



## **Sustainability Policy | Space Matrix**

### **1. Policy Statement:**

Space Matrix is deeply committed to creating inspiring, aesthetically pleasing, and ecologically sustainable workspaces. The company aims to surpass regulatory standards by embedding environmental responsibility into every process, thereby minimizing its ecological footprint. Furthermore, Space Matrix is dedicated to the development of its employees and actively contributes to communities through socially responsible initiatives and support for local economies. With a strong sense of aspiration in delivering ethical and sustainable design solutions for a better future, a sustainable policy has been formulated emphasizing on environmental sustainability and social responsibility with fundamental and interwoven principles that guide us to be successful in our every activity.

### **2. Scope:**

This Policy is applicable to all our company part-time and full-time employees, in all countries in which we operate.

### **Roles and Responsibility**

The Space Matrix Management is accountable for the implementation within the organizational boundary and periodic review of this policy. All contractors, partners, suppliers, and relevant third parties are encouraged to comply with the policy.

### **3. Focus Areas**

Our sustainability agenda revolves around five major focus areas strategically designed to ensure long-term sustainability and to yield substantial value for its stakeholders.



Our Sustainability Policy is built upon five core pillars that guide our commitment to responsible and impactful practices:

**Planet Positive Action:** We are dedicated to actively contributing to climate solutions by striving to go beyond our climate targets which is validated by SBTi in 2023. This involves measuring and reducing our greenhouse gas emissions, investing in renewable energy sources, and promoting energy efficiency in our operations and projects. We will continuously explore innovative ways to achieve a net positive



impact on the climate.

**Additionally,** We are committed to improving our environmental performance across all our activities. This includes responsible resource consumption, decarbonization efforts [energy efficiency & renewable energy], waste minimization & circularity, reduced use of single use plastic, water conservation and management, pollution prevention, and the conservation of biodiversity & forest. We will prioritize the use of sustainable materials and practices in our design and construction processes and in our business operations, aiming to create spaces that minimize their ecological impact throughout their lifecycle.

- Commitment to net-zero emissions by 2050.
- A. The commitment is focused on reducing Scope1 and Scope 2 GHG emissions by 46% by 2030 from a 2019 base year and measuring and reducing its Scope 3 emissions.
- B. Space Matrix International Pte Ltd commits to reducing Scope1+2+3 emissions by 90% by 2050 from a 2019 base year.

- Maximise the diversion rate of Construction & Demolition waste from landfills year on year through our 'Re-source' program from our projects

**Health & Wellbeing:** We recognize the intrinsic link between the built environment and human health and wellbeing. We are committed to creating spaces that prioritize occupant comfort, safety, and health. This includes focusing on Wellbeing principles such as indoor air quality, optimized light and ventilation, ergonomics, biophilic elements, hydration, and the promotion of physical and mental wellbeing through our design solutions and facility operation.

- Endeavour to integrate a comprehensive range of wellbeing features into our projects, thereby increasing the client's potential for WELL framework certification and achievements Social Sustainability targets

**Social Impact:** We are committed to operating in a socially responsible manner, respecting human rights, promoting diversity and inclusion, and contributing positively to the communities in which we operate. This includes engaging with local stakeholders, supporting social initiatives, and ensuring ethical governance practices throughout our operations and projects.

- Identify and execute CSR projects which have both social and environmental benefits, each year

**Raise Awareness - Sustainability:** We are committed to stakeholder engagement and capacity building on environmental issues. We also believe that continuous learning and development are crucial for advancing sustainability within our organization and the wider industry. We are committed to educating our employees, vendor partners, peers and clients on sustainability principles and best practices, fostering a culture of environmental awareness and responsibility, and promoting innovation in sustainable design and construction.

**Corporate Governance:** Space Matrix is committed to full compliance with all local and national regulations in our daily operations. Our internal policies and established protocols ensure best governance practices, including anti-harassment, fair compensation and data privacy and protection.



Furthermore, we actively encourage our employees to champion diversity, equity, and inclusion across the organization.

By 2026, we will establish a hotline [ethicalbusiness@spacematrix.com](mailto:ethicalbusiness@spacematrix.com) to foster transparency among our vendor partners, employees, and the supply chain, thereby mitigating unethical behaviors across the value chain.

#### 4. Approach

Our approach to driving change includes:

- **Sustainable Practices & Responsible Business:** Implementing sustainable practices throughout our project delivery and Operations.
- **Thought leadership:** Creating resources focused on sustainability aspects of the built environment.
- **Collaborations & Partnerships:** Collaborating to foster greater responsibility for sustainability among our team, clients, and partners.

We have set ambitious targets within these key areas, demonstrating our commitment to making a meaningful impact.

#### 5. Disclosures

We believe that disclosures help us to be transparent in each and every action we are committed to. We pledge to disclose internally and externally with all stakeholders as are relevant with regards to the plans, processes and achievements under the scope of this policy. The policy shall be subject to annual review and revision by the internal sustainability committee and executive board members.

#### Annexure:

**Sustainability Handbook:** An internal detailed procedure and guidelines as applicable to different functions with clear roles and responsibilities.