

2025 SUSTAINABILITY REPORT

For the period covering **1 January 2025 - 31 December 2025**

Generated by ESGpedia

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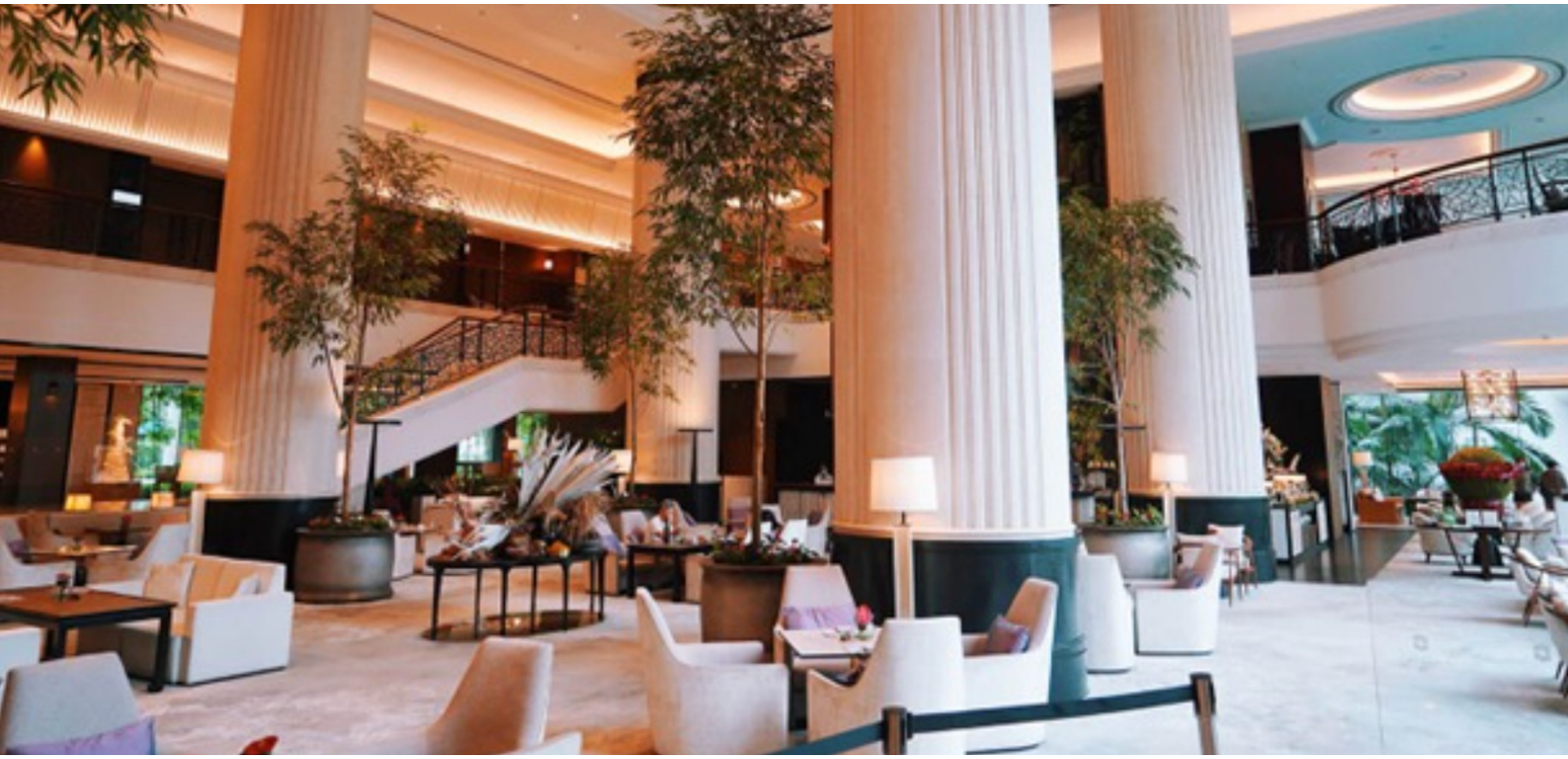

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MANAGING DIRECTOR STATEMENT

At Express 21 Pte Ltd, speed, precision, safety, quality, and service excellence form the foundation of our operations. Guided by our philosophy "Be Express, Be Safe," we are committed to delivering high-quality engineering solutions with integrity, professionalism, and reliability.

Safety, quality, and service are integral to our vision, mission, and core values. We place strong emphasis on the well-being and welfare of our employees, recognising that our people are the driving force behind our success. We are committed to providing a safe, supportive, and inclusive work environment where individuals can thrive and perform at their best.

As a member of the Showa Astec Group, a Human Capital Company, we prioritise people development, strong partnerships, and continuous improvement. We take pride in what we do, consistently striving to deliver excellence and achieve outstanding outcomes across all our projects.

We are also firmly committed to our Environmental, Social, and Governance (ESG) journey. By integrating sustainable practices, fostering social responsibility, and maintaining ethical governance, we enhance long-term value for our stakeholders and contribute to a more resilient and responsible industry.

Through our unwavering focus on safety, quality, service, ESG, and craftsmanship, we remain dedicated to building a sustainable and trusted future.



MARTIN LAU
DIRECTOR
EXPRESS 21 PTE LTD

ABOUT THIS REPORT

This report covers **Express 21's** sustainability performance from:

1 January 2025 - 31 December 2025

Reporting framework

The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.

Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

Contact: (P) 6358 0070 (E) expss21@singnet.com.sg

Address: 5 Soon Lee Street
#04-01/04 Pioneer Point
Singapore 627607

Website: http://express21.com.sg/



Express 21

Established in 1996, Express 21 is an industry leader specialising in M&E services, Electrical Engineering and Structured Cabling solutions for buildings. We have since inception undergone a major expansion in services and expertise which enable us to serve the growing demands in the engineering arena.

Today, we offer the most comprehensive suite of cabling systems available for building electrical, ELV services and data communications networks, while our M&E division provides total solutions for ACMV, fire protection, plumbing and sanitary systems.

In addition, Express 21 has been awarded the Singapore Prestige Class Award 2016- 2017. We are proud to achieve a significant milestone in our branding journey. The award also testifies to the fact that Express 21 takes its building mechanical, electrical and infrastructural projects very seriously.

Nevertheless, we do not rest on our laurels. We will continue to strive toward excellence in all aspects of our operations.

Location of Operations Reported

Headquarters:
Singapore

COMMITMENT TO UNSDGs

At Express 21, sustainability is embedded in the way we design, deliver, and support engineering solutions. Our work across electrical and infrastructure projects contributes to broader global priorities, aligning with the United Nations Sustainable Development Goals (SDGs). The overview below highlights how Express 21's ongoing initiatives and commitments support key environmental and social outcomes, helping to build a more resilient and responsible future.

Our Sustainable Development Goals

SDG	Our Contributions
	Promotion of energy-efficient electrical engineering solutions, including the design and installation of systems that reduce energy consumption and support the transition towards low-carbon buildings and infrastructure.
	Commitment to providing safe, stable employment and skills development opportunities within the engineering and construction sectors, contributing to sustainable economic growth and industry capability building.
	Delivery of advanced M&E and structured cabling solutions that support resilient infrastructure, smart buildings, and digital connectivity across sectors such as data centres, logistics, and commercial developments.
	Contribution to the development of efficient and future-ready urban environments through high-quality building services that enhance safety, connectivity, and sustainability in cities.
	Adoption of responsible procurement and resource management practices, including minimising material waste and improving lifecycle efficiency in engineering and installation processes.
	Integration of environmentally conscious practices in project delivery, including reducing carbon footprint through energy-efficient systems and supporting clients in meeting sustainability targets.

AWARDS & CERTIFICATIONS



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Occupational Health and Safety Management System



ISO 9001:2015
Quality Management System



bizSAFE
Star

Singapore Prestige Class Awards

Memberships

Express 21 is an active member of these associations:

The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.

Building and Construction Authority

The Building and Construction Authority (BCA) is a statutory board under Singapore's Ministry of National Development that champions the development of a safe, high-quality and sustainable built environment. It drives industry transformation through regulation, capability building and the promotion of green building practices. Express 21 (Singapore) is registered with BCA under several Mechanical & Electrical workhead categories, including:

- ME02 Air-Conditioning, Refrigeration & Ventilation Works (L2)
- ME04 Communication & Security Systems (L5)
- ME05 Electrical Engineering (L6)
- ME08 Internal Telephone Wiring for Telecommunications (L6)
- ME15 Integrated Building Services (L4)

This reflects our technical capabilities and compliance with national standards.

MATERIAL TOPICS

Material Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the issues most relevant to our business and stakeholders. In our second year of sustainability reporting, Express 21 has continued to refine its material topics through industry benchmarking and reference to sectoral best practices. Moving forward, we aim to further strengthen our materiality assessment by engaging both internal and external stakeholders, ensuring a more comprehensive and inclusive perspective.

Methodology and Standards

We aligned our materiality assessment with the frameworks established by the Sustainability Accounting Standards Board and the Global Reporting Initiative to identify the sustainability topics most relevant to the electrical engineering and building services industry. We also reviewed disclosures from companies operating in similar sectors, including engineering, M&E, and infrastructure services, to ensure our approach is consistent with current industry practices and expectations.



Material Topics
Energy (GRI 302)
Water consumption (GRI 303)
Emissions (GRI 305)
Waste generated (GRI 306)
Employment (GRI 401)
Occupational health & safety (GRI 403)
Training & education (GRI 404)
Diversity & equal opportunity (GRI 405)
Anti-corruption (GRI 205)

SUSTAINABILITY INITIATIVES





Plant a Tree Programme 2025

As part of its Environmental Protection Programme, Express 21 supports Shimizu Corporation's Plant-A-Tree Programme, an initiative organised by the NParks Garden City Fund under the National Parks Board. This programme contributes to Singapore's reforestation and urban greening efforts by restoring native habitats, enhancing biodiversity, and strengthening ecological resilience. Through its participation, Express 21 demonstrates its commitment to environmental stewardship by supporting carbon sequestration, improving urban greenery, and contributing to the nation's long-term sustainability and climate resilience goals.

5km Brisk Walk & BBQ 2025

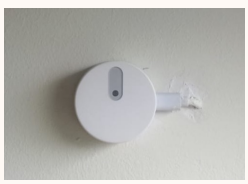
5km Brisk Walk & BBQ 2025 is a company engagement event aimed at promoting health, well-being, and team bonding among employees. Participants will take part in a refreshing 5km brisk walk followed by a BBQ session, providing an opportunity to relax, interact, and strengthen workplace camaraderie. The event encourages an active lifestyle while fostering a positive and collaborative work culture.





Use of Energy Efficient Appliances

We implemented energy-efficient appliances across the workplace, including motion-activated lighting sensors in all meeting and management rooms, to reduce unnecessary electricity consumption.



CURRENT PROGRESS

FY 2025

ENVIRONMENTAL

Total Energy Consumption

4,430.86

GJ

Total absolute GHG emissions (Scope 1, 2, and 3)

345.74

tCO_2e

Total Water Consumption

17,283.30

m^3

SOCIAL

7.60

Average training hours

Gender ratio of male and female



Young to older employees*



**Young: Under 30 years old, Older: Over 30 years old*

GOVERNANCE

24/7

access to whistleblowing channel to every employee

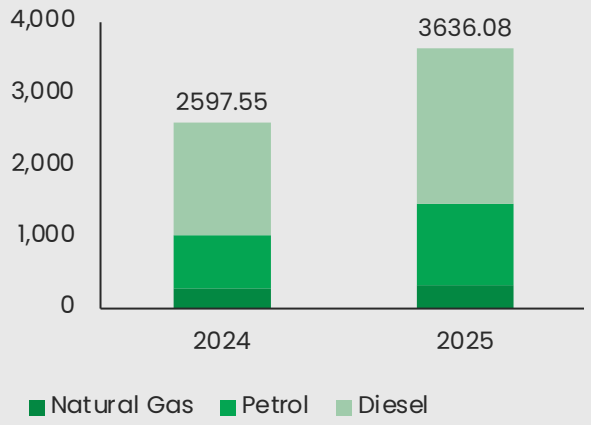
0

incident relating to corruption and/or bribery

ENVIRONMENTAL METRICS

Energy Consumption

Total Fuel Energy Consumption
(GJ)



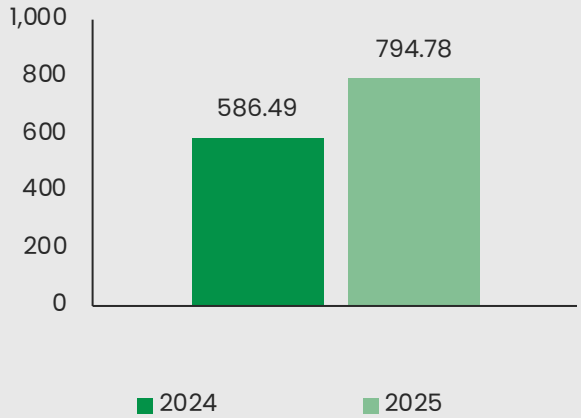
Fuel Energy Consumption	3,636.08 GJ

Total Fuel Consumption		
Fuel Type	**2024**	**2025**
Natural Gas (kWh)	74,074.00	85,398.00
Petrol (litres)	21,158.94	32,544.15
Diesel (litres)	41,382.06	57,104.45

Electricity Energy Consumption	794.78 GJ

Total Electricity Consumption in kWh	
Year	**Electricity (kWh)**
2024	162,913.00
2025	220,773.00

Total Electricity Energy Consumption
(GJ)

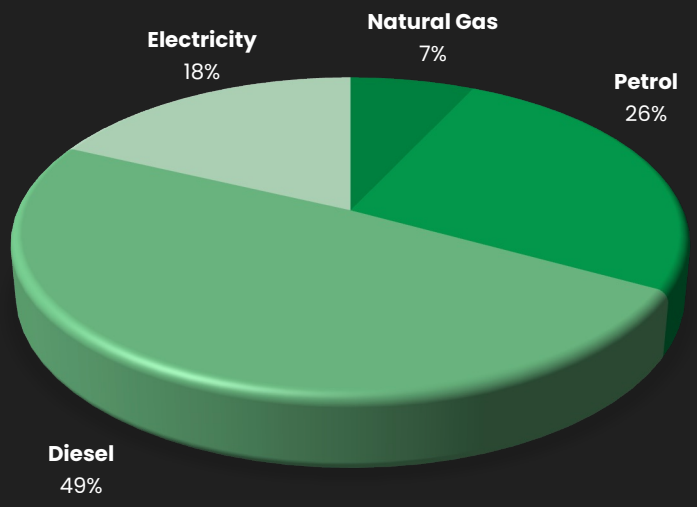


ENVIRONMENTAL METRICS

Total Energy Consumption

4,430.86
GJ

Breakdown of Energy Consumption



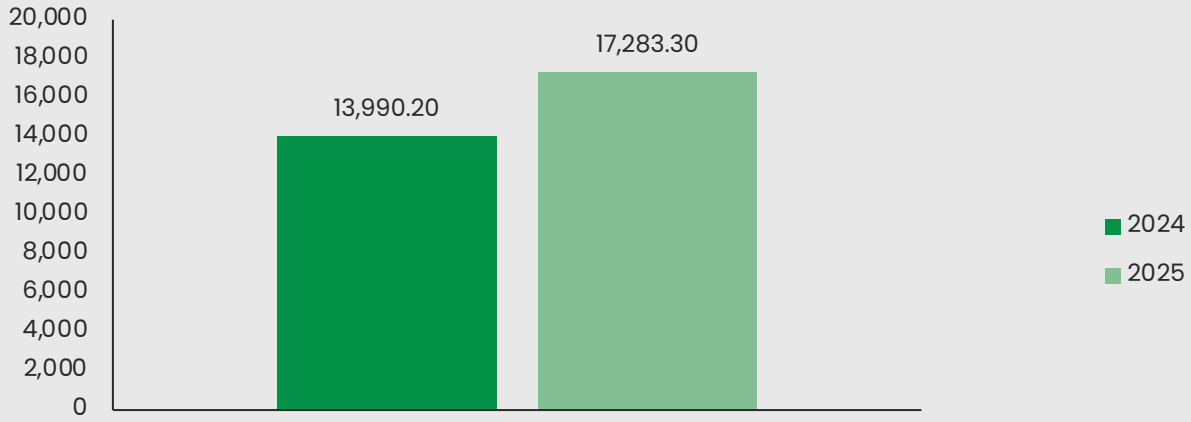
Express 21 recorded energy consumption from natural gas, diesel, petrol, and electricity across its operations. Electricity and natural gas were primarily used to support office functions, workshops, and project-related facilities, including powering equipment, lighting, and climate control systems. Diesel and petrol, classified as non-stationary fuel use, were consumed by company vehicles and onsite machinery, as well as generators deployed to provide temporary power during project installation and commissioning phases.

To enhance energy efficiency across these operations, Express 21 has implemented energy-efficient appliances throughout its facilities, alongside motion-activated light sensors in all meeting and management rooms to minimise unnecessary electricity usage. These measures support the company's commitment to reducing operational energy consumption and improving overall environmental performance.

ENVIRONMENTAL METRICS

Water Consumption 17,283.30 m³

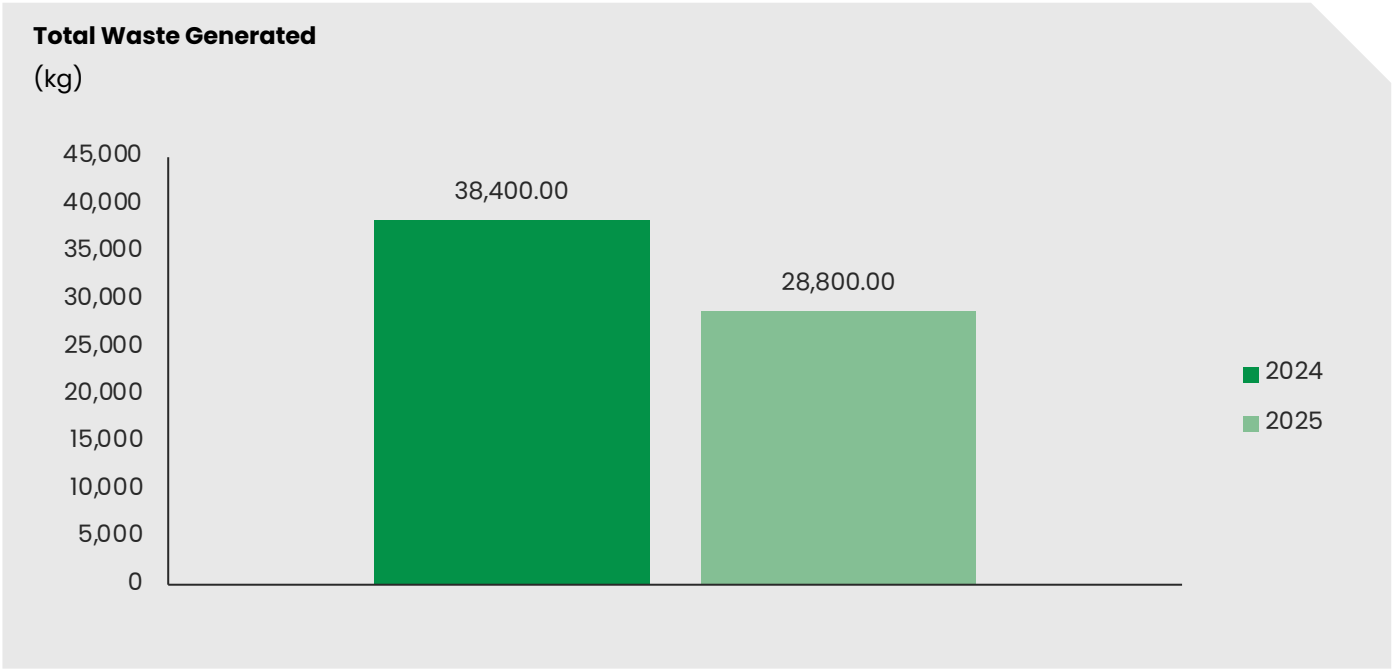
Total Water Consumption
(m³)



In 2025, Express 21 recorded water consumption of 17,283.30 m³, representing an increase of approximately 23.6% from 13,990.2 m³ in 2024. This rise was largely attributable to increased operational activity during the year. Despite the higher consumption, we remain committed to improving water efficiency across our operations by continuing to promote staff awareness on responsible consumption. In parallel, we are reviewing our operational and maintenance processes to identify opportunities for water reduction and improved efficiency, ensuring ongoing accountability in our water management practices.

ENVIRONMENTAL METRICS

Waste Generated 28,800.00 kg



In 2025, Express 21 recorded a reduction in waste disposed, with total waste decreasing from 38,400 kg in 2024 to 28,800 kg in 2025, representing a 25% reduction year-on-year. This improvement reflects our continued efforts to strengthen waste management practices across our operations.

The reduction can be attributed to several key initiatives:

Enhanced Waste Segregation and Recycling Practices

We strengthened waste segregation processes across project sites and operational areas, ensuring that recyclable materials such as cables, metals, and packaging are properly separated from general waste. This has improved recycling rates and reduced the volume of waste sent for disposal.

Operational Efficiency Improvements

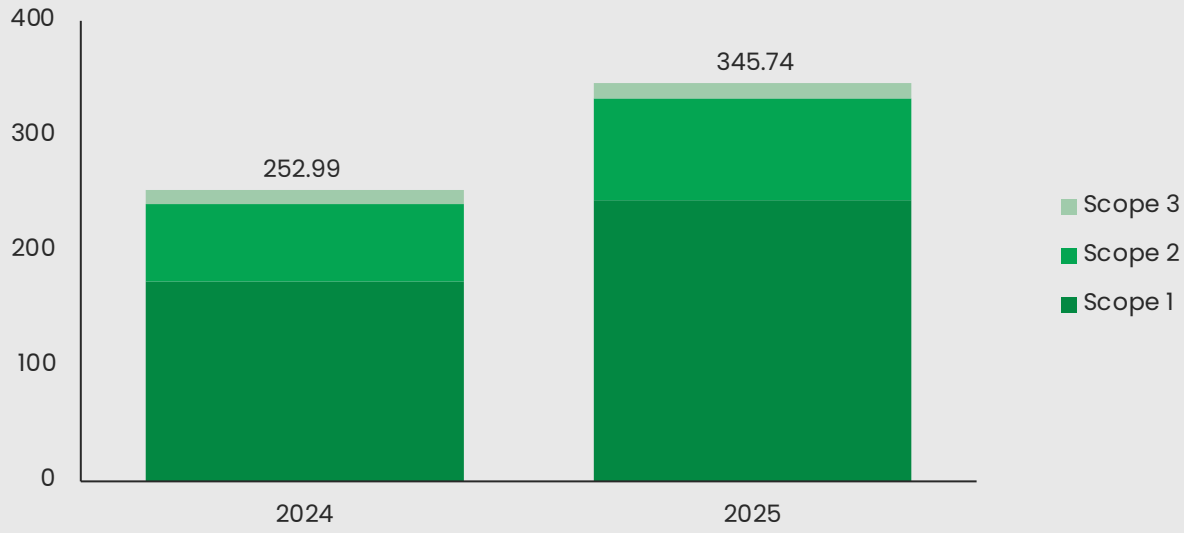
Better project planning and material estimation have helped minimise excess usage and offcuts during installation works, further contributing to reduced waste generation across projects.

ENVIRONMENTAL METRICS

GHG Emissions

Total GHG Emissions Breakdown in FY2025

(tCO_2e)



Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions
243.93 tCO_2e	**88.75** tCO_2e	**13.06** tCO_2e

The total greenhouse gas emissions increased 92.75 tCO2e (approximately 36.7%) from 2024 to 2025.

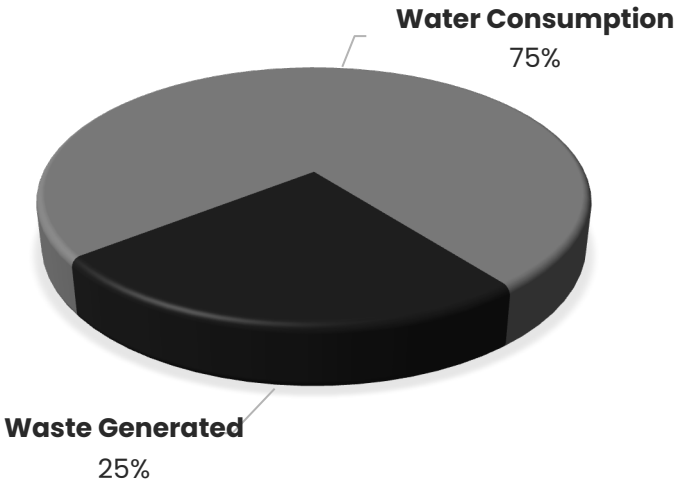
This increase may be due to higher levels of project activity and site operations during the reporting period, including expanded mechanical and electrical installation works, engineering project delivery, and supporting services across building infrastructure developments.

In response, Express 21 recognises the importance of managing its environmental impact alongside business growth. The company is committed to strengthening operational efficiency, improving resource management across its project sites, and exploring practical measures to reduce emissions intensity.

ENVIRONMENTAL METRICS

GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown (tCO_2e)		
	2024	2025
Water Consumption	7.97	9.85
Waste Generated	4.28	3.21

In FY2025, Express 21 continued its Scope 3 emissions tracking in its second year of reporting, building on the initial data collection established in FY2024. The focus remained on key categories including water consumption (under Purchased Goods and Services) and waste generated from operations.

As the company strengthens its sustainability reporting framework, Express 21 will progressively enhance its Scope 3 disclosures in the coming years by expanding coverage to additional relevant emission sources.

Water Consumption
(under Purchased Goods and Services)

9.85 tCO_2e

Waste Generated

3.21 tCO_2e

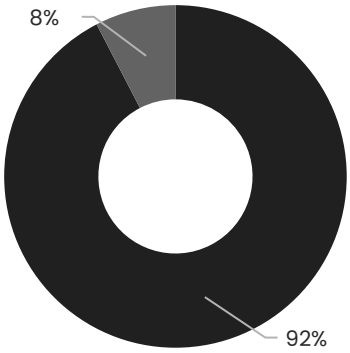
SOCIAL METRICS

Diversity and Equal Opportunity

Total Number of Current Employees[1] **289**

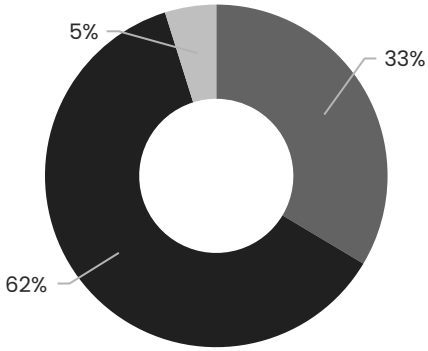
[1]As at 31 December 2025

Number of employees by Gender



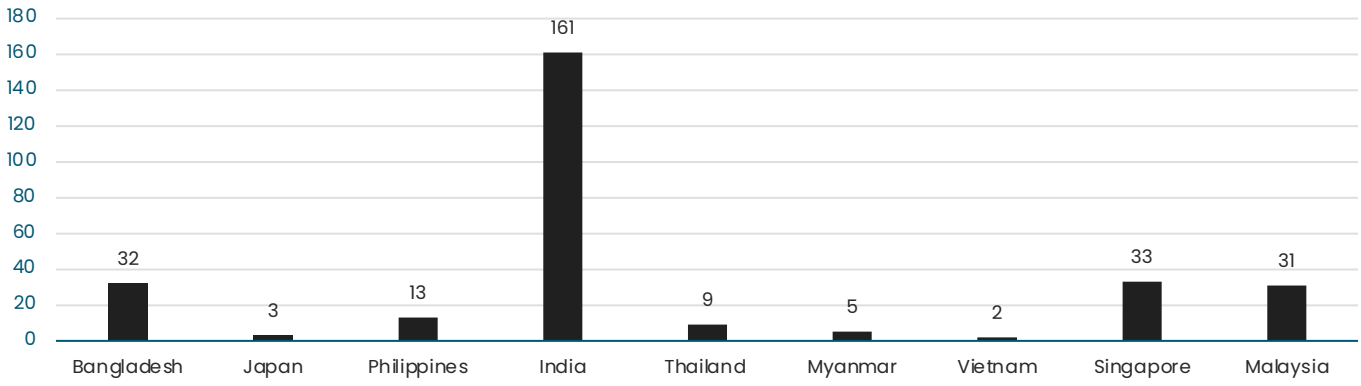
Female	22
Male	267

Number of employees by Age Group



Under 30 years old	97
30-50 years old	178
Over 50 years old	14

No. of employee by Nationality



SOCIAL METRICS

Supporting Employee Well-being: New Hires

New Employee Hires

Category	Items	Number	Rate
By Age Group	Below 30 years old	29	30%
	Between 30 to 50 years old	53	30%
	Above 50 years old	1	7%
By Gender Group	Male	79	30%
	Female	4	18%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

At Express 21, we continue to strengthen our workforce by welcoming new talent who bring fresh perspectives, diverse experience, and renewed energy to the organisation. Each new employee contributes to ongoing innovation and supports the development of capabilities required to meet the evolving demands of the engineering and building services sector. As the company grows, Express 21 remains committed to attracting, developing, and retaining the next generation of professionals.



SOCIAL METRICS

Supporting Employee Well-being: Retention

Employee Turnover

Category	Items	Number	Rate
By Age Group	Below 30 years old	17	18%
	Between 30 to 50 years old	22	12%
	Above 50 years old	0	0%
By Gender Group	Male	37	14%
	Female	2	9%

Note: Rates are calculated by dividing the number of turnover by the current employee headcount for each respective category.

At Express 21, we recognise the importance of fostering a workplace where personal growth, employee well-being, and retention are key priorities. We are committed to creating an environment where individuals feel supported, and motivated to build long-term careers as part of the Express 21 team.

To further support our employees' well-being and stability, we offer a comprehensive suite of benefits, including healthcare coverage, parental leave, retirement provisions, performance bonuses, annual increments and competitive remuneration packages. These benefits reflect our commitment to helping our employees thrive both personally and professionally, while strengthening a positive and sustainable workplace culture.



SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0

Number of high-consequence work-related injuries

0

Number of recordable work- related injuries

0

Number of recordable work-related ill health cases

0



Safety remains a key priority at Express 21, particularly in the demanding engineering and building services environment. The company is committed to protecting its workforce through clear safety procedures, compliance with site requirements, and regular training.

Where incidents occur, Express 21 conducts thorough investigations to identify root causes and implement corrective measures. These improvements help strengthen risk management and enhance overall safety performance, supporting a workplace where employees can work confidently and safely.

SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee

8.20 hours
Male

0.70 hours
Female

At Express 21, personal growth is a key pillar of both employee development and the company's success. Continuous learning enables our teams to stay aligned with industry developments, technological advancements, and evolving best practices in the engineering and building services sector.

Employees are provided with a range of training opportunities, including technical and trade skills development through the Operate Vertical Personnel Platform and other accredited institutions, on-the-job training (OJT), and mentorship programmes. These initiatives support employees in strengthening their capabilities, advancing professionally, and contributing meaningfully to Express 21's continued growth and success.



GOVERNANCE METRICS

Board Composition

Number of Board of Directors

5

Number of Independent Board Directors

5

Number of Women on the Board of Directors

0

Anti-Corruption

Express 21 maintains a strict zero-tolerance policy towards corruption and unethical business practices, and there are currently no reported incidents of corruption within the company.

Bribery is prohibited under applicable laws and is incompatible with Express 21's ethical standards. The company defines bribery as directly or indirectly offering, giving, or receiving anything of value to obtain or retain an improper business advantage. Any such actions are strictly forbidden and may result in disciplinary action and legal consequences.

Express 21 is committed to conducting business fairly and transparently, and does not offer or accept gifts, travel, entertainment, or cash (or cash equivalents) to influence business decisions. Any opportunity obtained through unethical means is not aligned with the company's values.

Employees are encouraged to report any suspicious activities to uphold the company's integrity and reputation. In addition, Express 21 expects its business partners to adhere to similar ethical standards and does not engage third parties with known or suspected involvement in corrupt practices.

GRI CONTENT INDEX

Statement of Use	Express 21 has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
GRI 2: General Disclosures 2021		
2-1	Organisation details	Pg. 5
2-2	Entities included in the organisation's sustainability reporting	Pg. 5
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
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GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Pg. 9
3-2	List of material topics	Pg. 9
3-3	Management of material topics	Pg. 9

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GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
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205-3	Confirmed incidents of corruption and actions taken	Pg. 23
GRI 302: Energy 2016		
302-1	Energy Consumption within the organisation	Pg. 12-13
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 14
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 16
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 16
305-3	Other indirect (Scope 3) GHG emissions	Pg. 16-17
GRI 306: Waste 2010		
306-3	Waste Generated	Pg. 15

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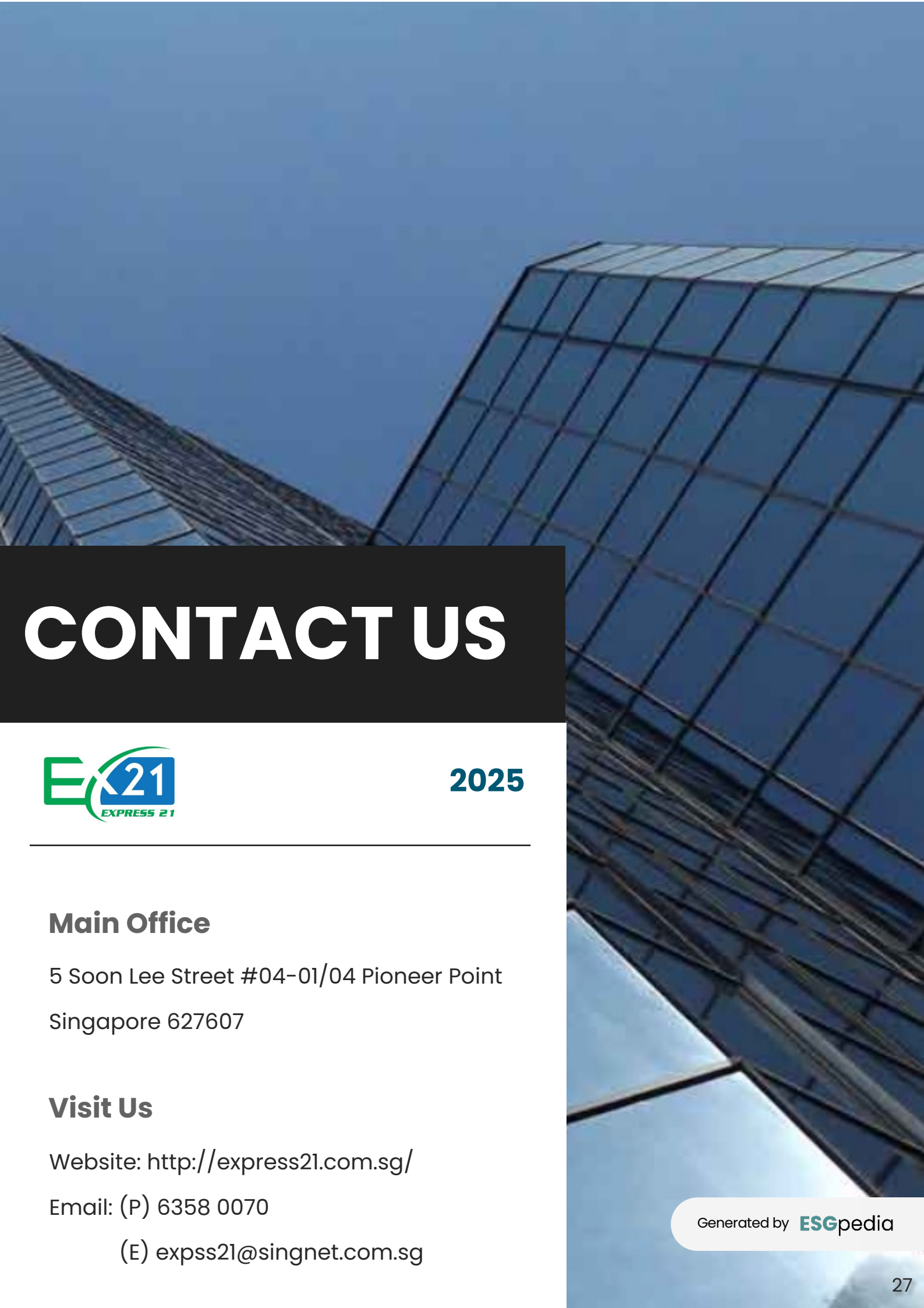
GRI Standard	Disclosure Requirements	Reference
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Pg. 20
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Pg. 21
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 21
403-9	Work-related injuries	Pg. 21
403-10	Work-related ill health	Pg. 21
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Pg. 22
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pg. 23, 18



CONTACT US

2025

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