



We create impact, **together.**

SUSTAINABILITY REPORT 2026



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01 Introduction

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SIT Photo: Gareth Phua

We are pleased to present the Singapore Institute of Technology (SIT)’s inaugural Sustainability Report.

This report marks a defining inflexion point, representing SIT’s first consolidated account of how sustainability is being embedded across our mission, and how this integration will guide our development in the years to come.

In its preparation, we engaged extensively with stakeholders across the University and beyond. This allowed us to learn what matters most to SIT as an institution and to the communities we serve. We went on to further strengthen our sustainability strategy and commitment to action – from how we educate to how we operate.

This report sets out our approach, the steps taken to date and our strategic direction for the years ahead. Being a purpose-built campus within the Punggol Digital District, our campus plays a central role in this journey, serving as the platform from which SIT will catalyse meaningful and scalable sustainability impact.

We thank our students, staff, industry partners and the broader community for their continued support as we journey towards a more sustainable future together.

About the Report

This is the inaugural Singapore Institute of Technology Sustainability Report 2026 (the “Report”).

Reporting Scope

The voluntary account of our activities and sustainability impact elaborates on our sustainability approach and performance across the Environmental, Social and Governance (ESG) dimensions of our operations and covers two entities, in alignment with our financial reporting: **Singapore Institute of Technology** and its wholly owned subsidiary, **FoodPlant Pte Ltd**.

Reporting Standards

The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and its latest Universal Standards 2021. The GRI Content Index can be found on page 78.

Many of SIT’s sustainability programmes and initiatives contribute to the United Nations Sustainable Development Goals (SDGs) — a shared global agenda to advance social, economic, and environmental progress by 2030. More details can be found on page 16.

Reporting Period

The Report covers three different timeframes depending on the data reported:

FY (Financial Year) 2025

A one-year period that is also used in financial reporting, from 1 April 2025 to 31 March 2026



AY (Academic Year) 2024

A one-year period from 2 September 2024 to 31 August 2025



CY (Calendar Year) 2025

A one-year period from 1 January 2025 to 31 December 2025



SIT Photo

Chairman's Message

Sustainability has long guided the way we think and make decisions, since our early years. This Report sets out that commitment clearly and establishes a foundation for our goals and priorities ahead.

In the face of intensifying climate impact and an increasingly uncertain global landscape, sustainability is critical to ensuring long term resilience for people, planet and economies. The values, knowledge and skillsets our graduates carry into the workforce, the research we pursue, and the partnerships we build must all be oriented towards a more resilient future.

From its inception as Singapore's fifth Autonomous University in 2014, SIT has explored ways to incorporate sustainability content into its curriculum and operations. To ensure that sustainability remains at the highest level of institutional governance, the Board of Trustees established the Sustainability Committee in 2021 to provide dedicated oversight of SIT's sustainability strategy, performance and initiatives. Beyond governance, we continue to focus on producing industry-ready graduates with nimbleness in adapting our curricula to respond to fast-evolving sustainability demands in the industry. In applied research, we actively engage in practical co-

solutioning with our partners to address real-world challenges. Importantly, we are committed to walking the talk — ensuring sustainability is reflected in our practices to uphold organisational excellence.

SIT's new Punggol Campus serves as a significant enabler of our next phase of growth. The consolidation from six separate campuses into a single, integrated environment has created exciting opportunities to advance sustainability more holistically across our education, partnerships and operations.

I am grateful for the unwavering support and meaningful partnerships we have with our stakeholders in driving sustainability impact collaboratively. Together, we will continue building an innovative and resilient institution of applied learning, for industry.

Mr Bill Chang

Chairman, Board of Trustees
Singapore Institute of Technology

“As an institution built on applied learning and industry partnership, SIT has both the responsibility and the opportunity to shape a more sustainable future. Punggol Campus is where that commitment takes tangible form.”



Sustainability Committee Chair's Message

SIT recognises the importance of stewardship and governance in embracing sustainability as our core anchor, adopting a long-term view in securing the relevance, resilience and continued success of SIT as an educational institution.

The Sustainability Committee, as a committee at the Board of Trustees, provides oversight of emerging risks, opportunities and industry developments in sustainability, ensuring that these are well integrated in SIT's strategic direction as the University for Industry.

The Committee guides SIT's contribution to industry and society by ensuring the relevance of its curricula to equip graduates with the knowledge, skills and capabilities to contribute to sustainable development goals. It advances applied research and real-world solutions through hands-on collaboration with industry partners. In so doing, SIT seeks to build capabilities and talent that industries and communities need to address sustainability-related trends and developments.

These strategic intentions are also translated into action through coordinated initiatives across the University, supported by strong institutional governance. Our new campus within the Punggol Digital

District provides SIT with a platform to experiment, pilot and scale our sustainability commitments into real operational outcomes.

In parallel, the Committee oversees the development of institutional environmental, social and governance (ESG) policies, sustainability reporting and priority initiatives, providing assurance that SIT's commitments are aligned with values, impact objectives and best in class practices. By anchoring governance at the Board level, we ensure that decisions are grounded in our principles of organisational excellence, long-term value creation and stakeholder trust.

As we build on this foundation, the Sustainability Committee is committed to steer SIT's progress as a future-ready institution — one that leads by example while contributing meaningfully to Singapore's sustainability goals and the global sustainable development agenda.

Ms Neo Gim Huay

Chair, Sustainability Committee
Singapore Institute of Technology

“At SIT, we strive to translate our ambition and commitment to concrete plans and action, actively tracking progress while continuing to explore new ideas to do better for people and planet.”



President's Message

Sustainability at SIT is not the product of a single initiative or moment. This Report brings that journey into view, capturing how sustainability has been integrated into the way SIT fulfils its mission of developing industry-ready graduates and applied solutions that serve society and industry.

To achieve this, sustainability considerations are rooted in SIT's Strategic Objectives, which guide how we shape our curriculum, direct our research and innovation agenda, manage resources, develop our people, and engage with industry and community partners. Rather than being pursued as a standalone initiative, sustainability is treated as a shared responsibility across the University and a core enabler of long-term institutional relevance and resilience.

To translate strategy into action, SIT's sustainability efforts are driven through three Workgroups focusing on Talent Development, Research and Innovation, and Organisation. The Talent Development Workgroup strengthens sustainability-related competencies and mindsets among students, ensuring that graduates are prepared to contribute meaningfully to an increasingly resource-constrained future. The Research and Innovation Workgroup advances applied research and industry partnerships that address real world challenges and deliver practical impact. The Organisation Workgroup focuses on governance, campus

operations and systems, applying sustainability principles into how the University functions and delivers value. Together, these Workgroups drive the momentum behind SIT's sustainability strategy.

Punggol Campus is a visible expression of this commitment. Beyond its sustainable design, the campus serves as a living laboratory where learning, research and operations converge. Students, academics, staff and industry partners work on practical challenges—from resource management to applied research and community co-creation—within an authentic environment. This allows us to put into practice what we teach and reinforces the link between operational excellence and responsible conduct.

The SIT Sustainability Report reflects our progress and the foundations established as we continue integrating sustainability into our core mission of education, research and industry engagement. More importantly, it provides the direction we will continue to pursue, toward a more resilient future.

Professor Chua Kee Chaing

President

Singapore Institute of Technology

“Sustainability is not just an aspiration for SIT. It is reflected in how we make decisions and operate in close collaboration with our stakeholders and industry partners, from the way we nurture our graduates to the way we conduct our campus operations.”



02 Our Commitment to Sustainability

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SIT Photo

Sustainability Strategy

Sustainability is integral to our Mission and Vision and is incorporated across the SIT2034 Strategic Objectives.

SIT Mission and Vision

VISION

A Premier University of Applied Learning, recognised as Singapore’s University for Industry.

MISSION

To maximise the potential of our learners and to innovate with industry, through an integrated applied learning and research approach, so as to contribute to the economy and society.

Focus Areas

Strategic Objective 1

Education that delivers authentic applied learning through competency-based pedagogy, nurturing industry-ready, adaptable and engaged learners

Strategic Objective 2

Demand-led CET that underpins workforce transformation

Strategic Objective 3

Impactful applied research that advances industry innovation and informs education

Strategic Objective 4

A University Town in Punggol that ignites the spirit of innovation, drives environmental sustainability and positive societal changes, and fosters a culture of lifelong learning

Enablers

Strategic Objective 5

Business transformation enabled by digital technologies

Strategic Objective 6

A responsive, committed and sustainable organisation that is effective in delivering the University’s mission

Strategic Objective 7

A financially sustainable organisation

Strategic Objective 8

A platform university anchored by an ecosystem of partners

Sustainability Strategy

Our sustainability strategy is organised around three priorities that set the direction for SIT’s path towards long-term resilience. Together, they guide how we develop talent, engage with industry, and manage our own organisation.



AIM

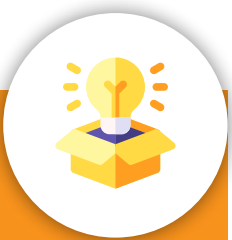
To develop well-rounded sustainability talent and impactful technology solutions for industry and strive for sustainability excellence on our campus in support of Singapore’s sustainable development journey.

Sustainability Talent Development



Equipping learners and industry manpower with sustainability capabilities for industry jobs

Sustainability Research and Innovation



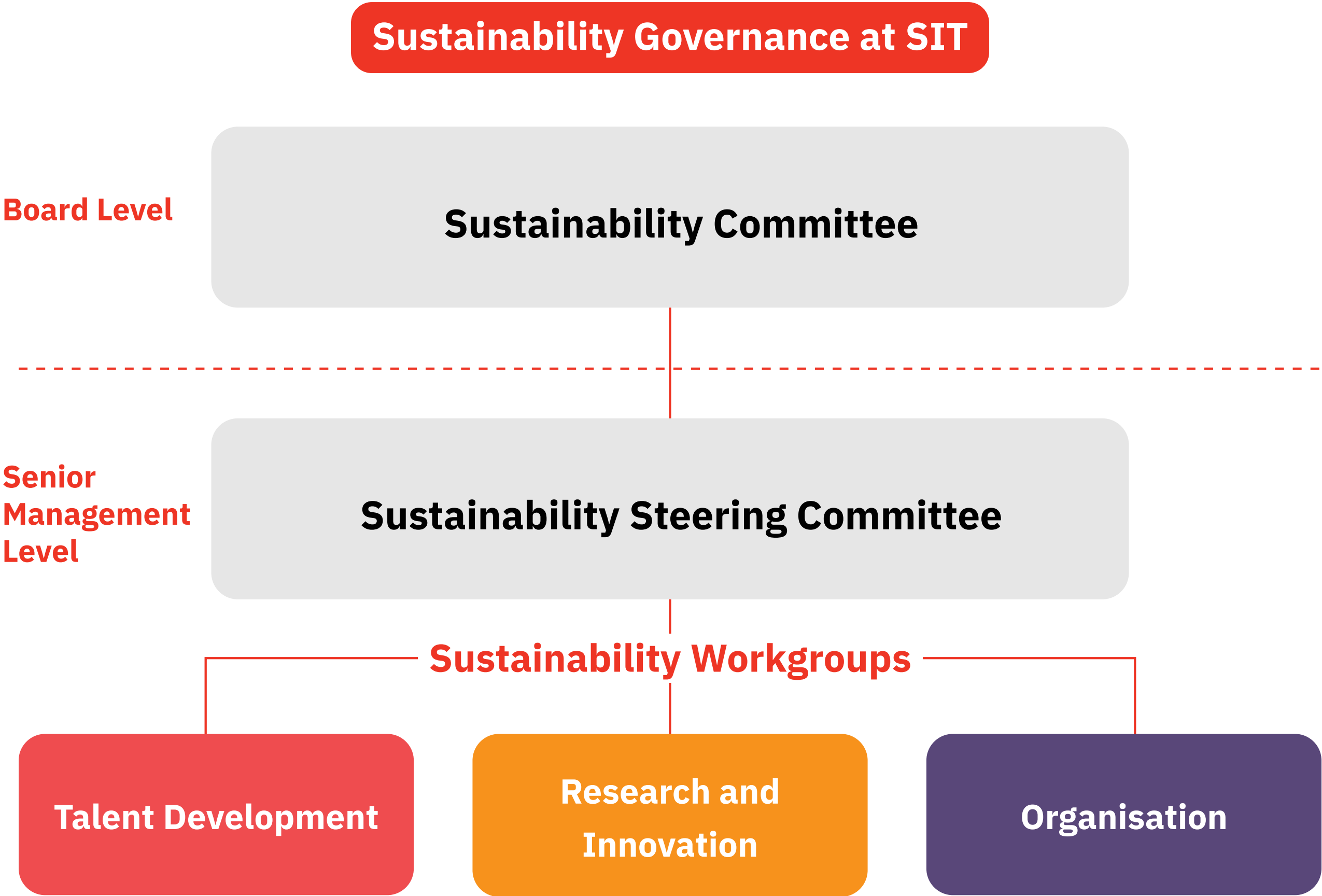
Driving sustainability innovation with industry through a technological and interdisciplinary approach

Sustainable Organisation



Enhancing environmental stewardship, social responsibility and governance integrity for organisational excellence

Sustainability Governance



Sustainability Committee

The Sustainability Committee (SC) of the Board is the highest governing body that provides oversight and strategic direction for sustainability efforts at SIT.

- The SC is chaired by a Board of Trustees (Board) member who steers the agenda of the committee.
- The committee comprises the Chair of the Board, other board members and the President of SIT.
- The SC convenes twice a year to review SIT’s sustainability performance. It also advises on strategy, policies and initiatives pertaining to the development of talent, research and innovation as well as university operations.

Sustainability Steering Committee

The Sustainability Steering Committee (SSC), which reports to the President and SC, is chaired by SIT’s Deputy President (Administration) and Chief Financial Officer, and consists of other Senior Management members and heads of divisions.

- Meetings are held twice a year to provide guidance and direction to three Sustainability Workgroups, which develop talent, foster research and innovation, as well as steer the ESG policies of SIT.
- The SSC also oversees sustainability reporting for the University.



Sustainability Workgroups

Execution of the sustainability strategy is undertaken by each of the three Sustainability Workgroups:



Sustainability Talent Development

Embeds sustainability content in the curricula to equip learners with practical knowledge and relevant skills for industry and future jobs.



Sustainability Research and Innovation

Integrates sustainability into research partnerships, leveraging interdisciplinary and industry collaboration to drive innovation and strengthen thought leadership.



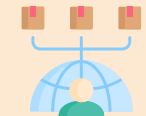
Sustainable Organisation

Drives organisational action and tracks environmental, social and governance performance to ensure environmental stewardship, social responsibility and governance integrity.

SIT Photo: Keng Photography

Stakeholder Engagement

Engaging our stakeholders meaningfully is central to how we operate. We maintain regular dialogues with a diverse group of stakeholders, including students, employees, industry partners, government agencies and the broader community. Their perspectives directly inform our decisions and priorities across the University.

Stakeholder Groups	Areas of Concern	Modes of Engagement
 Students	- Quality of education and learning experience - Career readiness and industry relevance - Student well-being - Grants and scholarships - Campus sustainability - Social responsibility	- Surveys - Focus group discussions - Student forums - Career Nexus events - Admissions process - Student leadership programmes
 Employees	- Career development - Training opportunities - Workplace practices and culture - Occupational health and safety - Employee well-being - Organisational governance	- Surveys - Focus group discussions - Townhalls - SIT Day¹ - Training workshops - Events and conferences
 Industry Partners	- Industry-relevant curricula and research - Talent pipeline and workforce readiness - Research and innovation collaboration - Knowledge exchange and community building - Mindshare and thought leadership	- Surveys - Integrated Work Study Programme (IWSP) - Career Nexus event - Industry Mentorship Programme (IMP) - External meetings and conferences - MoUs and formal partnerships - Sustainability Community of Practice (CoP) - SIT Sustainability Day
 Government Agencies	- Workforce development and sector transformation - Research and innovation collaboration - Alignment with national sustainability agenda	- Joint programmes and initiatives - Grant and funding frameworks - MoUs and formal partnerships
 Alumni	- Lifelong learning opportunities - Networking and career development support	- Mentoring insights - Networking events - Continuing Education & Training (CET) programmes
 Community	- Access to education and applied learning - Community well-being and inclusion - Environmental stewardship - Campus as a community space	- SIT Open House - School outreach - Workshops and camps - Community engagement programmes - SIT Community Challenge
 Suppliers & Service Providers	- Regulatory compliance - Procurement practices - Sustainability standards	- Procurement processes - Supplier and service provider onboarding - Meetings and calls



SIT Photo: Keng Photography

¹ An engagement session where all SIT staff come together to reflect on the University’s achievements of the past year and be informed of the direction for the year ahead.

Materiality Assessment

In 2024, we conducted a materiality assessment with internal and external stakeholders to identify the ESG topics most relevant to SIT. **Nine material topics** emerged, organised under four pillars that reflect SIT’s role as a University — spanning how we educate, how we operate, how we engage our people, and how we govern ourselves.

Education and research is where our sustainability impact begins. The topics under this pillar reflect our responsibility of equipping learners with the mindset, knowledge and skills needed for a sustainable future, advancing applied research and innovation that address real-world challenges, and engaging meaningfully with industry and the broader community.

Across our campus and operations, **environment** covers how we manage our own carbon footprint. We focus on reducing carbon emissions, building climate resilience and managing our consumption of energy, water and waste responsibly.

The people within our community, staff and students are at the core of the **social** pillar. It reflects our commitment to fostering a safe, healthy and supportive environment at SIT.

Governance and digitalisation covers our commitment to ethical business conduct, responsible procurement and sustainable investment practices. As a University embracing digital transformation, we also hold ourselves to high standards of data integrity and security.



Education & Research



Learning and Engagement

- SIT Education
- Sustainability Education
- Student Engagement
- Community Engagement



Research and Innovation



Industry Partnership



Environment



Decarbonisation and Climate Resilience



Resource Use

- Energy
- Water
- Waste



Social



Human Capital

- Workplace Practices
- Training and Career Development



Health and Well-Being

- Occupational Health and Safety
- Employee and Student Well-Being



Governance & Digitalisation



Governance and Business Ethics

- Governance and Business Ethics
- Sustainable Procurement
- Sustainable Investments



Data and Digitalisation

- Digital Transformation
- Data Protection and Security



Materiality Assessment Process

01

Collated a broad list of topics



- Conducted research to identify key sources:**
- Sustainability reporting standards and frameworks: Topics covered by the GRI Standards, Sustainability Accounting Standards Board (SASB), United Nations Sustainable Development Goals (SDGs), Quacquarelli Symonds (QS) World University Rankings, The Sustainability Tracking, Assessment & Rating System (STARS)
 - Sector benchmarking: Topics addressed by peers on the local, regional and global levels, including institutions with the highest ranking on sustainability performance
 - Sectoral trends and best practices: Emerging topics among peers



Collated a list of topics across environmental, social and governance dimensions

02

Assessed materiality of topics



- Convened materiality workshops:**
- Engaged Senior Management and Board in the assessment of topics based on relevance and potential impact (inward and outward)



- Administered a mass survey:**
- Collated more than 450 responses on the importance and impact of the various topics from internal and external stakeholders



- Conducted focused interviews:**
- Dived into the top 20 topics through multi-stakeholder interviews to substantiate the assessment of impact and further inform the strategy review

03

Determined the final material topics



- Synthesised findings:**
- Ranked topics from consolidated results and mapped them onto a Materiality Matrix according to the impact of SIT and their importance to our stakeholders



Nine topics endorsed by the highest governance body

Contribution to Sustainable Development Goals

In addressing our material topics, SIT contributes both directly and indirectly to the following United Nations Sustainable Development Goals (SDGs):



GOOD HEALTH AND WELL-BEING

SIT is committed to safeguarding the health and well-being of its students and staff. A community that is well supported is able to learn, work and perform better, making well-being fundamental to how the University operates.



AFFORDABLE AND CLEAN ENERGY

SIT supports the transition to cleaner energy through onsite renewable energy generation and more efficient consumption. Cleaner, well-managed energy lowers operating costs and emissions while positioning the campus as a testbed for advanced energy systems.



REDUCED INEQUALITIES

SIT is committed to widening access to education and building an inclusive community for all. By addressing financial and other barriers to participation, we strengthen talent base and extend opportunities across a broader segment of society.



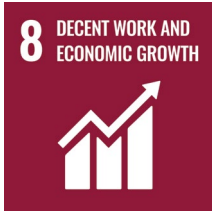
CLIMATE ACTION

SIT contributes to climate action through its education, research and campus operations. By equipping students with relevant skills and lowering our own emissions, we position both our graduates and our institution to thrive in a decarbonising economy.



QUALITY EDUCATION

SIT is committed to delivering inclusive, industry-relevant education for learners at every stage. Preparing work-ready graduates raises the quality of the talent pipeline that industry and the wider economy depend on.



DECENT WORK AND ECONOMIC GROWTH

SIT prepares graduates for productive employment in a changing economy and invests in the development of its own staff. A future-ready workforce and a safe, supportive workplace drive sustainable economic growth through decent work for all.



SUSTAINABLE CITIES AND COMMUNITIES

SIT contributes to more sustainable cities through both its research, and the design and operation of its own campus. Advancing sustainable construction and green buildings also develop the built environment in ways that are cleaner, safer and more resilient.



PEACE, JUSTICE AND STRONG INSTITUTIONS

SIT upholds high standards of integrity, transparency and accountability across its operations. Ethical conduct and strong governance sustain the trust of students, staff, partners and the communities the University serves.



CLEAN WATER AND SANITATION

SIT is committed to managing water responsibly across its campus. Through efficient use and recycling, we conserve a shared resource and reduce the demands our campus places on the wider system.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

SIT supports industry transformation through applied research and the talent it develops. Translating research and skills into practice helps companies develop, compete and adopt more sustainable ways of operating.



RESPONSIBLE CONSUMPTION AND PRODUCTION

SIT aims to consume responsibly by embedding circularity into how it uses resources and procures goods. Reducing, reusing and sourcing responsibly cuts waste and costs while building habits that support a sustainable campus.



PARTNERSHIPS FOR THE GOALS

SIT believes in advancing sustainability through partnership with industry, government and the wider community. Collaboration pools the knowledge, expertise and talent that no single organisation holds alone, multiplying the impact each partner can achieve.

03 Educating & Innovating for Real-World Impact

This chapter reflects on the impact achieved through the quality and reach of SIT's education offerings, research, partnerships and engagement with the broader community.

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Commitment

Impact Highlights at a Glance

As the University for Industry, we are committed to delivering high-quality, authentic applied learning and research that address real-world challenges. We drive impact by closing industry skills gaps and advancing the UN Sustainable Development Goals throughout our curriculum.

Target

At least
75%
annual graduate score for future-ready skills

Performance

78%
achieved (GES 2025)

Maintain
100%
of Pre-employment Training (PET) programmes linked to the United Nations Sustainable Development Goals (SDGs)

100%
achieved in AY2024

At least
80%
annual learner satisfaction score for Continuing Education and Training (CET) courses

87%
achieved in CY2025

At least
50%
of awarded research projects each year are linked to the United Nations Sustainable Development Goals (SDGs) by FY2027

In Progress

Learning and Engagement

In AY2024
Singapore’s 3rd largest Autonomous University by undergraduate intake
Intake numbers 3,381; **1.6% increase**



Nearly
9 in 10
SIT graduates secured employment within 6 months of graduation (GES 2025)



About
1 in 2
received an advance offer of employment from their IWSP* company (GES 2025)
*IWSP: Integrated Work Study Programme



In CY2025
170
student-led organisations and initiatives



In CY2025
134
community outreach projects, **increase from 53**



In CY2025
76%
of student respondents rated their University experience highly



Research and Innovation

In FY2025
>\$70 million
grants and industry contributions for sustainability-related applied research projects



Industry Partnerships

In FY2025
28
industry partnerships



Learning and Engagement

From point of intake to graduation — we foster well-rounded talent that earns employers’ confidence.

Upholding intake fairness, quality and transparency

We take a holistic and aptitude-based approach to admissions, considering applicants’ profiles beyond academics.



Academic Proficiency

Relevant educational background or work experience



Work-Learn

Skills and insights gained from practical experience in the related industry



Passion

Passion demonstrated in domain-related and applied learning



Personality Traits

Traits one possesses that are suitable for the programme of choice



Interests

Different interests allow flexibility of options in the selection of one’s programme of choice



SIT Photo: Keng Photography

Building career-ready graduates

Our mission has always been grounded in applied learning, equipping learners with strong technical foundation and practical skills for their first job.

Competency-Based Education (CBE) & Lifelong Upskilling

Outcomes-driven, industry-aligned learning

- Emphasises skills mastery and demonstrable competencies
- Implemented across degree programmes and upskilling pathways, enabling learners to build industry-relevant skills progressively throughout their careers

Integrated Work Study & Authentic Applied Learning

Learning through real work

- Structured distinctively to specific industry needs
- Compulsory for all students to undertake structured workplace experience
- Strengthens students’ transition into employment by developing their adaptability, professional competencies, creativity and innovation through real-world experiences

Holistic Development for Future-Ready Graduates

Developing transferable skills and career resilience

- The **Industry-Ready Skills Framework (IRSF)** systematically nurtures critical future-ready Knowledge, Skills and Abilities (KSAs) alongside disciplinary mastery
- The **Design Your Futures (DYF) programme** is embedded across the student journey, from undergraduate studies to alumni stages, supporting learners in navigating non-linear careers and lifelong transitions

Industry-Read Skills Framework (IRSF): Upon graduation, every student will receive a Record of Transferable Skills (RTS) that complements their academic transcript. It serves as a conversation starter with potential employers about the skills an SIT graduate possesses beyond academic qualifications.

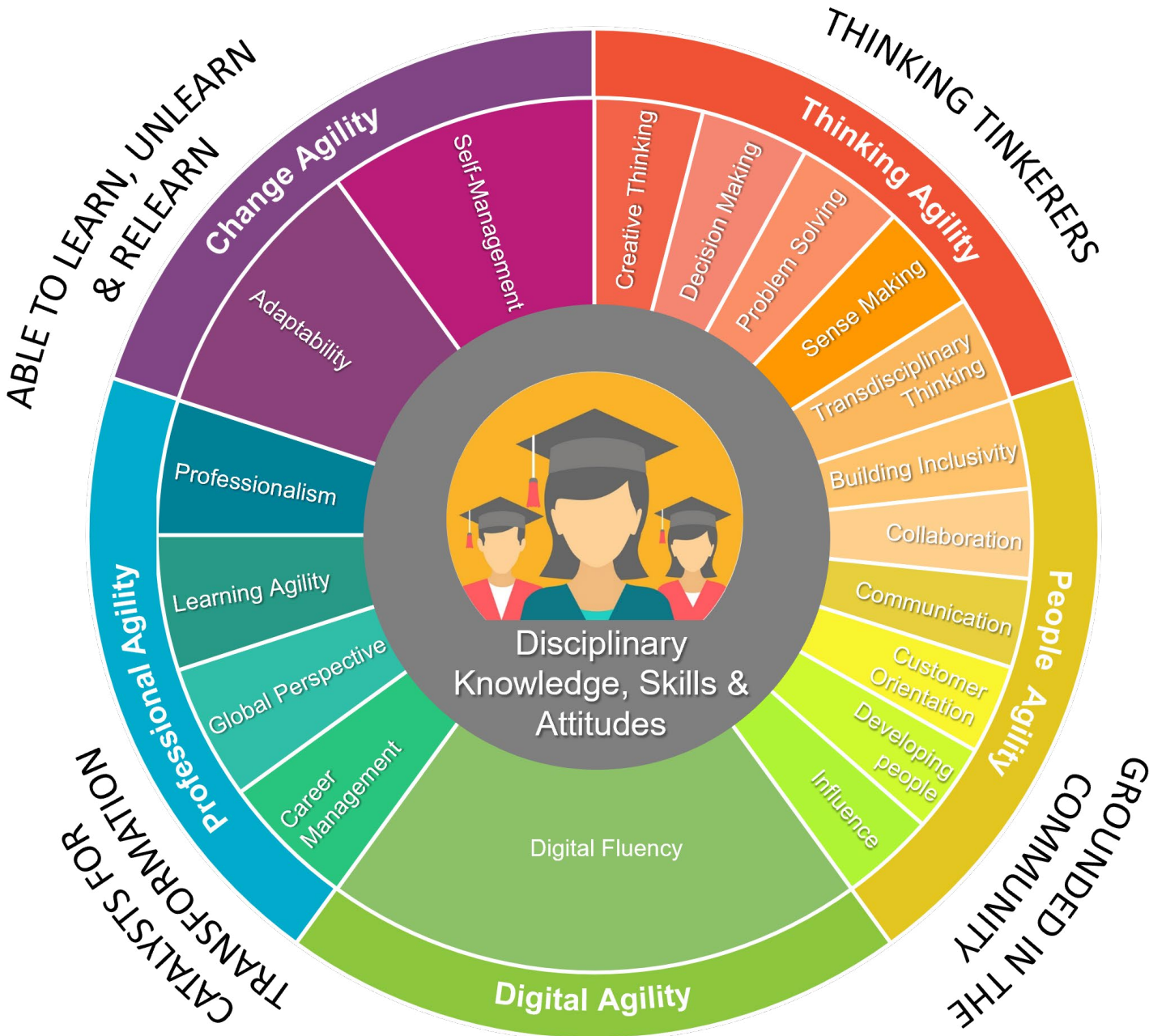


Figure 1: Industry-Ready Skills Framework (IRSF)



78% of graduates rated their future-ready skills positively

in the Joint Autonomous Universities Graduate Employment Survey (GES 2025).

13 future-ready skills were assessed in the survey, ranging from innovation, critical thinking to resilience and communication.

CASE STUDY

Design Your Futures

SIT signed an MOU to develop **Design Your Futures (DYF)** with the support of Stanford Life Design Lab and Designing Your Life Institute Singapore in August 2025.

DYF equips SIT students and alumni with the framework and tools to chart their career and life paths. Implemented in AY2025, it is rooted in design and futures thinking, preparing agile, reflective and purposeful graduates in an evolving world of work.



SIT Photo



Figure 2: Design Your Futures (DYF) Framework

Building the bridge from campus to career

We prepare graduates to enter the workforce with confidence — developing the mindsets, skills and networks needed to navigate a fast-changing job landscape.



Career Education

Career Skills modules build practical workplace competencies, from resume writing and interview skills to professional communication and workplace readiness. We also engage students through short films and our podcast series *Career La-Teh* (4 sessions published in CY2025).



Industry Mentoring

The Industry Mentorship Programme, in partnership with NTUC Youth, offers our students real-world industry perspectives and access to professional networks. It has reached over 700 students across 29 programmes since 2018.



SIT Photo



Career Coaching

Certified career coaches are assigned to each degree programme work with students to provide them with a career head start. In 2025, we extended this programme to SIT alumni.



Networking Events

Sector-focused networking sessions and Career Nexus events connect students with employers, industry professionals and emerging career opportunities.



SIT Photo



SIT Photo



Supporting workforce resilience through lifelong learning

As industries transform through digitalisation, artificial intelligence and changing workforce needs, SIT’s **Continuing Education and Training (CET)** programmes enable working adults to renew their skills and remain adaptable throughout their careers. SIT extends its applied, competency-based approach through flexible pathways for **upskilling, stackable learning and career transition**.

Going forward, SIT will continue to grow distinctive, industry relevant programmes anchored in Competency-Based Education (CBE) and stackable micro-credentials, supporting Singapore’s broader workforce transformation agenda and ensuring learning remains accessible at any career stage.



Flexible pathways for learning throughout working life

01 UPSKILL

Short-form professional courses

Targeted and customised training for immediate workforce competency needs.

02 STACK

Micro-credentials and CSM pathways

Competency-based learning blocks that can stack progressively towards qualifications.

03 TRANSITION

Career-transition programmes

Structured pathways supporting mid-career reskilling into new job roles.

CET courses that build sustainability capabilities

Examples include:

STRATEGY & GOVERNANCE

- Sustainability Roadmapping
- Sustainability Legislation Frameworks

DIGITAL INFRASTRUCTURE

- Sustainable and Resilient Data Centres

ENERGY AND FOOD RESILIENCE

- Sustainable Energy Systems
- Grid-Connected Solar Photovoltaic Systems
- Masterclass on Retort Technology: Innovation and Practical Application

CARBON & CIRCULAR ECONOMY

- Carbon Accounting and Markets
- Circular Economy and Design

Integrating sustainability into the curriculum

SIT’s curriculum incorporates sustainability across disciplines, with **an emphasis on developing critical thinking to deal with real-world problems**. Additionally, student participation in sustainability-related activities beyond the curriculum is encouraged.



In AY2024

100% of Pre-Employment Training (PET) programmes were linked to the United Nations Sustainable Development Goals (SDGs)

Developing future-ready learners through the Sustainability Education Roadmap

1. Baseline Education for All

- Compulsory modules that prepare learners for advanced, cross-disciplinary sustainability topics and projects.
- a. Foundational Micro-Module:** Introduces sustainability concepts, giving students a lens they can apply across all coursework.
 - b. Social Innovation Project:** Real-world socio-environmental challenges provide students with a platform to engage communities directly and propose solutions.

2. Sustainability Education in Curriculum

Enhanced sustainability content across SIT and joint-degree undergraduate curriculum.

3. Deepen Learning Through Minor and Applied Sustainability Talent Programme

- For students seeking to go further, SIT offers structured pathways to build specialist sustainability knowledge.
- a. Minor in Environmental Sustainability (MES):** Open to eligible undergraduate students, covering topics such as life cycle assessment and green financing.
 - b. Applied Sustainability Talent Programme (ASTP):** A scholarship programme for students looking to pursue a Second Major in Applied Sustainability, preparing them for leadership roles in industry.

5. Empowering Professionals

SIT alumni and other adult learners can continue to deepen sustainability knowledge through CET courses and workshops, which can be stacked towards a Specialist or Graduate Certificate.

4. Applied Learning

Through industry placements and Capstone projects, students can work on SDG-aligned challenges.



The Industry Advisory Committee for Sustainability Education

comprises industry leaders and experts, and ensures SIT’s sustainability programmes remain current and relevant to evolving industry needs.

CASE STUDY

Sustainability learning journeys beyond curriculum

Student chapters and clubs organised different types of visits for their peers:



Nature & Sustainability Tour
(Gardens by the Bay)

Exploring environmental conservation, biodiversity and the impacts of climate change.



Industrial Tour
(Housing Development Board)

Discovering engineering innovations in public housing and industrial estates.



A Digital Journey
(Sustainable Singapore Gallery by PUB)

Understanding strategies employed to address Singapore’s water supply challenges.



Industrial Visit & Technical Talk
(A*STAR SIMTech Additive Innovation Centre)

Learning about high-value, sustainable manufacturing solutions and industry collaboration opportunities.

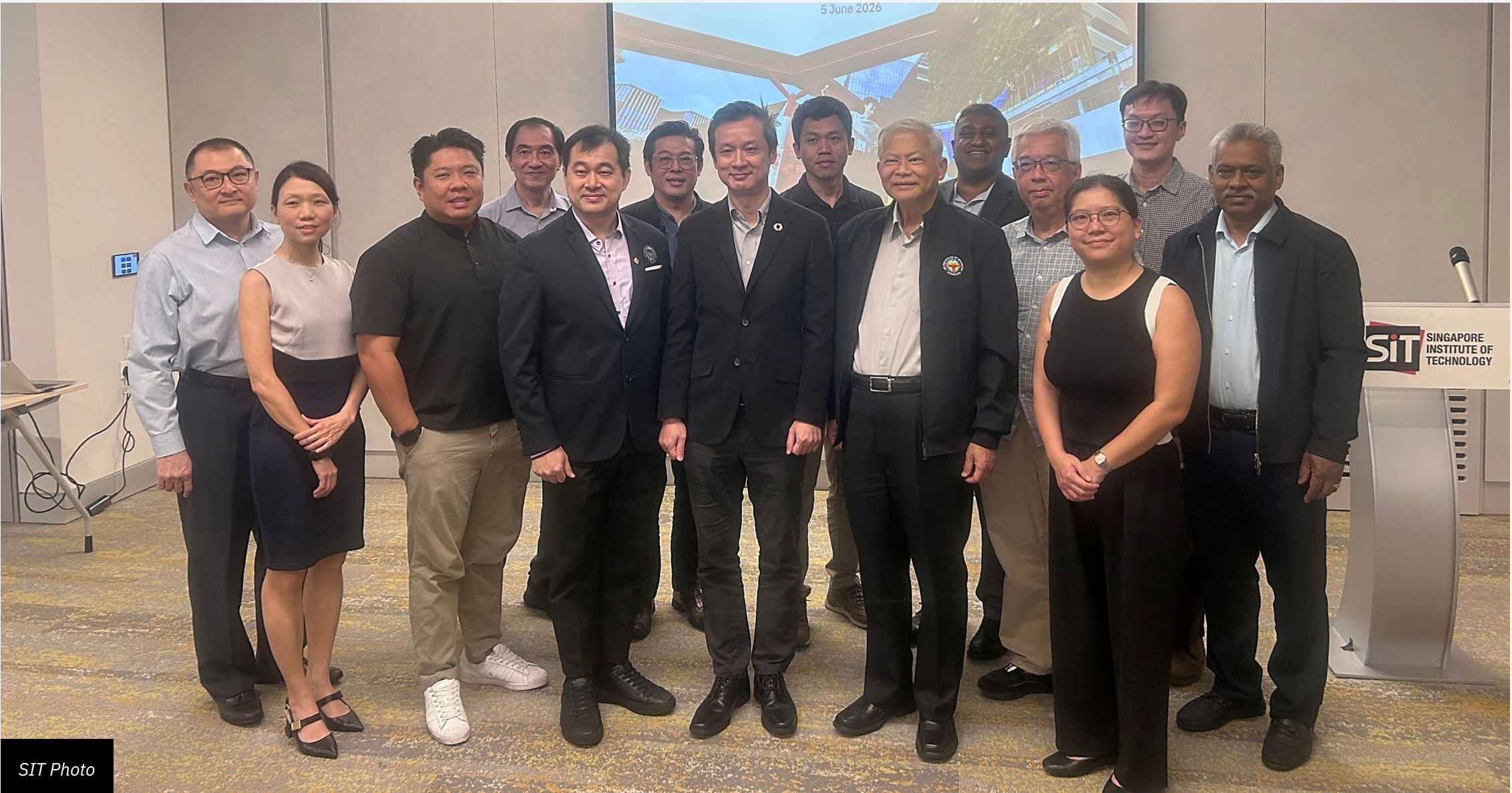
SIT Photo

CASE STUDY

Building sustainability capabilities among working professionals

In June 2026, SIT welcomed its first cohort of learners who had completed the **Graduate Certificate in Sustainability Principles and Practices** under our CET Modular Certification Pathways.

Designed for working professionals, the programme equips learners with the expertise to navigate evolving industry demands, regulatory shifts and sustainability challenges. It offers a **flexible, stackable pathway** covering areas such as sustainability reporting and roadmapping, carbon accounting and circular economy, enabling participants to apply their learning and drive various efforts within their organisations.



SIT Photo

Cultivating leaders, not just graduates

SIT provides structured opportunities for students to develop leadership capabilities through dedicated programmes, representative roles and applied projects within and beyond campus. All student leaders are bound by SIT’s **Student Leader Code of Conduct** which upholds standards of integrity, and respectful conduct across the University community.

3 flagship programmes form the core of SIT’s student leadership development:



SIT Photo

Future Ready Leadership Programme (FRLP)

SIT’s flagship leadership programme engages ~1,000 student leaders annually through workshops, camps and dialogue sessions.



SIT Photo

SITizen Ambassadors (SAmS)

SIT’s student representatives at official events and engagements bring SIT’s identity to life through emceeing, storytelling and hosting of guests at University events.



SIT Photo

Vanguard Programme

A select cohort of senior student leaders partners with staff to facilitate communication between students and University leadership, thereby enhancing the SITizen experience. In CY2025, 27 Vanguards were inducted.



In CY2025

76% of student respondents rated high overall satisfaction

with their University experience³.

³ Rated 4 or 5 on a 5-point Likert scale

Leadership beyond formal programmes

Sports, Arts, Special Interest, Committees and Wellness

In CY2025

170 Student Organisations

provided students with platforms to foster teamwork, resilience & other skills beyond the classroom.

In CY2025

16 Clubs

were dedicated to environmental conservation & social impact.

External engagement and competitions

Our students gain exposure to perspectives beyond campus through ministerial dialogues, industry fireside chats, competitions and national conferences. We also offer external workshops in areas such as facilitation, project management and interpersonal skills.

CASE STUDY

Fireside Chat with Mayor Baey

TheSIT Fireside Chat with Mayor Baey Yam Keng, jointly organised by theSITizen Ambassadors and North East Community Development Council, brought together **67 students from SIT and other Autonomous Universities for a dialogue on active citizenship, community involvement and youth leadership.** Through discussions and a Q&A session, participants gained insights into public service and community building while reflecting on their role in contributing positively to society.



SIT Photo

CASE STUDY

SITeQuest

SITeQuest is a holistic development framework for the general student population that encourages **learning beyond the classroom through activities in Life Skills, Well-Being and Recreation.** This enables students to explore interests, develop transferable skills and build connections within the SIT community.



“Coming into the Fireside Chat, I wasn’t quite sure what to expect. After hearing Mayor Baey’s thoughtful and nuanced perspectives, I am inspired to play a more active role in giving back to the community.”

Kang Kuan Yang
Year 1, BBus (Hons) Accountancy

Taking learning beyond campus, into community

Community engagement at SIT operates in 2 directions: students and staff bringing their skills and time to the communities around them, and the campus opening its doors to inspire the next generation of learners.



In CY2025

>9,000

[30% students | 70% community]

students & community members were impacted.



CASE STUDY

SIT Community Challenge 2025

The **SIT Community Challenge** immerses secondary school students in hands-on, industry-led problem solving.

In 2025, 136 secondary school students worked alongside SIT staff, student mentors and industry partners **SBS Transit** and **STMicroelectronics**, to develop Internet of Things (IoT)-based solutions addressing real public transport challenges.

Participants moved through design thinking, prototyping and final solution presentations, gaining early exposure to applied engineering, teamwork and community-oriented problem solving.

Looking ahead, SIT aims to deepen its partnerships, extend the programme’s reach to more schools and students, and **continue building on its role in connecting applied learning with community needs.**



CASE STUDY

Community service for students, by students

SIT enriches student learning through community service opportunities that connect students with diverse groups, including youths, migrant workers, persons with disabilities and seniors. These experiences **foster empathy, civic responsibility and a deeper understanding of societal needs** while enabling students to apply their skills beyond the classroom.



Brush Battle – Art Jam with Cerebral Palsy Alliance Singapore (CPAS)

Students and CPAS beneficiaries connected through an art-jamming session celebrating creativity and self-expression.



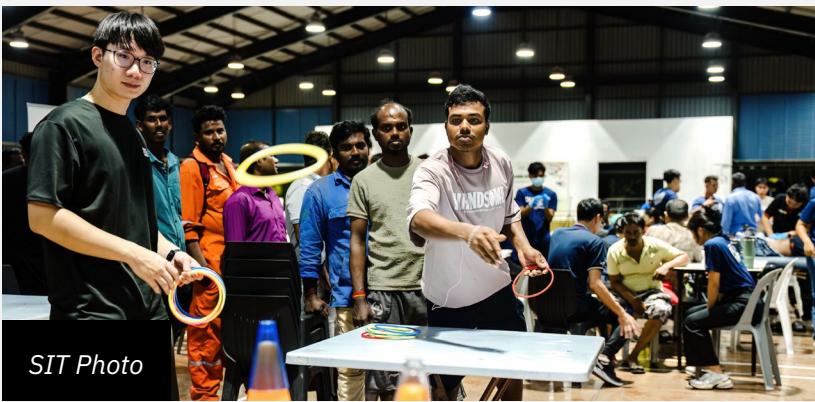
Project Refresh

Staff and students refreshed 9 rental homes in Punggol through cleaning, decluttering and repainting efforts.



SunCare's Children's Day

Students engaged youths through fun activities that also promoted sustainability awareness and positive habits.



World Mental Health Day – Healthy Body, Healthy Mind 2025

Interactive activities organised for migrant workers promoted self-care and awareness of the connection between physical and mental health.



SIT Photo: Gareth Phua

Research and Innovation

Through applied research, SIT strengthens learning while catalysing industry transformation.

Translational research that moves from laboratory to industry

SIT looks to advance industry practice while developing future-ready talent.



In FY2025

\$49.2M

in external research grants was awarded.



In FY2025

\$44.9M

in industry contributions was secured (cash & in-kind).



3 awards were won for ultra-low carbon concrete innovation

which has since been deployed by the construction industry

- IOM3 Sustainable Future Awards 2025 (UK)
- RICS Environmental Impact Award 2025 (SEA)
- IES Prestigious Engineering Achievement Award 2024

Strategic Translational Research Programmes

Our new Punggol Campus, situated in a digital and coastal district, provides opportunities to grow thought leadership in these domains.



Community Health Transformation



Sustainable Food & Biotechnology Innovation



Sustainable Infrastructure Engineering & Maintenance



Energy Resilience



Sustainable Maritime Engineering

Tech Enablers

Artificial Intelligence; 5G, Future Communications & Computing; Augmented/Virtual Reality; Cybersecurity; Robotics, Embodied AI & Autonomous System

Punggol Campus is a research platform

A living laboratory where technologies are tested, refined and readied for real-world deployment.



SIT Photo

We create impact, together. | Sustainability Report 2026

30

Advancing UN SDGs through applied research & services

A growing proportion of SIT’s research is purposefully aligned with the United Nations Sustainable Development Goals (SDGs). We aim to ensure that **at least half of awarded research projects are linked to the SDGs by 2027**, based on the relevant SDGs selected by project applicants.

Additionally, the **Environmental Sustainability Innovation stream**, part of SIT’s Innovation as a Service (IaaS), seeks to develop sustainability roadmaps and testbed green technologies in field conditions – supporting industry partners in accelerating the implementation of decarbonisation strategies through hands-on co-development.



In FY2025

>**\$70 million**

grants and industry contributions for sustainability-related applied research projects

CASE STUDY

Empowering SMEs to implement energy-efficient measures



The **Energy Efficiency Technology Centre (EETC)**, developed in collaboration with the National Environment Agency (NEA), supports Small, Medium-sized Enterprises (SMEs) with energy assessments and upskilling of engineers in industrial energy efficiency. They also develop a pipeline of engineering graduates with applied energy expertise. Since its opening in 2020, **EETC has upskilled 585 professionals and conducted energy audits for 59 companies, with 275 systems assessed.**

In FY2025 alone, EETC:

- co-organised the National Energy Efficiency Conference with NEA
- co-organised the International Symposium on Reducing Environmental Impact on Semiconductor Industries with the Energy Conservation Centre of Japan (ECCJ)
- set up the Energy Efficiency Training Facility at Punggol Campus, which consists of authentic industrial systems
- upskilled 125 professionals
- conducted energy audits for 10 companies and assessed 52 systems



SIT Photo



SIT Photo

CASE STUDY

Reducing construction emissions with greener materials

Jointly established in 2021 by SIT and Woh Hup (Private) Limited, the **Construction Technology Innovation Laboratory (CTIL)** is dedicated to advancing sustainable construction technologies for building structures and substructures, translating promising innovations from the laboratory into practical site applications. CTIL has since supported **24 applied research projects with 35 industry partners**. Its partners also provide practical project exposure to more than 30 students annually.

CTIL actively shares research outcomes through workshops and technical seminars. Its **2025 Technical Seminar attracted more than 700 participants, including 285 Professional Engineers**.



Other key achievements include:

- **Deployment of Grade S690 high-strength steel through the HISTEEL programme**
 - The technology has been applied in 5 high-rise building projects, involving more than 3,400 tonnes of steel and over S\$5 million in commercial value, while reducing steel tonnage by around 40% compared to the original designs.
- **Development of ultra-low-carbon structural concrete incorporating carbon-capture technology**
 - A 65% reduction in embodied carbon has been achieved while maintaining structural performance. More than 800 m³ has been produced at 2 local batching plants and deployed across 4 commercial building projects.
 - The technology has received the IOM3 Sustainable Future Awards 2025 (UK), RICS Environmental Impact Award 2025 (SEA) and the IES Prestigious Engineering Achievement Award 2024.

Through these initiatives, CTIL strengthens the competitiveness and resilience of Singapore’s construction industry while supporting national productivity and decarbonisation goals.

CASE STUDY

Accelerating sustainable food innovation through shared infrastructure

FoodPlant, Singapore’s first shared facility for small-batch food production, provides various industry partners with access to specialised equipment and technical expertise to test and scale sustainable food production. This **shared-access model lowers innovation and other capital barriers**, particularly for SMEs operating in a high-cost environment.



Since 2022, FoodPlant has supported **more than 110 organisations** through innovation projects and workforce upskilling initiatives, contributing to the **commercialisation of over 40 products**.

Some examples include:

- Fish Soup Paradise - Singapore’s first, export-ready, shelf-stable Premium Fish Broth Concentrate
- WellSpent - Orange Peel Magic marmalade crafted from upcycled orange peels
- SustyFoods - High protein and fibre-rich Aggropops Baked Lentil Puffs
- Agrocorp - HerbYvore’s Just Like Cheese range of plant-based, nut-free cheese alternatives

Together, these projects demonstrate how food innovation can simultaneously drive business growth, resource efficiency and more sustainable food systems.

Industry Partnerships

Built to be mutually beneficial to partners and learners





In FY2025

28 partnerships

were established (based on MOU signings for strategic collaborations).



31 leaders

building mindshare as part of the Chief Sustainability Officer Community of Practice to date.



26 Industry Advisory Committees (IACs)

to date, comprising senior industry leaders who advise on programme relevance and competency alignment, ensure curricula keep pace with latest industry needs.

CASE STUDY

Sustainability Community of Practice (CoP)

SIT brings sustainability industry leaders and professionals together via the CoP approach, where we aim to:

- advance action-oriented thought leadership
- develop student and staff talent
- co-create applied solutions for collective impact

Through this platform, communities are fostered to **exchange opportunities and deepen partnerships** through mindshare sessions, site visits, or an annual gathering on SIT Sustainability Day, where leaders and professionals connect and share insights.

Engagements are also tailored to our partners' readiness levels to ensure meaningful collaboration.

In FY2025, we organised:

- **4 events** to foster cross-sector pollination



SIT Photo

Sustainability is continuously integrated into partnerships

CASE STUDY

Growing Singapore’s healthcare capabilities



Since 2018, SIT has partnered with **SingHealth** across applied research, clinical placements, IWSP, staff attachments, joint appointments and CET programmes — building one of the most comprehensive university-hospital partnerships in Singapore.

In AY2024, SingHealth supported **656 Clinical Practice Education placements**, enabling students to apply their learning in live clinical settings. More than 360 SingHealth clinicians served as SIT faculty, bringing direct clinical experience into the classroom. To date, SIT has contributed **1,925 allied health and 698 nursing graduates** to the healthcare workforce. Since 2025, SIT has also upskilled 84 allied health professionals.

Research collaboration is deepening in parallel. In 2025, SIT and SingHealth jointly initiated **12 applied research and innovation projects** aligned with national healthcare priorities, translating research into clinical impact. New programmes in Podiatry and Optometry are under exploration to address emerging workforce needs.

CASE STUDY

Driving decarbonisation through industry collaboration

Different dimensions of Singapore’s decarbonisation agenda will be addressed through these partnerships established in FY2025.

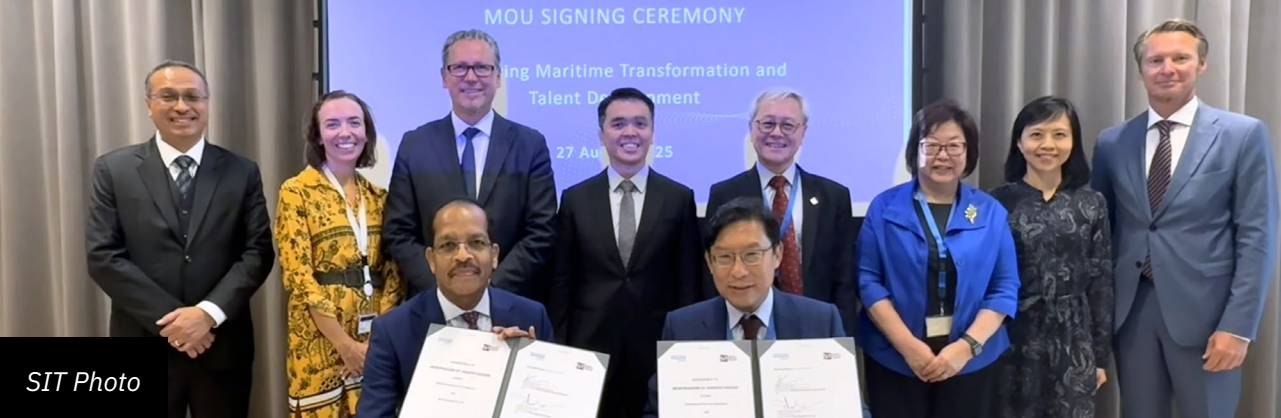
Energy-efficient data centres

In collaboration with **Hitachi**, SIT is developing a hybrid AC/DC rack-level power distribution testbed for data centres, described as the first-of-its-kind in Singapore. Connected to the **Punggol Campus Multi-Energy Microgrid**, the testbed will evaluate more energy-efficient power architectures, with SIT students working alongside Hitachi’s R&D team on live assignments.



Energy efficiency in manufacturing

An MOU with **Schneider Electric** enables manufacturing SMEs to access cost-effective energy assessments through SIT’s **Energy Efficiency Technology Centre** — helping companies reduce carbon emissions and optimise energy use across the sector.



Maritime decarbonisation

A renewed partnership with **Det Norske Veritas (DNV)** integrates DNV’s domain expertise into SIT’s Naval Architecture and Marine Engineering programme, with students gaining access to DNV’s Simulation Trust Centre for applied research.

A separate partnership with **Registro Italiano Navale S.p.A. (RINA)** advances joint R&D on zero-emission solutions and the electrification of harbour craft, targeting nearshore maritime decarbonisation.

04 Operating a Resilient, Low-Carbon Footprint Campus

This chapter covers our carbon emissions and resource use, as we begin our first year of reporting at Punggol Campus.

Decarbonisation and Climate Resilience	40
Resource Use	46



Commitment

We strive to reduce the environmental footprint of our operations while fostering a culture of environmental consciousness among SITizens and employees.

Impact Highlights at a Glance

Target

Set up a **mangrove conservatory** by 2027

Develop and implement an **action plan for greening laboratories** by 2027

Conduct **waste audit** by 2027

Decarbonisation and Climate Resilience

In FY2025

35 tCO₂e
Scope 1 GHG Emissions

12,492 tCO₂e
Scope 2 GHG Emissions

5,409 tCO₂e avoided
by utilising district cooling

2,182 MWh
renewable energy generated

All buildings certified **BCA Green Mark Platinum, including having 2 Super Low Energy buildings**

Certifications and Awards for Punggol Campus



Resource Use

In FY2025

138.1 kWh/m²
Energy Utilisation Index (EUI)

14.8 m³/person
Water Efficiency Index (WEI)
• Rainwater harvesting across **40%** of Punggol Campus land area

21.4 kg/person
Waste Disposal Index (WDI)
• **39,786 kg** of waste recycled / composted

Building greener from the ground up

For more than a decade, SIT had been operating from 6 locations: Dover campus and satellite locations within each of the 5 local Polytechnics — Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP).

FY2024 and FY2025 were pivotal years when we moved in phases from the 6 campus locations to Punggol Campus, while keeping operations running smoothly throughout the 2 years of transition.

In May 2025, we completed the move to Punggol Campus – our new purpose-built, fully integrated home. Sustainability was woven into the Punggol Campus story from the very beginning, shaping design decisions, guiding construction, and today, influencing our day-to-day operations.

Our environmental footprint begins from embodied carbon — the emissions associated with construction materials which represent a significant one-time carbon investment in any new development. To better understand the full climate impact of Punggol Campus, SIT assessed the embodied carbon of its 2 construction plots. The primary structural materials — concrete, steel and glass — accounted for approximately **204,000 tCO₂e⁴** which was **mitigated using Cross-Laminated Timber (CLT)** in one of our Super Low Energy (SLE) buildings, with an estimated **107 tCO₂e⁵ of biogenic carbon sequestered** and retained over the building’s lifetime.

In accordance with our environmental commitment, we will continue to seek opportunities to reduce our footprint – optimising how we run the campus, fostering sustainable habits in everyday SIT life, and building a community that embraces its environmental responsibility.

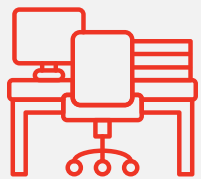


Managing resources responsibly during our campus move

CASE STUDY

Bringing the ‘old’ into the new

When the time came to fit out Punggol Campus, we had the opportunity to put circular economy principles into practice. Rather than discarding what we had, various items of furniture from tables, cabinets to equipment were assessed, catalogued, and where they were still in good condition, brought along to the new campus.



>8,000 items were **redeployed across teaching spaces, offices and laboratories**. This kept usable furniture out of the waste stream and avoided the embodied carbon of buying new.



While not everything made the move, we minimised what became waste. An additional **600** items were sold at a low price through a used furniture sale open to staff. **Other fit-for-use furniture were donated to organisations** including Willing Hearts, the Salvation Army and community groups. What could not be redeployed was recovered and disposed responsibly.

CASE STUDY

Recycle: Reducing waste through material recovery

4 out of 6 campuses had to be reinstated for handover, and we worked with our partners to reduce waste sent to landfill. **Minimal demolition** was required — only that of 1 temporary 2-storey building at Dover campus.

Dover Campus

12.7%

of furniture and water dispensers (excluding carpet) removed were recycled.

SIT@ NYP, NP, RP, SP & TP

>90% of cleared materials across these sites were reused or recycled

reducing actual waste disposal to just 7 skip bins across all 5 sites. 2 of the 5 sites, namely RP and TP campuses, did not require reinstatement works. As such, **furniture that remained in good condition** at these locations was either **moved to Punggol Campus or left for the next occupants**.



A total of

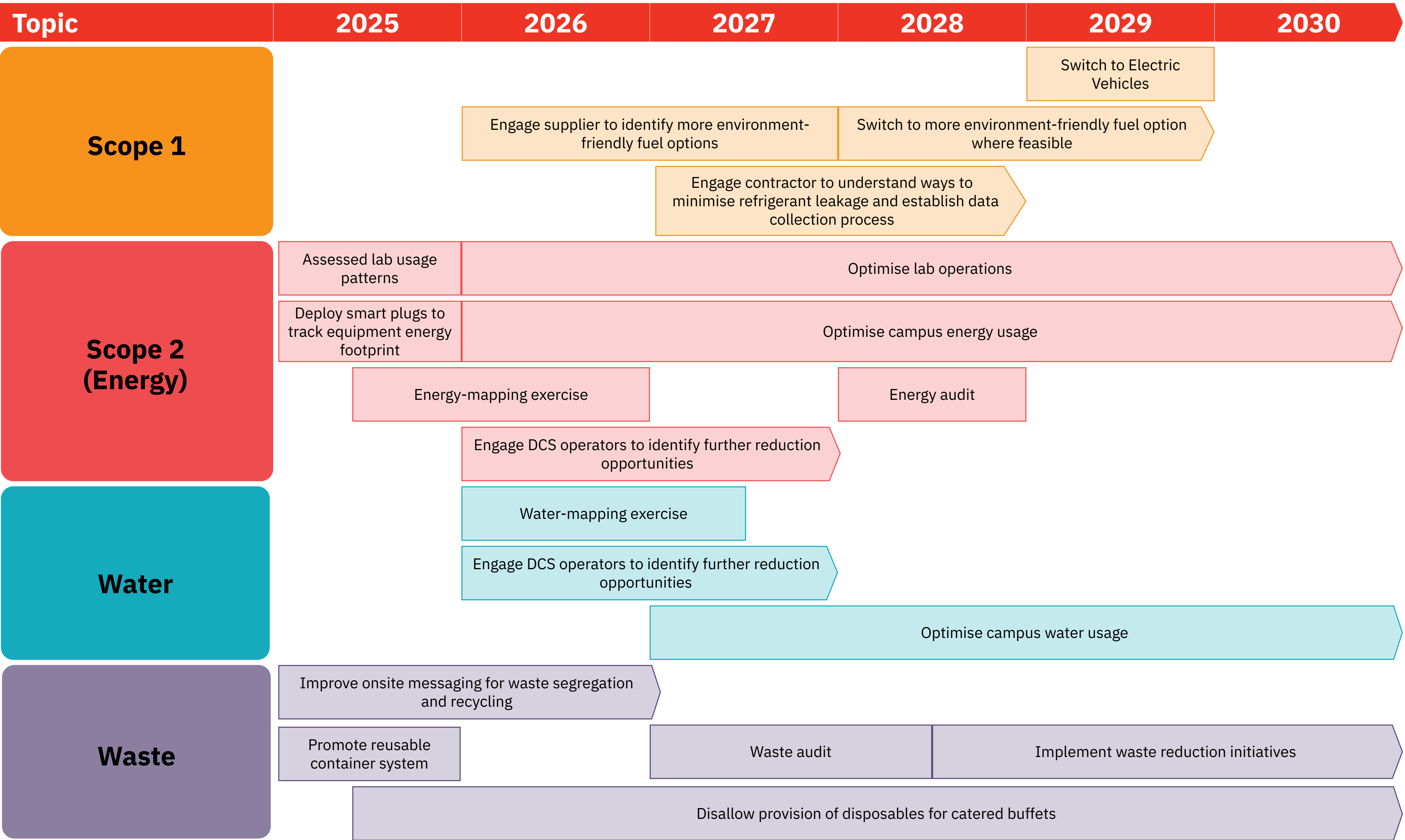
~ 2,443 kg of wood & 3,568 kg of scrap metal

were collected, reused and recycled across NYP, NP and SP campuses.

Environmental Action Plan

SIT is committed to reducing its environmental footprint and FY2025 marks a starting point. Our consumption patterns are still evolving as operations at the new campus grow to reach full capacity. Over the next 1-2 years, we will gather operational data through mapping and audit exercises while identifying opportunities to improve resource efficiency and reduce consumption.

Our commitments reflect where we are in this journey — some areas have defined actions while others are focused on building the understanding needed to set them.

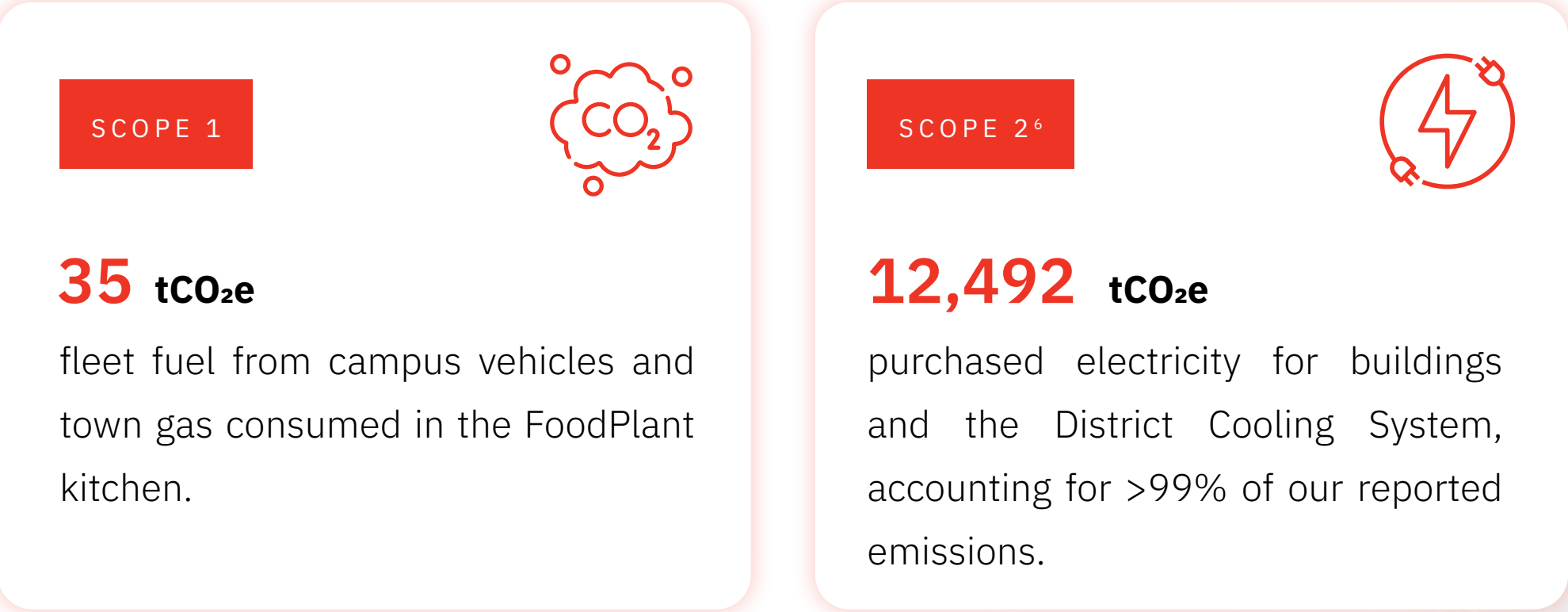


Decarbonisation and Climate Resilience

Measuring our carbon footprint

FY2025 provided the first glimpse of SIT’s carbon emissions at Punggol Campus, forming the foundation for tracking progress and directing our decarbonisation efforts as the campus grows.

FY2025 GHG Emissions



Total emissions⁷

12,527 tCO₂e

Going forward, SIT plans to expand our reporting to include Scope 3 indirect emissions. As a first step, we will work to identify the emissions categories most material to our operations, laying the groundwork for more in-depth reporting in future cycles.

⁶ Reported using the location-based method, based on the Singapore grid emission factor published by the Energy Market Authority (EMA).
⁷ FY2025 covers a partial year of operation following the move to Punggol Campus in May 2025, during which the campus was still ramping up to full capacity. This data does not yet represent steady-state consumption and is expected to evolve in the coming years.

Punggol Campus: Designed for sustainability

The move to an integrated campus unlocked decarbonisation opportunities that operating across multiple sites could not have provided.



Designed for Energy Efficiency

All buildings are certified

BCA Green Mark Platinum

With 2 meeting the Super Low Energy standard through passive displacement ventilation design and intelligent controls, achieving **40%⁸** energy savings against standard buildings.

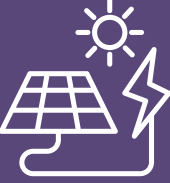


Centralised Cooling

5,409 tCO₂e

avoided in FY2025 vs traditional chiller plant.

Utilising a centralised District Cooling System (DCS) is **55%⁹** more energy efficient than a conventional cooling system of equivalent capacity.



Generating Clean Energy

2,182 MWh¹⁰

renewable electricity generated in FY2025.

Rooftop solar photovoltaic (PV) and Building-Integrated PV, with a combined installed capacity of 1.67 MWp, supplied **>6%** of campus electricity needs in FY2025.



In FY2025

~6,286 tCO₂e

of emissions were avoided through operating the DCS and generating solar energy.

The combined impact is equivalent to ~15,600 MWh of grid electricity, or the annual electricity consumption of about

3,641 four-room HDB flats¹¹ in Singapore.

⁸ As defined by Singapore Building and Construction Authority (BCA) Super Low Energy standard
⁹ Based on a theoretical baseline as estimated by service providers.
¹⁰ Equivalent to 877 tco₂e
¹¹ Based on Energy Market Authority (EMA) average monthly household electricity consumption by planning area (4 room - 357 kwh per month)

Designed for energy efficiency

At Punggol Campus, **passive design principles** shaped every building:

- 

North-south oriented campus encourages natural ventilation
- 

Shading devices reduce solar heat gain
- 

Natural daylight is maximised to reduce the need for artificial lighting
- 

>20,000 IoT sensors monitor environmental conditions and resource use across the campus in real-time, feeding into an **Integrated Building Management System (IBMS)** that can adjust lighting, cooling and ventilation automatically in response to occupancy and weather



CASE STUDY

A passive solution for large spaces

The Multi-Purpose Halls use **Passive Displacement Ventilation** – cool air enters at low level, and warm air rises and exits naturally without mechanical fans or motorised blowers. This system keeps a large, high-occupancy space comfortable while using **significantly less energy** than a conventional air-conditioning system would require.



Improved energy performance through centralised cooling

In Singapore’s climate, cooling accounts for a significant share of any building’s energy use. At Punggol Campus, this is addressed through a **District Cooling System (DCS)** – a centralised plant that produces chilled water through an underground pipe network, reducing the need for individual air-conditioning units in each building. Because the plant sits underground, **rooftop space is freed up for solar panels and greenery.**

In FY2025, SIT’s DCS consumed 10.8 million kWh to cool the campus – **~13.5 million kWh less** than a traditional chiller plant of equivalent capacity¹², **avoiding an estimated 5,409 tCO₂e** of GHG emissions.

CASE STUDY

Learning from the infrastructure

SIT’s partnership with ENGIE, one of the world’s leading district energy operators, goes beyond operating the cooling system. Since 2022, we have collaborated to embed the DCS into campus learning, transforming functional infrastructure into a live research and education platform.

Through the **Living Lab** initiative, **students engage directly with real-time system data and contribute to applied research on cooling optimisation.** ENGIE experts contribute to guest lectures and public masterclasses on district cooling. SIT also hosts sustainability learning journeys for the community and international guests.

The partnership is a practical expression of what Punggol Campus was designed to enable – where **infrastructure itself becomes part of the learning.**

Generating clean energy



Rooftop solar PV panels cover 10,000 m² across Punggol Campus, converting sunlight directly into electricity for campus use. In FY2025, SIT produced 2,182 MWh of renewable electricity, meeting >6% of campus electricity needs.



Building-Integrated Photovoltaics (BIPV) solar cells are integrated into the roof of our campus food court, generating power while letting natural light filter through into the space beneath.



A **PV-thermal hybrid installation** generates both electricity and thermal energy from the same solar surface – the thermal component heats water to 60°C, which is circulated into laboratory air handling units to provide low-humidity air. This reduces electricity required from the grid.

¹² The comparison is based on a theoretical baseline of 24,241 MWh for a traditional chiller plant at 0.65 kW/RT design capacity, as estimated by service providers. Actual savings may vary.

Connecting our energy systems

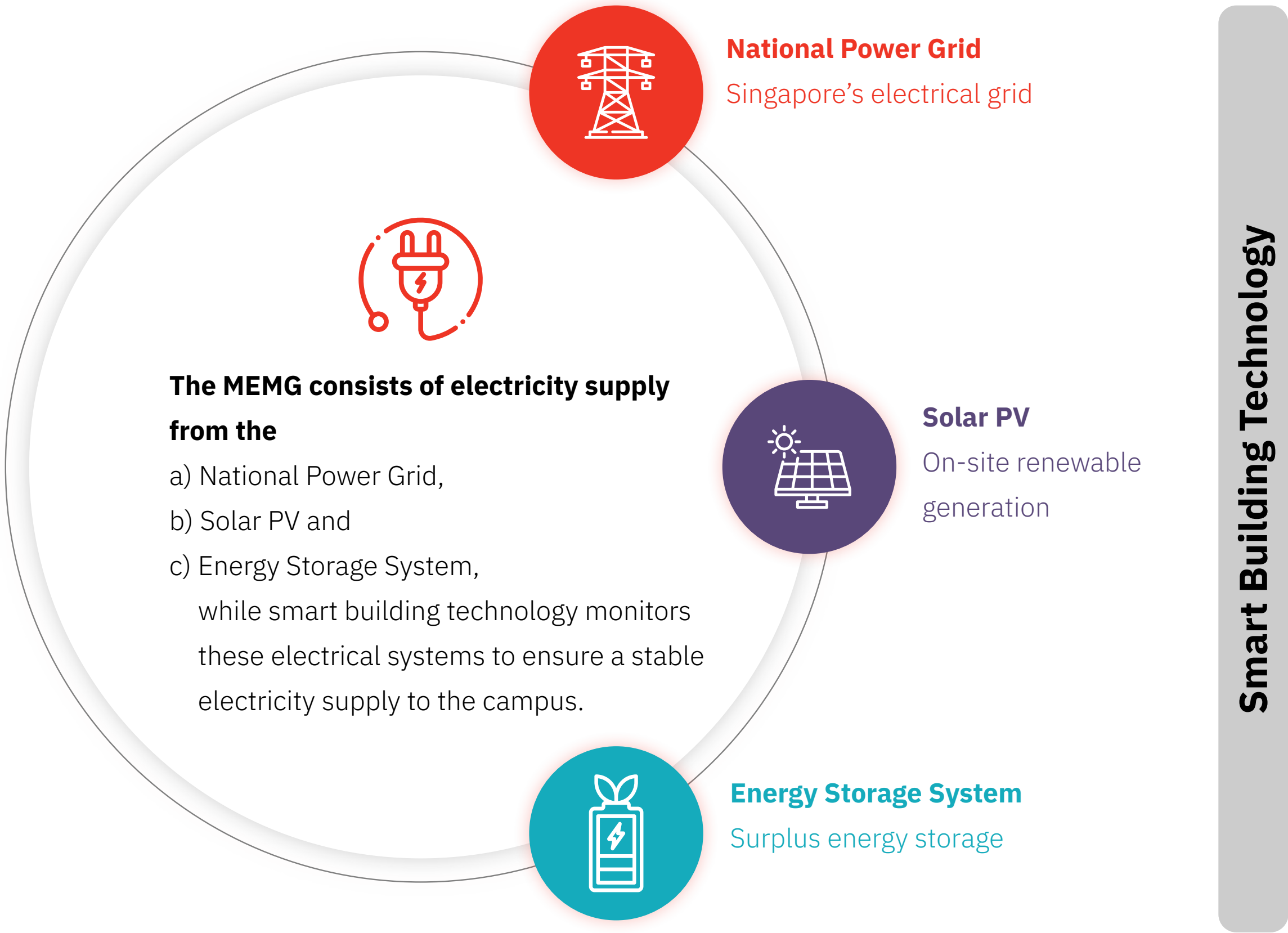
With the campus foundation in place, our focus turns to continuously improving how SIT operates. Our long-term approach to reducing operational carbon intensity is an energy system designed to grow with the campus.

Together, these **systems are not just built for today’s sustainability standards, but also designed to keep pace with future change.**



Multi-Energy Microgrid

A flexible backbone connecting SIT’s energy systems – built to incorporate new technologies and move from static efficiency to continuous optimisation.



Real-time monitoring of campus electrical grid and needs

Growing climate resilience through nature-based solutions

Mangroves are among nature’s most resilient coastal ecosystems – providing natural protection against erosion and flooding, while supporting biodiversity and storing carbon. With sea levels in Singapore projected to rise significantly by 2150, nature-based solutions like mangroves are central to long-term coastal mitigation and adaptation strategies.

To advance research, education and community engagement in mangrove conservation, **SIT is developing the Rotary-SIT Mangrove Conservatory at Punggol Campus.** Upon its completion by 2027, SIT aims to extend its mangrove restoration work to Coney Island by 2028.

Our stakeholders will engage directly with a living ecosystem, with findings intended to inform mangrove cultivation and restoration across Singapore and the region.

Mangrove Nursery

- Controlled environment to understand and grow different mangrove species
- Eventual saplings for:
 - Rehabilitation sites along coastal sites of Singapore
 - Blue carbon research



Outreach & Education

- Education on the role and importance of mangroves in environmental sustainability
- Increase understanding of mangrove restoration strategies
- Dry laboratory area for mangrove seed sorting and identification



Blue Carbon Research

- Focused studies on selected mangrove species
- Experimental system design for carbon sequestration research



Resource Use

With operations consolidated onto a single campus, this section sets out our energy, water and waste performance, and the work underway to improve it.

Managing energy consumption

In FY2025, SIT’s Energy Utilisation Index was 138.1 kWh/m² across Punggol Campus, reflecting our efforts in passive design, intelligent controls, renewable energy generation and having the District Cooling System.

FY2025 Energy Consumption



33,391

MWh

comprising both electricity and fuel consumption.



138.1

kWh/m²

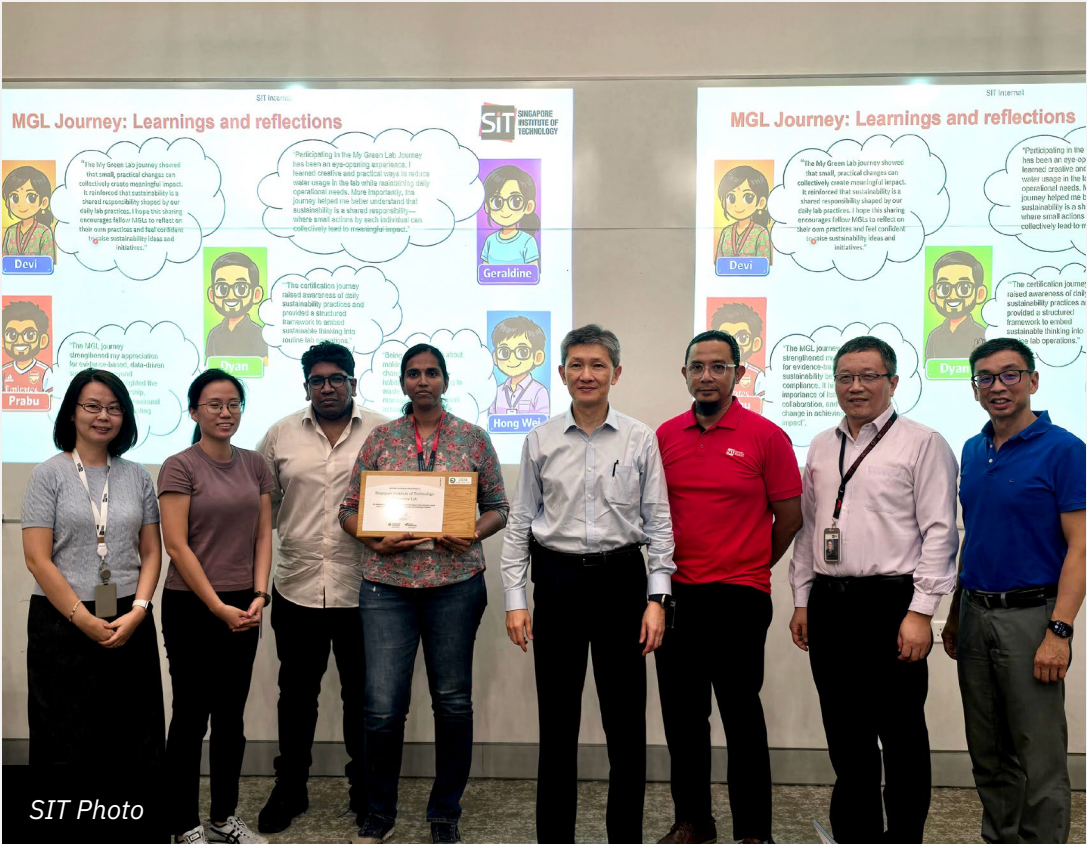
Energy Utilisation Index¹³ (EUI)

¹³ Energy Utilisation Index (EUI), the benchmarking metric used by the Singapore Building and Construction Authority (BCA) to measure building energy efficiency, is calculated by dividing a building’s total annual electricity consumption by its gross floor area. BCA’s benchmark range for autonomous universities is 92–170 kWh/m²/yr.

CASE STUDY

Greening laboratories systematically

Laboratories are among the most resource-intensive environments in a university campus, with high energy, water, chemical and waste footprints. SIT plans to reduce this systematically, embedding sustainable practices into daily laboratory operations. Actions taken to optimise resource use are already underway as we develop an action plan by 2027.



1st university

in Singapore to achieve
My Green Lab certification



4 laboratories

with **My Green Lab - Green certification** – the programme’s highest certification standard with at least 80% score on assessment

Steps taken thus far:

- 1. Formalised governance** with a green lab committee for optimised coordination and accountability
- 2. Established the Green Lab Policy** which sets clear expectations for responsible practices
- 3. Adopted recognised green lab frameworks** – My Green Labs (MGL) and Green Mark for Interiors (GMI) certifications to improve overall sustainability performance and practices
- 4. Built a network of ambassadors** across labs to support and encourage green habits
- 5. Enabled bottom-up participation** through providing feedback channels for continuous improvement and engagement

SIT Green Lab Policy

Our Commitments:



Compliance and Governance

Adhere to all relevant environmental laws, regulations and standards governing laboratory operations and waste management.



Waste Minimisation

Apply the principles of Refuse, Reduce, Reuse and Recycle before disposal to laboratory waste streams, including chemical, biological and general waste.



Monitoring and Continuous Improvement

Regularly assess the environmental footprint of laboratory infrastructure and operations, aiming for continuous improvement in sustainability performance.



Sustainable Laboratory Practices

Implement and promote eco-conscious laboratory practices, including efficient use of resources such as water, energy and consumables.



Engagement and Ownership

Empower laboratory users – staff, students and research collaborators to take an active role in maintaining sustainable laboratory environments through awareness, training and daily action.



Policy Review and Alignment

Periodically review this policy to ensure it remains relevant, effective and aligned with SIT’s evolving sustainability framework.

CASE STUDY

Advancing circular economy practices in laboratories

SIT **integrates circular economy principles into laboratory operations** through initiatives aligned with the principles of Refuse, Reduce, Reuse and Recycle before disposal. These efforts minimise resource consumption and support more efficient practices. At the same time, our laboratories continue to uphold hygiene and safety standards .

With 4 laboratories achieving My Green Lab – Green certification, we aim to scale successful initiatives across more laboratories.

Examples of initiatives include:

Reduce

- 1

**Solvent Substitution**
Replacing hazardous solvents like Chloroform with safer alternatives reduces environmental impact and health risks.
- 2

**Timers for Equipment**
Reducing idle equipment usage.
- 3

**Full-Load Autoclaving**
Maximising capacity to reduce number of cycles.
- 4

**Ultra-Low Freezer Optimisation**
Increasing temperatures from -80°C to -70°C can reduce up to 30% energy consumption while maintaining sample integrity.
- 5

**First-In, First-Out**
Ensuring a first-in, first-out inventory practice to minimise inventory waste.

Reuse

- 1

**Discharged Water**
Repurposing good quality discharged water for non-potable applications like water baths.
- 2

**Silicon Tubes for Bioreactor**
Cleaning and inspecting silicon tubes before reusing them for bioreactor runs where appropriate.
- 3

**Bottles & Pipette Tips**
Reusing clean bottles, pipette tips and other containers for non-critical laboratory applications.
- 4

**Solvents**
Recovering and repurposing up to 20L of solvents per class session during rotary evaporation for non-analytical purposes.

Recycle

- 

Proper waste segregation
Sorting waste at source according to materials such as plastic, cardboard, biohazard and general waste with clearly labelled bins. Electronic equipment which can no longer be used is sent for recycling.



Managing water consumption

Punggol Campus was designed with water management in mind. Rainwater is captured across ~40% of the campus land area through bioswales, rain gardens and green roofs. The system can **save up to an estimated ~85,000 m³** of water annually.

In 2022, this approach earned SIT the **Active Beautiful Clean Waters Certified (Gold) Award**, by PUB - The National Water Agency.

FY2025 Water Consumption



195,684
m³



14.8
m³/person/year
Water Efficiency Index (WEI)



SIT Photo



SIT Photo

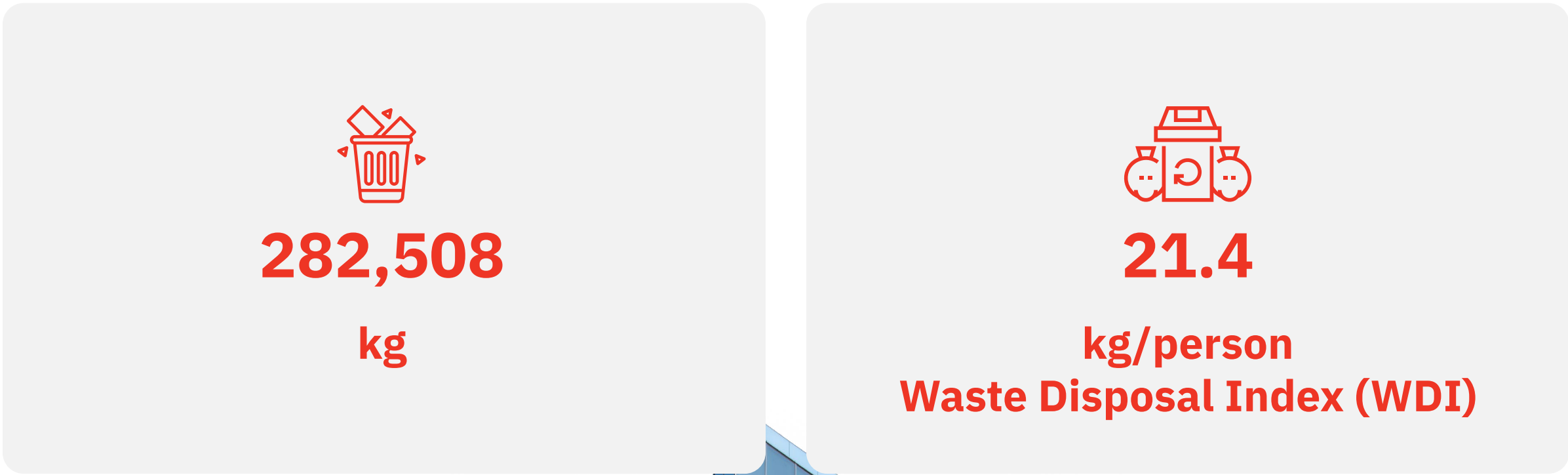


SIT Photo: Gareth Phua

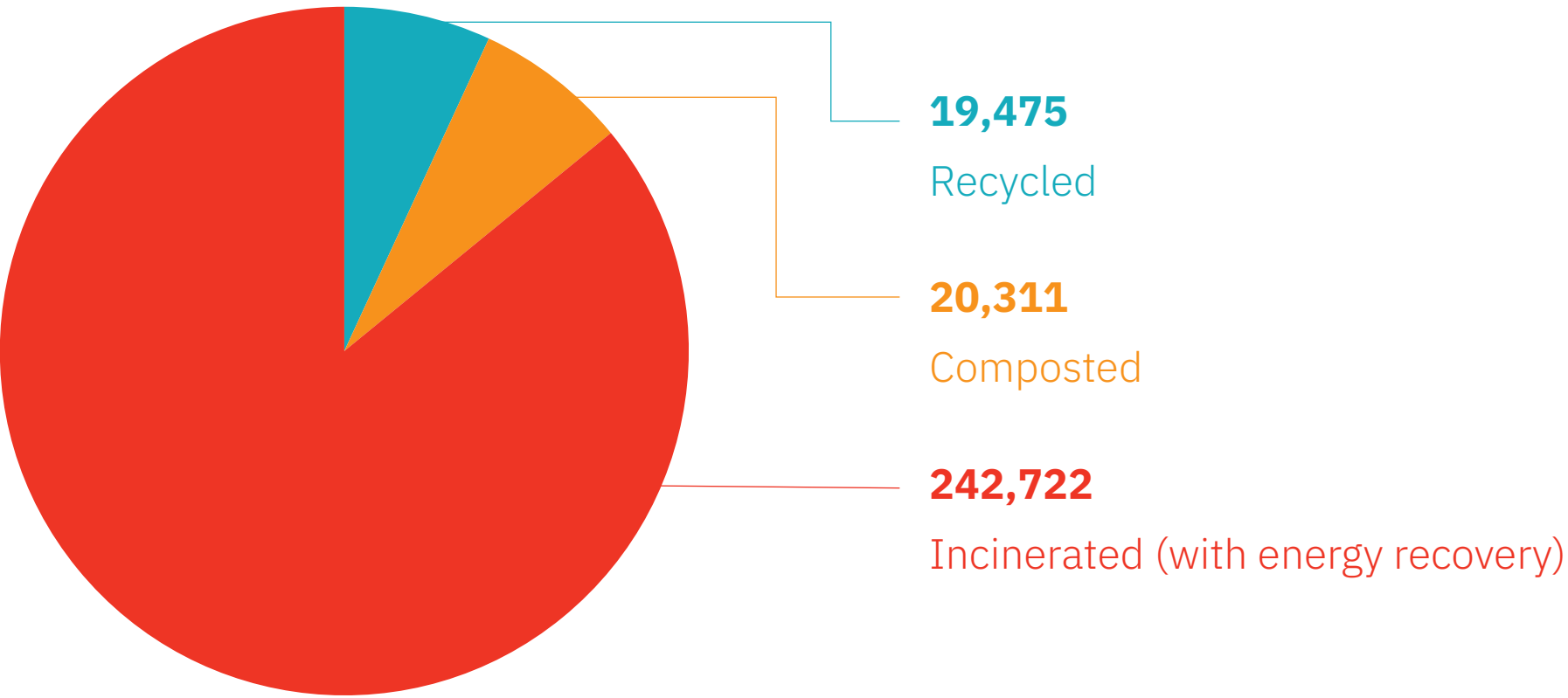
Managing waste generation

We have begun tracking how our waste is generated and disposed of, providing an initial view of our waste streams. Building on this, we plan to conduct a waste audit in 2027 to better understand them and implement targeted reduction measures.

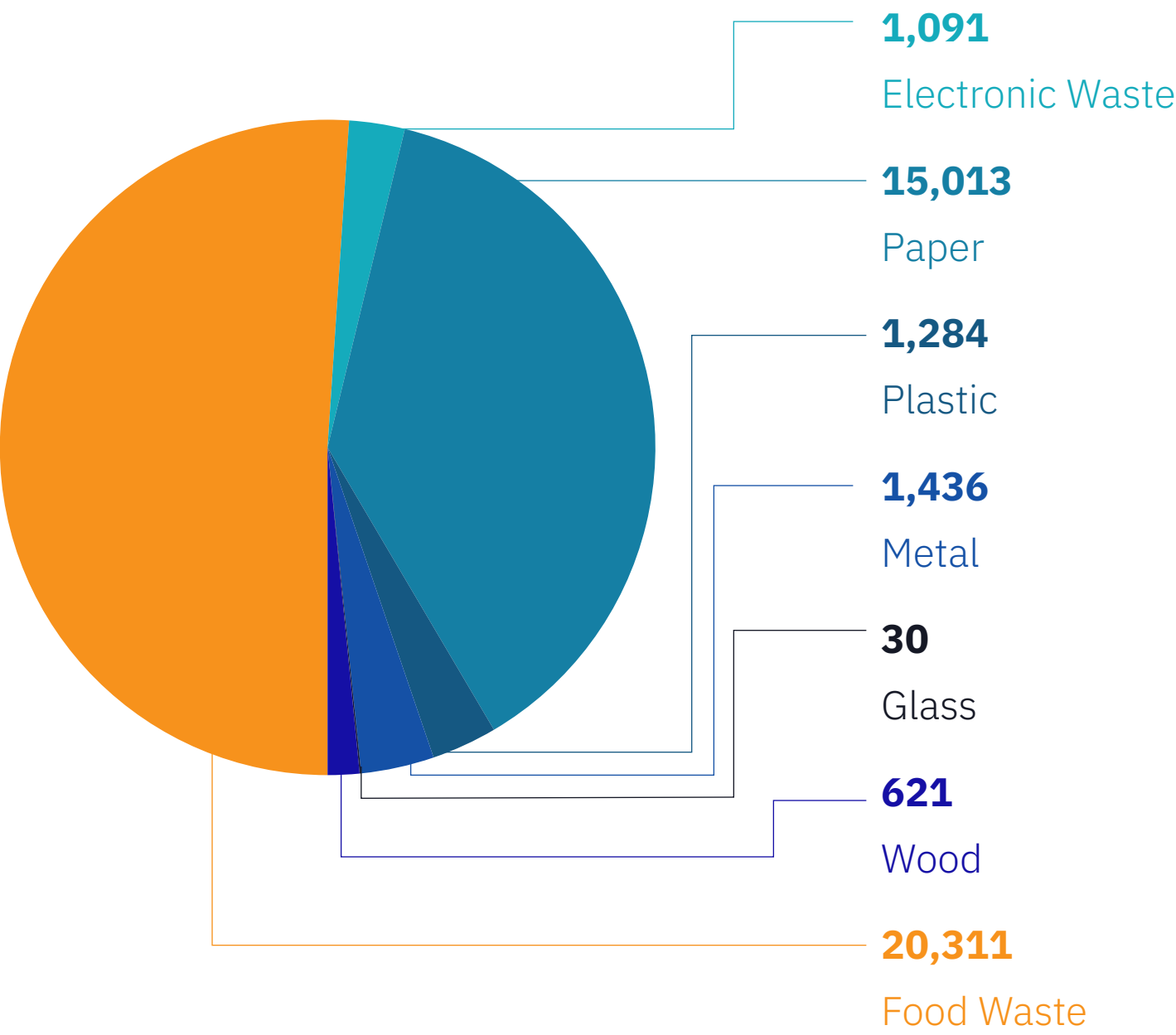
FY2025 Waste Generation



Waste by Disposal Method (kg)



Recycled and Composted Waste by Material (kg)

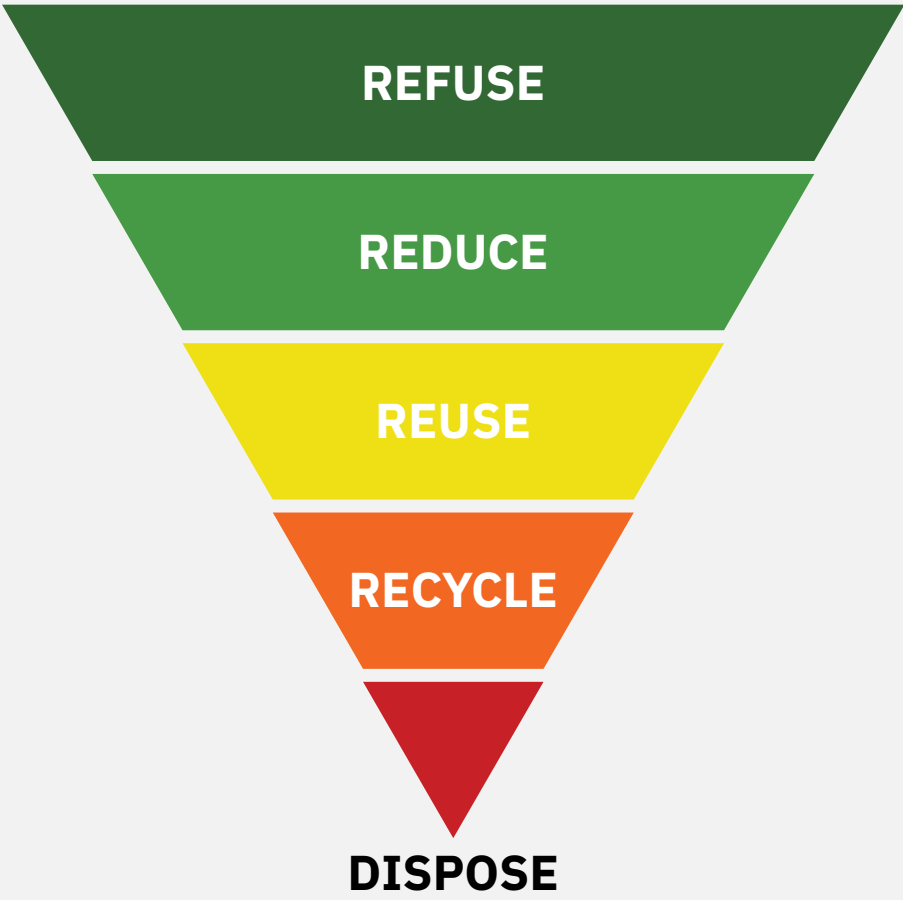


CASE STUDY

Prioritising Refuse and Reduce

Most waste is directed to waste-to-energy incineration through Singapore’s national waste management infrastructure. Food waste is treated via digestors on-campus and almost half of it is used for landscaping in the campus, while dry recyclables are collected for recycling.

Even as we build our waste tracking capabilities, reduction is already underway. Early efforts have focused on tangible, high-impact changes — including **phasing out single-use disposables from catering**. As our data matures, we will be better placed to understand our waste streams and target reduction where it matters most.



CASE STUDY

Rethinking catering waste

The University hosts hundreds of events a year, – and the disposable tableware that comes with them adds up. In FY2025, 825 catered events on campus used >58,000 sets of crockery and cutlery in total.

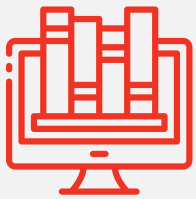
Recognising this, SIT introduced a policy, effective August 2025, requiring that catered buffets not use disposable tableware. As a result, **42% of events used reusable or bring-your-own (BYO) crockery and cutlery in FY2025**.

This resulted in avoiding >23,000 sets of single-use cutlery, equivalent to **>900kg of single-use plastic¹⁴**.



CASE STUDY

Redefining library spaces – Going digital with academic resources



99% of SIT’s library collection is digital

SIT Library adopts an e-preferred approach, **prioritising digital resources that are accessible anytime, anywhere**. Licensed e-materials are updated in a timely manner and can be accessed by multiple users simultaneously, meeting the needs of students and staff while reducing resource use associated with physical processing, shelving and disposal. This frees up space for students to collaborate and study.

CASE STUDY

Refurbishing and recycling e-waste



In FY2025

60 laptops were refurbished and donated to students.



754 laptops & desktops were channeled for reuse and recycling.

We ensure valuable e-waste such as laptops, desktops and docking stations are recycled, after they are determined to be no longer suitable for use.

¹⁴ Estimated based on 23,083 reusables and BYO settings at an assumed weight of 40g per single-use plastic set.

05 Nurturing Safe, Supportive Communities

This chapter covers the well-being, development and safety of staff and students.

Human Capital	54
Health and Well-Being	60

3

GOOD HEALTH AND WELL-BEING

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

11

SUSTAINABLE CITIES AND COMMUNITIES

Commitment

We are committed to fostering a safe, healthy and supportive environment for SITizens and employees. Through our policies, training and core values, we ensure a culture that is respectful and thriving.

Impact Highlights at a Glance

Target

At least
85%
attendance at the annual First Year Experience (FYE) programme

At least
60%
of new SIT staff attend Culture Induction Programme workshop within 1 year of joining SIT

At least
75%
annual employee satisfaction score for Training and Development

Performance

90%
achieved in CY2025

64%
achieved in FY2025

80%
achieved in FY2025

Human Capital

In FY2025

1,428
employees; **4.2% increase**

83%
employee satisfaction score for SIT Culture



53.4
hours of training per employee on average; **53.9% increase**

0
incidents of workplace discrimination reported



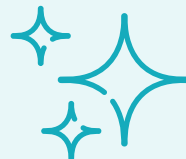
Health and Well-Being

In FY2025

1 in 2
SIT students received either a scholarship or bursary



84%
employee satisfaction score for well-being



Award



130th out of the top 250 organisations featured

Human Capital

SIT applies clear frameworks to guide recruitment, development and support — driving an ethical and open workplace.



In FY2025

a 79% employee engagement survey score

was achieved, with a **participation rate of 89%**, reflecting staff confidence in the feedback process.



92%

of staff indicated alignment with SIT’s goals and were clear about their job responsibilities.

We value



Equal Opportunity & Fair Hiring

Recruitment safeguards and the Staff Code of Conduct ensure impartiality and ethical conduct across all employment decisions.



Employee Engagement

Annual employee engagement, pulse surveys and townhall discussions provide channels for staff feedback. Results are communicated to staff by the SIT President on SIT Day.



SIT Photo: Keng Photography

Cultivating a thriving workplace culture

SIT’s Core Values define what matters most to us as individuals and as an organisation. They shape how we work with one another, our learners, alumni, industry partners and the wider community. As SIT continues to evolve, these shared values provide a constant foundation for our decisions, behaviours and collaborations, enabling us to remain agile, purpose-driven and committed to creating lasting impact.

- A

AGILITY
We are agile in responding to disruptions and opportunities
- S

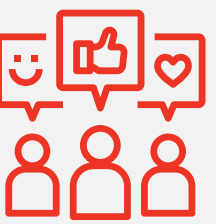
SUSTAINABILITY
We promote sustainability in our lifestyle and operations, education and research endeavours
- P

PURPOSE
We are purposeful and united in delivering on our mission
- I

INTEGRITY
We maintain a high level of professional integrity at all times
- R

RESPECT
We respect one another and are open to a diversity of views
- E

EXCELLENCE
We strive for excellence in all that we do



In FY2025

83%

employee satisfaction score for SIT Culture was achieved.

CASE STUDY

SIT Culture Induction Programme (CIP)

Started in 2017, the Culture Induction Programme (CIP) **has introduced staff to SIT’s Core Values through practical, workplace-focused learning that supports the application of the values in day-to-day work.** Since its launch, the programme has evolved in response to changing organisational priorities, emerging workplace trends and external developments, ensuring its continued relevance and impact. A member of the Senior Management Team addresses each session, reinforcing the importance of the values and engaging staff in open dialogue. The programme is offered throughout the year to both new and existing staff.



SIT Photo

In FY2025, **64% of new staff attended** within their first year of joining SIT, exceeding the annual target of 60%.

A conducive work environment is fundamental to achieving our mission. Beyond CIP, we continue to embed our Core Values through formal and informal initiatives such as the Celebrate ASPIRE Recognition Award, which recognises staff who exemplify our values. We also **invest in leadership development programmes that equip leaders to foster psychological safety and high-performing teams, while supporting organisational change and transformation.**

CASE STUDY

Facilitating psychological safety and team effectiveness



Workshops designed to equip leaders with the language, mindset and tools to build psychologically safe and high-performing teams were introduced in August 2025. SIT adopted a leadership-led approach, recognising that leaders play a pivotal role in shaping team culture and enabling sustainable organisational change. The programme comprises a series of institution-wide learning interventions centred on **4 dimensions of psychological safety: Attitude to Risk & Failure, Open Conversation, Inclusion & Diversity, and Willingness to Help**. These interventions aim to create an environment where employees feel safe to learn, contribute ideas, seek support and engage in candid and constructive dialogue. In doing so, the programme supports employee well-being, inclusive collaboration and organisational resilience.

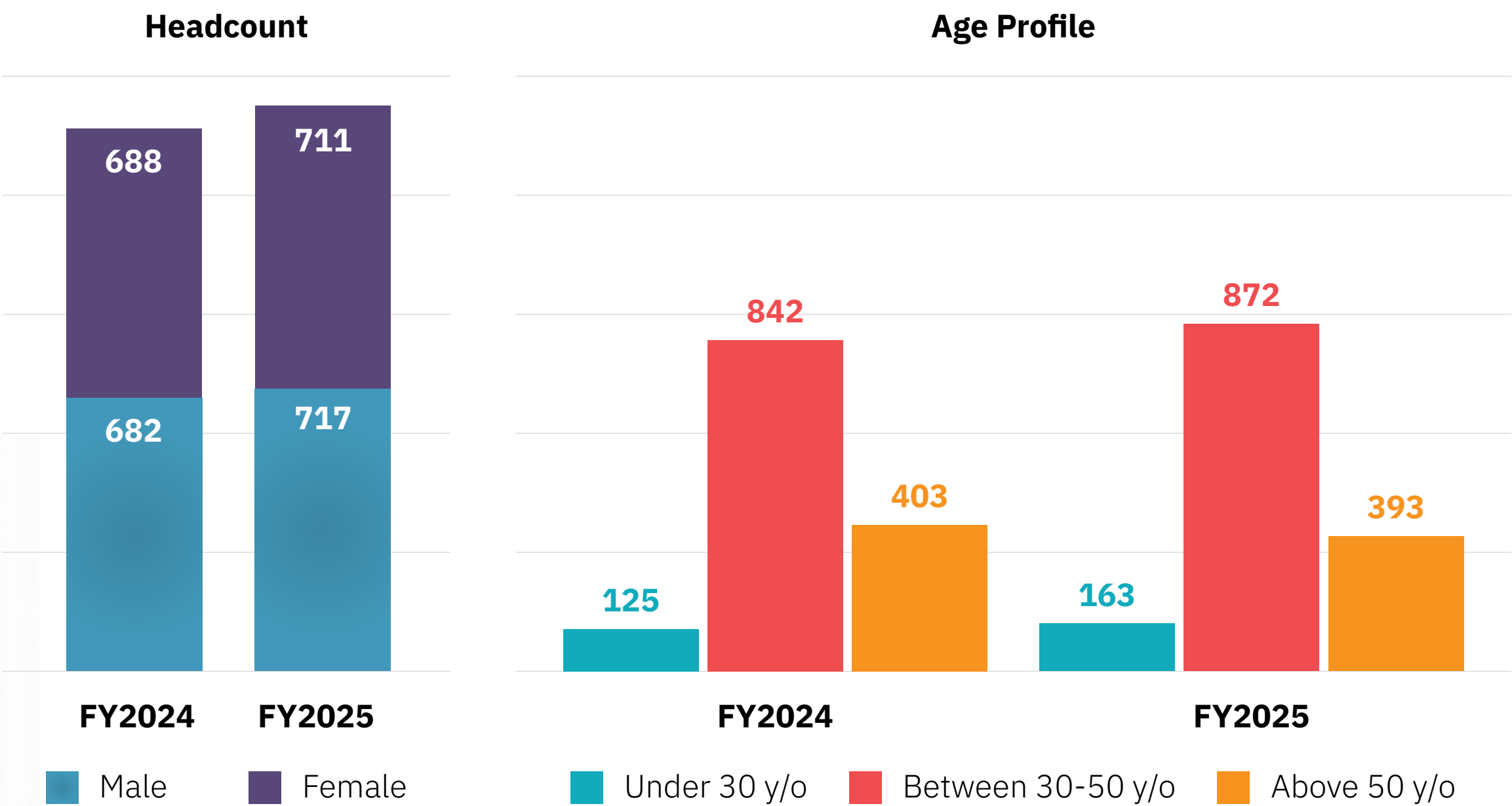
By the end of 2025, 80% of SIT’s leadership community had participated in the programme. Building on this foundation, the initiative will be progressively extended to all staff from the second half of 2026, supporting organisation-wide adoption of psychological safety practices and reinforcing SIT’s commitment to a positive, inclusive and high-performing workplace culture.

Building a representative workforce

Workforce composition continues to be tracked across key dimensions to ensure that SIT’s people practices reflect our commitment to non-discrimination.

In FY2025, our total headcount grew to **1,428**, a **4.2% increase** from FY2024, reflecting expansion as SIT grows its capacity as the University for Industry.

Staff



In FY2025

0 cases of discrimination were reported.

In line with SIT’s policies, all staff continued to be held to clear standards of conduct on discrimination and harassment.

Developing our people at every stage

Our ability to deliver on our mission depends on our people. Staff development is a long-term investment at SIT and is guided by the **4E Framework** – Education, Experience, Exposure and Environment.



In FY2025

**staff satisfaction
with training and
development reached
80%¹⁵**

exceeding the target of 75%.



Education

Formal learning via workshops, online courses and professional certifications



Exposure

Relationship and network-building via forums, mentoring and professional coaching



Experience

Workplace learning, including through job rotations, industry attachments and stretch projects



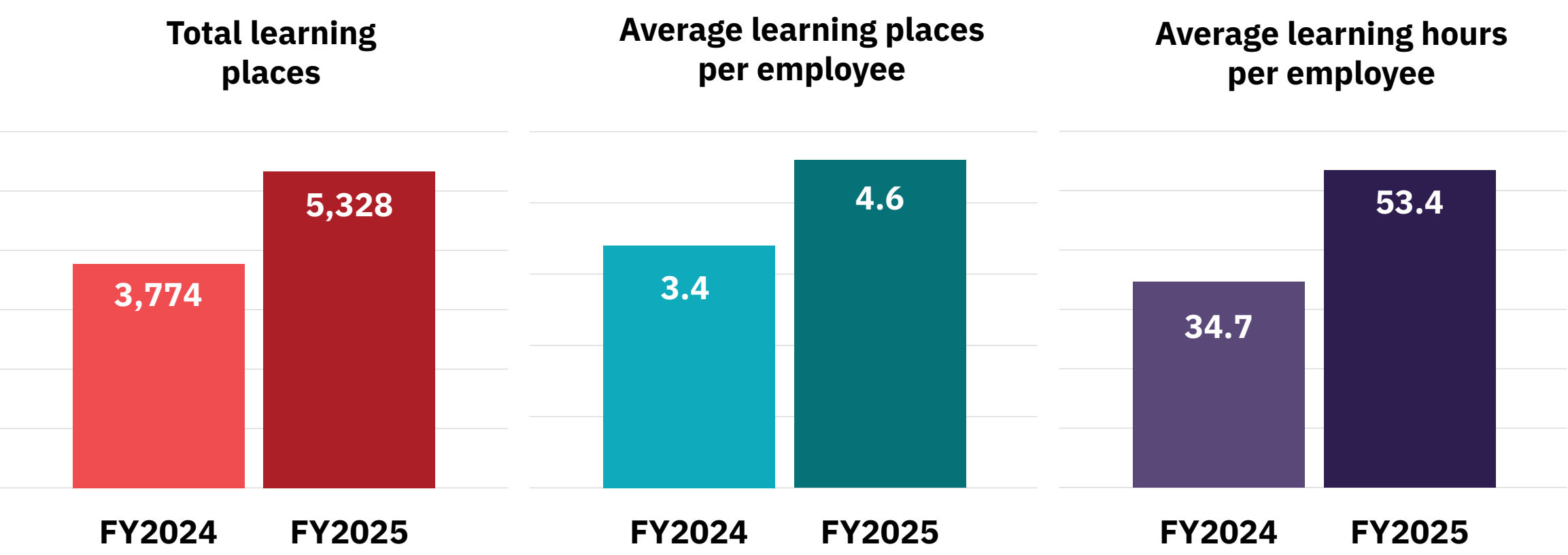
Environment

Tools and systems that reinforce and support development, such as the Learning Management System



¹⁵ Measured through the Employee Engagement Survey question: "The training and development I have received has adequately prepared me for the work I do."

Staff Learning Hours



In FY2025

100%

of staff received regular performance reviews, providing a platform to discuss staff issues such as job scope, career development opportunities and areas for improvement for both the organisation and employee.

CASE STUDY

Learning Fiesta

This annual event brings staff together with a curated mix of keynote speakers through an interactive workshop and lunch-and-learn session. In FY2025, **~130 staff participated**, exploring themes around AI applications and technology adoption.



CASE STUDY

Change Management workshops

These workshops equip staff to understand and navigate organisational change. **3 sessions** were held in FY2025, collectively drawing **176 attendees**.

Health and Well-Being

Student and staff safety and well-being are at the heart of SIT’s priorities, guiding how we design and operate our campus.

Keeping education accessible

We are committed to ensuring that financial challenges do not hinder access to education. Through a range of Financial Assistance Schemes, students are supported in their academic journeys.



In FY2025

1 in 2

SITizens received some form of scholarships or financial assistance during their studies.



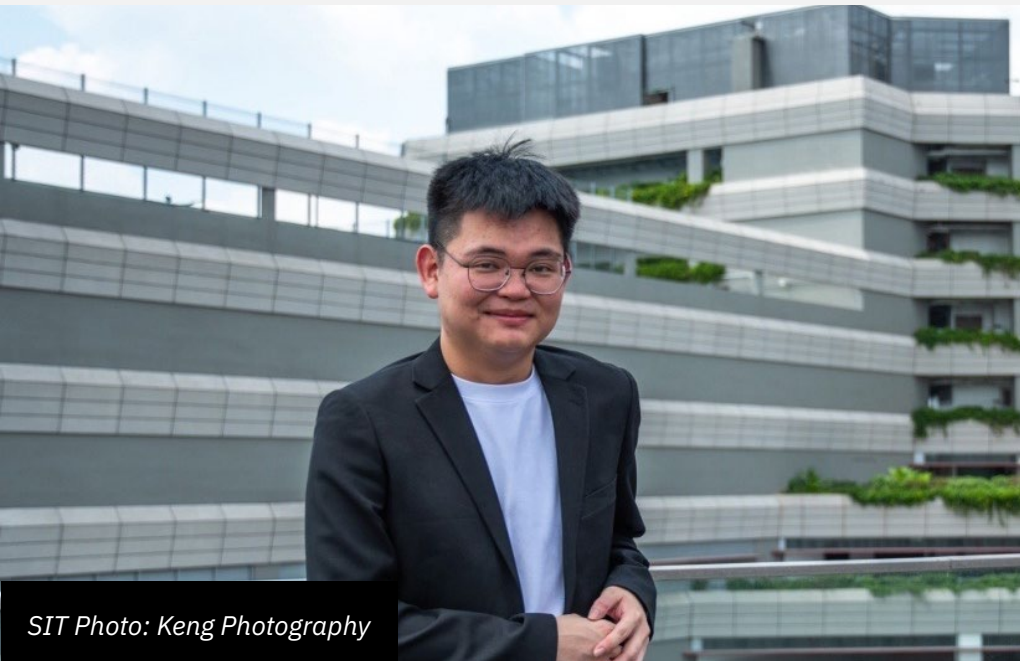
The Forward SITizen Initiative (FSI)

ensures that all eligible SITizens have 100% of their subsidised tuition fees covered through a combination of public bursaries and donated scholarships or bursaries offered at SIT.

Following a period of significant family and financial hardship, second-year Hospitality student, Gerald Oh, was able to sustain his academic studies through the support of the Higher Education Community Bursary and the Wilmar Bursary at SIT.

“The bursaries and scholarship helped cover my costs. I can now manage better and have reduced my part-time jobs to just one with an event management company.”

Gerald Oh



Final-year Accountancy student, Felix Tan, was awarded the KKH Scholarship, a donor-supported fund at SIT to alleviate financial constraints of students who demonstrate exemplary leadership qualities and outstanding academic achievements. Beyond financial aid, the SIT ecosystem provided targeted professional development opportunities, including an internship placement at KPMG Singapore and mentorship from academic faculty. Felix also served as President of the Accountancy Student Management Committee and gave back as a Bloomberg Student Mentor, among other roles.

“The scholarship has had a profound impact on my journey. It’s not just the financial support but also a recognition of the grit and perseverance that brought me here. With fewer financial constraints, I’ve been able to focus on my studies and contribute to my community.”

Felix Tan



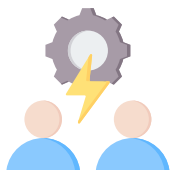
Nurturing student well-being on campus

SIT enables student success by integrating well-being into the student experience through robust support systems, fostering a sense of belonging and empowering student-led initiatives beyond the classroom.

Well-being literacy is strengthened through practical tools for navigating personal and interpersonal challenges provided in elective micro-modules, on the topics of:



Respect and consent



Conflict management



Stress management



Financial literacy

Accommodating diverse student needs

Accessibility support services ensure that students with disabilities receive as equitable an education as possible, through:



Academic Accommodations



Case Management



Employer Engagement



Executive-Functioning Coping Skills



Referrals for External Specialist Treatment



SIT Counselling is free and confidential for all students

✉ SITCounselling@SingaporeTech.edu.sg

☎ 6592 2030 (24-hour helpline)

CASE STUDY

Supporting mental health through professional and peer-to-peer channels

SIT Counselling offers professional support through therapy and crisis intervention. It provides a safe space for students to address personal, emotional and relational challenges, with regular outreach to promote coping skills and help-seeking.

SIT Peer Supporters Club

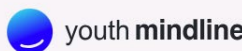
The SIT Peer Supporters Club, a student-led initiative, complements this by training students in **basic emotional support and suicide awareness** so that they can support their peers through healthy coping mechanisms.



SIT Photo

SIT Mindline

SIT partnered with National Mindline to offer a free digital platform that supports **youth stress management** through self-assessment resources, tools and online support groups.



mindline.sg in partnership with 

Feeling stuck?
Find support and resources curated for youth by youth.

Life can throw us curveballs at unexpected moments. Whatever's going on, you'll find ideas and people who can help you figure things out at youth mindline.

Let's explore

I'm new here



CASE STUDY

Fostering a sense of belonging

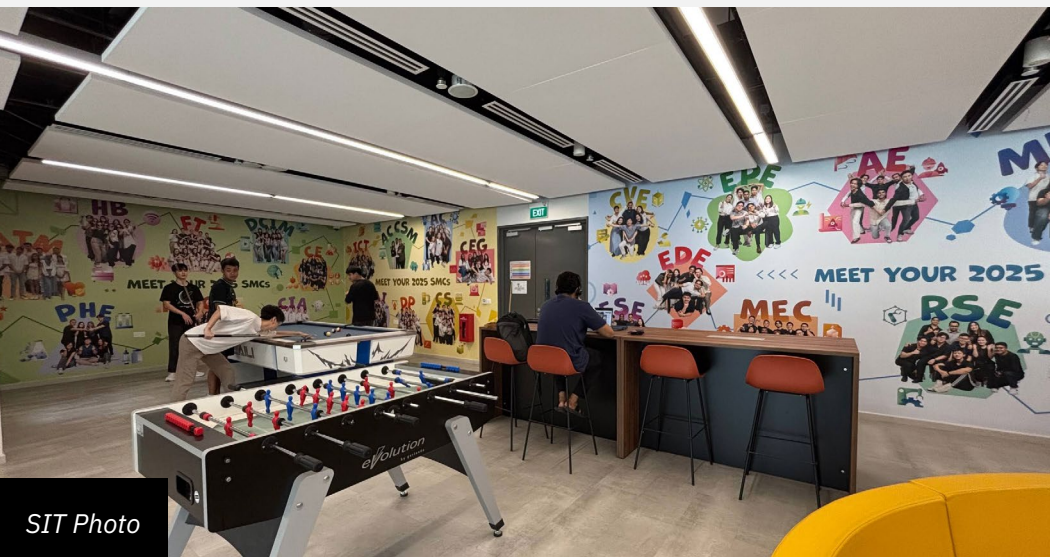
The **Diversity and Inclusion Student Advocates**, a student-led initiative, work to raise awareness of diversity and inclusion principles on campus. They also **promote a safe and supportive community**, encouraging students to explore what these mean in their own lives and as members of the wider community.



CASE STUDY

Creating physical spaces to rest and recharge

Beyond campus greenery, SIT's **OASIS Wellness Spaces** offer students dedicated environments to **practise self-care** when they are in between their academic activities. Each is designed with a different purpose – from quiet and relaxation-focused, to vibrant and social spaces, allowing students to tune in to their needs.



CASE STUDY

Integrating students, cultivating identity

First Year Experience

The First Year Experience (FYE) programme provides new students with a strong foundation for their journey at SIT, **supporting a smooth transition into university life while fostering a deep sense of belonging to the SIT community**. Through a carefully curated onboarding experience, FYE introduces students to the SITizen-DNA, academic expectations, opportunities for active campus involvement and the Design Your Futures (DYF) programme, empowering them to take ownership of their learning and personal growth. These objectives are brought to life through **3 flagship initiatives: Helix, University Life Club Fair and Day Zero**.

Together, these experiences equip students with the confidence, connections and sense of purpose to thrive academically and contribute meaningfully to the SIT community. In CY2025, **the FYE programme achieved a 90% attendance rate**.

International Students Welcome

The International Students Welcome provides a comprehensive introduction for incoming international students as they begin their journey at SIT.

The session offers opportunities to connect with fellow students and staff while familiarising themselves with the University's support services, campus resources and student life. By building cross-cultural friendships and promoting a sense of belonging from the outset, the welcome session helps students integrate confidently into the SIT community and thrive both academically and socially.



Supporting staff well-being

At SIT, staff well-being is central to how we support and enable our people to thrive. Our range of programmes and initiatives have strengthened over the years to support staff across different aspects of work and life.

In 2022, SIT implemented the **Holistic Well-Being Framework**, which includes **mental, physical** and **social** well-being. Alongside that, an annual Staff Well-Being Day is also organised to deepen awareness of the various support options provided by the University. Well-Being Day in 2025 brought staff together around the theme of **“Building Organisation Resilience”**. The day featured sessions on strengthening mental resilience and protecting oneself against scams. These were accompanied with a Well-Being Bazaar, health screenings and vaccination activities, encouraging staff to recharge and connect with colleagues.

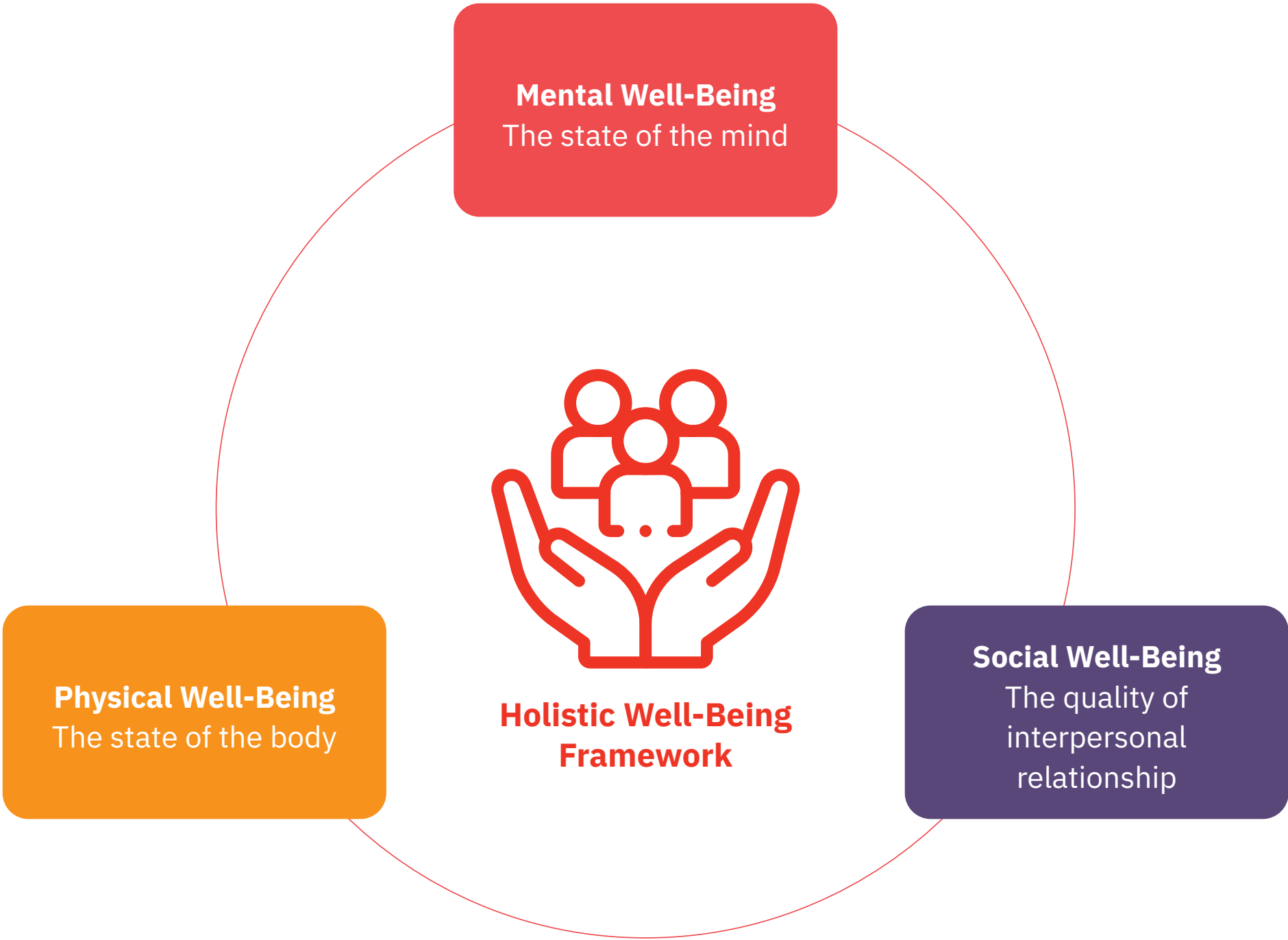
Formal programmes are complemented by interest group and grassroots activities organised by the staff-led **Employee Wellness Committee (EWC)**, creating a layered approach to supporting staff both institutionally and within their immediate community at work.



SIT Photo: Keng Photography



In FY2025
84% employee satisfaction score for well-being was achieved.



Employee Wellness Committee (EWC)

Builds cohesion among SIT employees through organising activities that enhance personal growth and well-being.

Mental Well-being

A confidential **Employee Assistance Programme (EAP)** is available 24/7 through online and in-person channels. The EAP offers professional counselling on personal and work-related concerns.

Additionally, the **Psychological First Aid (PFA) and Mental Health** workshops equip staff to recognise early signs of distress in colleagues and guide them in providing appropriate support.

CASE STUDY

Employee Wellness Committee



Physical Well-being

An annual health screening and biannual flu vaccination drive are offered to all staff, including offsite arrangements for those unable to attend on campus.

Flu vaccinations administered

FY2023: 481

FY2024: 415

FY2025: 529

Supporting all 3 dimensions of SIT's Well-Being Framework, the EWC organises activities throughout the year. Activities range from physical wellness walks to social gatherings, such as a visit to the Museum of Ice Cream and a mass e-baking session.

11 active interest groups, including Badminton, Happy Hikers, Pickleball, Yoga and Edible Gardens, provide staff with opportunities for connection throughout the year.

Social Well-being

Staff Night, SIT's annual staff appreciation event, brings together staff from across clusters and divisions for a fun evening outside the workplace. In 2025, **904 staff** attended the event.



Maintaining a safe campus

Campus safety at SIT is anchored by the **Safety and Health Policy**, which embeds safety considerations into operational planning through a risk-based and preventive approach.

SIT commits to:



Complying with all applicable legal and other safety & health requirements



Integrating safety & health seamlessly with our work to support efficient operations



Providing the necessary training and knowledge to staff and students



Seeking continual improvement in safety & health performance towards zero incidents and ensuring the well-being of our community

The University-wide **Safety and Health Management System (SHMS)** provides the governance framework to integrate our policies, procedures and controls across the institution.

Laboratory safety is paramount

In 2026, SIT achieved **bizSAFE Level 4 certification for our laboratory operations**, reflecting a robust risk management framework as we continue to develop our safety culture.

bizSAFE Level 2 training is actively conducted for student leaders, equipping them to identify, assess and manage risks, and promote safety in their communities.



Work-related injuries

	CY2024	CY2025
Death	0	0
Major ¹⁶ injuries	0	0
Minor ¹⁶ injuries	16	13

To maintain emergency preparedness and minimise risk of injury on campus, SIT conducts a range of safety and emergency preparedness training programmes for staff and students. Examples include:

Emergency Preparedness	Safety
- Standard / Occupational First Aid - Psychological First Aid - Responders Plus Programme	- Safety Risk Management - bizSAFE Level 2 - Laboratory Safety

CASE STUDY

Safety Fair

SIT’s 1st annual Safety Fair held at Punggol Campus in September 2025 reached 1,010 students and staff, raising **awareness of safety and health issues** through interactive booths, informative displays and engaging hands-on activities. Topics included fire and flood management, mental health awareness, anti-vaping advocacy, cybersecurity and anti-scams education.



SIT Photo

06 Operating Responsibly in a Digital Age

This chapter covers how SIT upholds ethical governance across its operations, safeguards its data and systems, and harnesses digital technology to deliver value across the institution.

Governance and Business Ethics	68
Data and Digitalisation	70



Our Commitment

We maintain strong governance, business ethics and integrity across our operations and supply chain. We also keep pace with digital technology and trends.

Impact Highlights at a Glance

Target	Performance
Continue to ensure 100% employee acknowledgement of staff Code of Conduct annually	100% achieved in FY2025
Implement Sustainable Procurement Policy by 2027	Pilot testing of sustainability criteria in selected procurement processes
Continue to ensure 100% of SIT approved purchases made through Procurement are supported by declaration of non-Conflict of Interest	100% achieved in FY2025

Governance and Business Ethics

SIT holds itself to high standards of ethical conduct and accountability.

Upholding integrity and ethics

The **Staff Code of Conduct** defines expectations for all employees, from managing conflicts of interest to external engagements, and is reinforced through regular communications and annual acknowledgement.

SIT also provides a confidential **Whistleblowing channel** for anyone to raise concerns about wrongful practices in good faith, without fear of reprisal. Reports are independently assessed and investigated, with outcomes reported to the Audit Committee.



In FY2025

100%
of employees acknowledged the
Staff Code of Conduct

Potential conflicts of interest are disclosed through an **Annual Staff Declaration**, with approval workflows documented to ensure traceability.



In FY2025

0 incidents
of corruption were recorded.



**Whistleblowing reports
are kept strictly
confidential**

- ✉ Whistleblow@SingaporeTech.edu.sg
- 🌐 singaporetech.edu.sg/whistleblowing
- 📍 1 Punggol Coast Road, Singapore 828608
(Addressed to “Director, Internal Audit”, in a sealed envelope marked “Confidential”)



SIT Photo: RSP Architects Planners & Engineers

Putting our values into practice

We believe our decisions on resource-use reflect our core values. From how we invest to how we procure, ESG principles guide our approach to responsible stewardship.

Sustainable procurement

SIT is working towards implementing a **Sustainable Procurement Policy** by 2027. In the past 2 years, we have:

- built capability in sustainable procurement principles
- identified purchasing categories with higher environmental impact
- piloted sustainability criteria, such as energy efficiency scoring and sustainability certifications in tenders

These efforts are anchored by the **4Rs framework** of **Reduce, Reuse, Responsible Sourcing** and **Responsible Disposal**, which guides procurement decisions across the institution as the formal policy takes shape.

All purchasing activities made through procurement are supported by a mandatory non-Conflict of Interest declaration process, implemented across both operational purchases and higher-value tender exercises.



In FY2025

100%

of approved purchases were supported by a

declaration of non-Conflict of Interest

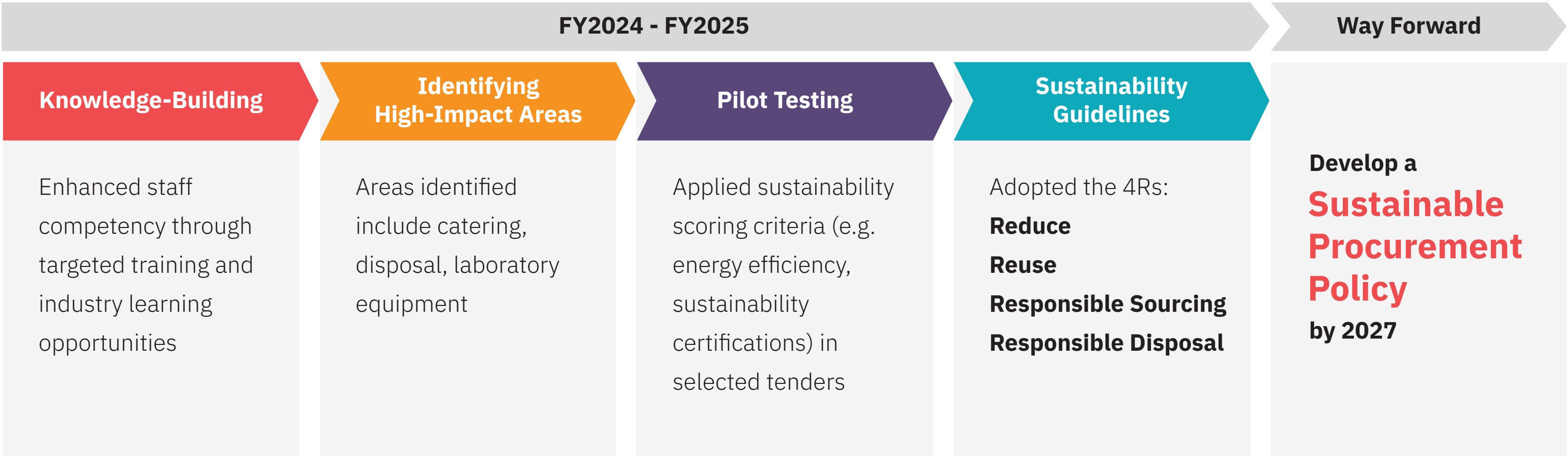
Sustainable investments

SIT aims to **work with asset managers who are signatories to the United Nations Principles for Responsible Investment (PRI)** or who demonstrate strong alignment with ESG frameworks, policies and processes.

These managers are expected to incorporate ESG factors into their investment analysis, decision-making and active ownership practices, ensuring that such considerations are meaningfully embedded across the investment lifecycle.

Through this, SIT seeks to achieve long-term financial sustainability and positive contributions to its stakeholders and community.

Strengthening SIT’s sustainable procurement



Data and Digitalisation

Protecting data and security

Data protection

SIT’s approach to personal data protection is governed by 2 institutional documents, which are **in line with Singapore’s Personal Data Protection Act (PDPA)**:



Personal Data Protection Policy and Procedures

covers the collection, use, disclosure, retention and processing of personal data.



Personal Data Breach Reporting Procedure

ensures prompt and effective response to any breach incidents.

All staff are required to complete annual PDPA training, including new staff who must complete a PDPA e-module within 3 months¹⁷ of onboarding.

Data management

SIT has a Data Management Policy, which provides institutional policy for the management and ownership of all University Data across its lifecycle, ensuring secure, compliant and accountable data management while supporting responsible data sharing for collaboration and innovation.

Cybersecurity

As cyber threats evolve in sophistication, SIT takes a proactive, risk-based approach to protecting its data, systems and people, while **maintaining alignment with international standards**, including ISO/IEC 27001 and the Cyber Security Agency of Singapore (CSA) Cyber Trust Mark.



Protection & Surveillance

- Protect cloud environments and maintain data integrity
- Intercept phishing and domain-based threats before they reach SIT’s networks
- Ensure only verified employees have access to SIT systems and devices



Operational Readiness

- Identify and address vulnerabilities through regular assessment
- Maintain incident response procedures through annual simulations
- Ensure business continuity through IT disaster recovery exercises



Governance, Risk & Compliance

- Provide high-level oversight through the SIT IT Committee and Enterprise Risk Management Steering Committee (ERMSC)
- Ensure timely and transparent notification of stakeholders in the event of a data breach



In CY2026

cybersecurity awareness training

was implemented for all employees to enhance cyber resilience.

¹⁷ Effective 1 August 2026, the completion timeline for new staff was reduced from 3 months to 1 month to ensure earlier awareness of personal data protection obligations and good data handling practices.

Digitalising for efficiency

As the University for Industry, keeping pace with digital technology is not just an operational priority for SIT – it is core to how we deliver value to our students, staff and industry partners.

CASE STUDY

Enhancing the digital student experience – shifting from transactional administrative tasks to strategic relationship management

In 2025, SIT transformed the student admissions and matriculation experience for CSM degree pathway and PET through **SITConnects**. Built on Salesforce Education cloud, SIT is the first institution of higher learning in the region to adopt this technology for student management.

Moving beyond transactional administration, SITConnects **enables more personalised and responsive student engagement**.

CASE STUDY

Towards simpler, smarter and more user-centric procurement

SIT is aiming towards a smarter and more user-centric procurement ecosystem through digitalisation and automation. By implementing digital solutions such as a purchase requisition portal, an e-Sourcing platform, e-Good Receipts and e-Invoicing, the University has streamlined workflows, reduced administrative effort and enhanced process efficiency. These improvements enable staff to **focus on higher-value activities while supporting effective governance and responsible resource utilisation**. Moving forward, we will continue to optimise and integrate our procurement systems, leveraging automation and AI-driven capabilities to deliver a seamless, data-informed experience.

Initiative	Current State	Target Future State
One-stop procurement system with AI features	Multiple systems managing different parts of the procurement lifecycle	Integrated end-to-end procurement platform with AI-driven features, analytics and workflow automation

Responsible use of AI

AI is reshaping how organisations operate, and SIT is applying it in areas where it enhances the consistency, quality and efficiency of work and study. A framework has been put in place to guide responsible and effective use of AI in SIT.

CASE STUDY

Embracing responsible use of AI in studies

SIT students are guided to embrace the use of AI for enhanced learning while meeting the requirements of various modules or assignments. Above all, students need to account for the accuracy of all work submitted.

SIT’s Guidelines on Using Generative AI Tools in Your Studies

Embracing AI Responsibly for Enhanced Learning

**CRITICAL: Check Module-Specific Rules**

Rules for AI use are set by ACADEMIC STAFF in the context of EACH module. There is NO global ‘do and don’t’ rulebook that applies anytime, anywhere. You **MUST** check module guidelines and instructions.

Here’s What You Need to Know: Your Responsibilities



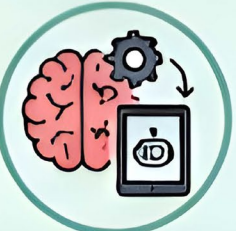
YOU are responsible for Quality & Accuracy of ALL work submitted.



Always **SEEK & FOLLOW** instructor's specific instructions for EACH assignment.



WHEN IN DOUBT, ASK!
Instructors can clarify permitted use.



Use AI to **ENHANCE** (e.g., practice, feedback, explore), **NOT REPLACE** your own thinking.



THINK CRITICALLY!
AI can produce Inaccurate, Inappropriate, or Biased information.

Academic Integrity & Framework

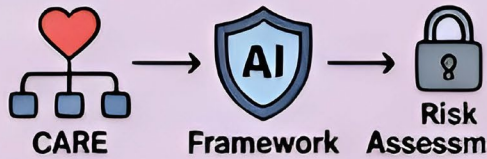


Academic Integrity Guidelines

Acknowledge use of AI when required.



Misuse may breach Academic Integrity policies.



Responsible Use of AI Framework

AI-based assignments must comply with SIT CARE Principles, AI Framework, and governance.

When AI Use May Be Restricted



Foundational Skill Assessments: Demonstrating YOUR mastery of writing, problem-solving, critical thinking.



Specific Assignments & Examinations: Instructors will communicate when AI is NOT permitted.



Examinations: Unless explicitly allowed, ASSUME AI tools are NOT permitted.



Moving Forward

SIT prepares you for a future of human-AI collaboration. Our policies will adapt as technology advances. Encourage open dialogue! Reach out to instructors or academic advisors with questions.

We create impact, together. | Sustainability Report 2026

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APPENDIX 1

ESG Data Tables

Education and Research Data

Learning & Engagement	Unit	AY2024	CY2025
Annual graduate score on future-ready skills	%	78	-
Share of Pre-employment Training programmes linked to UN SDGs	%	100	
Annual learner satisfaction score for Continuing Education and Training courses	%	-	87

Environmental Data

Decarbonisation & Climate Resilience	Unit	FY2025	
		SIT	Dover HQ & Satellite Campuses
Total GHG Emissions	tCO ₂ e	12,527	1,172
Scope 1	tCO ₂ e	35	-
Scope 2	tCO ₂ e	12,492	1,172

Resource Use	Unit	FY2025	
		SIT	Dover HQ & Satellite Campuses
Total Energy Consumption	MWh	33,391	2,916
Electricity Consumption	MWh	33,256	2,916
Grid Electricity	MWh	31,074	2,916
Onsite Renewables Generation	MWh	2,182	-
Fuel Consumption	MWh	135	-
Total Water Withdrawal	m³	195,684	17,054
Total Waste Generated	kg	282,508	12,348
Recycled	kg	19,475	-
Electronic Waste	kg	1,091	-
Paper	kg	15,013	-
Plastic	kg	1,284	-
Metal	kg	1,436	-
Glass	kg	30	-
Wood	kg	621	-
Composted	kg	20,311	-
Food Waste	kg	20,311	-
Incinerated (with energy recovery)	kg	242,722	-
Energy Utilisation Index (EUI) - <i>Electricity Only</i>	kWh/m²	138.1	-
Water Efficiency Index (WEI)	m³/person	14.8	-
Waste Disposal Index (WDI)	kg/person	21.4	-

Social Data

Human Capital	Unit	FY2025
Number of Employees	Number	1,428
Male	Number	717
Female	Number	711
<30 years old	Number	163
30-50 years old	Number	872
>50 years old	Number	393
Share of new SIT staff attending the Culture Induction Programme workshop within 1 year of joining SIT	%	64
Training & Development	Unit	FY2025
Total learning places	Number	5,328
Average learning places per employee	Places per Trained Employee	4.6
Average learning hours per employee	Hours per Total Employees	53.4
Employee satisfaction score for Training & Development	%	80
Health & Well-Being	Unit	FY2025
Incidents of workplace discrimination reported	Number	0
	Unit	CY2025
Work-related injuries	Number	13
Major injuries	Number	0
Minor injuries	Number	13
Share of new students attending the annual First Year Experience (FYE) programme	%	90

Governance Data

Governance & Business Ethics	Unit	FY2025
Confirmed incidents of corruption	Number	0
Share of employees acknowledging staff Code of Conduct	%	100
Share of SIT approved purchases made through Procurement supported by declaration of non-Conflict of Interest	%	100

ESG Data Methodology

Education and Research

Annual graduate score on future-ready skills

Graduates’ self-assessment of how well their SIT education and experience prepared them across key competency areas such as digital literacy, interdisciplinary knowledge and skills, and mental resilience. They were rated on a 1–5 Likert scale. Data was drawn from the Joint Autonomous Universities Graduate Employment Survey (GES) 2025.

Pre-employment Training programmes linked to UN SDGs

The proportion of Pre-employment Training (PET) programmes whose curriculum maps to one or more United Nations Sustainable Development Goals (SDGs). A programme is counted as linked where its learning outcomes address the targets of at least one goal.

Annual learner satisfaction score for Continuing Education and Training (CET) courses

This refers to the satisfaction score reported by Continuing Education and Training (CET) learners on their course experience. Data is collected through SIT’s course evaluation form and the SkillsFuture Singapore Training Quality and Outcomes Measurement (SSG TRAQOM) survey.

Environment

Reporting Boundary

Given the move to Punggol Campus in 2025, the reporting boundary for environmental data differs from that used elsewhere in this Report. As environmental data is collected at the level of physical locations, it covers the various campuses SIT operated during the reporting period. Two categories of locations apply, as follows:

- **SIT:** Data in the Report body covers operations of SIT and its subsidiary, FoodPlant Pte Ltd, at Punggol Campus across FY2025.
- **Dover HQ and Satellite Campuses (one-time disclosure):** Data on six former campuses (Dover HQ, SIT@Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP)) is reported in Appendix 1 only. Though decommissioned during the reporting period, these campuses were tracked through closure to capture SIT’s full environmental footprint for FY2025.

SIT applies an operational control approach to environmental data. Tenanted and leased spaces where SIT does not implement operating policies are excluded.

Decarbonisation and Climate Resilience

SIT measures greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (2004), the global standard for emissions accounting. This Report covers Scope 1 and Scope 2 emissions.

Scope 1 Emissions

This includes fleet fuel from campus vehicles and town gas from the FoodPlant kitchen. Fuel-specific emission factors from the Singapore Emission Factors Registry (SEFR) Net Zero Hub are applied to fuel consumption data.

Scope 2 Emissions

This includes purchased electricity for buildings and district cooling. Scope 2 emissions are reported using the location-based method, applying Singapore’s Grid Emission Factor published by the Energy Market Authority (EMA) to metered electricity consumption.

Resource Use

Energy Utilisation Index (EUI)

EUI refers to SIT’s total building electricity consumption (grid and onsite solar, in kWh) divided by total building gross floor area (in m²).

Water Efficiency Index (WEI)

WEI refers to SIT’s total water consumption (in m³) divided by total headcount, comprising SIT staff, students, service providers and FoodPlant staff.

Waste Disposal Index (WDI)

WDI refers to SIT’s (excluding FoodPlant) total waste generated (in kg) divided by total headcount, comprising SIT staff, students and service providers.

Social

Training and Development

Learning place

A learning place refers to a single enrolment in a training course or workshop. One employee may take up multiple learning places across the year.

Employee satisfaction score for Training & Development

The proportion of staff who agreed that the training and development they received adequately prepared them for their work. Data is drawn from SIT’s Employee Engagement Survey (ESS), based on the percentage of staff responding “Agree” or “Tend to Agree”.

Health and Well-Being

Major and minor injuries

Major injuries are serious non-fatal workplace injuries, such as those requiring hospitalisation or resulting in significant time away from work. Minor injuries are less severe workplace injuries resulting in medical leave, light duties or first aid treatment.

APPENDIX 3

GRI Content Index

Statement of Use	Singapore Institute of Technology has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure	Page
GRI 2: General Disclosures 2021	The organisation and its reporting practices	
	2-1 Organisational details	4 - About the Report
	2-2 Entities included in the organisation’s sustainability reporting	
	2-3 Reporting period, frequency, and contact point	
	Activities and Workers	
	2-7 Employees	57 – Human Capital
	Governance	
	2-9 Governance structure and composition	11-12 – Sustainability Governance SIT Website (Leadership Singapore Institute of Technology)
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	

	2-15 Conflict of interest	Annual Report , page 37
	2-16 Communication of critical concerns	68 – Whistleblowing Policy
	2-17 Collective knowledge of the highest governance body	Annual Report , pages 35-37
General Disclosures		
	Strategy, policies and practices	
	2-22 Statement on sustainable development strategy	9-10 – Sustainability Strategy
	2-25 Processes to remediate negative impacts	13 – Stakeholder Engagement 68 – Whistleblowing Policy
	2-26 Mechanisms for seeking advice and raising concerns	
	2-27 Compliance with laws and regulations	During the reporting period, measures in place to comply with key laws and regulations were adhered to.
	2-28 Membership associations	SIT Website (Sustainability Singapore Institute of Technology)
	Stakeholder engagement	
	2-29 Approach to stakeholder engagement	13 – Stakeholder Engagement
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	14-15 – Materiality Assessment
	3-2 List of material topics	
Education & Research		
Learning and Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	19-29 – Learning and Engagement
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	28-29 – Community Engagement

Environment

Decarbonisation and Climate Resilience

GRI 3: Material Topics 2021	3-3 Management of material topics	39 – Environmental Action Plan 41-44 – Punggol Campus: Designed for sustainability
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40 – Measuring our carbon footprint
	305-2 Energy indirect (Scope 2) GHG emissions	74 – ESG Data Tables
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	46 – Managing energy consumption
	302-3 Energy intensity	74 – ESG Data Tables

Resource Use

GRI 3: Material Topics 2021	3-3 Management of material topics	39 – Environmental Action Plan 41-44 – Punggol Campus: Designed for sustainability 47-48 – Greening laboratories systematically; Advancing circular economy practices in laboratories
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	49 – Managing water consumption 74 – ESG Data Tables
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	51 – Managing waste generation
	306-3 Waste generated	50 – Managing waste generation
	306-4 Waste diverted from disposal	74 – ESG Data Tables
	306-5 Waste directed to disposal	

Social

Human Capital

GRI 3: Material Topics 2021	3-3 Management of material topics	54-59 – Human Capital
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	58-59 – Developing our people at every stage 75 – ESG Data Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57 – Building a representative workforce
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	57 – Building a representative workforce 75 – ESG Data Tables

Health and Well-Being

GRI 3: Material Topics 2021	3-3 Management of material topics	60-65 – Health and Well-Being
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	65 – Maintaining a safe campus
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	63-64 – Supporting staff well-being
	403-9 Work-related injuries	65 – Maintaining a safe campus 75 – ESG Data Tables

Governance

Governance and Business Ethics

GRI 3: Material Topics 2021	3-3 Management of material topics	68-69 – Governance and Business Ethics
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	68 – Upholding integrity and ethics 75 – ESG Data Tables
	205-3 Confirmed incidents of corruption and actions taken	

Data Privacy and Security

GRI 3: Material Topics 2021	3-3 Management of material topics	70-72 – Data and Digitalisation
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