

SUSTAINABILITY REPORT 2025

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About the Report

As a private, non-profit organisation, The Singapore Island Country Club's (SICC) reaffirms the Club's steadfast and strong commitment towards sustainability through the publication of our third Annual Sustainability Report. The Annual Sustainability Report serves as an important platform for SICC to communicate the Club's management approach, actions, and performance on key Environmental, Social, and Governance (ESG) issues that are material and meaningful.

Reporting Scope

This report covers SICC's sustainability performance in two geographical areas where the Club is operating within – SICC (Island) and SICC (Bukit) – for the reporting period of FY2024/25 (from 1st Jul 2024 to 30th Jun 2025). SICC's environmental performance is measured against baseline electricity, gas, and water consumption and waste generation levels at the Club. In this report, the baseline data refers to the period of FY2023/24 (from 1st Jul 2023 to 30th Jun 2024). The FY2023/24 levels are selected as the baseline because it more accurately represents the Club's current operational standing after the occurrence of significant events that significantly impacted our operations. These events, which include the COVID-19 pandemic (2020 – 2022) and

redevelopments of The New Course (2020 – 2021) and Bukit Freehold Land (2022), made it challenging to select a base year that best represents the Club.

Aligning with the scope of operations covered in the accompanying annual financial statements, the Annual Report and Sustainability Report are recommended to be viewed together for a holistic view and understanding.

Reporting Framework

This report has been prepared in alignment with the United Nations Sustainable Development Goals (UNSDGs), which is among the most widely used standards for aligning an organisation's sustainability efforts with the sustainability commitments of the global community. The UNSDGs are also supported by Singapore as part of the 2030 Agenda and are being fulfilled through the Singapore Green Plan.

Feedback Mechanism

With a firm commitment to enhancing our sustainability efforts, SICC welcomes and appreciates any valuable feedback related to this report and the Club's sustainability approach. The Club strongly believes that these inputs will aid us along our sustainability journey. For feedback and enquiries, please contact SICC at gogreen@sicc.org.sg.

FY2024/25 Sustainability Highlights



Preserving our Natural Heritage

- Collaborated on the conservation of the Marsh Pulai (Alstonia pneumatophora), a Critically Endangered native tree species.



Goal #2:
Towards Carbon
Neutrality

Goal #1:
Sustainable Golf &
Club Operations

**Key Sustainability
Goals**



Goal #3:
Responsible
Consumption &
Production

Electrifying our Golf Operations

- Operating a full fleet of lithium-ion battery-powered buggies, which improves operational time of our buggies.
- Transitioning caddy equipment to electric models to contribute to air quality improvement at our buggy staging area.

Eliminating our use of Single-use Plastics

- Placed reusable umbrella dryers to replace the use of disposable plastic umbrella sleeves.

Our Sustainability Strategy & Goals

Situating close to nature near the Central Catchment Nature Reserve and three (3) water reservoirs in Central Singapore (Upper & Lower Peirce and MacRitchie Reservoir), SICC acknowledges our significant impacts on natural and social capital. Therefore, we are committed to finding the optimal balance between meaningful community engagement and dedicated environmental sustainability, allowing the Club to flourish and cultivate a greener future in true harmony with nature. Recognising that sustainable operations are fundamental to our enduring success, SICC aspires to be a beacon of sustainability among Country & Golf Clubs in both Singapore and Asia.

SICC has defined three pivotal goals that strategically position the Club to achieve our vision: operating with unwavering integrity, significantly minimising

our environmental footprint, championing robust social responsibility, and safeguarding Singapore's irreplaceable natural heritage. In pursuit of this, we have firmly aligned our efforts with both the UN Sustainable Development Goals (SDGs) and the SG Green Plan, committing to contribute meaningfully to their identified targets and key pillars.

From the seventeen (17) United Nations Sustainable Development Goals (SDGs), we have strategically identified eleven (11) as most appropriate and relevant to the Club's sustainability journey. These chosen SDGs directly complement our existing policies, targets, and goals, reinforcing our comprehensive sustainability efforts. This collective and steadfast commitment to climate action and sustainable development seamlessly aligns with national and international initiatives, thereby propelling the global sustainability agenda forward.



- Pursuing Green Certification standards.
- Sustainable Policies, Operations, and Systems Integration.
- Contributions to Charitable and Environmental Causes.



Energy Reset

Committed to transforming and switching to renewable energy and greening our operational equipment.

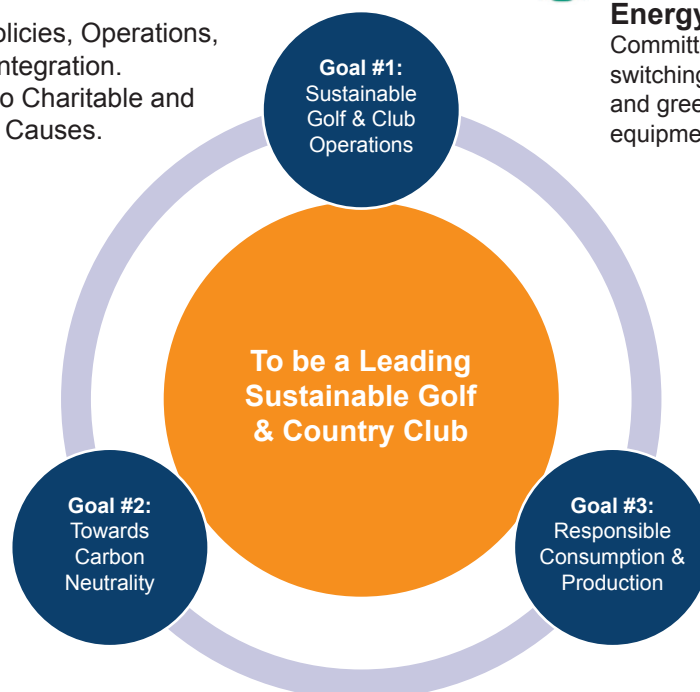


- Fostering Proactive Climate Action. Establishing Clear Low-Carbon Definitions and Pathways.
- Demonstrating SICC's Dedication to Climate Initiatives.



City in Nature

Committed to restoring nature and enhancing biodiversity management.



- Building Sustainability Awareness.
- Partnering with Green Businesses.



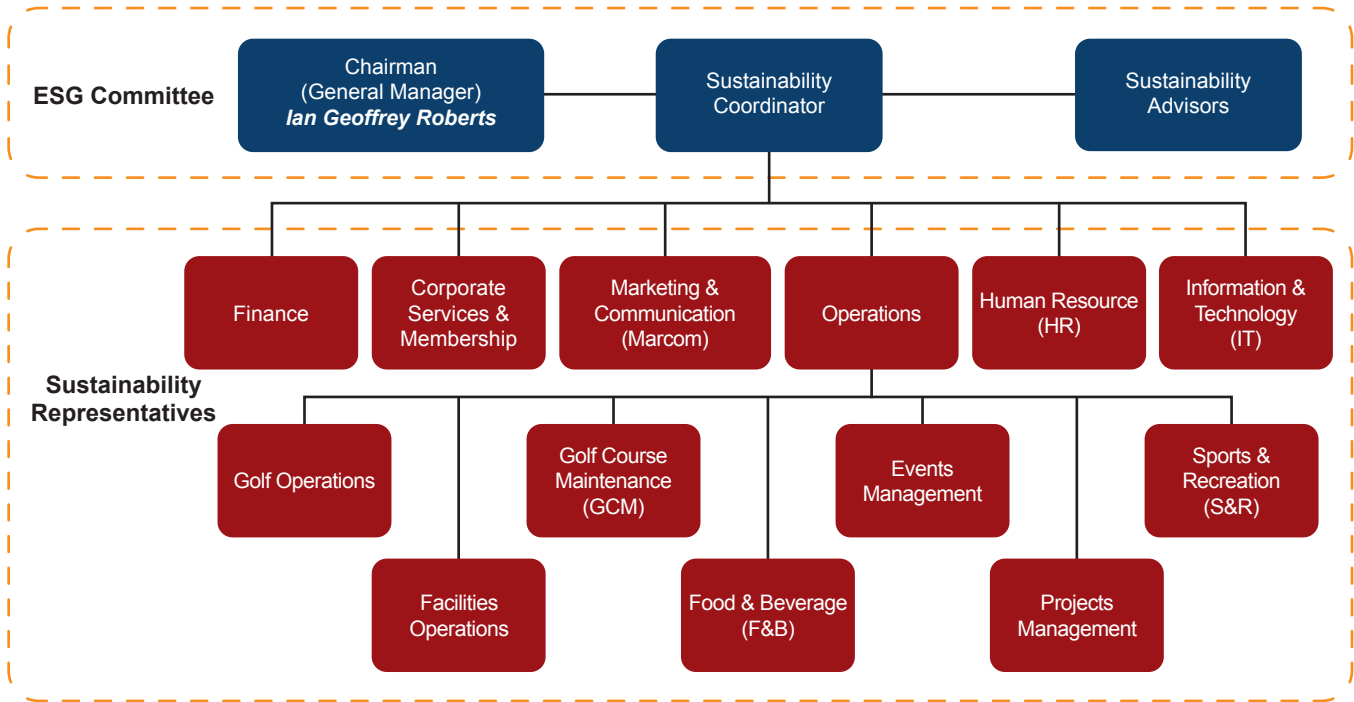
Sustainable Living

Committed to driving a circular economy through responsible consumption.

Sustainability Governance

To ensure decisive action toward achieving our ambitious sustainability goals, embedding sustainability principles deeply within our management framework is imperative for an effective sustainability journey, prompting SICC to establish an ESG Committee specifically to direct our comprehensive sustainability initiatives and integrate them into strategic decision-making at all levels that aligns to the Club's sustainability goals.

Chaired by the Club's General Manager, the ESG Committee ensures strategic oversight and advisory across SICC's sustainability practices and pertinent issues. Through his role and direct engagements with the General Committee (GC) who represents the Club's Members, the ESG Committee Chairman provides dedicated guidance and insights that are crucial for maintaining direct relevance to our vision, ambitions, and key focus areas, while Sustainability Representatives from various Strategic Business Units (SBUs), comprising of department heads, lead the implementation of sustainability initiatives.



Materiality Topics

Ensuring relevance in a dynamic global landscape, SICC performs annual internal reviews of critical ESG topics. This process guarantees that our Strategic Business Units (SBUs) remain aligned with our overarching goals, and that our sustainability efforts consistently drive positive impact.

Annually, our ESG Committee conducts desktop research to identify and update a list of material topics, which are then evaluated and ranked for their relevance and significance to the Club's strategic priorities for the coming financial year. Through a purpose-driven approach, SICC strategically targets and addresses these prioritised material topics, ensuring our sustainability efforts deliver measurable impact.



ESG Performance

SICC's Carbon Footprint

In 2023, SICC initiated the assessment of the Club's carbon footprint to kickstart our journey towards carbon neutrality. By classifying our carbon emissions into the three (3) scopes in accordance with The GHG Protocol Reporting Standard

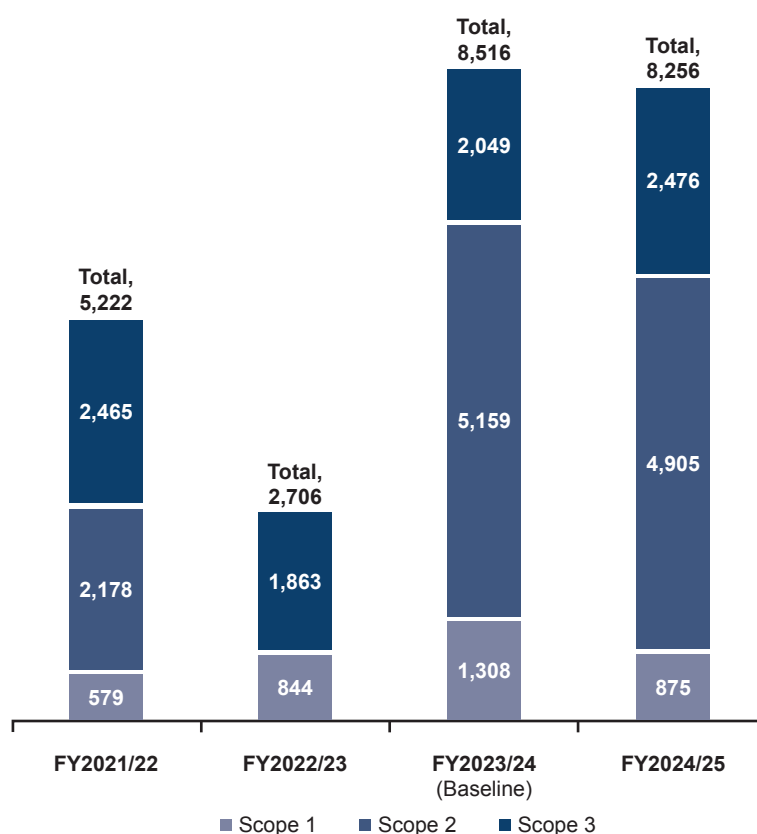
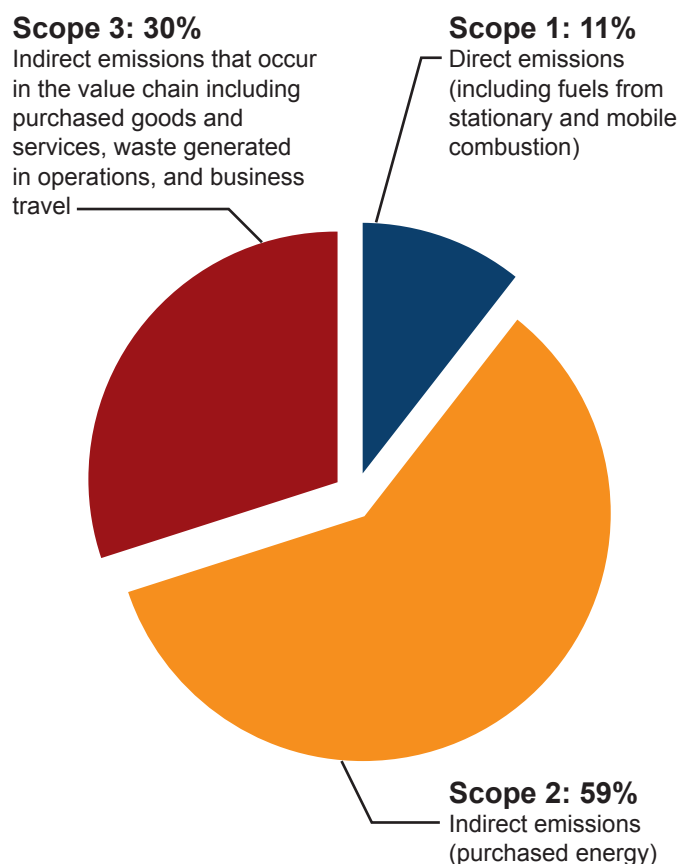


, we profiled the Club's carbon footprint arising from our business activities. Emissions from our outsourced laundry services were not included in this year's carbon footprint due to data constraints. However, we remain committed to progressively integrate these emissions into our Scope 3 reporting as relevant data becomes accessible.

In FY2024/25, SICC's carbon footprint is estimated at 8,256 tonnes CO₂e, which is a 3.1% decrease from the 8,516 tonnes CO₂e in FY2023/24. Amongst the three carbon emission scopes, Scope 2 remained as our largest emissions, accounting for 59.41% in FY2024/25, followed by Scope 3 (29.99%).

As we deepen our understanding of our carbon footprint, we remain steadfastly committed to monitoring and reducing our carbon emissions on our journey towards achieving carbon neutrality.

FY2024/25 GHG Emissions by Scope (%)



Environmental



Our unique relationship with the natural environment is central to SICC’s identity, driving our unwavering commitment to environmental stewardship and to foster a greener future in harmony with nature. This section reviews our progress across key environmental pillars: managing energy consumption, conserving water resources, minimising waste generation, and protecting local biodiversity, all aimed at reducing our environmental impact.

Energy Performance

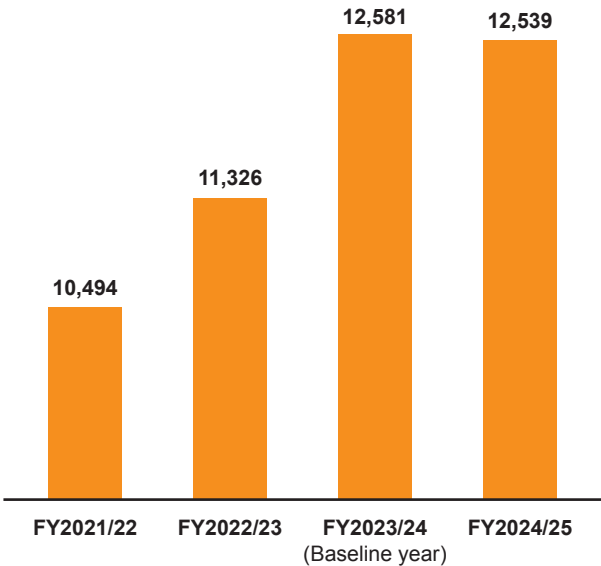
Electricity

In FY2024/25, SICC’s total electricity consumption is 12,539 MWh, an 0.3% reduction from FY2023/24. This can be attributed to the impact of our transition to greener energy sources for our energy needs.



Driven by our goal to green energy consumption, 747 on-site solar panels were installed, via a Power Purchase Agreement (PPA), on facility roofs at SICC (Island) and commenced operations in December 2023. In FY2024/25, this system contributed to 4.5% of

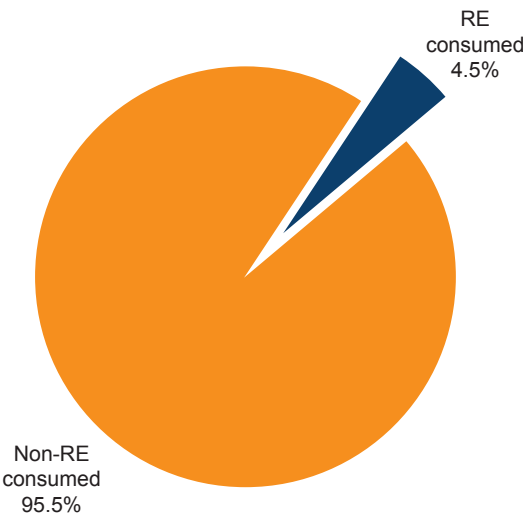
SICC’s Electricity Consumption (MWh)



our energy needs and is anticipated to collectively yield an estimated 539 MWh of clean energy annually, effectively avoiding the equivalent of 118 units of 4-room HDB flats’ worth of average annual emissions. Building on the proven financial and environmental benefits of this project, the Club is strategically planning to expand its solar energy capacity, with the next installation at SICC (Bukit) targeted for completion by the end of 2025.

To continually align with our environmental goals and optimise cost efficiency, SICC is proactively identifying green energy solutions. Complementing this, the Club is also pursuing various initiatives to enhance energy efficiency throughout our premises.

SICC’s Renewable Energy (RE) Consumption in FY2024/25



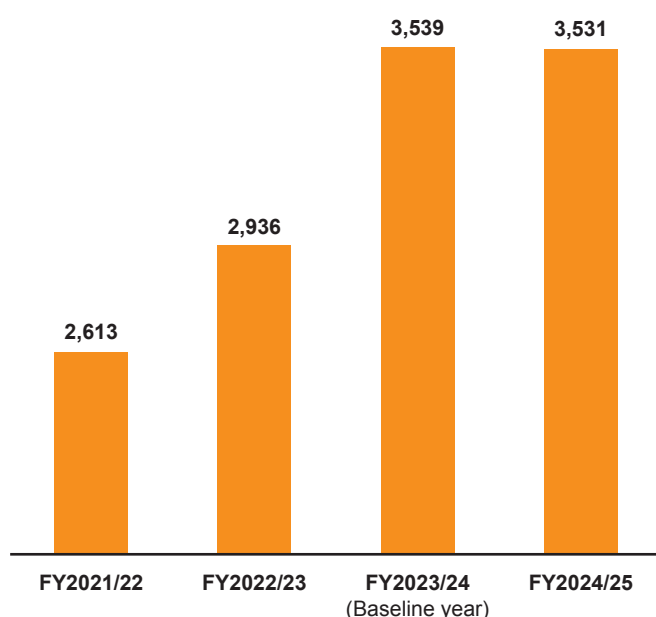
² Average annual emissions avoided was calculated based on EMA’s Average Monthly 4-Room Household Electricity Consumption in 2024 (EMA | SES Chapter 3: Energy Consumption).

Non-Renewable Fuels (Primarily piped gas)

In FY2024/25, SICC's total piped gas consumption is 3,531 MWh, an 0.2% reduction from FY2023/24.

With many Food & Beverage (F&B) offerings spread over SICC's two locations, including Banqueting, the Club's F&B outlets are close to the hearts of our Members. As we continue to deliver quality food and see increased patronage of our ballroom and banquet rooms, our consumption of piped gas will be closely monitored to better mitigate our carbon footprint.

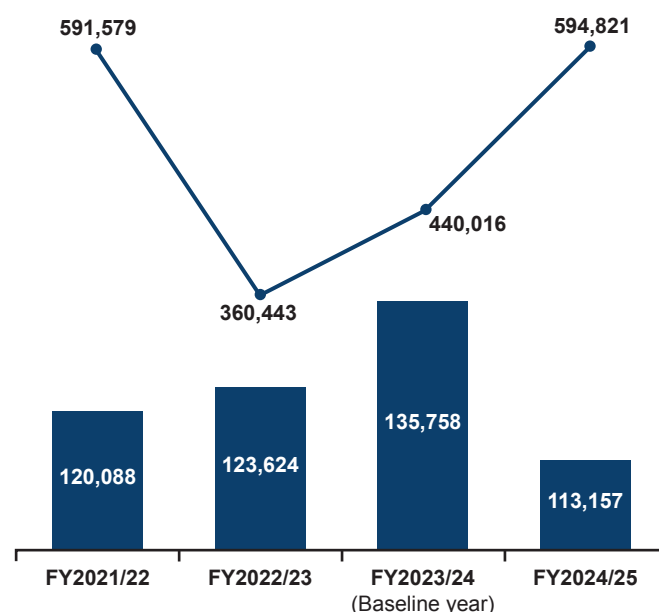
SICC's Gas Consumption (MWh)



Water Management

Recognising water as an indispensable and precious resource, particularly in Singapore's context and for the maintenance of our golf courses and facilities, SICC approach water management diligently by managing our water consumption and actively exploring innovative solutions to enhance efficiency and ensuring the long-term sustainability of this vital resource. The Club relies on two primary water sources: raw water and potable water. Raw water, drawn from local catchments (MacRitchie and Lower Pierce Reservoirs), serves for golf course maintenance and irrigation. Conversely, potable water, supplied by PUB, caters to all clubhouse and facility operational needs.

SICC Water Consumption (m³)



Potable Water

In FY2024/25, SICC's total potable water consumption is 113,157 m³, an 16.6% reduction from FY2023/24. This can be attributed to the closure of our Island Course for redevelopment, which led to reduced golfer patronage at SICC (Island). With the redevelopment completion expected in early FY2025/26, SICC's potable water consumption is expected to increase following this milestone achievement.

Water plays a vital role in advancing SICC's sustainable development efforts across all our diverse Club activities. Recognising this, we've adopted a strategic approach to potable water management, implementing various water-saving initiatives to actively manage our water usage. Committed to making significant advancements towards carbon neutrality, we will continue to be proactive in identifying and implementing new water-saving initiatives moving forward.

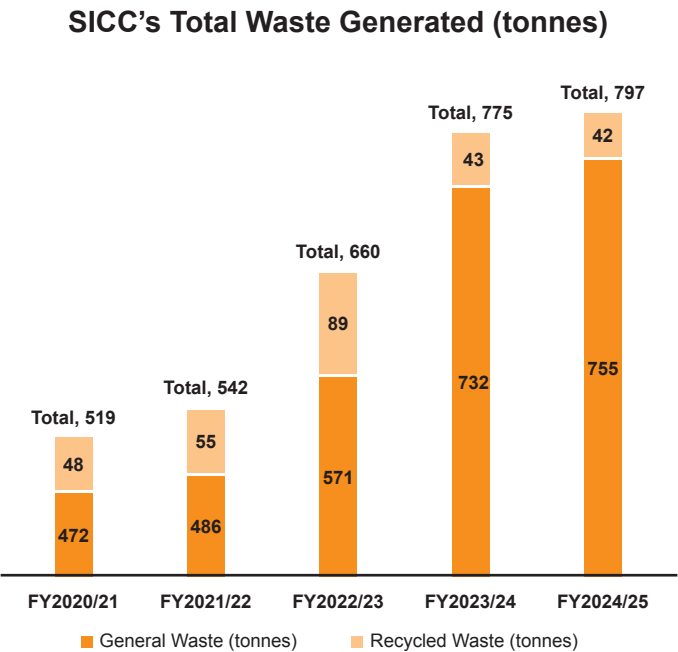
Raw Water

Given the resource-intensive nature of maintaining the quality playing conditions our Members expect for our award-winning golf courses, a substantial volume of raw water is essential for irrigation. Being largely dictated by this operational factor and coupled with the inherent variability of localised rainfall, the Club's approach focuses on minimising usage through efficient practices, demonstrating our commitment to responsible raw water consumption while ensuring high-quality playing conditions for golfers.

In FY2024/25, SICC's total raw water consumption is 594,820.75 m³, an 35.2% increase from FY2023/24. This increased water consumption can be attributed to the Club's Island Course Redevelopment project, whose full opening is scheduled for late 2025 (i.e., falling within FY2025/26). In preparation for the highly anticipated redeveloped Island Course, increased water usage was essential during the greens' grow-in period to ensure a high quality of play. Crucially, long-term sustainability has been a core focus of the redeveloped Island Course, which features implemented water-efficient irrigation systems and sustainable turf management practices, including the use of native turf species.

Waste

For FY2024/25, SICC's total waste generation stood at 797 tonnes, representing a 2.8% increase from the previous fiscal year as we identify a suitable sustainable food waste management solution for the Club, following the decommission of our on-site food digester in early 2024. Additionally, 42 tonnes of waste were effectively diverted from landfills through our recycling initiatives. As part of our ongoing commitment to eliminate single-use plastics, the Club has proactively deployed reusable umbrella dryers in key clubhouse areas, replacing the use of disposable plastic sleeves for wet umbrellas within our operations.



Understanding the distinct waste management challenges faced by Singapore, the Club adopts a consistent and direct approach to waste management featuring waste segregation, which encompasses diligently promoting the 3Rs (Reduce, Reuse & Recycle) to minimise our environmental footprint across all areas – from golf course maintenance to clubhouse operations – with initiatives targeting reduced dependence on single-use plastics and efficient recycling of food waste. Amidst Singapore's land constraints, SICC is committed to supporting a circular economy and aims to reduce the Club's environmental impact arising from waste management.



Biodiversity Management

Our unique proximity to the Central Catchment Nature Reserve underscores SICC's intrinsic link to Singapore's vibrant ecosystems and biodiversity. Valuing the golf landscape's contribution to nature, we integrate biodiversity conservation as a core consideration in all our operations. Through dedicated collaboration with esteemed wildlife and nature organisations such as the National Parks Board (NParks), Otter Watch, and the Animal Concerns Research and Education Society (ACRES), we actively steward the biodiversity within and around our Club facilities.

Complementing our wider biodiversity initiatives, SICC also places significant emphasis on natural heritage conservation, most notably the extensive and ecologically significant tree population throughout our premises. Leveraging our distinction as having Singapore's largest golf course land area and most extensive tree coverage, we undertake careful stewardship, implementing specific measures to protect these valuable green resources. This commitment ensures the long-term health and vitality of our trees, contributing directly to the Club's environmental integrity and Singapore's urban greenery.

A prime example is SICC's continuous conservation effort of the Marsh Pulai (*Alstonia pneumatophore*), a native species with fewer than 20 documented trees in Singapore. Classified as Critically Endangered and valued as a living heritage asset for its unique adaptation and representation of native flora's resilience, we successfully propagated seeds of the mother tree at Forest Hole-1 Green into saplings in FY2023/24. Building on this success, expanded the reach of our vital conservation initiative in FY2024/25 through the Club's contribution of saplings to Mandai Wildlife Reserve, Seletar Country Club, Tanah Merah Country Club (TMCC), and Laguna National Golf Resort Club, supporting collaboration in natural heritage conservation. Beyond our external contributions, we have also undertaken the internal planting of 76 sapling trees within our courses to date, all cultivated from the collected seedlings, while also retaining and incorporating mature trees into the design of our redeveloped Island Course.

Mandai
WILDLIFE RESERVE

LAGUNA
NATIONAL



Social

Health, Safety & Wellness



Ensuring the robust health, safety, and wellness of our employees, Members, and guests is a cornerstone of our social responsibility at SICC. The Club strives to create a proactive culture where safety is paramount and comprehensive well-being is actively supported. This involves active measures to safeguard physical well-being, promote mental health, and ensure that safety is intrinsically woven into all Club operations and experiences.

Recognising that our premises are shared with wildlife, SICC prioritises the safety of our employees, Members and guests. Our proactive approach includes prominently displaying safety information and warnings across the golf courses. Furthermore, we collaborate with local organisations like ACRES, NParks, and WWF to conduct informative wildlife talks, effectively promoting responsible and safe interactions with nature within our shared spaces.



Internally, we firmly believe that our employees are our greatest asset, integral to SICC's continued success. Thus, our fundamental responsibility is to ensure their health and safety through proactive measures. This includes implementing a Workplace Safety and Health (WSH) Policy and a robust Risk Management System to safeguard every individual. Specifically, our Golf Course Maintenance employees who work with agrochemicals receive mandatory bi-annual health screenings. Beyond our internal staff, we also mandate that external workers provide their risk assessments prior to commencing any works on-

site, ensuring a consistent safety standard for all. Furthermore, we actively promote holistic wellness for all employees, providing convenient on-site health screenings and fostering healthy lifestyles through engagements such as SICC's My Wellness Challenge.



Talent Management

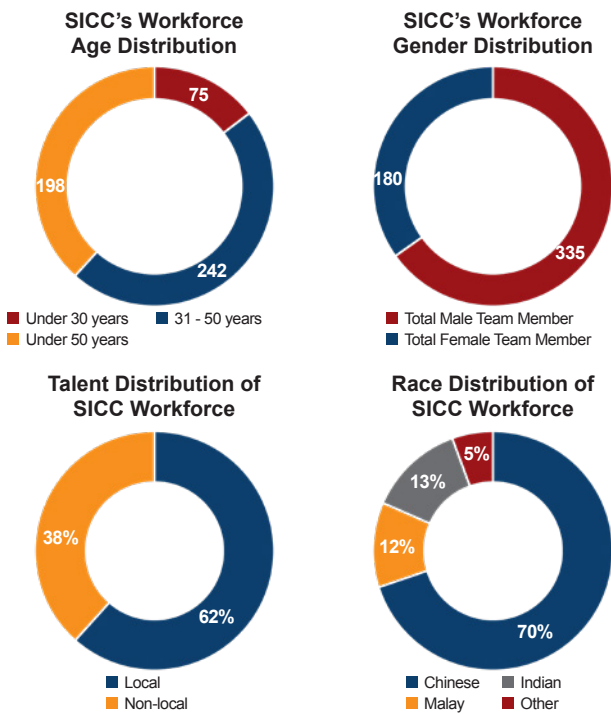


Essential for driving innovation and achieving superior customer service, SICC recognises the importance of cultivating an inclusive environment that embraces both local and international employees. The collective strength derived from their diverse backgrounds, skillsets, and expertise is fundamental to our achievements. Consequently, the Club adopts a proactive and ethical approach to equality and diversity in our recruitment practices, ensuring equitable treatment for all individuals within our

workforce and safeguarding against discrimination based on nationality, age, race, gender, religion, family status, or disability.

SICC's workforce, numbering 515 employees as of June 2025, proudly reflects our commitment to diversity and inclusivity. Our team features diverse gender representation (35% female) and a robust multi-generational blend (15% under 30, 47% aged 31-50, and 38% over 50). This rich tapestry extends to our multicultural makeup (70% Chinese, 11% Malay, 13% Indian, and 5% other ethnicities), symbolising our community's richness. Critically, we maintain a strong focus on local expertise, with Singaporean / Singapore Permanent Resident (SGPR) talent constituting 62% of our workforce.

Fostering a culture of continuous learning for all employees, SICC is dedicated to empowering our employees by offering avenues to gain the skills and knowledge vital for professional growth and excel in their roles, allowing them to confidently address challenges and adapt to a dynamic business environment.



Corporate Social Responsibility (CSR)

Since its inception in 1972, SICC has been a proactive force in fostering social inclusivity beyond its premises. We are dedicated to creating lasting impacts within the community, primarily through our annual flagship philanthropic event, SICC May Day Charity, which has raised over S\$27 million and supported more than 100 charitable organisations. Our efforts also extend to meaningful collaborations with institutions such as the Society of the Aged Sick Home and Chen Su Lan Methodist Children's Home. A long-standing tradition at SICC, our firm commitment lies in supporting lesser-known organizations dedicated to aiding the underprivileged and persons with disabilities. Our support directly contributes to creating tangible, positive change across Singapore's social service landscape.

SICC May Day Charity 2025

Graced by our Emeritus Senior Minister Goh Chok Tong and other dignitaries, SICC's May Day Charity 2025 raised close to \$2 million in donations to the following 10 charitable organisations, in support of their charitable causes.

Beneficiaries for 2025

Ambulance Wish Singapore
ARTDIS (Singapore) Ltd
Blossoms Seeds Limited
Caregiving Welfare Association
Reach Community Services
RSVP Singapore
Seventy Times Seven (Prison Fellowship Singapore)
Singapore Association of Women's Lawyers
Singapore Hospice Council
SUN-DAC

Empowering Change through Action

Deepening our community ties, SICC empowers our Members to engage directly with our long-term beneficiaries, notably the Society of the Aged Sick Home and Chen Su Lan Methodist Children's Home. A cherished tradition sees our volunteers celebrating festive seasons, such as Chinese New Year and Christmas, with their residents through specially designed programmes. In a new initiative for FY2024/25, the Club collaborated with the Singapore Disability Sports Council (SDSC) to facilitate a twice-monthly charity bowling program, providing a platform for talented people with disabilities to express and hone their passion for sports.

Among our employees, SICC continues volunteering their time and effort to address food insecurity in Singapore in FY2024/25. Our dedicated employees volunteered a total of 80.5 man-hours at Willing Hearts' Soup Kitchen and Food from the Heart's warehouses, participating in two separate volunteering sessions. Building on our commitment to gender equality, we also celebrated both International Women's Day (8th March) and International Men's Day (18th November).

Additionally, the Club also hosted our 2nd 'Second Chance' Pop-Up Store, an initiative designed to foster a culture of responsible consumption by selling donated pre-loved items. Proceeds from the store directly provided a total of 26 meals for those in need through Secondmeal³. Furthermore, any unsold items went to MINDS and Cloop, effectively supporting both social causes and sustainability efforts.



³ **Secondmeal** is a Singapore-based non-profit organisation that focuses on reducing food waste and hunger by facilitating meal donations to those in need. Donors sponsor meals and beneficiary organisations that distribute the meals to vulnerable populations.



Building Inclusive Communities

At SICC, we understand that genuine community inclusivity goes far beyond financial support. While fundraising is vital, our focus is on actively bridging the gap between individuals and opportunities to create a lasting difference. Partnering with organisations such as MINDS and the Institute of Mental Health (IMH), the Club continues to identify and explore meaningful workforce integration opportunities for individuals with intellectual disabilities and mental health conditions, as we aim to find the right fit in ensuring a positive and successful experience for the individual, our Club, and our Members.



Data Verification

For this year's Sustainability Report, SICC worked with the Singapore Environment Council (SEC) for independent verification of the Carbon Footprint and Environmental data used in the report. Verification has been carried out at a limited assurance level and 5% materiality threshold.

This commitment to transparency is a cornerstone of our sustainability journey. We value SEC's insights and appreciate support in ensuring the accuracy of the information we share.

Singapore Environment Council (SEC)

Wo Cheak Sun
Lead Verifier

Singapore Environment Council (SEC)

Racharla Varun Kumar
Approver