



Embedding Progress, Enabling Impact

Sustainability Report 2024

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About The Report

This is the second sustainability report for CGS International (covering legal entities CGS International Securities Pte. Ltd. and CGS International Securities Group Malaysia Sdn. Bhd.) which encompasses full year data for the fiscal year ended on 31 December 2024 (“2024” or “FY2024”). CGS International (“CGSI”)’s business operations are in ASEAN (Singapore, Malaysia, Indonesia, Thailand) and outside ASEAN (Hong Kong, Korea, United Kingdom, USA, Mauritius). Business operations with a small footprint and those not under CGSI’s full control (e.g. joint venture businesses in Vietnam) are not included in the report coverage.

Although this report is prepared with reference to the Global Reporting Initiative (“GRI”) Standards, it attempts to align with the IFRS¹ S1 & S2 sustainability disclosure standards issued by the ISSB² to cater to the information needs of investors and financial institutions. Some metrics are also aligned to the SGX³ Core ESG Metrics for this same purpose.

This Report also serves as a Communication of Progress (“COP”) report as part of our commitment as a United Nations Global Compact (“UNGC”) member.

The GHG emissions data were prepared with reference to the GHG Protocol Corporate Standard. The reporting boundary is defined using the “operational control” approach. The Group Chief Executive Officer and key members of the Group Management Committee, including the various country heads, have internally reviewed and endorsed this sustainability report.

REPORT ASSURANCE

DNV Business Assurance Singapore Pte Ltd was appointed to provide independent assurance on the report. The assurance statement can be found at the end of this report.

FEEDBACK

We welcome all feedback and comments on this Report. Please kindly direct them to Group Sustainability at group.sust@cgsi.com

¹ International Financial Reporting Standards

² International Sustainability Standards Board

³ Singapore Exchange

About CGS International

Corporate Vision & Purpose

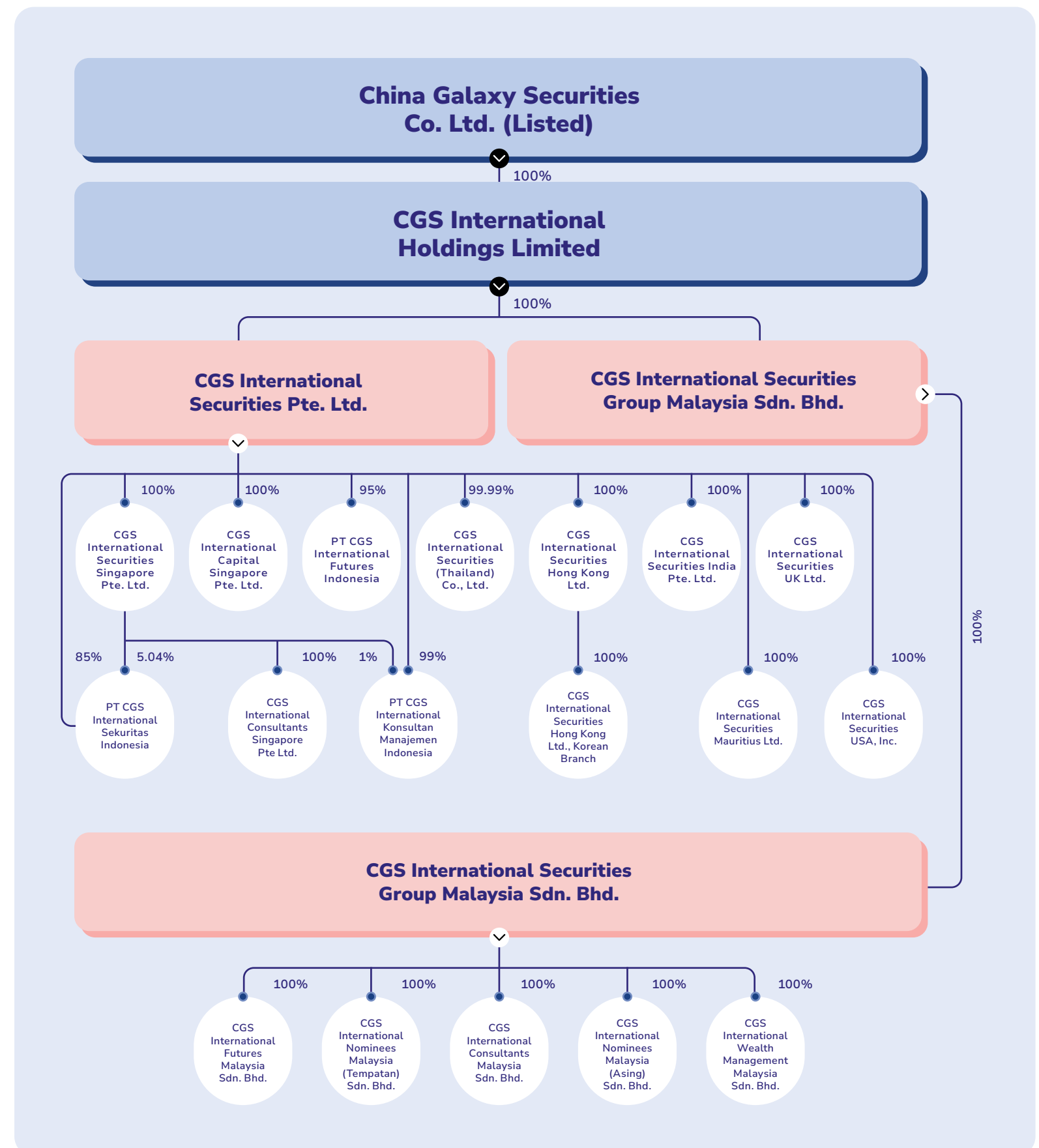
The Company aims to realise its vision to be a leading, world class investment bank in Asia. Its long-term purpose is to empower individuals and communities to make better investment decisions for a sustainable future.

Legal Name, Nature of Ownership and Legal Form

CGS International ("CGSI", covering legal entities CGS International Securities Pte. Ltd. and CGS International Securities Group Malaysia Sdn. Bhd.) is an award-winning and market leading integrated financial services provider and ranked among the top investment houses in Asia. CGSI is a wholly owned entity of CGS International Holdings Limited since 29 December 2023, and a subsidiary of China Galaxy Securities Co., Ltd. ("CGS"), one of the leading securities firms in China with over 18 million customers.

Location of Headquarters & Countries of Operation

CGSI is headquartered in Singapore with a significant business footprint in ASEAN (primarily in Singapore, Malaysia, Indonesia and Thailand) as well as in USA, UK, Hong Kong, Korea, India and Mauritius. Its business network also extends to Vietnam, Philippines, Japan and Australia through joint venture partners in these countries



Awards & Recognition

In 2024,
we were awarded

17

prestigious
Sustainability-related
awards

ESG Awards

The Asset Triple A Awards for Sustainable Finance 2025

Best Brokerage (Singapore)
Best Brokerage (Malaysia)
Best Brokerage (Indonesia)
Best Brokerage (South East Asia)

Asia Sustainability Reporting Awards 2024, Singapore

Best First-Time - Finalist

IAA Best Analyst Award 2023, Thailand

Best Analyst for ESG

IDX Channel Anugerah ESG 2024 award, Indonesia

Special Award category in the Financial and Investment, Sector through the 3E Framework programme - Environment, Enterprise, and Education

Securities and Exchange Commission, Thailand

Investment Knowledge Provider
(Sustainability category)

CSR Awards

National Volunteer and Philanthropy Centre (NVPC), Singapore

Company of Good - 3 Hearts

Sustainability & CSR Award 2024, Malaysia

Company of the Year (Stockbroking),
Best in Financial Literacy Initiatives

Nusantara CSR Awards 2024, Indonesia

Penanganan Perubahan Iklim
(Climate Change Action)



DEI Awards

SBR Management Excellence Awards 2024, Singapore

Employee Engagement of the Year -
Financial Services

Women in Finance Awards Asia 2024, Singapore

Excellence in Leadership

Singapore HR Awards by Singapore Human Resources Institute (SHRI)

Excellence in Workplace Culture & Engagement
(Silver)

HR Excellence Awards Singapore 2024

Excellence in Talent Acquisition (Silver)

On top of the Sustainability-related awards, the company has also won 71 other exclusive awards, including:

Finance Awards

Alpha Southeast Asia Best FI Awards 2024

Best Broker in Southeast Asia (2024-2023)
Best Retail Broker Malaysia, Singapore (2024)
Best Institutional Broker Singapore, Malaysia (2024)

The Asset Triple A Awards 2024

Best Broker Singapore, Malaysia & Indonesia (2024-2022)
Best Brokerage House in Southeast Asia (2024)

SGX Awards

Top 5 SGX-ST Members (2024-2022)

FinanceAsia Awards 2024

Best Broker, Indonesia, Thailand (2024)
Highly Commended Broker, Malaysia (2024)
Best Broker Singapore, Malaysia (2023)

Institutional Investor Awards 2024

More ranked analysts than any other firm
(totalling 33 Awards)





Products & Services

Led by our customer-centric philosophy, we have built a comprehensive suite of products and services, including securities trading, wealth solutions, prime services, investment banking and asset management to suit the investment needs of our diverse clientele from retail to corporate and institutional clients.

Our award-winning research team provides one of the most comprehensive research coverages of over 600 stocks, with another 2,500 from our research partners globally, empowering clients with the data and insights to make the right investment decisions.



Equities Trading



Leveraged Products



Wealth Management



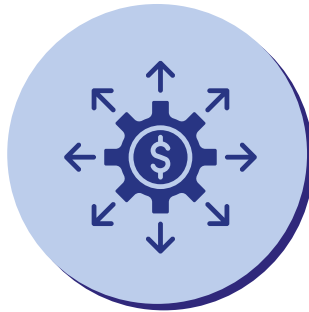
Equities Research



Investment Banking



Fixed Income



Structured Products



Prime Brokerage



Currency & Commodities



Margin Financing



Shariah Compliant Investing

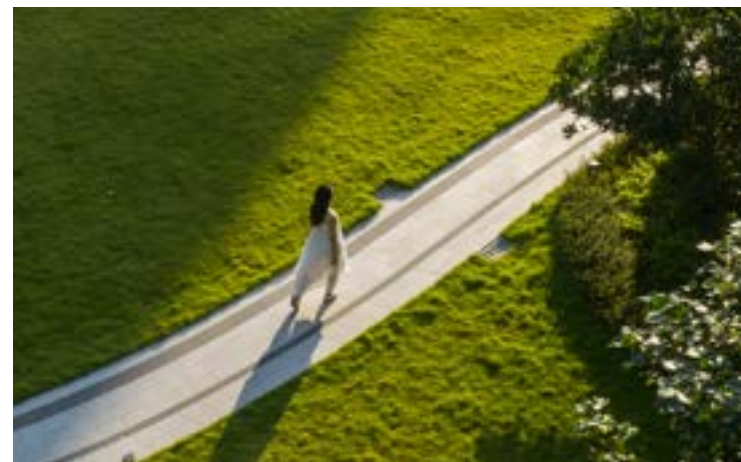


Asset Management

Driving Progress with Our Corporate Culture

Our corporate culture is anchored on our PACES (People-Oriented, Accountability, Collaboration, Excellence, Sustainability) core values that our employees subscribe to. Embedded in our corporate culture, PACES is also embedded in the annual performance appraisal system where a certain percentage of an employee's performance are assessed against how they espouse the PACES core values in their daily work.

Taken together with good board governance and an effective three lines of defence, a values-based corporate culture protects and generates long term value for the Company. Additionally, the annual performance appraisal for all employees comprises a component dedicated to "Personal Attributes" which are aligned to the PACES core values.



PEOPLE-ORIENTED

People are at the heart of what we do, and we are committed to creating value for our Employees, Customers, and Stakeholders.

- The Company is committed to creating a culture of Diversity, Equity and Inclusion, as well as continuous learning for our Employees.
- Employees strive to be advocates for every Customer by focusing on their investment goals.

EXCELLENCE

We will strive for continuous improvement and deliver excellence in our products and services.

- The Company aims to foster a culture of continuous innovation and creative solutioning, adopting a learning mindset towards every experience.
- The Company is committed to an unwavering focus on customer delight and client advocacy without compromise.



ACCOUNTABILITY

We are accountable to ourselves, our colleagues, and the community through our actions.

- The Company is committed to the goals and standards it sets for itself.
- The Company aims to foster a culture of trust at the workplace by demonstrating honesty, ethics and integrity in our daily interactions with one another.
- The Company recognises the impact of our actions on the Community and therefore strives to be responsible and transparent in the use of its resources.

P . A . C . E . S
C O R E V A L U E S

SUSTAINABILITY

We embed Sustainability into our business and operations, and are committed to making a positive impact on our communities.

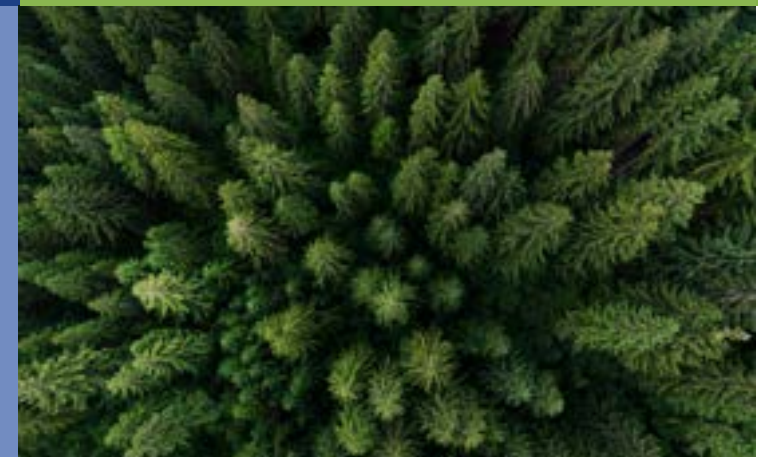
- The Company is dedicated to shaping sustainable future, and pledges to operate responsibly, prioritise green initiatives, champion diversity and contribute to the well being of our employees, the community, and the environment.
- The Company fosters a culture of environmental stewardship, employee well-being, and community engagement to drive positive change for a healthier planet and society.



COLLABORATION

We will harness the power of collaboration and work together as one CGS International family.

- The Company values collaboration as the key to creativity and excellence.
- Employees are committed to working cohesively as one CGS International Team to deliver best-in-class solutions to our clients.



Group CEO's Message



2025 marks the third year since CGS International ("CGSI") formally started its sustainability journey, and I am pleased to present our second sustainability report on our ESG ("Environmental, Social and Governance") performance thus far.

In 2024, CGSI had to navigate the challenges of significant transformations in the external environment and within the Group.

Externally, global macroeconomic uncertainty and increasing frequency of climate-related disasters impacted the markets and businesses. Internally, the ongoing business transformation and integration with our parent company, China Galaxy Securities ("CGS"), also presented its fair share of challenges. As we worked through these difficulties, we took the opportunity to place sustainability at the forefront of corporate priorities.

CGSI has continued its transformation to future-proof our business as we work towards our vision of becoming a leading and world-class investment bank. We have added more business lines and expanded our capabilities, effectively diversifying our income streams within two short years. Our diversification benefits not just ourselves; it also helps unlock opportunities for our clients across key global markets through a more comprehensive suite of products and services to support their needs.

Integrating sustainability into the business is an ongoing imperative. 2024 marks our second consecutive year of measuring our greenhouse gas ("GHG") emissions.

We broadened the scope of our Scope 1 and 2 emissions tracking beyond ASEAN to include our international offices.

Concurrently, we laid the groundwork for measuring our Scope 3 GHG emissions – a focus area for 2025 – and exploring internal reduction targets for our operational carbon footprint.

Taking our climate initiatives a step further, we started to put climate risk higher on the agenda of our senior management. We conducted a climate risk workshop for key management, providing them with deeper insights into climate-related physical and transition risks, and guiding them on how to incorporate these into our business strategies. We also launched the ASEAN Institute of Carbon Neutrality to drive thought leadership and collaboration in the sustainability financing space.

Our people remain our greatest assets; A major priority throughout the integration process has been to safeguard the welfare of our employees, giving them the support needed to adapt and excel in the shifting corporate landscape. Committed to nurturing a safe, inclusive, and dynamic workplace, Diversity, Equity and Inclusion ("DEI") is central to our efforts to attract and retain top talent, drive employee engagement, and deliver excellent client service. Based on feedback from our annual DEI survey, we implemented significant enhancements to learning and development opportunities in 2024, upgraded our performance appraisal system to provide fair and equitable recognition of employee contributions, and enhanced employee benefits to improve staff welfare.

We continued to engage the wider community. Our flagship youth programme, the ASEAN Investment Challenge, ran successfully for a second consecutive year, attracting over 5,000 tertiary-level participants from across the region. We also expanded our CSR outreach beyond grassroots and community organisations, partnering with corporate and government agencies to promote financial literacy to an even broader audience.

Maintaining a strong corporate governance culture is essential for carrying out our fiduciary duty to our clients and the industry. Recognising the heightened attention on anti-money laundering (AML) issues across the region, CGSI formed a dedicated committee to monitor and address AML risks, while strengthening our Compliance department's capabilities by increasing staff strength and training.

While we are still in the early stages of our sustainability journey, our achievements thus far give me confidence in our ability to adapt, innovate, and make meaningful strides. I look forward to working with our stakeholders to accelerate climate action in the region and to build a more inclusive, prosperous future together.

Carol Fong

Group Chief Executive Officer
CGS International

Chairman's Message

Sustainability remains at the heart of CGS International's ("CGSI") vision and strategy, and I am proud to see the steady progress that has been made in 2024.

Aligned with our parent company China Galaxy Securities' ("CGS") ESG management efforts, CGSI continues to promote a balance between business imperatives and wider environmental and social priorities. This synergy between CGS and CGSI demonstrates our shared commitment to building a diversified, resilient, and sustainable business for the future.

Over the past year, CGSI has taken bold steps to reinforce its position as the gateway to Asia, facilitating not only the flow of investments between China, Southeast Asia ("SEA"), and the rest of the world but also bilateral relations.

In this increasingly fragmented and volatile global economy, it is important for Asian countries to forge closer regional cooperation to increase our influence and trade resilience. The Group organised several key conferences in SEA and China, working closely with CGS to promote bilateral relations and partnerships between the two regions. These include the CGS SEA Bilateral Investment Forum 2024 in Hainan. CGS is also the only securities company to participate in hosting the 2024 China-ASEAN Conference on Financial Cooperation and Development Green Finance Cooperation Roundtable in Nanning, China.

By bringing together various stakeholders across Asia, CGSI has demonstrated leadership in bringing businesses and governments together to drive sustainable growth through the China-ASEAN economic wave.

We also facilitated the building of relations between the Chinese and Malaysian governments, including the signing of a letter of intent for friendly exchanges between Hangzhou and Kuala Lumpur, and hosting of high-level delegates in both countries, thereby deepening cross-country collaborations.

Within the Group, collaboration was also one of the main focus areas for the year. We embarked on integration projects, being mindful of ASEAN's diversity and the need to respect local management and cultures. To better understand one another, we initiated a secondment programme between CGSI and CGS.

In 2024, CGSI welcomed 15 secondees from CGS, and at the same time, sent two employees to Beijing for both short- and long-term postings. The knowledge exchange has been vital in both strengthening cultural and business ties, as well as in enhancing our product and service offerings.

At CGSI, we see ourselves not merely as a leading financial services provider in Asia, but as a transformative force shaping the future of the region.

We are committed to forging deeper relationships between China and ASEAN, to cultivate financially empowered communities, and to uplift lives wherever we operate. Together with CGS, we are dedicated to broadening our business lines, offering more diverse products and services, and incorporating climate considerations into our approach to risk management and long-term planning. On behalf of the Board, I would like to extend my gratitude to all employees for their hard work and commitment, and I am confident that we will continue to forge new paths in sustainable finance for the benefit of our clients, communities, and stakeholders alike.

Mr. Wu Peng

Chairman
CGS International



Sustainability Strategy

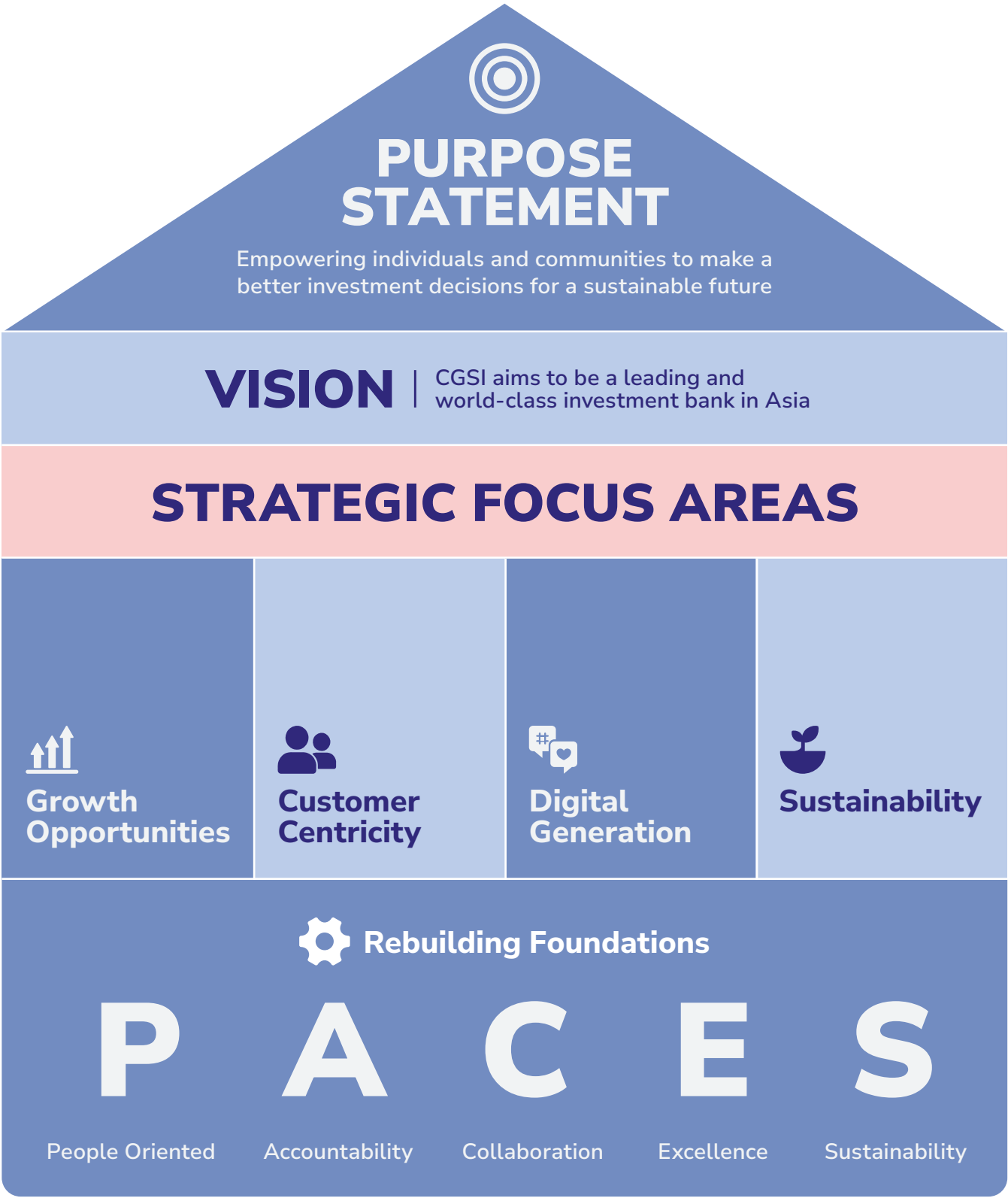
The Company’s sustainability strategy is played out through actions in **8 Sustainability Focus (“8SF”) areas** that was identified through a materiality assessment exercise conducted in 2022. Details of our progress in achieving the desired outcomes of the 8SF is captured in the later part of this report section.

The Vision 25 Strategy & Business Plan is CGSI's 5-year strategy running from 2021 to 2025. This strategy acts as the overarching infrastructure set by our management to guide our business decisions. Sustainability being included as a key strategic focus has allowed CGSI to take monumental steps in advancing its sustainability agenda across the 5-year period.

In 2021 to 2022, CGSI became a signatory to the United Nations Global Compact 10 Principles, aligned its CSR objectives to UN Sustainable Development Goals 4, 8 and 13, and conducted its materiality assessment to determine its salient ESG issues.

From 2023 to 2024, CGSI formally developed its sustainability strategy anchored on 8 Sustainable Focus Areas, conducted the measurement of Scope 1 and Scope 2 GHG emissions, established its Environmental and DEI Policies, initiated the ASEAN Institute of Carbon Neutrality to promote thought leadership in the region, and issued its inaugural sustainability report aligned to GRI standards.

From 2025 onwards, CGSI's focus will shift towards the incorporation of ESG into its products and services, measuring its Scope 3 GHG emissions, and integrating climate risk considerations into its Risk Management functions.



Materiality Assessment

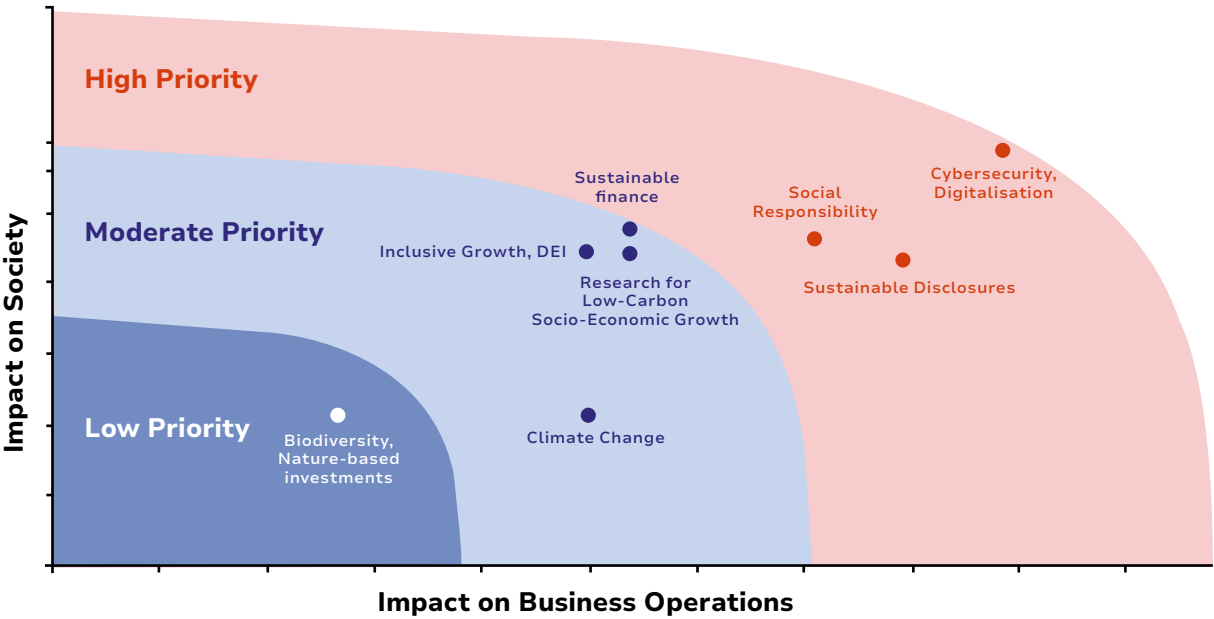
Prioritisation of Material Topics

A double materiality assessment exercise was done by the Group Sustainability Committee in late 2023, which resulted in the 8 Sustainability Focus Areas (8SF) for CGSI. Higher priority was given to topics such as sustainable disclosures as CGSI recognizes its role in promoting greater disclosures of ESG data in the capital markets to enable the mobilization of capital to companies and projects that deliver environmental and social outcomes. Cybersecurity was also highlighted as imperative as CGSI’s business operations are increasingly going digital, exposing the organization’s enterprise systems, as well as employee and client data to cybersecurity threats on an ongoing basis. Social responsibility is also of high priority to CGSI taking into the social equity developed through CSR partnerships, some of them transcending into the strengthening of business relationships. Employee participation in company-organised CSR activities also provide avenues for them to actualize their interests and values, thus creating an enhanced sense of connectedness to the company.

Sustainable finance, climate change and DEI were ranked as moderate priorities. The nascent development of sustainable finance frameworks, such as the ASEAN Taxonomy and its adoption together with others like the ICMA⁴ Bond Principles, the measured pace of mandatory climate reporting for financial institutions in ASEAN jurisdictions, and DEI as a new concept for adoption by organizations have led to CGSI considering these factors material, but not of a high priority for action in the near term.

Lastly, biodiversity and nature-based investments are important as ASEAN has many industries that are dependent on or have significant impacts on nature. The slow adoption of TNFD aligned disclosures in the region, coupled with the lower maturity of understanding of the relationship between climate change and biodiversity has resulted in these areas being of lower priority to CGSI.

Materiality Matrix



⁴ International Capital Market Association



2024 saw progress made on the 8 Sustainability Focus Areas (8SFs) as captured in the table below.



1. Climate Change, Decarbonisation

| Desired Outcomes | FY2024 Progress |
|--|--|
| Greenhouse gas emission reductions from own business operations including financing and facilitated financing activities | Assessment of Scope 2 emissions expanded to include international offices Assessment of CGSI's Scope 3 GHG emissions, identifying Categories 1, 6 and 15 as potentially material emission categories, climate risk assessment Mapping of CGSI's climate risks and opportunities based on current and future business strategies |



2. Biodiversity, Nature-based Investments

| Desired Outcomes | FY2024 Progress |
|--|---|
| Biodiversity impact considerations in financing and facilitated financing activities, in particular for nature-based investments that deliver carbon avoidance/removal and biodiversity benefits | Organised a webinar to educate companies on the nature risks and opportunities they should be thinking about and important role of ecosystem services in carbon sequestration and biodiversity conservation |



3. Research for Low-Carbon, Socio-Economic Growth

| Desired Outcomes | FY2024 Progress |
|---|---|
| Thought leadership and advisory backed by research in climate risks, climate mitigation, climate adaptation and climate resilience for sustainable growth | ASEAN Institute of Carbon Neutrality launched in 2024 with 3 research reports published in partnership with the Sustainable & Green Finance Institute, National University of Singapore ("NUS-SGFIN"). Details are captured in subsequent pages |



4. Sustainable Finance

| Desired Outcomes | FY2024 Progress |
|--|---|
| Opportunities for customers to invest in ESG products through education & integration of ESG in product and service offerings (including Shariah-compliant financial products) | ESG Integration Framework was developed and endorsed by the Group Sustainability Committee in late 2024. It internally guides what is considered an ESG product, governed the development of new ESG-labelled products and the recognition of ESG revenues. Find out more in subsequent pages |



5. Inclusive Growth

| Desired Outcomes | FY2024 Progress |
|--|--|
| Business growth through innovation, supported by DEI ("Diversity, Equity & Inclusion") practices and sustainability culture-building. Product & service offerings that are inclusive | Incorporated questions in DEI Survey to gauge staff sentiment on equity and inclusiveness with the shareholder changes the past year. Unconscious Bias Training conducted, more celebrations of culturally significant dates. Please refer to the DEI survey findings in the Social Performance section for more information |



6. Sustainability Disclosures

| Desired Outcomes | FY2024 Progress |
|--|--|
| Drive ESG performance internally while building trust & confidence with external stakeholders on the company's long-term value proposition | Climate-related disclosures relating to physical and transition risks and opportunities in preparation for ISSB S2 requirements. Please refer to the Climate Risk & Opportunities section for more details |



7. Cybersecurity, Digitisation

| Desired Outcomes | FY2024 Progress |
|---|---|
| Manage cybersecurity risks for business continuity as the company digitizes for business growth | The Data Privacy and Protection program was commenced to enhance mechanisms to protect private data of clients and employees. Please refer to the Information Security and Data Governance section for more information |



8. Social Responsibility

| Desired Outcomes | FY2024 Progress |
|--|---|
| Build social capital (social license) while making impactful contributions to societies where the company has a business presence in | Refer to CSR section for more details. Across the group, the Company has organized a total of 150 CSR events across the ASEAN region - UNSDG 4: 114 events - UNSDG 8: 22 events - UNSDG 13: 14 events |

Stakeholder Engagement

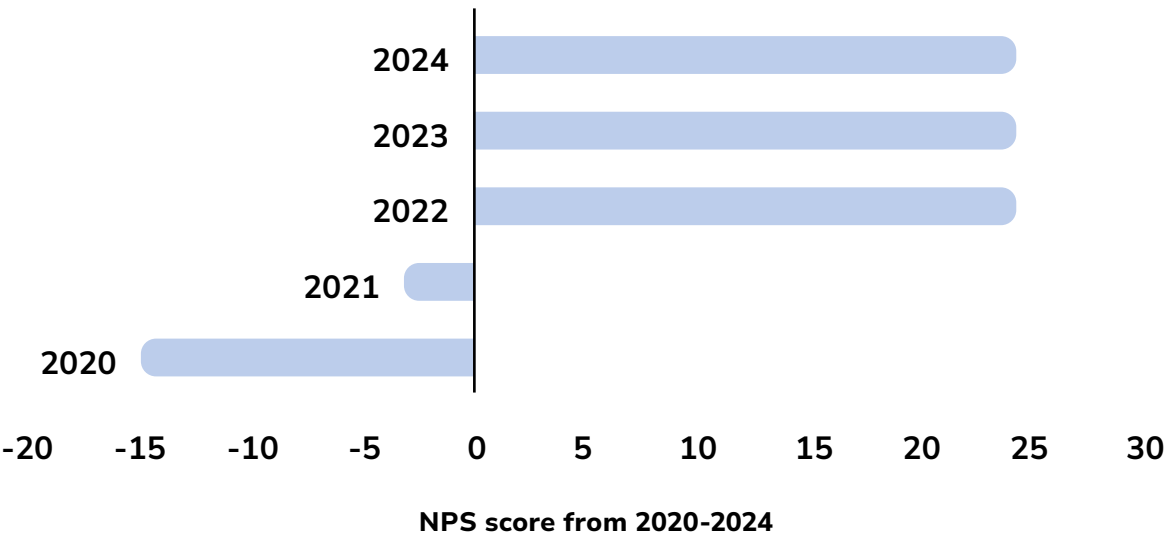
Growing Our Sustainability With Our Stakeholders

Stakeholder engagement is an ongoing process that CGSI recognises as important to keep our business units informed on customer needs, sustainable development drivers, IT needs, government policies, community concerns as well as gather employee feedback. Some issues raised by our stakeholders are linked to sustainability and help us shape what is material to the company. The table below captures some of the more important engagements we had in 2024 with our stakeholders.

NPS Spotlight

The Net Promoter Score (“NPS”) aims to measure customer loyalty and satisfaction by gauging the likelihood of customers recommending the Company. The primary purpose of NPS is to help businesses understand customer sentiment and identify areas for improvement, ultimately aiming to boost customer loyalty and advocacy.

The Company’s NPS scores have improved significantly from 2020 to 2024. This reflects that clients have improved their perception of the Company and are more likely to recommend the Company to others.



⁵ The NPS exercise is conducted in only Malaysia, Indonesia, Singapore and Thailand.

Three main areas were identified for the improvement in the NPS scores. They are:

Service

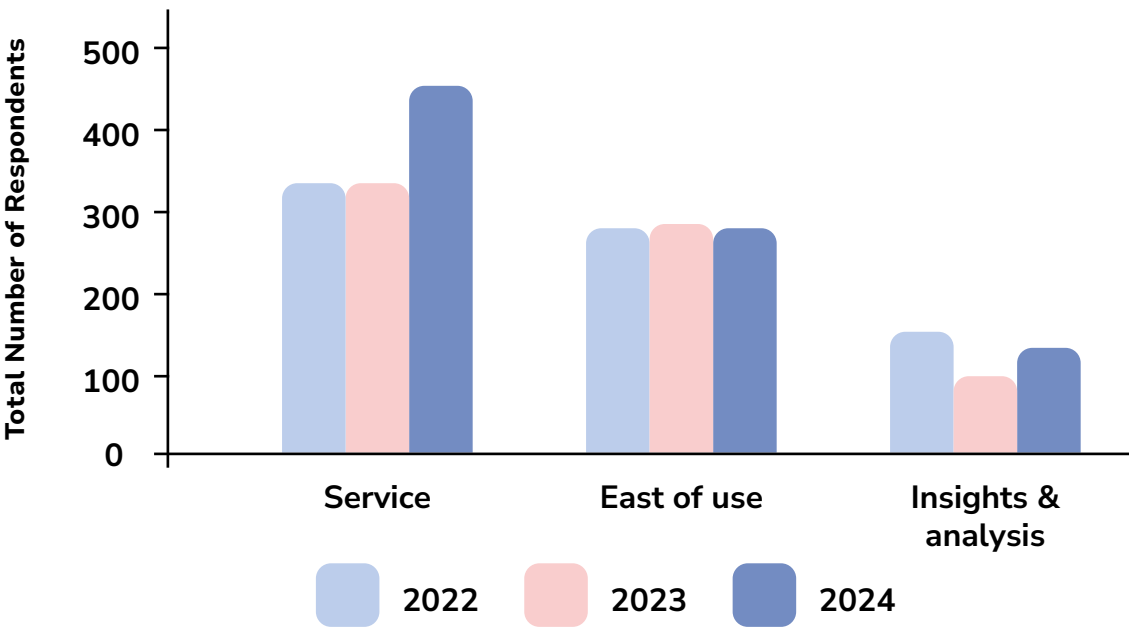
The feedback highlighted that Service is a key area where the Company demonstrates its strengths. This is reflected in the prompt response and assistance provided, as well as the consistent engagements from the company’s Trading Representatives.

Ease of use of platform

The Company enhanced their mobile application (iTrade V3) which received positive feedback, as clients noted that the platform is user-friendly and easy to navigate.

Insights and analysis

Market insights provided by the Company were recognised by clients as valuable in supporting their investment decisions.



Areas of improvement associated with increase in NPS scores

| Introduction | Messages From the Top | Sustainability Strategy | Corporate Governance | Environmental Performance | Social Performance | Content Index | Appendix | DNV Assurance Statement |
|--------------|--|---|---|---------------------------|--|---------------|----------|-------------------------|
| | How do we engage? | Frequency | Key issues raised | | Our response | | | |
| Clients | Net Promoter Score (“NPS”) surveys | Yearly | NPS scores increased significantly from 2023-2024 with feedback gathered from customers on their concerns. | | Refer to ‘NPS Spotlight’ section | | | |
| | Engagement at office branches | On ad-hoc basis | Trading platform queries for clients that are not so tech-savvy | | Training via webinars/in-person sessions to learn how to use the trading platform | | | |
| | 24-hour call centres | On ad-hoc basis | Management of client data | | Close adherence to client data privacy policies and always maintain open communication with clients to provide feedback | | | |
| | Client events: Road shows, webinars etc | On ad-hoc basis | Digitalization of services – e.g. account opening | | Digitalization – onboarding of clients is now paperless and physical cheques and forms are no longer used | | | |
| Employees | Townhall sessions with Group CEO held at country level | Twice a year | Career development and training highlighted as 2 dimensions for improvement | | LinkedIn Learning was introduced to make training more accessible. All full-time employees were given licenses to access the platform. | | | |
| | Employee engagement survey, DEI survey | Annually | DEI survey results: Top 3 staff picks includes: 1) wanting to see more celebrations for DEI 2) rolling out Unconscious Bias Training (UBT) 3) Performance expectations to be discussed during performance reviews by supervisor to all his/her direct reports | | In response to the top areas of improvement identified in the DEI Survey, UBT and more celebrations for DEI-themed days were rolled out. | | | |
| | ESG Education Pack developed in 2024 to educate staff on ESG | Annually | Employees were educated on the fundamentals of ESG and sustainability, and how they apply to CGSI's business operations. | | Over 80% participation rate in Singapore office | | | |
| Regulators | Participation in regular engagement sessions with regulators, including consultation papers and industry exercises | Participated in 2 regulatory engagements and 1 industry exercise. Refer to more details in the Compliance section which covers more details on these sessions and their purposes. | Compliance with regulatory requirements for newly launched products and services. Any occurrence of significant issues or breaches (eg. Major IT disruptions, employee misconduct, significant risk events etc) | | Regulators are regularly engaged to keep the firm aligned with an evolving regulatory landscape | | | |
| Community | CSR events | Over 150 events held across MIST for around 260,000 beneficiaries | Institutions of Higher Learning (local universities and polytechnics) concerned about Financial Literacy awareness among the youth and the community | | ASEAN Investment Challenge held which provides a holistic journey for youths to learn investing | | | |
| | | | | | Financial literacy workshops for over 6000 participants in 2024. Conducted scam avoidance engagement sessions to reach out to over 800 people in the heartlands. | | | |
| | | | Collaborated with Republic Polytechnic on the Youth Index 2024 – a survey reaching out to tertiary students across Singapore to find out the literacy of youths on Digital Finance, Sustainability and Future-Preparedness | | Survey findings to be released in 2025, which CGSI will use to review existing financial literacy initiatives as well as shape new ones. | | | |

ESG Incorporation Into Products & Services

CGSI has made incremental steps to incorporate ESG into its business as part of our action plan to fulfil its 8 Sustainability Focus Areas. Previously, our ESG offerings were largely concentrated within our Research business, whereby research reports of listed companies in ASEAN stock exchanges incorporate an analysis of the Company's ESG performance aimed at advising institutional investors, with ESG mandates, on their investing decisions.

We also have a strong business presence in Shariah-compliant financial markets in ASEAN, which has overlaps with ESG in principle in which it includes social and faith-based considerations into investment decisions.

In 2024, CGSI took major steps to create even more opportunities for our clients to engage with ESG products and services.



The ESG Incorporation Framework ("ESGIF") was approved by the Group Sustainability Committee to act as the guiding principles for business units to meaningfully integrate ESG considerations into their products and services.

By encouraging business units to use established best practices to incorporate ESG into their business and providing guidance on the recognition of ESG revenues, the framework establishes the measurement, tracking and reporting mechanisms of ESG business performance for more deliberate strategy formulation.

With this in place, the goal for future years is to progressively fulfill the Vision 25 Purpose Statement – 'Empowering individuals and communities to make better investment decisions for a sustainable future'. CGSI is constantly exploring any opportunities to pilot new ESG products wherever possible.

CGSI's Malaysian office launched its ESG Margin Financing in September 2024, aiming to encourage customers to engage in investing in companies with better reported ESG performance. More favourable financing rates were given to customers who chose to invest in companies that were listed on the FTSE4 Good Bursa Malaysia Index and demonstrated good ESG performance⁶. In 2024, the total loan base extended to customers trading in these counters was RM4.88 million.

Through our business presence in Shariah-compliant financial markets across the ASEAN region, revenue from ethical/faith-based financial products and services has grown steadily in excess of S\$6 million, compared to just over S\$2 million in 2023.



⁶ Good ESG performance is denoted by companies that have attained a 3 or 4* ESG rating as per the FTSE4 Good methodology

Engaging the Business Community on Sustainable Development

As part of CGSI's ongoing efforts to combat climate change, the ASEAN Institute of Carbon Neutrality (AICN) was inceptioned in late 2023 under the umbrella of CGS International Securities (Singapore) Pte. Ltd.

AICN serves as a collaborative hub of thought leadership, bringing together capital markets and organizations across ASEAN to address climate change. Through the dissemination of research, insights and knowledge to the business community, AICN's purpose is to motivate capital markets into mobilizing finance for climate change action in ASEAN. CGSI's prominent market presence in ASEAN places it in a unique position to help the region achieve the optimal balance between economic progress and sustainability by transitioning away from fossil fuels and advocating for biodiversity protection.

CGSI hosted 2 webinars in 2024, with subject matter experts invited to share on ESG topics.

The first webinar was about the Just Energy Transition Partnership (JETP), addressing the complexities of early coal-phase outs and highlighting financial solutions that balance environmental impact with social equity such as green bonds. The second webinar touched on nature-related risks and opportunities for corporates, linking the effects of deterioration of nature to corporates and how corporates should include biodiversity issues into their risk management processes.



Webinar on JETP – Featuring Dr David Broadstock, Senior Research Fellow and Energy Transition Lead, SGFIN NUS

AICN was also featured at the 2024 China-ASEAN Conference on Financial Cooperation & Development Green Finance Cooperation Roundtable held in Nanning, China. Organised by CGS, the conference aimed at fostering greater cross-border collaboration on green finance between ASEAN and China.



CGSI also collaborated with the Sustainable and Green Finance Institute (SGFIN) from the National University of Singapore (NUS) to jointly produce 2 research reports on salient ESG topics:

Just Transition Finance Challenges & Opportunities for the Early Retirement of Indonesia's Coal-Fired Power Plants

This report was developed to assess the financial and impact implications of Indonesia's Just Energy Transition Partnership with a focus on the retirement of two key Coal-Fired Power Plants, Cirebon-1 and Pelabuhan Ratu. It aims to provide valuable insights for policymakers, investors and other stakeholders on how to align Indonesia's energy transition with its broader economic and sustainability objectives.

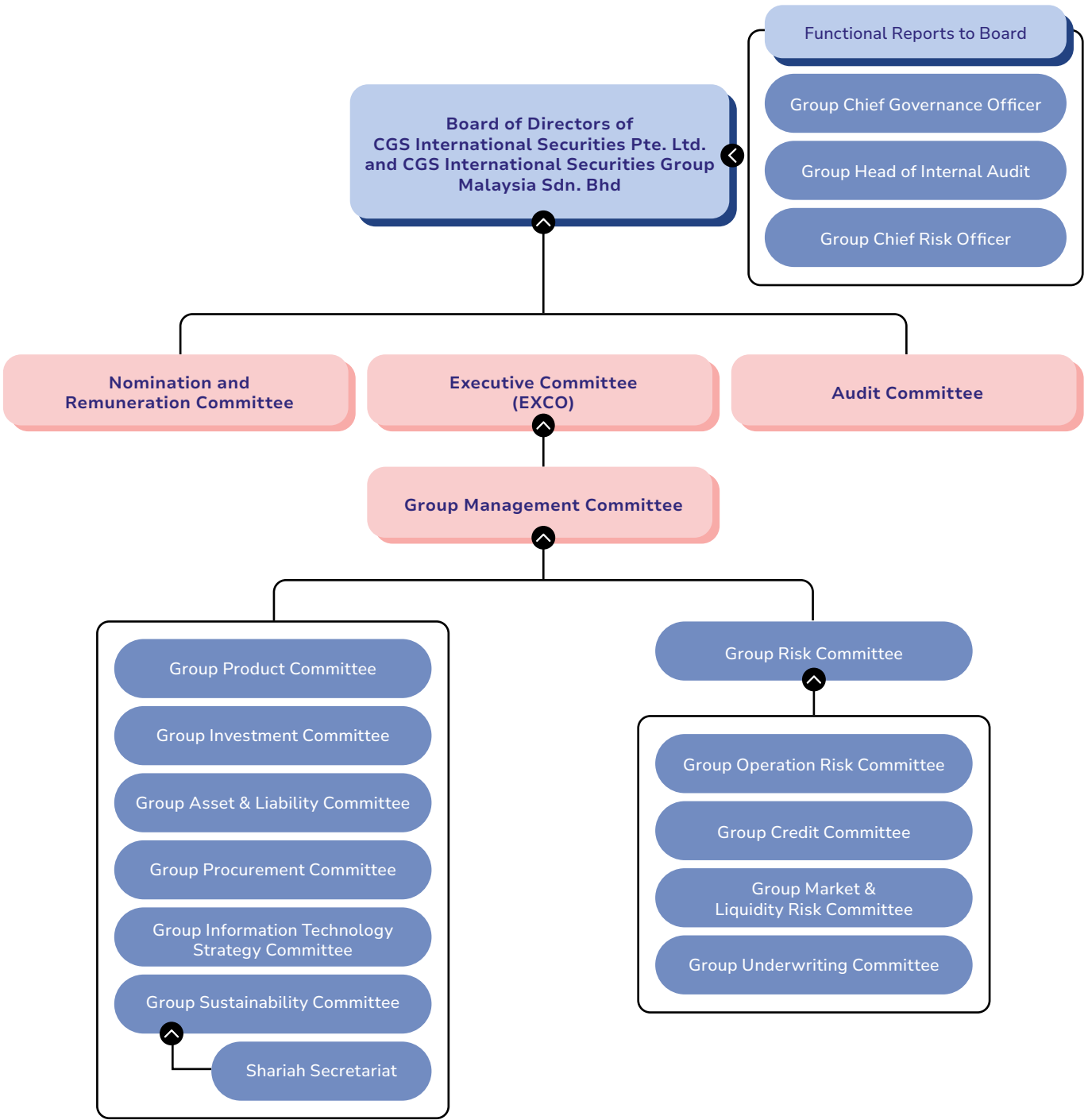
Tapping on ASEAN Capital Markets to Fulfil Singapore's Renewable Energy Aspirations

This report was developed to assess the potential for bond markets to support investments in renewable energy projects in ASEAN to fulfil Singapore's import needs.

Our Corporate Governance

Guided by regulatory requirements and best practices, the Company has a proper system of governance structures, policies, and management frameworks to enable the business to function based on the principles of transparency, accountability, responsibility and integrity.

A strong governance structure requires clearly defined roles and responsibilities to be delegated across multiple parties. This helps to ensure accountability and effectiveness of the execution of governance-related initiatives. The Board is supported by 3 bodies, namely the Executive Committee, the Audit Committee and the Nomination & Remuneration Committee. Please refer to the Corporate Governance section of CGSI's corporate website [here](#) for the roles of the Board as well as the Board Delegated Committees.



The **Group Management Committee (GMC)** provides management oversight over the Group's businesses on both strategic and operational matters. The Group Management Committee reports directly to the Executive Committee and is supported by the various business functional committees, including the Group Sustainability Committee.

2024 Progress - Group Sustainability Committee (“GSC”)

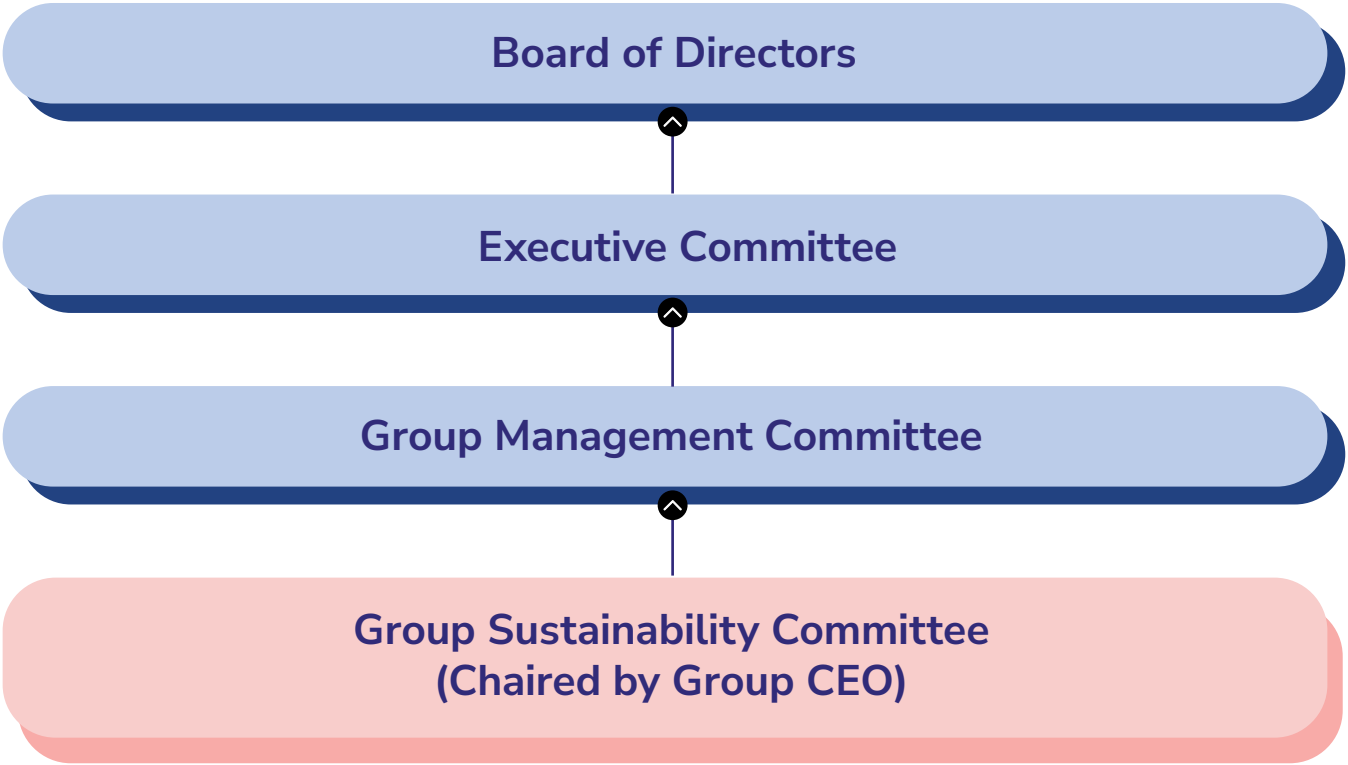
The Group Sustainability Committee (“GSC”) supports the Group Management Committee and the Board by reviewing the sustainability policies and initiatives for the Group. It also assesses and makes recommendations on matters concerning the Group’s sustainability and ESG risks and opportunities, highlighting any related issues to the attention of the GMC or the Board.

The Group Sustainability Committee is chaired by the Group CEO and Deputy Group CEO of CGSI and comprises Country CEOs (Singapore, Malaysia, Indonesia, Thailand) as well as Group Functional Heads (Sustainability, Strategy, Finance, Information Security & Data Governance, Marketing).



The Group Sustainability Department (“GSD”) updates and tables sustainability related matters and issues for discussion to drive the company’s sustainability agenda at least four times yearly. In 2024, the following were achieved by the GSC team:

1. Launched the ASEAN Institute for Carbon Neutrality, a thought leadership platform for CGSI to enable greater climate action in the ASEAN region through knowledge sharing and network building.
2. Enhanced the donation handling process by implementing a due diligence process on donation beneficiaries, as part of efforts to strengthen Anti-bribery and Corruption.
3. Conducted a climate risk assessment to qualitatively assess for CGSI’s physical and transitions risks and opportunities arising from its operations as a build-up towards an ISSB S2-aligned climate disclosure report.
4. Developed an ESG Integration Framework (“ESGIF”), which aims to provide direction and harmonization of ESG product & service development across CGSI.
5. Undergoing process to develop reduction targets and plans for Scope 1 and Scope 2 for MIST offices to align with global efforts on Climate Action.



4

GSC Meetings in 2024

89.6%

(all GSC members as outlined in the Terms of Reference were present or represented by an alternate)

Average Attendance Rate

Significant Issues Discussed during Group Sustainability Committee Meetings

Significant Issues Discussed in 2024

GSC endorsed the launch of the ASEAN Institute of Carbon Neutrality (“AICN”), CGSI’s thought leadership platform to mobilize climate action in the ASEAN region.

GSC endorsed the improvement of donation handling processes to strengthen Anti-bribery and Corruption

GSC endorsed the ESG Incorporation Framework (“ESGIF”) which aims to provide direction and harmonisation of ESG product & service development across CGSI.

Corporate Risk Governance

Risk management is integral to the whole business of the Group. A comprehensive risk governance framework cannot be confined to a single function – it must be integrated across the entire business for it to be effective and robust. CGS takes the 3 lines of defense approach to risk management, with the first line of defense comprising the business owners, the second comprising our risk management oversight groups and the third comprising independent assurance providers.

Risk management processes are supplemented by the **Group Governance Demerit Framework**, which exists as an effective safeguard against undesired business conduct or dealings. The Group Governance Demerit Framework inculcates sound internal control and risk management practices, ensuring that employees are held accountable for governance issues related to Audit, Risk and Compliance matters by tying these issues to their individual performance appraisals.

In 2024, there were zero incidents related to Anti-Bribery and Corruption (ABC) and Anti-Money Laundering (AML), nor were there any incidents highlighted through our whistleblowing channels.

Code of Conduct



Additionally, all individuals in the Company are governed by the Code of Conduct, which outlines and sets forth the principles, values and professional standards expected of CGSI employees. This ensures that CGSI holds itself to the highest standards of regulatory compliance, business conduct and ethics, and acts as a supplementary layer of safeguards against various risks.

Whistleblowing Policy



The Group has a Whistleblowing Policy that sets out avenues for legitimate concerns to be objectively investigated and addressed. Individuals may raise, in good faith, concerns about illegal, unethical, or questionable practices in confidence and without the risk of reprisal. Any disclosure of whistleblowing will be channeled directly to the Group Head of Internal Audit via a dedicated electronic mailbox found at whistleblow@cgsi.com, which only the Group Head of Internal Audit and an alternate from Internal Audit have access to.

Financial Resilience & Business Continuity

Securities firms are subject to financial stress tests on an annual basis. These tests aim to ensure viability of investment portfolios under severe economic conditions. CGSI conducts stress tests that are beyond regulatory requirements to take into specific customised stress scenarios.

In 2024, there were no significant issues from stress tests conducted for country businesses in Singapore, Malaysia, Indonesia and Thailand.



CGSI also developed a comprehensive risk appetite framework in 2024 that aligns CGSI's strategic goals and business growth with capital strength and risk management capabilities. The framework outlines the risk tolerance level that will enable CGSI to maintain a healthy level of capital and liquidity to ensure the long-term sustainable development of the Company. Business Continuity Management (BCM) is another regulatory requirement that is applicable to country businesses in Singapore, Malaysia, Indonesia and Thailand. BCM policies and procedures are reviewed every two years. Every year, a Business Continuity Planning (BCP) call-tree exercise is conducted to test the response timing of critical personnel to an adverse event.

In the 2024 call-tree activation exercise, all participating countries achieved a significantly high success rate.

There were no actual BCP events in 2024 that triggered the activation of CGSI's BCM mechanisms.

CGSI also participated in the seventh iteration of the financial sector business continuity exercise jointly conducted by the Monetary Authority of Singapore (MAS) and the Association of Banks in Singapore (ABS), codenamed Exercise Raffles VII. This exercise was conducted with 20 key financial institutions from the banking, payments, capital markets and insurance sectors, and was aimed at testing the institutions' ability to effectively respond and recover from operational and business disruptions. The learning points from this exercise are used to further reinforce the financial sector's crisis response and operational resilience.

Information Security & Data Governance (ISDG)

As the Company becomes increasingly digital, connected and data-driven to stay ahead of business competition and for operational efficiency, protecting data and ensuring proper data and proper data use and access are crucial for business resilience. The Company achieves these goals through the 4 aspects of Information Security & Data Governance (“ISDG”) covering Governance, Security Architecture, Security Testing and Security Operations.



ISDG maintains a set of policies, standards, procedures and frameworks, which are approved, endorsed and published in our intranet for access by employees. Significant ISDG risks are discussed at the monthly Group Operational Risk Committee (“GORC”) meetings that is chaired by the Deputy CEO. ISDG is a member of Group Risk Committee (“GRC”) (chaired by the Group CEO) to assess ISDG risks in business exceptions.



Information Security Initiatives

Security Awareness

To strengthen our employees' knowledge of digital security, ISDG runs an annual online Security Awareness Training across the region, covering topics such as artificial intelligence, deepfake awareness and social engineering red flags. All participants were required to pass a quiz to demonstrate understanding of the presented materials. **The regional completion rate for 2024 was 99%.** Throughout the year, ISDG continually engaged employees via emails and newsletters on the different types of information security threats, and educated employees on what they should do to protect themselves and the company from information security risks.



Data Governance

ISDG partners closely with other Data departments to ensure alignment of Data Governance policies, frameworks, and operating models with the Company's Data Strategy. ISDG also manages the initiative to establish a robust data governance and data quality platform that supports implementation of the data governance framework, ensures data quality, security, compliance and accessibility across all data assets.

As a critical component of Data Governance, the Data Privacy and Protection program has been commenced to review and enhance existing practices according to regulatory requirements. It aims to ensure that private data of employees and clients are accessible only to the right people. It also implements tools and policies in place to enforce proper access control. The program also keeps the company compliant with regulatory requirements on data privacy and protection. Some recent initiatives include enhancements and updates to consent management and the data breach management plan.

Phishing Campaigns

Simulated phishing campaigns targeted at testing user's defense against social engineering attacks are conducted at random times at least quarterly. **The last test in 2024 concluded with a regional average of 13% being phish-prone, an improvement over the 23.7% figure reported for 2023.** Phish-prone participants are required to attend trainings to learn how to prevent becoming a victim of phishing.



Compliance

Anti-Money Laundering, Counter Terrorism Financing

Besides ensuring the company’s business activities are compliant with relevant laws, regulations, rules and standards, AML & CTF is also an area of governance which was a focus for 2024.

The Compliance function oversees the Group’s Anti-Money Laundering (“AML”) and Counter Terrorism Financing (“CTF”) policies. The AML & CTF programme in place ensures that the company adheres to local regulatory requirements and guards itself against undertaking any business transaction that is or may relate to or may facilitate Money Laundering/Terrorism Financing.

This includes the following key actions:

- 1 Customer Due Diligence for both new and existing customers, ensuring that customer risk profiles are constantly updated and managed
- 2 Screening of third-party institutions, counterparties, third-party payors and employees against the AML Watchlist and applicable sanction programmes
- 3 Monitoring of suspicious transactions in customer accounts
- 4 Mandatory AML/CTF training for employees
- 5 Monitoring of Third Party Deposits

In 2024, an AML committee was established to oversee and monitor the implementation of effective AML & CTF policies, procedures and controls within CGSI. This committee, comprising senior management staff and chaired by the Head of Compliance, meets monthly to review and address any AML regulatory requirements and changes. The Compliance department has also enhanced its reporting of AML matters to senior management and the Board to inculcate a stronger AML culture at the top. A bespoke AML & CTF briefing was also administered by a consultant for key internal stakeholders to raise awareness.

Recognising that allocating sufficient resources to AML & CTF compliance is essential, the staff strength of the Compliance department has also increased significantly in 2024.

CGSI takes a proactive stance in managing compliance related issues by having regular engagements with regulators to address potential breaches arising from daily business operations, build industry resilience against financial threats as well as contribute to policymaking.

In 2024, CGSI attended 2 engagement sessions organized by the Monetary Authority of Singapore and provided feedback on consultation papers published by regulators and self-regulatory bodies, including proposed changes to SGX-ST Rules pertaining to product financing and another session covering fair dealing guidelines, mandatory reference checks and AML/CFT inspections.



Anti-bribery & Corruption

CGS expects its employees to conduct themselves with utmost professionalism and integrity. We take a zero-tolerance approach towards corruption and have taken several measures to strengthen our governance of Anti-Bribery and Corruption (“ABC”).

We understand that ABC cannot be effective if simply confined to any singular branch of management. It must permeate throughout the entire organization and embed itself into the core of our business operations for it to work. Our approach is to appoint ownership of the various elements of ABC to several key stakeholders to ensure robust coverage of as many ABC areas as possible. The dissemination of responsibilities can be found in the table below.

| Department | Involvement in ABC Risk Management |
|---------------------|--|
| Risk Management | Evaluate ABC risks captured via the RCSA (Risk Control Self Assessment). Highlight ABC risks to GORC (Group Operations Risk Committee) for attention. |
| Compliance | Compliance with anti-corruption laws in relevant jurisdictions |
| Finance | Financial controls that mitigate corruption risk. (E.g. Delegated Authority for approving expenses.) |
| Procurement | Ensure malpractice in the procurement process does not occur. |
| Human Resource | 1. Employee background checks 2. Owner of the ABC policy |
| Internal Audit (IA) | Audit effectiveness of ABC risk mechanism against ABC risk policy and policies embedded in Procurement, Finance & Human Resource functions relating to ABC as mentioned above. |



Previously, CGSI reported that to comprehensively assess our entire scale of operations for corruption risk, ABC risks have been included as a key risk type in our biennial Risk Control Self-Assessment (“RCSA”) exercise, which is refreshed every 2 years. Departments are required to internally evaluate the pertinence of ABC to their operations and to see if controls are adequate to combat corruption and fraud.

The integration of ABC into the RCSA which started in 2023 was extended to cover Malaysia, Thailand and Indonesia offices as well.

We also introduced further improvements to our ABC risk management in 2024, including increased diligence and scrutiny of our handling of donations and dealing with charitable organizations. As CSR is a substantive part of our sustainability journey, we recognize that this is an area more prone to fraud and corruption and have taken necessary steps to strengthen governance in this aspect.

A formalized due diligence and approval process has been put in place, ensuring legality of the beneficiary and that the donated monies are being channeled towards the approved projects aligned with CGSI’s CSR agenda.

From 2025 onwards, all donations must go through the Group Sustainability department for checks before it is channeled to the Executive Committee for approval.



Environment Performance

The latest World Economic Forum Global Risks Perception Survey (2024-2025) ranked 'Extreme Weather Events' amongst the top 10 risks ranked by severity over the 2-year and 10-year time horizons. Other climate-related risks ranked in the top 10 over the 10-year horizon include 'Critical Change to Earth Systems' and 'Biodiversity Loss & Ecosystem Collapse'. Companies, governments, and communities are increasingly impacted by the physical impacts of climate change around the world.

Shifting weather patterns, intensifying natural disasters, and rising sea levels are leading to increasingly volatile operational conditions, supply chain disruptions and degradation of physical assets. The growing concern around climate change is also increasing scrutiny around a company's contribution to climate change and nature-related impacts, leading to an evolving business landscape whereby regulations are more stringent, and customers are highly particular about a company's ESG performance.

Climate Risk Assessment

CGSI foresees that climate risks will be an emerging consideration in its risk management plans. Primarily operating out of the climate-vulnerable ASEAN region due to its geographical location and population density, the geography of our business exposes CGSI to physical and transitional impacts of climate change that can manifest in new risks and opportunities in the long term. Climate risk exposures from new businesses the Investment Banking and Asset Management businesses will be reviewed in greater depth to align with CGSI’s overall corporate strategy for the next 3 to 5 years. Managing these risks are a significant component of CGSI’s strategy to maintain long-term sustainability and profitability.

CGSI has identified material physical and transition risks to its operations and assessed their impacts on financial performance in order to adequately manage them in the future. In 2024, an external consultant was engaged to better understand CGSI’s climate risk exposure based on 3 selected climate scenarios.

CGSI has identified 3 primary objectives for its climate risk assessment:

- 1

Plan for increasing likelihood and severity of extreme weather, changing climatic conditions, and nature loss across different scenarios and time horizons.
- 2

Monitor transition-related risks such as technology costs, customer preferences, industry regulations and corresponding mitigation action plans.
- 3

Collaborate with a wider group of stakeholders to improve collective action and capacity to respond to climate change.



Developing mitigation and adaptation plans is crucial and, in most cases, challenging. The lack of available data, long-time horizons of risks, and the uncertainty of most climate and nature-related risks can lead to companies neglecting climate and nature-related risk planning. However, by leaning into the challenge, CGSI can reduce risks as well as seize opportunities to provide better services, expand revenues, and manage costs.

CGSI has selected 3 Shared Socioeconomic Pathways (SSPs) to conduct its qualitative climate risk assessment:

- 1

SSP1 (Warming limited to 1.5°C): High transition risks, ambitious scenario
- 2

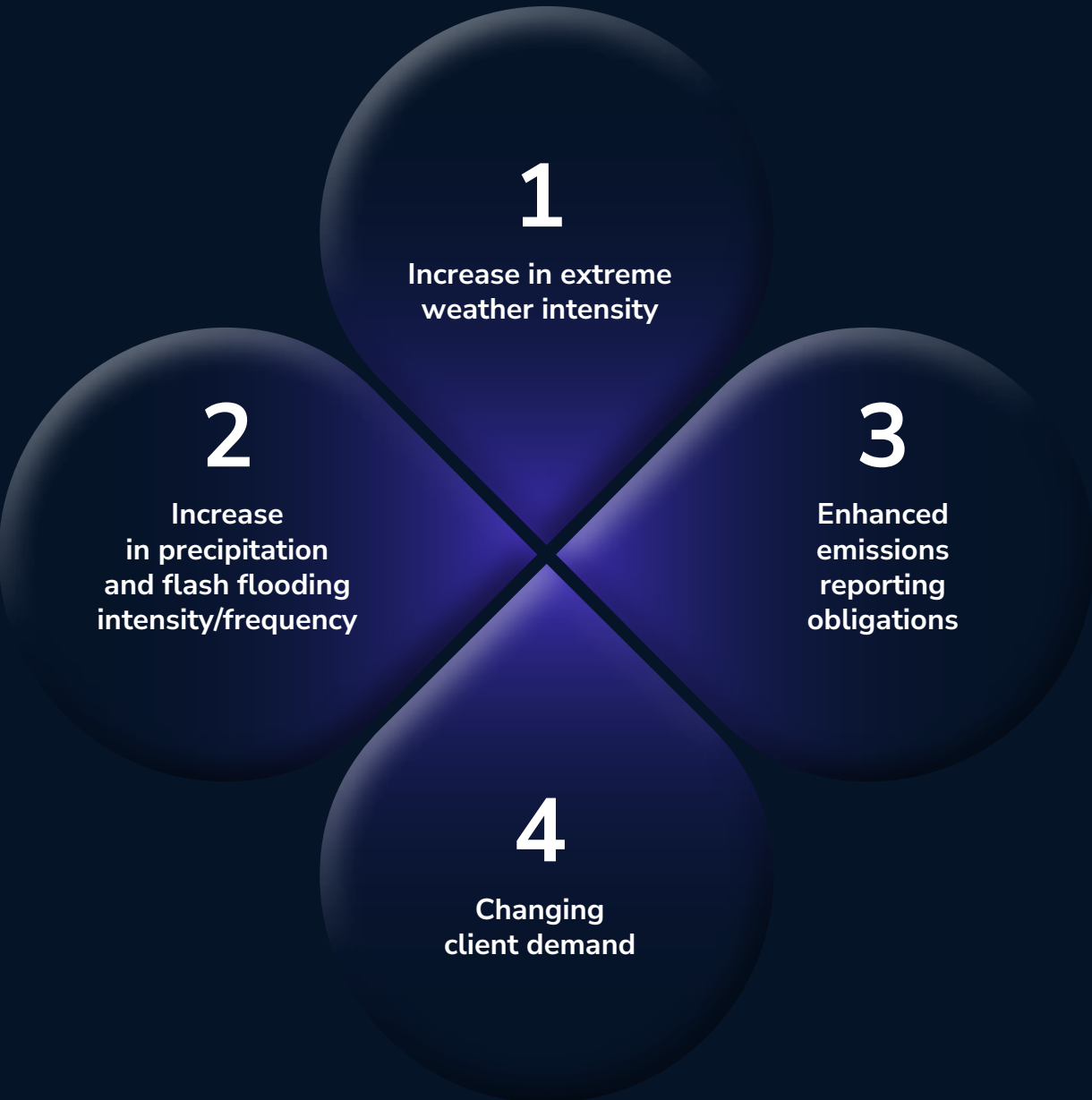
SSP2 (Warming around 2°C): “Middle of the road” scenario, mostly transition risks
- 3

SSP5 (Warming >3°C): High physical risks

In consideration of which pathways to choose, CGSI decided to take two ‘extremes’ out of the five scenarios available (SSP1 and SSP5) for the purpose of stress testing. SSP2 was taken as a third scenario to provide a view of ‘middle of the road’ conditions.

Top 4 Physical and Transition Risks

Through a deeper analysis of CGSI's business activities and the various dependencies and climate impacts within the value chain, CGSI determined that the geography of its operations and the evolution of client demand for more sustainable products are two key drivers of its climate risks. The initial risk assessment exercise conducted internally yielded the following key risk items:



The subsequent sections will cover a qualitative assessment of CGSI's exposure to both physical and transition risks, and their expected risks and impacts to CGSI under the 3 selected climate risk scenarios.

Physical Risks Material to CGSI

Acute Physical Risk

Increased severity of extreme weather conditions such as cyclones, floods, wildfires

1. Intensity of tropical storms in the Southeast Asia region is projected to increase due to climate change

2. Malaysia, Indonesia and Thailand are likely to experience an increased frequency and intensity of storm surge events

3. Flash flooding remains a notable risk in Singapore

4. Wildfire risks may be observed in Indonesia and Thailand

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

| Impacts to Physical Assets and Infrastructure | | |
|---|-------------|-------------|
| Low risk | Low risk | Medium risk |
| Impact to Employees and Clients | | |
| Medium risk | Medium risk | Medium risk |

Physical Risks Material to CGSI

Acute Physical Risk

Changes in precipitation patterns and extreme variability in weather patterns

- 1. An increase in extreme rainfall intensity and frequency are expected in Southeast Asia, which may increase the risk of flooding.
- 2. The median annual expected damage from river floods in 2030-2050 relative to 2015 baseline across all SSPs is the highest in Thailand.
- 3. Around 40% of CGSI's office branches are in areas with low-medium to medium-high riverine flood risks, will the other 60% are in areas with high to extremely high riverine flood risks

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impacts to Physical Assets and Infrastructure

Low risk

Medium risk

High risk

Impact to Employees and Clients

Low risk

Medium risk

High risk

Physical Risks Material to CGSI

Chronic Physical Risk

Rising Mean Temperatures

- 1. Severity and frequency of heatwaves would worsen with a warming climate
- 2. Majority of CGSI's headcount lies in tropical countries.
- 3. Many countries in Asia and the Pacific are already experiencing heat-related health issues with severe economic consequences and the greatest impact in working hours lost to heat stress.
- 4. The absolute change in median air temperature in 2030 relative to 1986-2006 baseline across all SSPs is highest in Thailand.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impacts on Employees' Health and Wellbeing

Low risk

Medium risk

High risk

Impacts to Physical Assets and Infrastructure

Low risk

Low risk

Medium risk

Physical Risks Material to CGSI

Chronic Physical Risk

Rising Sea Levels

- 1. Many Southeast Asian countries are hotspots prone to flooding and coastal erosion
- 2. Around 78% of CGSI's office branches are in areas with low to medium-high coastal flood risks, while the other 22% are in areas with high to extremely high coastal flood risks.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impacts on Employees (Health and Safety) and Clients (Disruptions to Business Operations)

Low risk

Low risk

Medium risk

Impacts to Physical Assets and Infrastructure

Low risk

Low risk

Medium risk

Transition Risks Material to CGSI

Legal Risk

Increased Climate Disclosure Requirements and Other Climate Regulations

- 1. There is a growing trend towards more stringent sustainability reporting requirements with a phased adoption of ISSB standards across the region, alongside the transition towards mandatory reporting frameworks replacing voluntary ones
- 2. Initiatives such as the Monetary Authority of Singapore's ("MAS") Green Finance Action Plan are encouraging brokerage firms to incorporate sustainability into their products and services
- 3. Carbon pricing and trading are on the rise in Singapore and China, while also emerging in Indonesia, Malaysia and Thailand
- 4. Regulators have also implemented rules for fund labelling to combat greenwashing, taking direction from taxonomies such as the ASEAN Taxonomy and the China-EU Common Ground Taxonomy. ESG ratings and index providers have also come under pressure to increase transparency on ESG
- 5. CGSI may be affected by sweeping changes in the regulatory landscape, including mandatory sustainability reporting requirements imposed on non-listed companies. It may also face increasing pressure from business partners who require other companies in its upstream and downstream business activities to comply with ESG regulations.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impact on Business Operations

Medium risk

Medium risk

Medium risk

Transition Risks Material to CGSI

Legal Risk

Increased Carbon Pricing

- 1. Singapore has a carbon tax mechanism since 2019. Indonesia and Thailand are looking to have a carbon tax in place from 2025 onwards with Malaysia following suit in the future.
- 2. CGSI will need to implement impactful carbon reduction plans to reduce its carbon tax liabilities in the future

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impact on Business Operations

Medium risk

Medium risk

Low risk

Transition Risks Material to CGSI

Market Risk

Changing Client Demand and Market Uncertainty

- 1. With an increased client demand for climate-conscious products and services and divestment from carbon-intensive industries, there is a larger need to shift product offerings to align with these preferences.
- 2. APAC consumers of financial institutions have been found to be shifting their purchase behaviors to become more sustainable.
- 3. CGSI will need to adapt to the shifting preferences of the ASEAN market to attract and retain clients.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impact on Business Operations

Medium risk

Medium risk

Low risk

Transition Risks Material to CGSI

Reputation Risk

Increased Stakeholder Scrutiny and Reputational Risk

- 1. Reputational risks associated with fossil fuels to prevent potential client withdrawals and decreased revenue from underwriting or lending to high-carbon business.
- 2. Negative association with high-carbon industries can lead to significant financial repercussions, including potential client withdrawals, reduced revenue from underwriting and lending to high-carbon businesses, and a decline in market valuation of securities and equities.
- 3. Any perceived or actual connections with carbon-intensive industries and the lack of decarbonization actions can negatively impact CGSI's reputation, particularly due to CGSI's diversified portfolio and client base. The brokerage, margin financing and investment banking business lines are particularly vulnerable to shifts in client sentiments and market perceptions.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impact on Business Operations

Medium risk

Medium risk

Low risk

Transition Risks Material to CGSI

Market Risk

Costs to transition to sustainable technologies

- 1. Financial institutions may need substantial investment to upgrade existing tools to enable the incorporation sustainability metrics into their business and support green initiatives.
- 2. Outdated technology may lead to mispricing and higher capital costs, affecting profitability.

Impacts to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

Impact on Business Operations

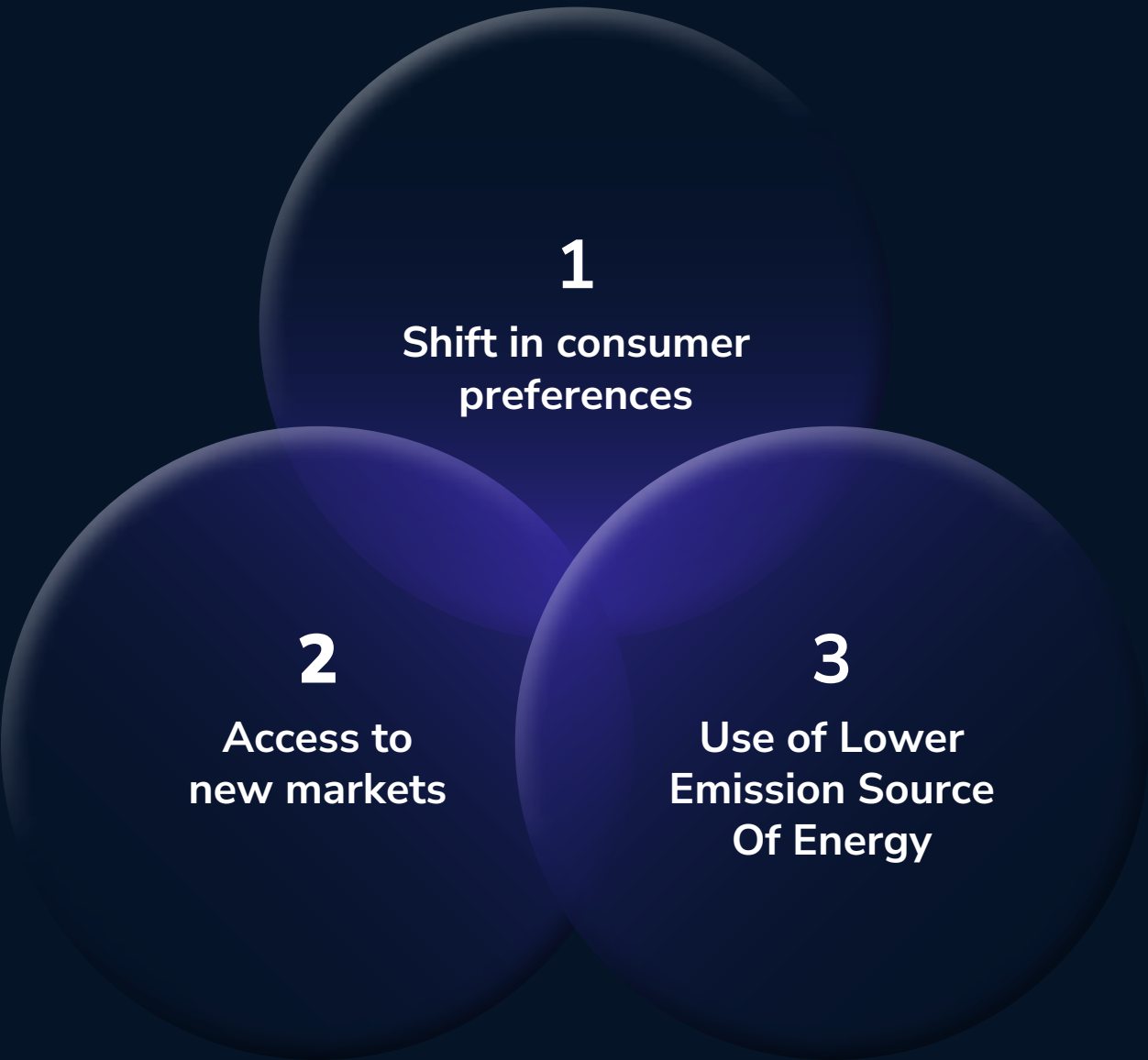
Medium risk

Medium risk

Low risk

Top 3 Transition Opportunities

To ensure CGSI’s long-term value proposition to its clients, it is also imperative for it to not only mitigate climate risks but also identify new business opportunities amidst a dynamically changing landscape. CGSI sees an opportunity to position itself in a leading position to offer sustainable financial products to its clients, while also leveraging on its presence across the region to reach new markets. The carbon market is one that is particularly of interest to CGSI, as there are substantial opportunities to capitalize on our existing networks and brokerage capabilities to offer carbon credits to our institutional clients. Lastly, there is also significant cost saving potential in looking towards the use of lower emission sources of energy, such as renewables. The transition opportunities identified can be summed up below:



Transition Opportunities

Shift in Consumer Preferences

1. Customers of financial institutions are increasingly becoming interested in green and sustainable financial products. Financial institutions may be expected to offer such products in order to capture this evolving demand.

2. Globally almost two-thirds of consumers said that they would like the core financial services they use to be sustainable, and 60% said they would like every financial service they use to be sustainable.
(Source: Fintechnews)

Opportunity to CGSI

| SSP1 | SSP2 | SSP5 |
|--|--|---|
| Warming limited to 1.5°C High transition risks | Warming around 2°C Moderate to high transition risks, some significant physical risks | Warming beyond 3°C High physical risks |
| CGSI can put itself in a leading position to offer sustainable financial products to meet this evolving demand | | |
| Strong opportunity | Strong opportunity | Medium Opportunity |

Transition Opportunities

Access to New Markets

1. As more companies are subject to stricter regulatory pressures and carbon pricing mechanisms, the volume of emissions compensated through carbon offsets is expected to increase
2. Carbon credit exchange platforms set up across the ASEAN region will drive more carbon credit trading initiatives in these countries
3. Singapore, Malaysia and Indonesia have all established exchanges to drive carbon credit trading initiatives. Malaysia has also launched an auction platform for carbon credits to prove the viability of carbon credit trading. Thailand has shown interest in this space and opened a platform for carbon credit trading in 2023 aimed at providing domestic exporters with the option of purchasing these credits.

Opportunity to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

CGSI can explore opportunities to enter the carbon market, as well as tap into other green investment opportunities such as offering green, social and sustainability-linked bonds.

Strong opportunity

Strong opportunity

Medium Opportunity

Transition Opportunities

Use of Lower Emission Energy Sources

As renewable or more efficient energy sources become more economically viable due to technological advancements, CGSI may find it worthwhile to pursue energy-related projects to enjoy cost savings. This could be even more significant in a 1.5°C scenario where carbon prices are projected to increase more sharply.

Opportunity to CGSI

SSP1

Warming limited to 1.5°C
High transition risks

SSP2

Warming around 2°C
Moderate to high transition risks, some significant physical risks

SSP5

Warming beyond 3°C
High physical risks

CGSI can explore utilising alternative sources of energy as part of its emissions reductions plan to enjoy cost savings and mitigate future carbon tax liabilities

Strong opportunity

Strong opportunity

Medium Opportunity

Governance of Climate Risks

The management of climate risks is currently led by the Group Sustainability Committee. In 2024, a climate risk workshop was organised to educate C-suite and key management personnel on climate risks. The workshop was also used as an engagement exercise to perform a high-level identification of physical and transition risks they think that would be both financially and non-financially material to the company’s operations in the future. Much of the efforts in 2025 will be focused on awareness building throughout the company, educating and assessing climate risk exposure to the various business units and functions. This must be done before a mechanism to manage climate risks can be properly formalised.



Climate Risk Management

Currently, climate risks have not been integrated into CGSI’s risk management framework. There are plans in 2025 for the Group Sustainability department to lead engagement sessions with Group Risk Management to develop a practical approach to integrate climate risks into the existing risk management framework, before bringing it into execution in subsequent years.

Metrics & Targets

As this is only the second year of CGSI’s GHG measurement, we have set some internal reduction targets for Scope 1 and 2 emissions that will be continuously refined as we gather more years of data. We are excited to share more details on these in subsequent reports.

Strategy

CGSI is in the tail-end of its Vision 25 strategy, and climate risks are likely to feature prominently in the next iteration of the corporate strategy. CGSI will take into consideration the climate risks and opportunities identified in the strategy formulation process. Some preliminary considerations for the short term include the following:

Transition Risks:

- Employee training & awareness building on climate risk impacts on CGSI business to develop context for all future climate-related initiatives
- Manage climate risk exposures from business activities, with priority on balance sheet items with material financial impact
- Measure and report Scope 3 emissions to address future regulations, develop quantitative climate risk assessment in line with IFRS S2

Physical Risks:

- Develop a mechanism to monitor acute physical risk events and corresponding impact to business and people
- Update business continuity plan to address business disruptions arising from acute physical risk events, and update risk likelihood matrices to account for expected increases in such events.



CGSI's Carbon Footprint

CGSI's Carbon Footprint

CGS understands its responsibility in driving climate change action and is taking steps to reduce its carbon footprint, while aiming to create positive impacts on climate change. Of the environmental-related topics, CGS has identified its emissions of greenhouse gases to be material to our operations. Much of the work done in 2024 revolved around building a strong foundation of data to reliably measure our Scope 1 and 2 emissions in accordance with the GHG protocol. We also made significant efforts internally to prepare ourselves for Scope 3 GHG reporting in future years, measuring our Category 1 (Purchased Goods and Services) emissions arising from the use of 3rd party cloud-hosted data centres. The summary of CGSI's emissions for 2024 can be found below:

| GHG Emissions | Source of Emissions | FY2023 (in tCO2e) | FY2024 (in tCO2e) |
|---------------|---|-------------------|-------------------|
| Scope 1 | Direct emissions from use of company-owned/controlled road vehicles | 98.87 | 165.13 |
| Scope 2 | Indirect emissions from purchased electricity to power offices | 1,757.7 | 1,786.97 |
| Scope 3 | Category 1 – Purchased Goods and Services (arising from use of 3rd party cloud data services) | 149.24 | 143.93 |

The figure for Scope 1 emissions in FY2023 has been restated from 63.8 to 98.87 tCO2e. This restatement arose from the Scope 1 emissions from our Thailand office, as previously emissions from leased vehicles were deemed to be categorised under Scope 3 Category 6: Business Travel. We have since revised these to be counted under Scope 1 emissions under the 'Operational Control' approach. The figure for Scope 2 emissions in FY2023 has also been restated from 1,624.6 to 1,757.7 tCO2e due to a previous lack of data completion from our Indonesian branch offices, which has since been rectified and updated accordingly.

Additionally, finance-related GHG emissions was identified as a significant component of the Company's corporate carbon footprint.

To this the Company will be taking guidance from the newly developed Partnership for Carbon Accounting Financials ("PCAF") standard to measure and report on the Scope 3 GHG emissions.

From preliminary assessments, it is envisaged that the availability of data required to quantify financed and facilitated GHG emissions will present significant disclosure challenges. CGSI also anticipates its Scope 3 material emissions to arise from other spend-based activities under Category 1: Purchased goods and services, Category 6: Business Travel and potentially other categories as well.

Due to the huge undertaking required to gather complete and reliable information to calculate these emissions, more time will be needed to reconcile the Scope 3 emission figures. It is a major focus area for CGSI to begin quantifying its material Scope 3 emissions in 2025.



| Annual Reporting | | | | |
|--|--------------------------------------|--|---------|---------|
| Scope | GHG Category | FY 2024 | FY 2025 | FY 2026 |
| 1 | Company-owned vehicles | • | • | • |
| 2 | Electricity consumption from offices | • | • | • |
| 3 | Purchased Goods & Services | Only from Off-site Data Centres | • | • |
| | Business Travel | | • | • |
| | Investments | | • | • |
| GHG Reduction Targets | | | | |
| FY 2024 | | FY 2025 | FY 2026 | |
| Interim target setting for Scope 1 & 2 delayed to FY2025 | | Concrete targets for Scope 1 & 2 to be established. Scope 3 target setting to be done in later years once Scope 3 emissions mapping is completed | | |

Scope 1 Emissions

As a financial institution, we do not have many varied sources of Scope 1 direct emissions. We have identified our Scope 1 emissions to wholly arise from mobile combustion sources in the use of our company-owned fleet of vehicles. Calculations have been performed using the “GHG Emissions From Transport or Mobile Sources” calculation tool found at <https://ghgprotocol.org/calculation-tools-and-guidance>.

Our scope 1 emissions for FY2024 can be summarized in the table below. CGSI’s offices in South Korea and the UK do not own any vehicles, therefore there are no corresponding emissions attributed to them. Scope 1 emissions were also not reported in 2023 for CGSI’s Indonesian office due to data accuracy and completeness issues. These issues have since been rectified.

| Total Fuel Consumption/L | Malaysia | Singapore | Thailand | Indonesia |
|--|-----------|-----------|-----------|-----------------|
| 2024 | 16,948.62 | 6,371.25 | 22,715.48 | 25,088.93 |
| 2023 | 14,862.00 | 6,177.47 | 21,425.96 | Incomplete Data |
| Scope 1 Emissions/metric tonnes CO2e | Malaysia | Singapore | Thailand | Indonesia |
| 2024 | 39.77 | 14.4 | 53.39 | 57.49 |
| 2023 | 35.36 | 14.03 | 49.99 | Incomplete Data |
| Scope 1 emissions intensity (metric tonnes CO2e/ revenue in million SGD ⁷) | Malaysia | Singapore | Thailand | Indonesia |
| 2024 | 0.24 | 0.03 | 1.14 | 1.42 |
| 2023 | 0.23 | 0.03 | 1.15 | Incomplete Data |
| YoY Change (%) | 4 | 0 | -1 | N/A |

⁷ This figure is calculated based on the Company’s audited revenue (in SGD equivalent).

Our Scope 1 emissions intensity was measured using an activity-based approach, using revenue as a basis for comparison. CGSI was able to keep its emissions intensity flat from 2023 to 2024 and will continue to explore ways to reduce emissions from its mobile sources in future years. For example, CGSI is exploring the switch to hybrid or electric vehicles upon expiry of the leases of its current vehicle fleets.



Scope 2 Emissions

We continuously monitor our electrical consumption across our regional offices to identify opportunities to enhance our energy efficiency. Our current reporting scope covers our main countries of operation in ASEAN, being Malaysia, Singapore, Indonesia and Thailand. We are also including our Korea and UK offices and in subsequent years, we plan to scope in the remaining countries of operation in future reports.

The table below provides an overview of our power consumption across our countries of operations, as well as the respective Scope 2 emissions and intensity figures. The increase in Scope 2 emissions from 2023 can be largely attributed to the sharp increase in the headcount of the Malaysia office in 2024. However, while absolute emissions have increased in 2024, the emissions intensity per person has decreased across most of our offices.

| Power Consumption from all Offices/kWh | Malaysia | Singapore | Thailand | Indonesia | South Korea | UK |
|---|------------|------------|--------------|------------|-------------|--------------|
| 2024 | 568,237.80 | 601,627.50 | 1,133,357.40 | 511,048.68 | 205,303.00 | 35,985.00 |
| 2023 | 478,924.48 | 594,712.50 | 1,271,190.79 | 484,080.18 | 205,113.00 | Not Measured |
| Scope 2 emissions/metric tonnes CO2e | Malaysia | Singapore | Thailand | Indonesia | South Korea | UK |
| 2024 | 443.23 | 247.87 | 595.13 | 408.84 | 84.46 | 7.45 |
| 2023 | 373.56 | 245.02 | 667.50 | 387.26 | 84.38 | Not Measured |
| Scope 2 emissions intensity - metric tonnes CO2e/person | Malaysia | Singapore | Thailand | Indonesia | South Korea | UK |
| 2024 | 0.64 | 0.44 | 0.98 | 1.41 | 3.25 | 0.53 |
| 2023 | 0.65 | 0.49 | 1.17 | 1.34 | 3.52 | Not Measured |
| YoY Change (%) | -1.5 | -10.2 | -16.9 | 5.22 | -11.5 | N/A |

Reduction Plans

The Company has established systems to monitor consumption across all 3 scopes. As a next step, CGSI is in the midst of developing plans for reducing consumption, starting with Scope 1 and Scope 2, and will strive to disclose its reduction targets in the next Sustainability Report.

The reduction for Scope 1 will focus on replacing fleets upon the vehicle's end of life to more fuel-efficient models. Reduction of Scope 2 emissions will emphasize adopting more efficient LED lightings, as well as behavioral change to reduce office electricity consumption.



Scope 3 Emissions

We recognize that reporting of Scope 3 emissions is a massive undertaking. As this is our second year reporting, we are taking a progressive approach to tackling the various components of Scope 3, highlighted in the table below. Of the 15 categories of Scope 3 GHG emissions, we identified Category 1 (Purchased Goods and Services), Category 6 (Business Travel) and Category 15 (Investments) to contribute to our overall scope 3 GHG emissions.

For this report, we are only reporting the Category 1 emissions arising from 3rd party data centers. There has been a delay in our ability to capture the data relating to Category 6 Business Travel emissions due to CGSI changing to a new financial claims system in late 2024. We will report this data in the subsequent report when more complete data has been compiled.

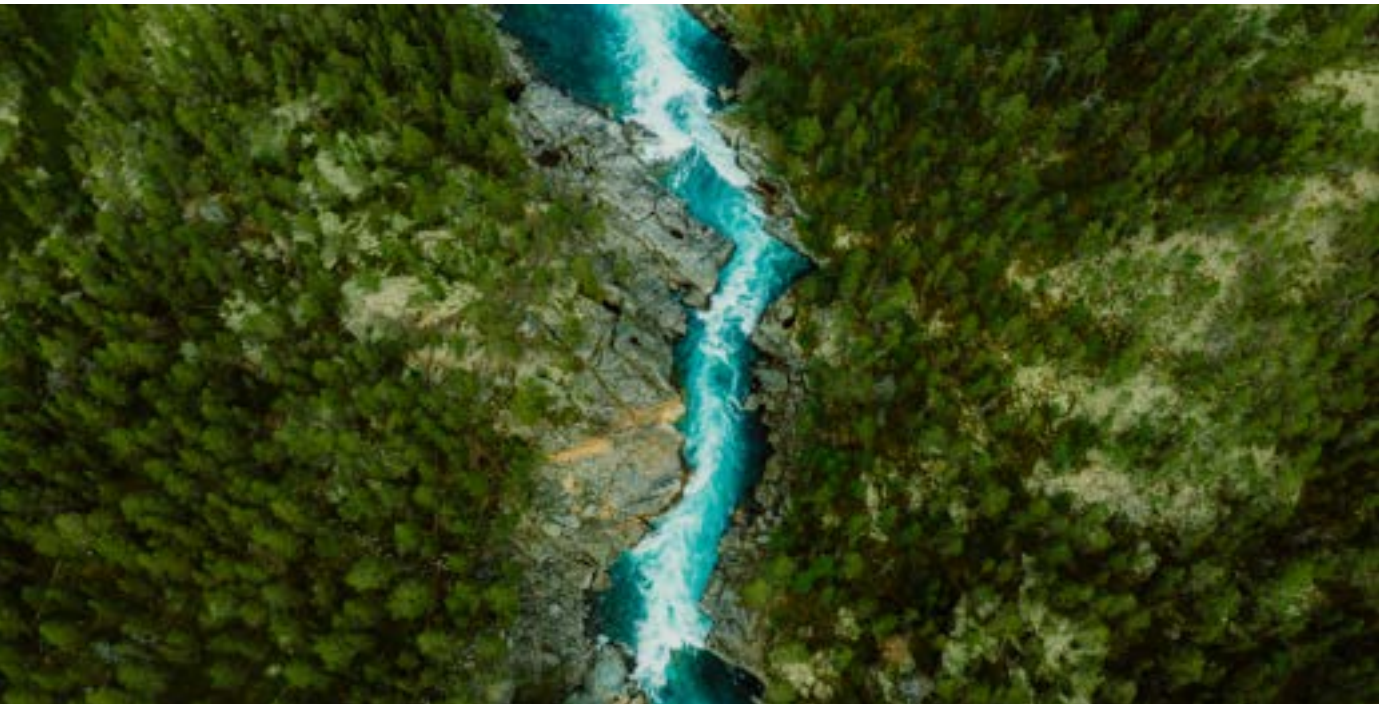
In the meantime, we are gathering the relevant data to report the rest of our Scope 3 emissions more comprehensively, including looking at the financed and facilitated emissions arising from our business activities. As a brokerage at our core, we particularly recognize the importance of facilitated emissions as a material component of our Scope 3 emissions. We will also continue to access other categories of Scope 3 emissions for materiality in order to complete our Scope 3 inventory as completely and feasibly as possible.



Category 1 Purchased Goods & Services

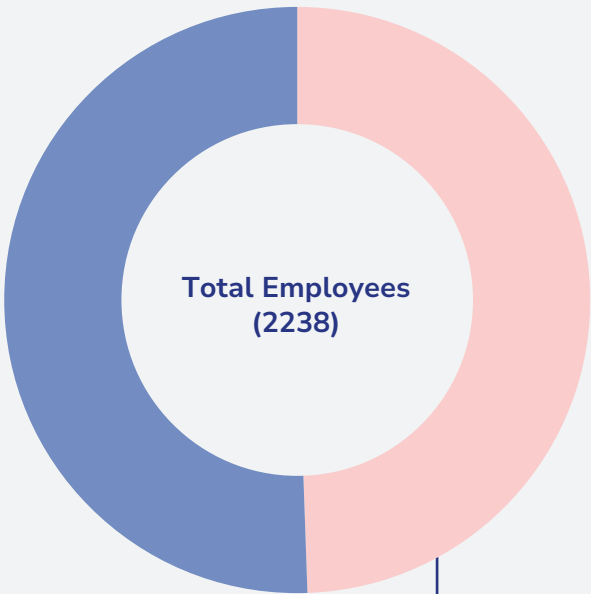
We include this category in our scope of indirect emissions as our operations do include the use of 3rd party data centres, both physical and cloud-based ones. The table below shows the emissions from the countries that employ the use of such 3rd party data centres.


| Scope 3 Category 1 emissions/ metric tonnes CO2e | Malaysia | Singapore | Indonesia | South Korea |
|---|----------|-----------|-----------|-------------|
| 2024 | 108.00 | 27.56 | 0.06 | 8.31 |
| 2023 | 106.31 | 34.70 | 0.05 | 8.18 |
| Scope 3 Category 1 emissions intensity/person | Malaysia | Singapore | Thailand | Indonesia |
| 2024 | 0.157 | 0.049 | 0.00021 | 0.32 |
| 2023 | 0.19 | 0.07 | 0.00018 | 0.34 |
| YoY Change (%) | -17.4 | -30.0 | 16.7 | -5.9 |

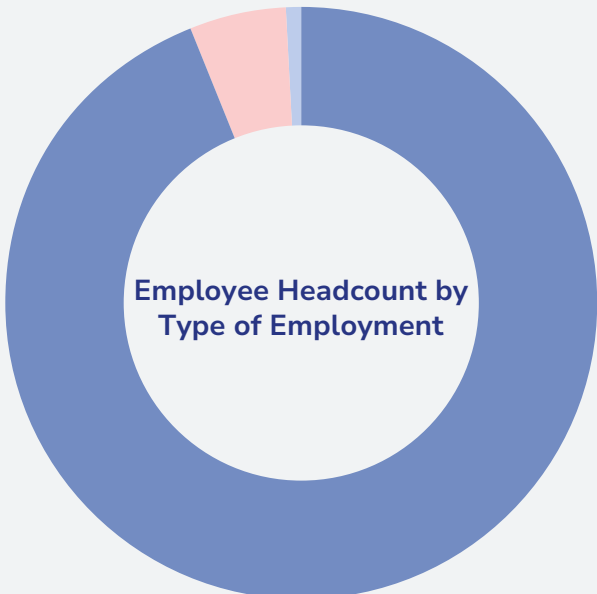


Social Performance

2024 Employee Demographics⁸



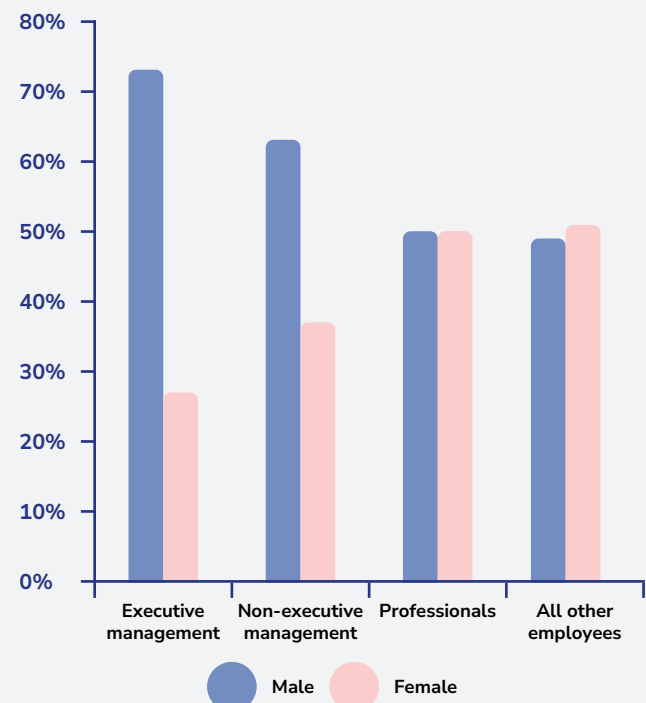
 **49.3%**
of total employees
are female



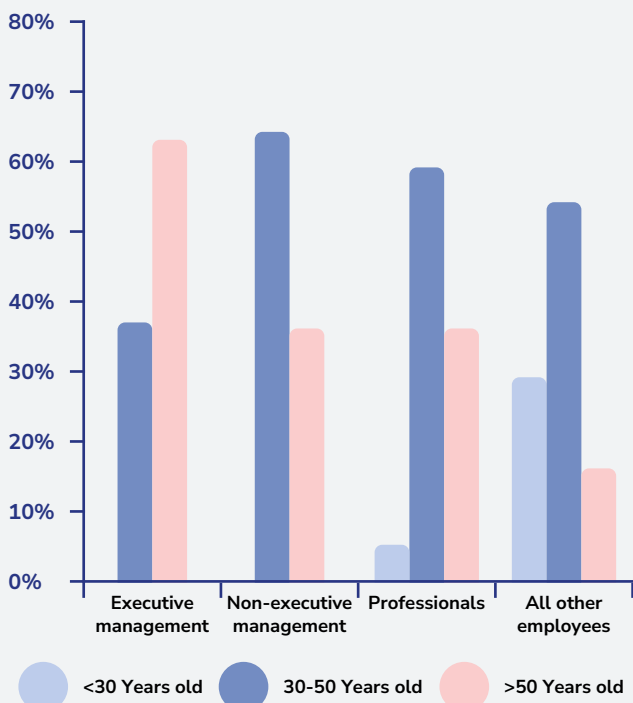
 117
Temporary/
Contract

 2106
Permanent/
Full time

 15
Secondment



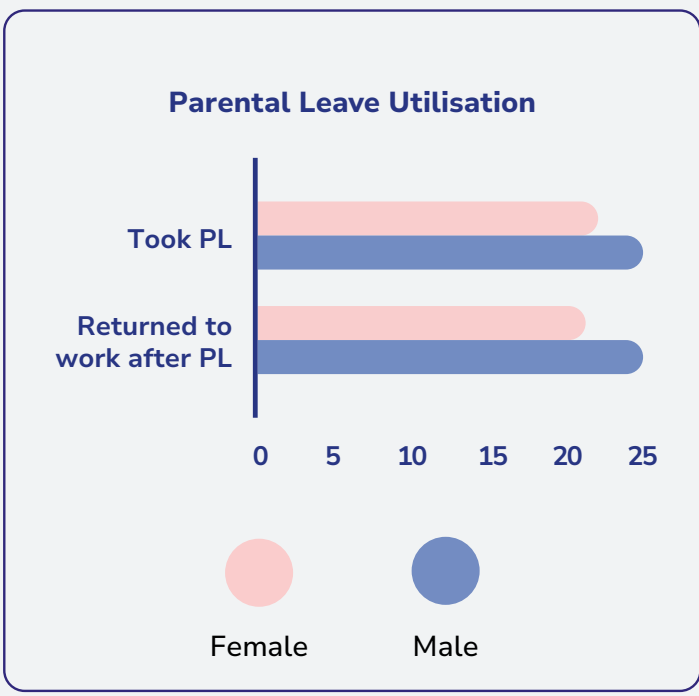
Gender split by employee category (%)



Age demographics by employee category (%)

Employee Well-Being

- Flexible work arrangements offered⁹: Work From Home (WFH) policy allow special arrangements for staff to care for sick family members
- Parental Leave¹⁰: The Company encourages work-life balance by providing parental leave. Close to 100% of employees who have utilised their parental leave have returned to work¹¹
- Life insurance¹²: To ensure financial security associated with potential loss of life, employees are provided life insurance
- Healthcare¹³: Access to affordable medical care ensures that employees are supported in the maintenance of their physical health



Zero Employee Grievances raised in 2024

The Company's grievance handling procedure is communicated to employees via our Staff Handbook. Employees are encouraged to channel their grievances to their direct supervisor first before escalating to the department head and then to the Human Resources department as last resort. Staff grievances will be handled as uniformly and fairly as possible via interviews that aim to arrive at an amicable and mutually satisfactory resolution of the complaint.

⁸ Employee demographics for 2024 is accurate as of 31 December 2024. ⁹ Flexible work arrangements are not applicable to contract staff in the United States, and not applicable to all staff in Indonesia, Thailand and South Korea. ¹⁰ Parental leave benefits are offered to all staff (both permanent and temporary employees) across CGS International's offices, compliant with local regulations. ¹¹ All employees have returned to work, apart from 2 employees who at the end of the reporting period are still utilising their leave entitlements. Those who remained employed after 12 months is not covered in this report, as the data to accurately monitor which employees remain employed is unavailable. The Company will strive to disclose this information from next year's report. ¹² The provision of life insurance is applicable to all CGSI's employees, with the exception of contract staff from Indonesia, Hong Kong, and the United States. ¹³ Healthcare benefits are included for all employees across CGS International's offices, except for contract employees in Hong Kong and United States.

Human Capital Performance

The profitability of the company depends on an effective, innovative and cohesive workforce that competes well in the marketplace. Its diverse workforce is supported by a holistic performance management system, talent retention & succession planning, learning & development, fair employment, and employee engagement, which are key enablers in CGSI to keep employees motivated to ‘Strive & Stay’ with the company.

Staff turnover across the Company compares favourably with ‘All Industry’ market benchmark, and the Group attrition is 13%, which is below the industry benchmark of 17.5%¹⁴. The Company was able to replace resignations adequately and hire new positions to account for new business lines such as Investment Banking and Asset Management roles. Comparing to the previous year, revenue per headcount across the group improved by 22% despite the increase in new hires, thereby suggesting that there has been an improvement in enterprise efficiency and reduced redundancies amidst favourable market conditions.

| | Group - New Hire | Group - Turn Over |
|--------|------------------|-------------------|
| Male | 160 | 144 |
| Female | 195 | 131 |
| Others | 0 | 0 |
| Total | 355 | 275 |



CGSI recognizes that its greatest asset is its people. CGSI's social performance is defined by its employees and its social contribution to societies. Our commitment to sustainability encompasses the well-being, development, and engagement of our employees, who are the foundation of our success. CGSI adopts competency-based hiring and fair remuneration practices. All employees are covered by a performance management system¹⁵ where an employee's overall performance is measured by the delivery of his/her individual Key Performance Indicators ("KPIs") cascaded from company KPIs, how well the employee espouses the PACES core values in his/her daily work and contributions to the organisation outside the employee's job description. Training need analysis is also a component of performance measurement system where the employees training needs are identified in consultation with his/her direct supervisor. Twice yearly (mid-year and end-year), employees are appraised on their overall performance and their training needs. The Company's strategy to human capital acquisition and retention is anchored by the Company's DEI policy which espouses respect for each employee, providing employees with equal learning & development opportunities, mechanisms to manage DEI in the organisation, having a diverse board composition and cultivating an inclusive work environment.

To ensure the Company's long-term growth and continuity, CGSI practices succession planning. As a key component of the Company's talent management strategy, succession planning involves systematically identifying and developing individuals within an organization to prepare them for future leadership or key roles. It's a proactive process that helps ensure business continuity and reduces the risk associated with unexpected departures or transition. To help in the development of current and future leaders, a 360° review is being conducted annually.

¹⁴ Industry benchmark compares against averages for Malaysia, Indonesia, Singapore and Thailand (which comprise of 96% of total group-wide headcount). Source for benchmark: <https://www.aon.com/apac/in-the-press/asia-newsroom/2024/salaries-in-southeast-asia-expected-to-rise-in-2025>

¹⁵ The performance management system is applicable to all permanent employees who have joined the Company before 1 October 2024 (cut-off date for performance review eligibility).

360° Reviews for Leaders

By applying a structured 360-assessment to obtain useful feedback for our Leaders, we aim to create a strong feedback culture at CGSI and provide learning opportunities for their professional growth.

The 360° Review is applicable for selected Executive Management. As the name of the review suggests, our Leaders are reviewed by four levels of reviewers in this exercise, namely, themselves (Self), their Direct Manager, their Peers, and their direct reports (Subordinates).

Leaders are rated against the following dimensions:

1. Collaboration (new inclusion)
2. Communication
3. Drive for Results
4. Leadership
5. Self-Awareness
6. Teamwork

Survey results are discussed between the Group CEO and each individual Leader. To illicit more candid responses, the 360° Review is not tied to their performance reviews.

Learning & Development

To inculcate a continuous learning culture in CGSI, LinkedIn Learning was introduced in 2024. Since March 2024, the Company has made significant strides in enhancing staff’s learning and development through the successful launch of LinkedIn Learning¹⁶.

With the intention of making learning accessible and convenient for employees across all levels, the platform has been rolled out in phases across our offices in Singapore, Malaysia, Indonesia, Hong Kong, and the United States, with plans to extend to Thailand, Korea, and the United Kingdom. With this resource, staff can access over 16,000 expert-led courses at their own time, with consideration of their specific development needs. The Human Resources department also developed a learning calendar and a curated list of recommended modules available on LinkedIn Learning based on skills and knowledge relevant for our employees.

| Average hours of training that the organization’s employees have undertaken in 2024: | | |
|--|------|--------|
| | Male | Female |
| All Employees | 14.9 | 16.6 |

Complementing LinkedIn Learning is structured training & development catered to the specific needs of each employee. This is done through the annual performance appraisal where the employee’s reporting officers or heads of departments conduct a training-needs analysis to align with employees’ professional growth and responsibilities. The Company’s commitment to employee learning & development is reflected in the training hours chalked up across all levels of the organization across the Group.

To upgrade employee’s skills, training programs focused on acquiring new or improving current skills for employees’ professional and personal growth is offered. Some of these courses are curated in-house by the Company’s subject matter experts e.g. Sales Training for Fixed Income, and ESG training.



Fostering Inclusiveness through China-ASEAN Employee Cultural Exchanges

2024 saw several cultural exchanges that sought to foster employee relations between CGSI and parent company CGS. It is through these exchanges that employees from both sides gained a better appreciation of different cultures, management styles, company policies and work methods - this deepened the respect for employees across different ethnicities coming together to achieve common company goals and in the process fostered cross-border inclusiveness.

An Integration taskforce was established in 2024 to improve communications and efficiencies between CGS International and its parent company CGS. Headed by CGS’s and CGSI’s senior management, this taskforce overlooks all integration matters between the two entities, including cultural exchange, business collaboration, technology sharing as well as policy and procedure alignment.



Welcoming Secondees to our office in Singapore



¹⁶ Access to LinkedIn Learning is only provided to permanent employees.



My visit to our HQ in China was a truly eye-opening experience, offering a firsthand look at the impressive resources, speed, and efficiency with which our teams operate. Over 3 and a half days of meetings with the various teams in the Technology department highlighted the potential that we have when we collaborate across borders. This trip reinforced the importance of continuous learning, adaptability, and shared innovation as we work together to achieve our collective goals.

Tang Tay Hwee



In 2024, I was posted to International Business department in CGS in Beijing for 4.5 months. There, I contributed to strategic international initiatives and cross-functional collaboration with positive outcomes.

I played key roles in organising major international events and coordinated cross-border visits by executives and delegates, enhancing the Company's global image and facilitating China-ASEAN cooperation.

Chen Yi Xin



Learning from Youths – they bring new skills, tools & perspectives

The Company has an active internship program which had resulted in benefits for both the company and the students. In 2024, 39 students performed internship stints across various frontline and back-end functions in the Singapore office operations. Students bring with them new skills, work methods as well as fresh ideas and perspectives which add to the learning and development of employees in the company. On the other hand, the internships provide real-work exposures for the students to gain industry knowledge and experience. The internships also provide the company the opportunity to identify potential candidates for employment, giving them a head start in pursuing their careers after graduation.



Fair Employment

CGSI practices competency-based hiring regardless of gender, race, religion etc. Employees are fairly remunerated based on an employee's job scope, competency and experience. The Company also practices periodic salary benchmarking to ensure employees are paid competitively compared to those of other companies in similar roles. CGSI gender pay compares well with the World Economic Forum ("WEF") 's Wage Equality for similar work across the Group with 2024 seeing a slight improvement from 2023. This could be due to the inclusion of employees from the international office (comprise of 4% of total group-wide headcount) being included in CGSI's gender pay measurement since 2024.

| | 2023 ¹⁷ | | 2024 ¹⁸ | |
|--------------------------------------|--------------------|------------|--------------------|---------------------------|
| | Male | Female | Male | Female |
| Company data | 1.0 | 0.94 | 1.0 | 0.95 |
| WEF's Wage Equality for Similar work | 1.0 | 0.74-0.783 | 1.0 | 0.521-0.794 ¹⁹ |

^{17 18} 2024 figures include all employees across the Group. 2023 figures covers employees in Singapore, Malaysia, Indonesia and Thailand (collectively making up 96% of the total group-wide headcount).

¹⁹ Refers to the 'Wage Equality for Similar Work' scores for across all CGS International's offices from the World Economic Forum's (WEF) Global Gender Gap Report 2024. This data excludes Hong Kong however, as the aforementioned WEF report however, does not report Hong Kong's wage equality figures.



Diversity, Equity & Inclusion (DEI)

As a key priority, the Company embeds Diversity, Equity and Inclusion ("DEI") in its company culture. We strive to create an environment where all employees feel welcomed and celebrated in the organization. As part of its DEI commitments the company organises programs to encourage an inclusive workplace culture that embraces persons of diverse background. Annually, the Company conducts its DEI survey to feel the pulse of how employees view DEI within the organization. The feedback gathered from the survey is used as a focus for the following year's DEI agenda.

CGSI organized its second annual DEI Survey in 2024. Compared to the survey results from 2023, the 2024 DEI scores improved across all 3 DEI dimensions. Overall, the group-wide DEI score saw a substantial improvement of 11.3% in 2024. This suggests that staff view the organisation as one that embraces persons of different backgrounds, is fair and provides its employees equal treatment and opportunities.

| | DEI Survey Results | | |
|-----------|--------------------|------|---------------|
| | 2023 | 2024 | % Improvement |
| Overall | 7.1 | 7.9 | 11.3% |
| Diversity | 7.2 | 8.3 | 15.3% |
| Equity | 7 | 7.8 | 11.4% |
| Inclusion | 7.3 | 8 | 9.6% |

Above figures reflect DEI survey scores from a scale of 1 (lowest) to 10 (highest).

Based on the 2024 DEI survey results, the top 3 improvements identified for 2025 are captured in the table below.

| Identified Improvements | DEI Actionables |
|---|---|
| Celebrate and acknowledge important cultural or DEI dates | Continue with celebrating DEI occasions in the office. More pictures of DEI celebrations can be seen in this section below. |
| Roll out Unconscious Bias Training (UBT) | Promote UBT through other platforms beyond LinkedIn Learning, including through regular communications. |
| Performance expectations to be discussed during performance reviews by supervisor to all his/her direct reports | In 2025, we will be utilizing an online performance appraisal system that will ensure all staff continue to have access to performance reviews. |

Celebrating Diversity of All Staff

Across the organisation, we have staff from various races and religions. To ensure that staff's unique identities are celebrated, the company also hosted other unique celebrations:

Group

As a group, CGSI celebrated International Women's Day ("IWD") for the first time together. Offices across Malaysia, Indonesia, Singapore and Thailand spotlighted 2 women, and shared their personal reflections on their career and life.



Malaysia

Comparatively, Malaysia has a higher proportion of Malay-Muslims. Therefore, the Malaysian office celebrated Ramadan Kareem by distributing kurma to all staff, as a traditional way to break fast for them to enjoy with their friends and families. During the holy month of Ramadan, all Muslim staff are permitted a 1-hour early release to allow them sufficient time to head home and prepare for breaking of fast with their families.



Malaysian office also celebrated Malaysia Day by catering Nasi Lemak and Teh Tarik – Malaysian cuisine specialties, voted as the national unity dish - to all staff! Staff were encouraged to dressed in blue to symbolize our united spirit whilst enjoying the delectable breakfast spread, and quizzes were also held to test staff on the Malaysia states flags.

Singapore

Our Singapore office's celebrations focused on its 3 main races. As a majority Chinese-office, a Focus Group Discussion ("FGD") was conducted for staff celebrating Hari Raya and Deepavali.



The office also celebrated International Day of Friendship where staff came dressed in their cultural wear, and enjoyed a catered lunch featuring cuisines from the different cultures.

Thailand

In celebration of pride month, Thailand office prepared colourful cupcakes for staff as part of their 'Happy Treats' series. Staff were also encouraged to come in bright colours.

Indonesia

Our Indonesia office celebrated National Batik Day, and staff members were encouraged to wear batik attire to the office, promoting unity and cultural pride.



To celebrate the Indonesia's 79th Independence Day, the company organized a series of engaging activities, including an online quiz and some games. Participants from various departments formed teams to compete in the quiz and games, showcasing their knowledge and skills while celebrating the nation's independence.



Employee Engagement

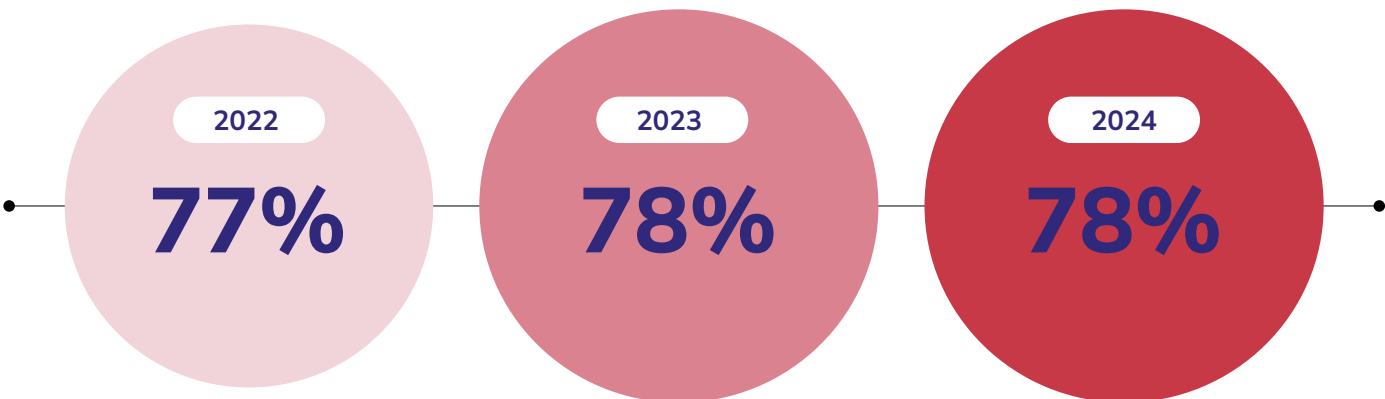
Employee engagement is a key pillar of retaining talent, as the Company strives to ensure that staff are well-integrated to the organisation. The Company organises bi-yearly townhalls which seeks to update employees on company performance, key company initiatives and gather employee concerns.

Throughout the year, the Company organises bonding initiatives, focusing on key themes such as 1) celebrating staff wellbeing and creating a strong corporate culture, 2) encouraging mental wellness, 3) supporting team bonding, 4) integrating a culture of sustainability and lastly, 5) celebrating diversity of all staff.

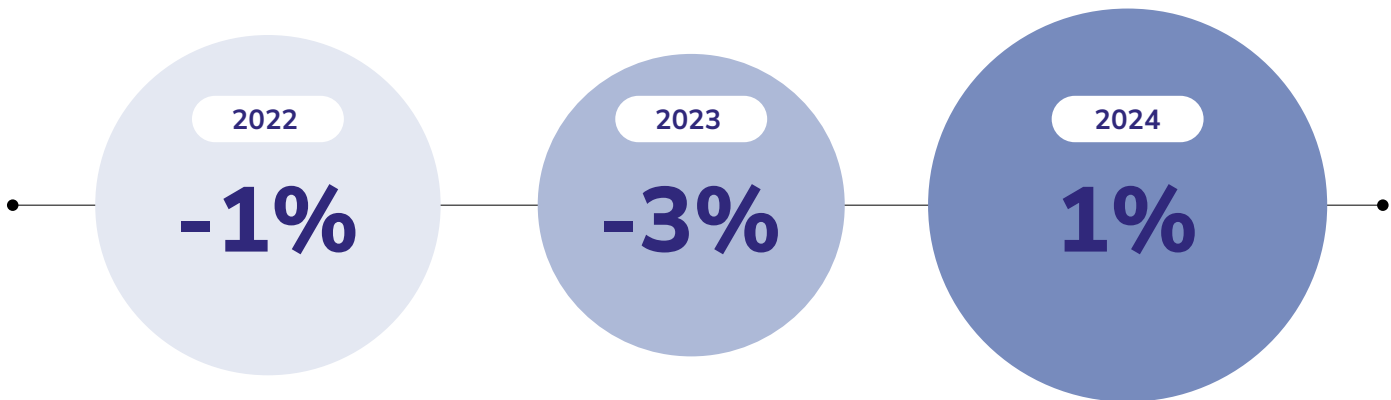
On top of these celebrations, it is also imperative that the Company is in tune with staff's experiences on the ground. The Company conducts its annual Employee Engagement Survey ("EES") to measure employee sentiments, and identify the areas where the organisation has done well or poorly. Through its Collaboration survey, the Company identifies how well departments are collaborating with each other and whether the core values are actively demonstrated by employees.

Group Employee Engagement Survey

The Group Employee Engagement Survey ("EES") aims to measure various engagement drivers such as "Performance Appraisal", "Corporate Governance", "Training". Top and low-performing drivers are identified from the survey results, providing each country's Human Resources teams with meaningful insights to shape their 'People' strategies for the coming year.



Employee Engagement Scores has remained consistently high for the past 3 years



2024 saw improvement in the Net Promoter Score compared to previous years

From 2024's survey result, the Company has maintained the overall Employee Engagement score of 78%. The EES also measures the employee's NPS scores, which improved from 2022-2024, an indication of the employees' increased likelihood to recommend the company to others.

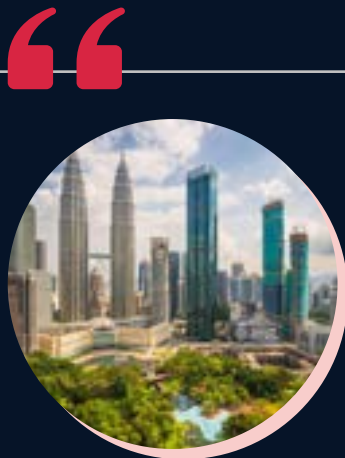
Group Collaboration Survey

In 2024, the Collaboration Survey (previously only applicable in Singapore) was administered for our larger markets, namely, Malaysia, Indonesia, Singapore, and Thailand.

- 1** Quality of advice, (i.e. quality support through conveying relevant and reliable information)
- 2** Service standards (i.e. communicate updates within reasonable timeframes; generally responsive)
- 3** Professionalism (i.e. courteous and tactful when providing support to other departments)
- 4** Receptiveness to feedback (i.e. adaptable and willing to listen to feedback)

PACES Ambassadors

To ensure that staff wellbeing is prioritised, PACES Ambassadors are nominated in Malaysia, Indonesia, Singapore, and Thailand to drive the adoption of our Core Values, PACES. These four countries have the highest concentration of employees for CGSI Group and comprise of 96% of our total workforce.



I'm very grateful to be appointed as a PACES Ambassador. I believe a healthy organisational culture is characterised by open communication, trust, and transparency. With PACES, we shall grow together!

Wendy Phoon Sam Yee
Securities – Digital Platforms



To create an environment where our people feel included, valued and celebrated is at the core of what PACES does. With a strong company identity acting as our foundation, it enables us to weather challenges and changes!

Chia Wen Xuan
Sustainability



PACES is about fostering a culture where accountability is currency, collaboration is the language, excellence is the norm, and sustainability is our legacy.

Pitchakorn Watcharodomprasert
Equity Derivatives

PACES is one of the best foundations for forming a culture of a more active work environment, synergising efforts across departments and branches. With PACES, we can foster and strengthen a truly collaborative environment.

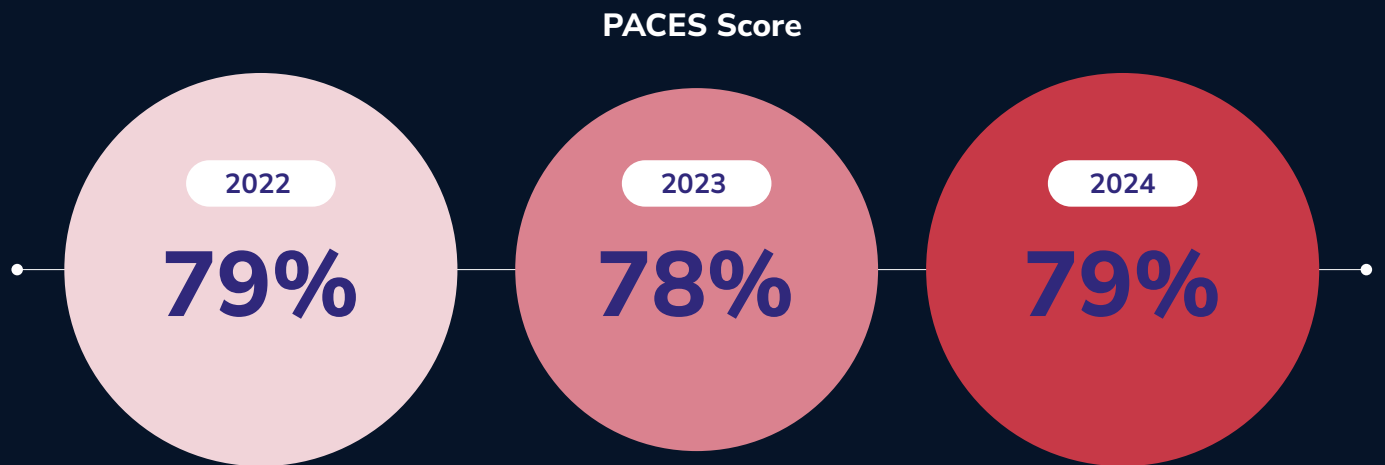
Muhammad Rafi Wirandi
Compliance, Legal & CorSec



Additionally, the Company's Core Values are routinely communicated to all employees and new staff through onboarding communications and Group Corporate Orientation sessions. They are consistently cited in Group CEO and Country CEO messages to staff, regularly mentioned in company town halls, and communicated via the company intranet, SharePoint.

PACES Survey

The Company conducts a yearly PACES survey to measure staff's sentiments towards the company's core values. 2024's score of 79% is a positive result suggesting that in general, staff feel that the company upholds its core values, evident in its corporate culture.



Seeing as human capital is the company's most valuable resource, activities planned are meant to appreciate employees, encourage them to exemplify our Core Values.

Nurturing the PACES culture

Seeing as human capital is the company's most valuable resource, activities planned are meant to appreciate employees, encourage them to exemplify our Core Values.

Singapore

PACES Ambassadors organise monthly Fruits Day for staff to encourage healthy habits.



Thailand

In 2024, Fruits Day was updated to 'Seasonal Happy Treats', which features foods that support local small and medium enterprises (SMEs).

The Company actively encourages participation in inter-broker sports competitions, promoting teamwork and well-being.



Spotlighting Mental Wellness

Prioritising employee health and well-being is a corporate responsibility and a cornerstone of organisational success. For CGSI Group, we have implemented effective strategies for employee well-being under these four areas: i) Mental and Emotional, ii) Physical, iii) Family-focused, and iv) Team-based.

Singapore

Annual Health & Wellness Day in Singapore



Indonesia

Indonesia hosted a webinar focused on exploring mental health from a psychological perspective, led by a qualified doctor.



Team Bonding

In 2024, CGSI launched its first cohesion fund for all permanent employees, which can be utilised for related activities that promote employee well-being, in alignment with the Company’s core values known as PACES.



Teams under Corporate Office had a hotel buffet meal!



Regional Middle Office team in the Malaysia office organised a lunch outing at a Japanese restaurant

Encouraging a culture of Sustainability

Cultivating an environment where environmental responsibility is embedded in the Company's culture.



Eco-bazaar: 660 Items donated, \$1204 to go to MINDS



Mushroom Buddies Lunch talk: \$1077 raised



22 เมษายน วันคุ้มครองโลก HAPPY EARTH DAY

CGSI ประเทศไทย ขอชวนทุกท่านเป็นส่วนหนึ่งในการลดการปล่อยก๊าซเรือนกระจกทางอ้อม บรรเทาผลกระทบต่อสิ่งแวดล้อมจากภาวะโลกรวน ด้วยการประหยัดพลังงาน และใช้ไฟฟ้าอย่างรู้คุณค่า

ยอดใช้ไฟฟ้ารวมของสำนักงานทุกสาขา ตั้งแต่ 1 มกราคม - 31 ธันวาคม 2567 (เทียบกับปี 2566)

ทุก 10 ยูนิตที่ประหยัด = 1 บาท

บริษัทสมทบเพิ่ม 1 เท่า รวมสูงสุด 40,000 บาท เพื่อบริจาคให้แก่มูลนิธิที่ท่านโหวตหลังสิ้นสุดโครงการ

ติดตามการใช้ไฟฟ้าของสาขา แบบรายไตรมาสได้แล้ววันนี้ที่ SHAREPOINT > ESG หรือ คลิกที่รูปได้เลย !!

HOW TO ประหยัดพลังงาน ฉบับออฟฟิศ

อาคารสินธรปรับมาใช้หลอดไฟ LED ประหยัดพลังงาน แต่การปิดไฟเมื่อไม่ใช้งานก็ยังช่วยได้มากกว่านะ...

ถอดปลั๊กคอมพิวเตอร์/โน้ตบุ๊กทุกครั้งหลังไม่ใช้งาน หรือหลังเลิกงาน

ปรับลดความสว่างจอ ตั้งค่า sleep พักจอเมื่อไม่ใช้ ปิดคอมพิวเตอร์/โน้ตบุ๊ก/จอ monitor หลังเลิกงาน

CGSI Thailand ran an electricity reduction campaign which raised THB\$27,567

Corporate Compassion in Action



Our CSR Commitment

CGSI is firmly committed to fulfilling its obligations to driving positive societal change as a corporate citizen. Corporate Social Responsibility (“CSR”) is an integral part of CGSI’s sustainability efforts, being one of the 8 Sustainability Focus Areas of CGSI’s sustainability strategy.

To anchor our focus, CGSI aligns our CSR goals to the United Nations Sustainable Development Goals (“UNSDG”). Specifically, we aim to contribute substantially towards UNSDG 4 Quality Education, 8 Decent Work and Economic Growth and 13 Climate Action.

These goals were chosen based on CGSI’s expertise as a financial institution, which puts us in a position to educate, particularly around financial literacy, and elevate people with the necessary skills to create economic opportunities for themselves.

Climate action is also a key area that CGSI aspires to drive greater impact due to the climate vulnerability of our primary countries of operation. We use the UNSDGs as a guideline for our CSR initiatives, as it ensures that we operate in tandem with national and global agendas, as well as maintain a scope of focus to best channel our efforts into creating the biggest positive impact possible.

In 2024, our CSR programme has benefited more than 260,000 people across our main offices, through our 138 CSR events organised.

In our CSR initiatives, CGSI taps on its employees to widen the outreach of its impact. CGSI believes that volunteerism fosters a strong connection between the company and the communities we serve, and hence encourage employees to be active participants of our CSR events. There are a range of activities that our staff can participate in, such that they are able to resonate with the causes they are supporting.



UNSDG 4 – Leveraging Our Strengths to Deliver Financial Literacy Outcomes

ASEAN Investment Challenge 2024

The ASEAN Investment Challenge (AIC) is CGS International's flagship youth programme to empower students with knowledge in sustainable investing and contribute to the building of strong capital markets in the future.

CGSI partnered with more than 500 Institutes of Higher Learning (IHLs) across Malaysia, Singapore, Indonesia and Thailand. Over 5,400 students registered for AIC 2024, who underwent a learning journey via e-learning modules and live webinars on topics such as Financial Management, ESG and Technical Analysis.

Participants are then challenged to apply these concepts learnt in a regional investment challenge. AIC 2024 was supported by key partners across the region, including the stock exchanges of Malaysia, Singapore, Indonesia and Thailand.

CGS International is committed to becoming a catalyst for positive change, and empowering students to become conscientious contributors to sustainable investment practices. The AIC stands as a beacon for the future of finance, cultivating the next generation of responsible and knowledgeable investors.



Like so many of my peers, I wanted to start investing for a while but lacked the know-how. Hence, when AIC came to our school, many of us took the chance to learn. Throughout the challenge, CGS International provided us with many tools and resources to hone our investment skills. I really appreciated the opportunity to try our hand at investing without having to take on any actual risks. With the benchmark returns as part of the judging criteria this year, we could also tell how well our portfolios performed against industry benchmarks. This was immensely useful in our own performance evaluation.

Azre Nazerul
International Islamic University Malaysia
AIC 2024 winner



Other initiatives across the region contributing to SDG 4 include:

Malaysia: Zakat Wakalah donation to University College MAIWP International (UCMI)

CGSI redistributed the proceeds from our Zakat contributions to deserving students from University College MAIWP International under the Zakat Wakalah initiative. Eligible Asnaf recipients were selected to receive these funds to support their continuous education to eventually contribute back to the Muslim society.



Singapore: Dementia Programme with Sengkang East PA and NGO – Allkin

CGSI collaborated with Sengkang East People's Association and Allkin Community Service Center to organise a series of mental health wellness programs for individuals suffering from dementia and their respective caretakers. The events were broken down into two segments. The first segment was targeted at the caregivers of dementia patients, giving personalised sessions on financial literacy and also conducting talks on available caregiving funding from the various government bodies.

The second segment was targeted at the dementia patients themselves, where the program involves nostalgia therapy to enhance their cognitive functions and engage them in a meaningful way. Through various interactive means, basic financial skills such as saving and spending were taught to them, allowing them to better assimilate into society and improve their quality of life.



In total, more than 100 beneficiaries attended the 4 sessions, with 30 volunteers from CGSI facilitating the program in collaboration with the various community partners.



UNSDG 8 – Providing Work for Youths & Persons with Disabilities

Thailand: Office Syndrome Therapy

CGSI's Thai office continued to work together with Siam Sindhorn, to employ 5 full-time and 5 part-time massagists with vision impairment from the Foundation of Employment Promotion of the Blind. They were brought in to work in the monthly "Office Syndrome Therapy" event for internal employees and external clients. In 2024, 12 of these sessions were hosted in total and saw 1,200 sign-ups for this initiative. This generated THB 55,000 of monthly income for these massagists, and raised THB 6,700 for the foundation.



Indonesia: Collaboration with Yayasan Advent Peduli in Ambon

CGSI's Indonesia office contributed to the support of children in Yayasan Advent Peduli Ambon, an orphanage located in a former conflict area & natural disaster: By donating cash & education needs. an orphanage located in a former conflict area that has suffered greatly from natural disasters, by donating IDR 20,000,000 and providing education to the children.



UNSDG 13 – Elevating Climate Awareness and Action

Thailand

In 2024, CGSI's Thai office ran internal campaigns to encourage employees to conserve electricity, making donations based on how much electricity employees could save. These beneficiaries were voted and selected by office employees. Recognition awards were also provided to the branches that saved the most electricity compared to previous years. In total, 137,833 kWh of electricity was saved compared to 2023. Regular reminders were sent out before every holiday for employees to switch off their electrical appliances in the office.



Indonesia: Mangrove Project Untuk SATU Bumi

CGSI's Indonesia office collaborated with the Seasoldier Foundation, an independent organization that focuses on mangrove, coral and tree conservation, to plant mangroves as part of Mangrove Project Untuk SATU Bumi.

The CGSI team planted around 2500 mangrove seedlings in 2024, bringing the total to 8,600 mangroves planted since 2022.



Korea

As part of our ongoing CSR efforts, this initiative aimed to support children in underprivileged families, group homes, and community child centers by providing them with durable, eco-conscious bags. On the day of the activity, a total of 14 employees participated, and we successfully produced eco-friendly PVC bags inserted with the paper cards with climate action tips.

Singapore: Tree planting event with Sengkang East People's Association and National Parks Board (NParks)

Tree Planting with Sengkang East Residents and PA in collaboration with Nparks and LTA. 30 volunteers were present at the event. Planted trees to raise awareness on climate change. This activity aims at raising awareness amongst the community on climate related initiatives.

This program aims to educate and encourage residents of Sengkang East on climate risk prevention.



GRI Content Index

This report has reported the information cited in this Global Reporting Initiative (GRI) Content Index for the period of 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

| General Disclosures | | |
|---------------------------------|---|-------------|
| GRI 2: General Disclosures 2021 | | |
| GRI Indicator | Content of Disclosure | Page Number |
| 2-1 | Organizational Details | 4 |
| 2-2 | Entities included in organization's sustainability reporting | 3 |
| 2-3 | Reporting period, frequency and contact point | 3 |
| 2-5 | External Assurance | 58 |
| 2-6 | Activities, value chain and other business relationships | 4 |
| 2-7 | Employees | 41 |
| 2-8 | Workers who are not employees | 41 |
| 2-9 | Governance structure and composition | 18 |
| 2-10 | Nomination and selection of the highest governance body | 18 |
| 2-11 | Chair of the highest governance body | 18 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | 18 |
| 2-13 | Delegation of responsibility for managing impacts | 18 |
| 2-14 | Role of the highest governance body in sustainability reporting | 19 |
| 2-15 | Conflicts of interest | 18 |
| 2-16 | Communication of critical concerns | 18 |
| 2-18 | Evaluation of the performance of the highest governance body | 18 |
| 2-19 | Remuneration policies | 18 |
| 2-20 | Process to determine remuneration | 18 |
| 2-22 | Statement on sustainable development strategy | 10 |
| 2-25 | Processes to remediate negative impacts | 19 |
| 2-26 | Mechanisms for seeking advice and raising concerns | 41 |

| GRI 2: General Disclosures 2021 | | |
|---|--|-------------|
| GRI Indicator | Content of Disclosure | Page Number |
| 2-27 | Compliance with laws and regulations | 23 |
| 2-29 | Approach to stakeholder engagement | 11 |
| 3-1 | Process to determine material topics | 13 |
| 3-2 | List of material topics | 14 |
| GRI 305: Emissions 2016 | | |
| 3-3 | Management of material topic | 36-39 |
| 305-1 | Direct (Scope 1) GHG emissions | 37 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 38 |
| 305-3 | Other indirect (Scope 3) GHG emissions | 39 |
| 305-4 | GHG emissions intensity | 37-39 |
| 305-5 | Reduction of GHG emissions | 38 |
| GRI 401: Employment 2016 | | |
| 3-3 | Management of material topics | 41 |
| 401-1 | New employee hires and employee | 41 |
| 401-2 | Benefits provided to full-time employees that are not temporary or part-time employees | 41 |
| 401-3 | Parental leave | 41 |
| GRI 405: Diversity and Equal Opportunity 2016 | | |
| 3-3 | Management of material topics | 45 |
| 405-1 | Diversity of governance bodies and employees | 45 |
| 405-2 | Ratio of basic salary and remuneration of women to men | 45 |
| GRI 406: Non-discrimination 2016 | | |
| 3-3 | Management of material topics | 41 |
| 406-1 | Incidents of discrimination and corrective actions taken | 41 |
| GRI 418: Customer Privacy | | |
| 3-3 | Management of material topics | 21 |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 21 |

Appendix:

Appendix A: GRI 401-1 New employee hires and employee turnover

| General Disclosures: GRI 1 Used | | | | |
|---------------------------------|------|--------|--------|-------|
| 2025 New Hires | | | | |
| | Male | Female | Others | Total |
| < 30 Years old | 67 | 101 | 0 | 168 |
| 30-50 Years old | 81 | 79 | 0 | 160 |
| > 50 Years old | 12 | 15 | 0 | 27 |
| Sum Total | 160 | 195 | 0 | 355 |

| 2025 Employee Turnover | | | | |
|------------------------|------|--------|--------|-------|
| | Male | Female | Others | Total |
| < 30 Years old | 31 | 26 | 0 | 57 |
| 30-50 Years old | 84 | 81 | 0 | 165 |
| > 50 Years old | 29 | 24 | 0 | 53 |
| Sum Total | 144 | 131 | 0 | 275 |

Appendix B: GRI 404-1 Average hours of training per year per employee

| Average hours of training that the organization’s employees have undertaken in 2024: | | |
|--|------|--------|
| | Male | Female |
| Executive management | 13.1 | 21.3 |
| Non-executive management | 14.2 | 17.1 |
| Professionals | 15.5 | 16.8 |
| All other employees | 14.7 | 16.2 |

Appendix C: Group gender representation across genders (%)

| | Total Headcount | Male | Female | Others |
|--------------------------|----------------------|------|--------|--------|
| Total Employees | 2238 | 1135 | 1103 | 0 |
| Employee Categories | % of Total Headcount | Male | Female | Others |
| Executive management | 100% | 73% | 27% | 0% |
| Non-executive management | 100% | 63% | 37% | 0% |
| Professionals | 100% | 50% | 50% | 0% |
| All other employees | 100% | 49% | 51% | 0% |

Appendix D: SASB Disclosures related to Data Security

| SASB Code | Metric Description | 2022 | 2023 | 2024 |
|-------------------------------|---|---|------|------|
| Data Security TC-TL-230a.1 | 1) Number of data breaches (this includes data breaches arising from internal & external stakeholders) | 0 | 0 | 0 |
| | 2) Percentage involving personally identifiable information (PII)* | Over the past 3 years, there were isolated incidents of customer personal data breaches in Singapore which were internally assessed to have minimal material impact to both customer and the Company. The PDPC (Personal Data Protection Commission, Singapore) was consulted in all such incidents and later determined them as non-reportable incidents requiring no further action. | | |
| | 3) Number of customers affected | None that were assessed to be significant | | |
| Data Security TC-TL-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | <p>Risk assessment on Singapore systems is performed by multiplying impact level of loss of Data Confidentiality, impact level of loss of Data Integrity and impact level of loss of Data Availability. The product maps to a Data Risk Rating which determines the priority and levels of security controls to be applied to protect the data.</p> <p>Compromise of data could be reported by clients, users or vendors, detected by security monitoring, or informed by attackers or researchers, through emails, SMSes or phone calls. Response to data compromise is executed by corresponding departments according to the Incident Playbook.</p> <p>Internal Audit performs or outsources audit on Singapore environment to ensure processes and systems are functioning properly to identify and to address data security risks.</p> | | |

| SASB Code | Metric Description | 2022 | 2023 | 2024 |
|------------------------------|---|--|------|------|
| Data Privacy TC-TL-220a.1 | Description of policies and practices relating to behavioral advertising and customer privacy (Note : behavioral advertising may not be relevant to CGSI) | Practices relating to customer privacy adhere to each country's regulatory requirements on data collection, use, record, storage, transfer, and Data Governance Policy which includes data classification and Intra group data transfer agreement. Note: Behavioural advertising is not applicable to the Company's business. | | |
| TC-TL-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with customer privacy | 0 | 0 | 0 |

Appendix E: SGX Core ESG Metrics

The table below captures the metrics that are material to the Company. Several metrics were omitted due to lack of available information.

| Topic | SGX Core ESG Metric | Page |
|---------------------------|--|-------|
| GHG emissions | Absolute emissions of Scope 1-3 | 36 |
| | Emission intensities of Scope 1-3 | 37-39 |
| Energy consumption | Total energy consumption | 38 |
| Gender diversity | Current employees by gender | 41 |
| | New hires and turnover by gender | 61 |
| Employment | Total turnover | 61 |
| | Total number of employees | 41 |
| Board composition | Board independence | 18 |
| | Women on the board | 18 |
| Management diversity | Women in the management team | 14 |
| Ethical behaviour | Anti-corruption disclosures | 24 |
| | Anti-corruption training for employees | |
| Alignment with frameworks | Alignment with frameworks and disclosure practices | 3 |
| Assurance | Assurance of sustainability report | 58 |

Appendix F: SASB Standards - Investment Banking & Brokerage

The table below captures the sustainability disclosure topics and metrics from SASB Standards.

| Topic | SGX Core ESG Metric | Code | Page |
|--|---|--------------|------|
| Employee Diversity & Inclusion | Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals and (4) all other employees | FN-IB-330a.1 | 45 |
| Incorporation of Environmental, Social and Governance Factors in Investment Banking & Brokerage Activities | Revenue from (1) underwriting, (2) advisory and (3) securitization transactions incorporating integration of environmental, social and governance (ESG) factors, by industry | FN-IB-410a.1 | 15 |
| | (1) Number and (2) total value of investments and loans incorporating integration of environmental, social and governance (ESG) factors, by industry | FN-IB-410a.2 | 15 |
| | Description of approach to incorporation of environmental, social and governance (ESG) factors in investment banking | FN-IB-410a.3 | 15 |
| Business Ethics | Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice or other related financial industry laws or regulations | FN-IB-510a.1 | 20 |
| | Description of whistleblower policies and procedures | FN-IB-510a.2 | 20 |



Certificate No: C793926

INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV Business Assurance Singapore Pte. Ltd. ('DNV'), has been commissioned by CGS International Securities Singapore Pte. Ltd (Accounting and Corporate Regulatory Authority, Singapore (UEN: 201802750K), hereafter referred to as 'CGS' or 'the Company') to undertake an independent data only assurance of the Company's non-financial disclosures in its Sustainability Report covering the calendar year 2024 (hereafter referred as 'Report').

The disclosures have been prepared by CGS:

- with reference to requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

DNV has carried out assurance engagement in accordance with DNV's VeriSustainTM protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VerisustainTM Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VerisustainTM protocol, DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; to evaluate indicators wrt Greenhouse gases.

The intended user of this assurance statement is the Management of CGS International Securities Singapore Pte. Ltd.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

Responsibilities of the Management of CGS and of the Assurance Provider

The Management of CGS has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. CGS is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website. In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

The agreed scope of work included a limited level of assurance of the information on non- financial performance which were disclosed in the Report prepared by CGS based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 01/01/2024 to 31/12/2024. The reported topic boundaries of non-financial performance are based on the internal and external materiality assessment covering Company's operations as brought out in the sections 'About the Report' section of the report.

The boundary of the assessment covers the performance of CGS operations globally that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of assurance covers CGS's offices in Singapore, Indonesia, Thailand, Malaysia, South Korea and UK.

Inherent Limitation(s):

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and is free from material mis-statements.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV does not take any responsibility of the financial data reported in the Sustainability report of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV does not take any responsibility of the financial data reported in the Sustainability report of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of CGS. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company’s business and its key stakeholders. We carried out the following activities:

| Limited Level of Assurance |
|---|
| Reviewed the disclosures in the report. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework. |
| Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report. |
| Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles. |
| Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles. |
| Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators. |
| DNV audit team conducted on-site audits for corporate offices and sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment. |
| Reviewed the process of reporting as defined in the assessment criteria. |
| Reviewed the restatement of Scope 1 emissions for the 2023 reporting year. |

Conclusion

On the basis of the Limited level of assessment undertaken, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, with reference to the reporting criteria.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity assessment – General principles are requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement. DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of CGS.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this report.

For DNV Business Assurance Singapore Pte. Ltd.,

| | |
|--|--|
| <div><div><div>Gangwar, Vishal</div><div>Digitally signed by Gangwar, Vishal Date: 2025.07.08 17:48:55 +08'00'</div></div></div> | <div><div><div>Sharma, Anjana</div><div>Digitally signed by Sharma, Anjana Date: 2025.07.08 15:21:03 +05'30'</div></div></div> |
| Vishal Gangwar Lead Verifier, Sustainability Services | Anjana Sharma Assurance Reviewer, Sustainability Services |
| Fuad Hasan Bin Damanhuri (Verifier) | |

08/07/2025

DNV Business Assurance Singapore Pte. Ltd is part of DNV, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>

Annex I

Verified disclosures

| S. No. | GRI Indicator | S. No. GRI Indicator Subject matter |
|--------|---------------|---|
| 1 | GRI 305-1 | Scope 1 GHG Emissions |
| 2 | GRI 305-2 | Scope 2 GHG Emissions |
| 3 | GRI 305-3 | Scope 3 GHG Emissions (Cat 1: Purchase Goods & Services) – Cloud Services from Off-site Data Centres only |
| 4 | GRI 401-1 | New employee hires and employee turnover |
| 5 | GRI 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees |
| 6 | GRI 401-3 | Parental leave |
| 7 | GRI 404-1 | Average hours of training per year per employee |
| 8 | GRI 404-2 | Programs for upgrading employee skills and transition assistance programs |
| 9 | GRI 404-3 | Percentage of employees receiving regular performance and career development reviews |
| 10 | GRI 405-1 | Diversity of governance bodies and employees |
| 11 | GRI 405-2 | Ratio of basic salary and remuneration of women to men |
| 12 | GRI 406 | Non-discrimination |
| 13 | GRI 418 | Customer Privacy |

Restatements for the following indicators for 2023

| S. No. | GRI Indicator | S. No. GRI Indicator Subject matter |
|--------|---------------|-------------------------------------|
| 1 | GRI 305-1 | Scope 1 GHG Emissions ² |
| 2 | GRI 305-2 | Scope 2 GHG Emissions ³ |

² CGS has restated its Scope 1 GHG emissions for the 2023 reporting year (statement link [CGS_International_Sustainability_Report_FY_2023_Final_1_16cc8badce.pdf](#)) to include emissions from fuel consumption in additional vehicles that were recognized as CGS-owned during 2023, after the publication of the SR 2023.

³ CGS has restated its Scope 2 GHG emissions for the 2023 reporting year ((statement link [CGS_International_Sustainability_Report_FY_2023_Final_1_16cc8badce.pdf](#)) to include emissions from electricity consumption at a branch office location in Indonesia. These emissions were excluded due to data unavailability during 2023.

Annex II

Site selected for On-site audits

| S. No. | Site | Location |
|--------|------------------------|--|
| 1 | CGS's corporate office | 10 Marina Boulevard #10-01 Marina Bay Financial Centre Tower 2, Singapore 018983 |