

Our Sustainability Framework

Our sustainability framework outlines how our response to global sustainability challenges will drive the future success of SATS as a business.

At SATS, we adopt a technology-driven, people-led approach to deliver long-term value for our stakeholders. We develop innovative solutions to improve our services and find more sustainable ways to perform our business activities without depleting scarce resources.

Our 2030 goals drive the three core themes within the sustainability framework to grow with purpose towards a sustainable future. In line with Industry 4.0 and related strategies to enable industrial transformation, the three themes of our new sustainability framework build upon our core competencies to:

- (i) Develop smart infrastructure to reduce our environmental impact;
- (ii) Reduce and process food and packaging waste sustainably; and
- (iii) Nurture skills for the future which enable our people and communities to fulfil their fullest potential.

We also map material topics to the United Nations (UN) Sustainable Development Goals (SDGs), and continually review our sustainable business strategy to improve our stewardship and reporting format.

These cut across all the ESG issues that are relevant to our business.

Note: All years refer to fiscal years starting on 1 April of any given year. This year, we embarked on our Scope 3 assessment and are committed to setting science-based targets for Scope 1, 2 and 3 within the next two years (actual targets to be published by 2024).

¹ Timing to be confirmed after coordination with other Changi ecosystem stakeholders and subject to commercial availability of such equipment.

² Baseline year has been adjusted to FY2019-20 in line with Scope 3 baseline.

³ Adjusted to reflect food waste generated for every unit of output.

OUR SUSTAINABILITY THEMES

UN SDGS

2030 GOALS

DEVELOP SMART INFRASTRUCTURE



Build and deploy smart infrastructure that includes airport ground support equipment and facilities.



- Convert 100% of ground support equipment in Singapore hub to sustainable energy resources for example, electrification by 2030¹.
- Reduce Singapore-based Scope 1 and 2 carbon footprint by 50% by 2030 from FY2019-20 baseline².

REDUCE FOOD AND PACKAGING WASTE



Reduce and process food and packaging waste responsibly.

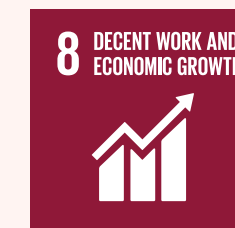


- Halve food waste intensity³ in Singapore operations from 2021 baseline by 2028.
- Introduce 100% sustainable food packaging by 2030.

NURTURE SKILLS FOR THE FUTURE



Develop and share culinary, nutritional, service and technological expertise that will enable our people and the communities we serve to develop to their fullest potential.



- Increase average value-add per employee across all subsidiaries by 50% by 2030 from FY2020-21 baseline.
- Touch a million lives by sharing our expertise with the communities in which we operate, by 2030 from FY2018-19 baseline.

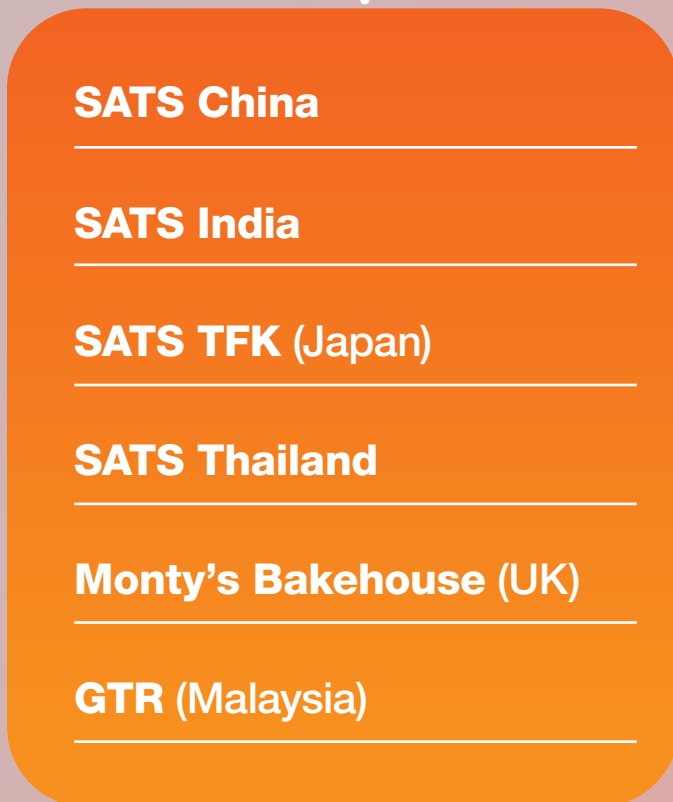
Board

Board of Directors

Executive Management

SATS Group Management

Sustainability Council



Governance Structure

Building a sustainable business requires a collective, coordinated effort across all levels of the organisation, from leaders to individual employees. Our sustainability governance structure sets out accountabilities and responsibilities for SATS to deliver on our sustainability priorities.

We are committed to engaging staff on sustainability across all levels of the organisation. Our Board has oversight of our sustainability strategy and performance, in addition to the adequacy and effectiveness of the Group's internal control and risk management system. While the Board makes certain that sustainability goals are integrated into all programmes and business imperatives, executive management at SATS provides stewardship and ensures that our business and strategy are aligned with our sustainability goals. They are supported by a Sustainability Council that was set up this year, comprising sustainability champions from the business units and staff representatives across 10 key departments as well as representatives from our overseas subsidiaries.

The Sustainability Council evaluates the effectiveness of our sustainability programmes together with key performance metrics each month, shares best practices between Singapore and our overseas operations, and governs the proceeds from the sale of our Renewable Energy Certificates by channelling them towards meaningful sustainability initiatives. The Chief Strategy and Sustainability Officer (CSO) chairs the Sustainability Council.

For more details about our Board of Directors, risk management and corporate culture, please refer to our full corporate governance report as laid out in SATS Annual Report 2021-22.