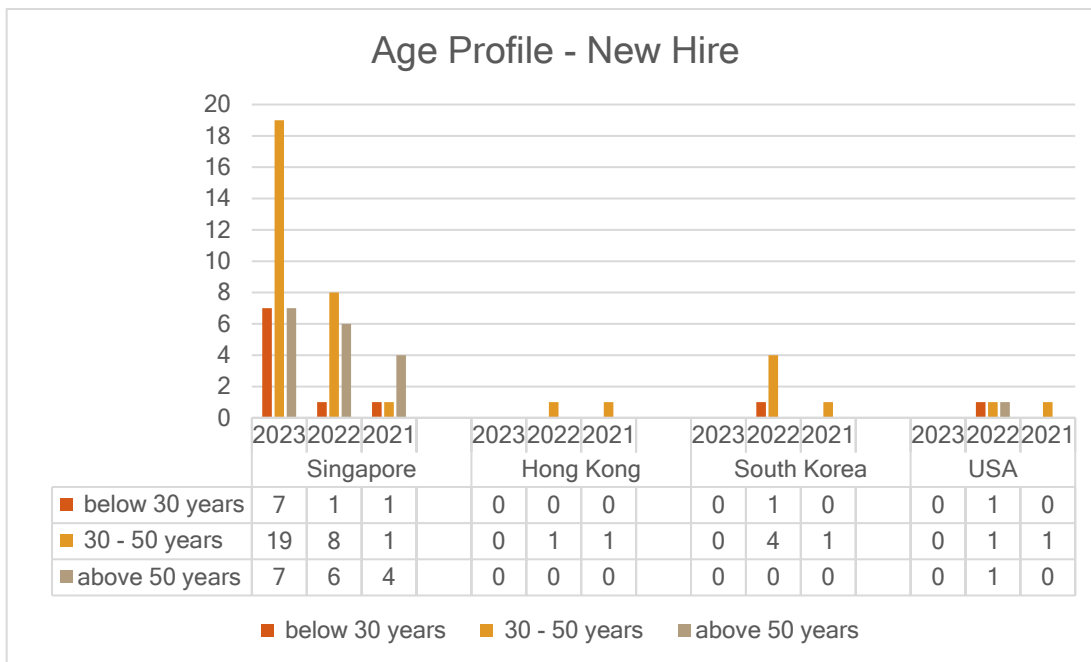
professionals in this age bracket may be seeking career advancement opportunities or transitioning to new roles.

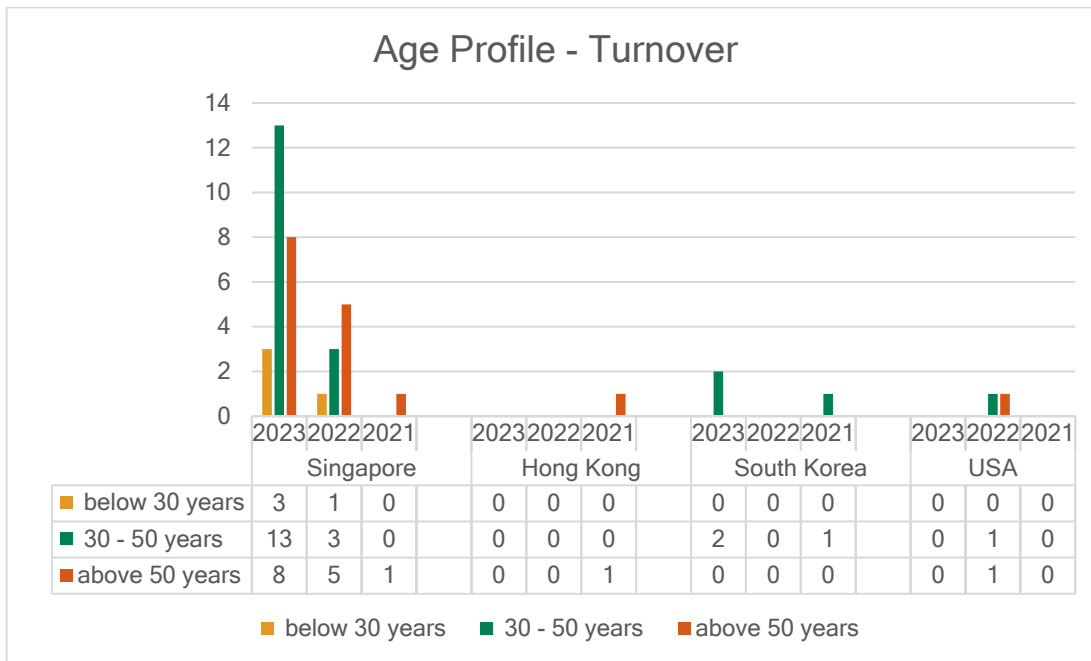
Addressing Turnover

We are committed to retain top talent and are implementing strategies specifically focused on the 30-50 age group. These include flexible work arrangements and performance bonus.

Optimizing New Hires

The high number of new hires in the 30-50 age range signifies our focus on attracting experienced professionals. Their industry knowledge and expertise are invaluable assets that contribute significantly to our success. We actively seek out qualified candidates in this age group through targeted recruitment strategies.





Gender Balance: A Work in Progress

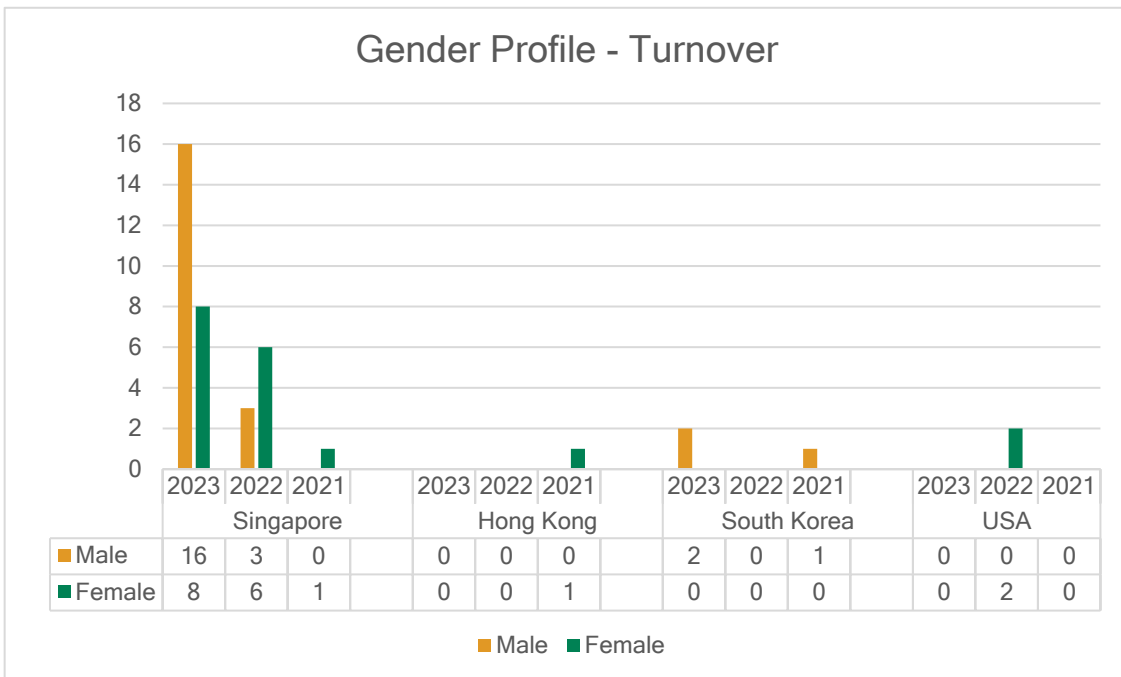
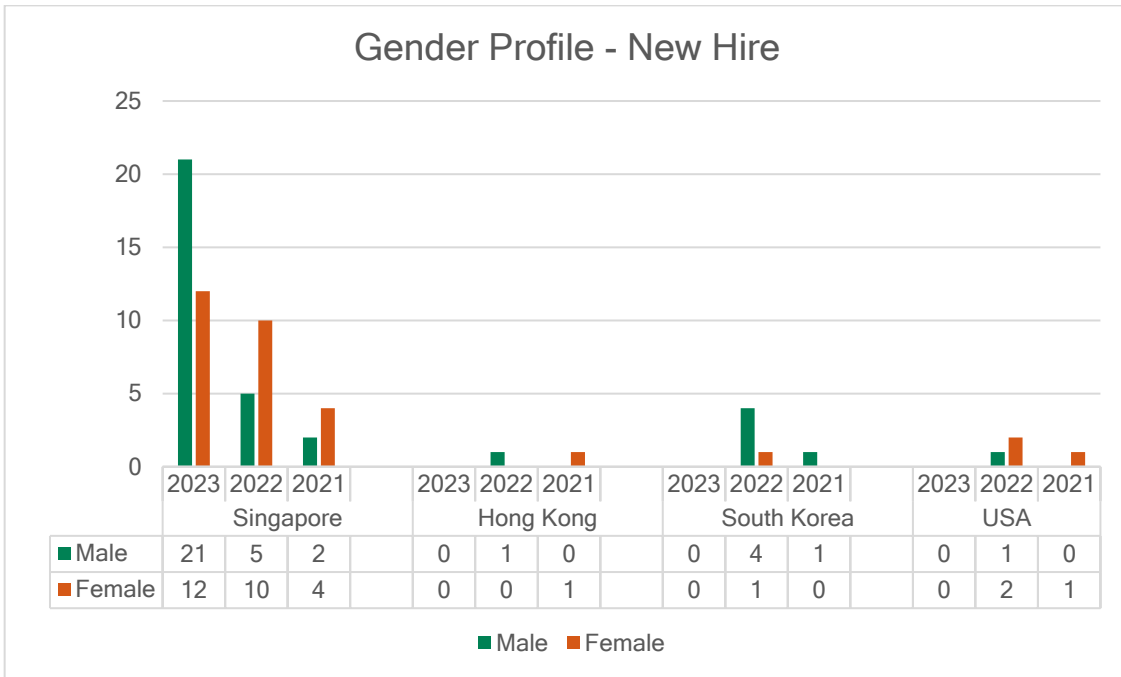
We acknowledge that our current turnover and new hire trends skew male, with a 2:1 male-to-female ratio. While we are committed to achieve gender parity across all levels of the organization, we recognize the need for continuous progress.

Retaining Female Talent

Specifically within the 30-50 age group, a significant portion of turnover involves female employees. We understand that factors like work-life balance or unconscious bias can disproportionately impact women. To address this, we have implemented targeted initiatives such as flexible work arrangements.

Attracting Diverse Talent

We are actively seeking to attract more qualified female professionals in the 30-50 age range. This includes offering benefits that cater to the needs of working mothers and fathers, such as childcare leave policies.



Target for FY2023	Performance in FY2023	Short Term Target
<ul style="list-style-type: none"> To maintain an employee turnover rate of 7 persons 	<ul style="list-style-type: none"> Significant increase in turnover of 24 employees 	<ul style="list-style-type: none"> Monitor and reduce turnover rate to 12 employees

The marked increase in turnover is largely contributed by the F&B segment in Singapore due to the nature of the industry.

Building a Diverse Workforce Across Our Global Operations

GRI 405-1

At Alset, we recognize the importance of fostering a diverse and inclusive work environment across all our locations. Here's an overview of our workforce nationality breakdown:

Singapore Headquarters

Local Talent Focus: Our Singapore headquarters reflects a strong commitment to employ local talent. Approximately 50% of our workforce comprises Singaporean nationals.

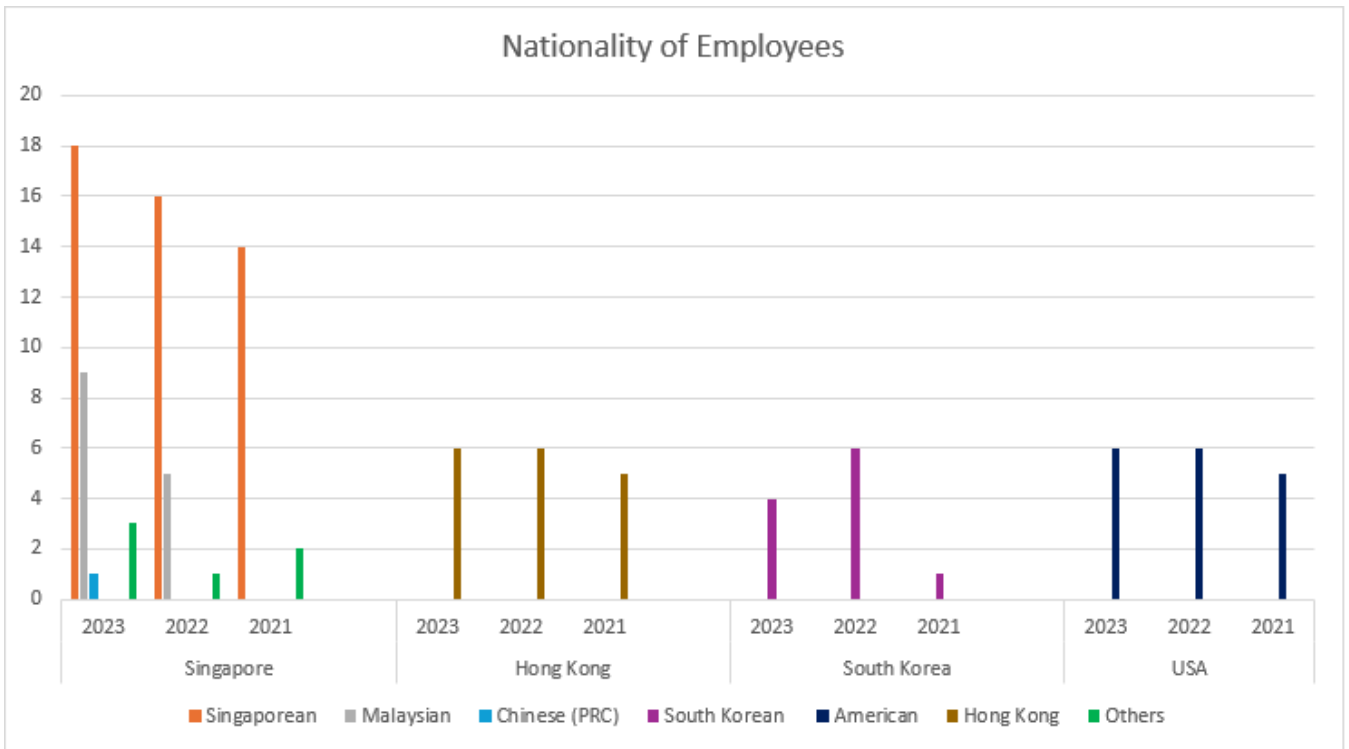
Regional Collaboration: We further enrich our team with a multicultural perspective, with 29% of our Singaporean workforce hailing from Malaysia. This regional collaboration fosters a dynamic exchange of ideas and expertise.

International Operations

Localization Strategy: In each of our international markets, including Hong Kong, South Korea, and the USA, we prioritize local recruitment. This ensures our workforce possesses a deep understanding of the specific cultural and regulatory nuances of each region. By employing 100% local talent in these markets, we can better serve our customers and integrate seamlessly into the local business landscape.

Looking Forward

We are committed to continuously foster a diverse and inclusive environment that celebrates the unique contributions of every employee. As we expand our global footprint, we will maintain our focus on recruiting locally while exploring opportunities for international talent to further enrich our team's global perspective.



Performance in FY2023	Short Term Target
<ul style="list-style-type: none"> • Consistent trend in employee diversity profile 	<ul style="list-style-type: none"> • Maintain balanced diversity profile across all business segments and operations

Customer Health and Safety

GRI 416-1, 416-2

A Commitment to Wellbeing

At Alset, the health and safety of our customers, employees, and the environment is paramount. We are dedicated to implement robust strategies and initiatives across all our relevant business segments (Property Development, Biomedical, and F&B) to ensure a safe and healthy environment for everyone.

Property Development Business

Rigorous Supplier Selection

We prioritize accountability and quality assurance in our property development projects. All contractors and suppliers undergo a stringent selection process overseen by the general manager and approved by the CEO. These policies minimize environmental impact and workplace safety risks during construction.

Ongoing Compliance Monitoring

Beyond selection, we require all suppliers to provide ongoing evidence of valid commercial general liability insurance. Coverage amounts align with contractual agreements and all state and federal compliance regulations. Additionally, all Alset Ehome subsidiaries holding real estate properties and development projects maintain their own commercial general liability insurance under strict compliance guidelines.

Regular Site Monitoring

Our commitment extends beyond selecting qualified suppliers. We hold regular site meetings to ensure contractors consistently meet the high standards expected by Alset.

Biomedical Business

Sustainable Supply Chain

We strive for a positive environmental and societal impact through a commitment to a sustainable health and personal care supply chain. This includes prioritizing the health and safety of consumers by distributing safe and high-quality health and personal care products.

Unwavering Quality Focus

The quality and safety of our health and personal care products are our top priorities. From initial procurement to final distribution, we implement rigorous evaluation processes for all suppliers' products. This ensures consumer safety throughout our entire supply chain.

F&B Business

Food Safety First

Our F&B operations adhere to strict food safety protocols and procedures. This includes:

- Training employees on proper food handling and preparation techniques.
- Regularly cleaning and sanitizing all kitchen equipment and surfaces.
- Conducting regular inspections of the kitchen and dining areas.

Regulatory Compliance

Alset F&B establishments rigorously comply with all relevant regulations, including the Singapore Food Act and the Workplace Safety and Health Act. This ensures the safety of our customers and employees within our restaurants.

Performance in FY2023	Short Term Target
• Zero serious compliance infringement	• Maintain zero serious compliance infringement

Occupational Health and Safety

GRI 403-1, 403-9

Building a Safe and Healthy Workplace at Alset

At Alset, we prioritize the health and safety of our employees. We are committed to foster a work environment that minimizes potential risks and promotes well-being.

Our dedication to safety has yielded impressive results. We are proud to announce that Alset has achieved a remarkable zero work-place injury record for the past three years. This achievement is a testament to our ongoing commitment to employee well-being and a strong safety culture embedded within the organization. We continuously strive to improve our safety standards and explore new safety measures to ensure a consistently safe and healthy workplace for all our employees.

Performance in FY2023	Long Term Target
• Zero work-place injury	• Maintain zero work-place injury

GRI INDEX

Statement of use	Alset International Limited has reported the information cited in this GRI content index for the period 01 Jan 2023 to 31 Dec 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	Sections	Page Reference
GRI 2: General			
Organisational Details			
GRI 2-1	Organisational details	About Alset	7
GRI 2-2	Entities included in the organisation's sustainability reporting	2023 Annual Report - Group Structure	-
GRI 2-3	Reporting period, frequency and contact point	Reporting Period Feedback	4 6
GRI 2-4	Restatements of information		Not Applicable
GRI 2-5	External assurance	External Assurance	6
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	Our Supply Chain	22
GRI 2-7	Employees	Social - Employment	40-49
GRI 2-8	Workers who are not employees	Social - Employment	Not Applicable
Governance			
GRI 2-9	Governance structure and composition	Our Sustainability Reporting Structure	9
GRI 2-10	Nomination and selection of the highest governance body	Our Sustainability Reporting Structure	9
GRI 2-11	Chair of the highest governance body	Our Sustainability Reporting Structure	9
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Our Sustainability Reporting Structure	9
GRI 2-13	Delegation of responsibility for managing impacts	Our Sustainability Reporting Structure	9
GRI 2-14	Role of the highest governance body in sustainability reporting	Our Sustainability Reporting Structure	9
GRI 2-15	Conflicts of interest	Ethics & Integrity	15
GRI 2-16	Communication of critical concerns	Stakeholder Engagement	10-11
GRI 2-17	Collective knowledge of the highest governance body	Our Sustainability Reporting Structure	9
GRI 2-18	Evaluation of the performance of the highest governance body	2023 Annual Report - Remuneration Matters	-
GRI 2-19	Remuneration policies	2023 Annual Report - Remuneration Matters	-
GRI 2-20	Process to determine remuneration	2023 Annual Report - Remuneration Matters	-
GRI 2-21	Annual total compensation ratio	2023 Annual Report - Remuneration Matters	-
Strategies, Policies and Practices			
GRI 2-22	Statement on sustainable development strategy	Board Statement Our Approach to Sustainability	3 10

G9GRI 2-23	Policy commitments	Refer to the respective sections: - Corporate Governance - Economic Performance - Environmental Sustainability - Social Responsibility	14-52
GRI 2-24	Embedding policy commitments	Refer to the respective sections: - Corporate Governance - Economic Performance - Environmental Sustainability - Social Responsibility	14-52
GRI 2-25	Processes to remediate negative impacts	Stakeholder Engagement - Mode of Engagement	11
GRI 2-26	Mechanisms for seeking advice and raising concerns	Feedback	6
GRI 2-27	Compliance with laws and regulations	Corporate Governance	14-16
GRI 2-28	Membership associations		Not Applicable
Stakeholder Engagement			
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	10-11
GRI 2-30	Collective bargaining agreements		Not Applicable
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GRI 3-1	Process to determine material topics	Materiality Assessment	12
GRI 3-2	List of material topics	Material Topics	13
GRI 3-3	Management of material topics	Refer to the respective sections: - Corporate Governance - Economic Performance - Environmental Sustainability - Social Responsibility	14-52
ECONOMIC			
Economic Performance			
GRI 201-1	Direct economic value generated and distributed	2023 Annual Report - Consolidated Statement of Comprehensive Income - Statements of Financial Position Economic Performance - Our Performance	- 18-19
Indirect Economic Impacts			
GRI 203-1	Infrastructure investments and services supported	Indirect Socioeconomic Impacts	20-22
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GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption	15-16
ENVIRONMENT			
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GRI 302-4	Reduction of energy consumption	Energy Consumption	26-29
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GRI 305-2	Energy indirect (Scope-2) GHG emissions	Climate-Related Risk and Opportunities	31-32
GRI 305-5	Reduction of GHG emissions	Climate-Related Risk and Opportunities	31-32
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GRI 401-1	New employee hires and employee turnover	Employee Turnover, Employee Hires	45-48
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GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health and Safety	51-52
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GRI 403-9	Work-related injuries	Occupational Health and Safety	52

TCFD CONTENT INDEX

TCFD Recommendations		Page Number
<p>Governance Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>a. Describe the board’s oversight of climate-related risks and opportunities.</p> <p>b. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	33
<p>Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	33
<p>Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>a. Describe the organization’s processes for identifying and assessing climate-related risks.</p> <p>b. Describe the organization’s processes for managing climate-related risks.</p> <p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.</p>	33-34
<p>Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	34