

CEO STATEMENT

It gives me great pleasure to welcome readers to SGX's 2014 Sustainability Report, which is an account of our performance, targets and the challenges we face in terms of environmental, social and governance impacts. We measure and manage our performance in these areas, setting short, medium and long-term goals, and we continue to advocate good governance and corporate transparency to companies listed on SGX. This makes our business more resilient and sustainable.

This year, our sustainability performance has continued on a positive trajectory and I congratulate our sustainability committee on delivering against the targets we set ourselves. I would like to thank our stakeholders, who have kindly taken the time over the last three years, to provide feedback and opinion on our sustainability. This year we engaged our employees, the media and our shareholders and they raised interesting and valid questions, which we have addressed in this report. We will continue to listen to our stakeholder groups, who will hold us to account and inspire us on our sustainability journey.

We have updated the SGX Sustainability Reporting Guide to provide additional guidance on the anti-corruption aspect of sustainability reporting. We will continue to advocate for sustainability reporting and greater transparency in the Singapore market, and aim to become one of the most sustainable exchanges in the world. The Board and I, supported by the SGX Sustainability Committee, will develop a roadmap to help us realise this vision.

We continue to push for greater board diversity in Singapore. We launched a Guide to Investors on Board Diversity, which will help investors better understand the importance of board diversity and encourage them to take a deeper interest in the role and composition of boards of companies whose shares they own. I am honoured to serve on the Diversity Task Force regarding Women on Boards, and to chair the Diversity Action Committee, which we support administratively and in other ways. We will build on our efforts, in partnership with key stakeholders, to drive for improved diversity in the boards and management teams of Singapore companies.

On a corporate level, we have also made good progress in our sustainability efforts. We are finalising the "Green Mark" accreditation process for our Singapore office premises. I am particularly pleased that we will be introducing a sustainability procurement survey for all SGX suppliers, to ensure that they are aligned to our sustainability values. I believe that this will deliver many benefits: it will serve to raise awareness of sustainability along our supply chain; it will encourage supply chain companies to disclose more sustainability data; and, it will reduce supply chain risk for SGX.

To enhance the quality of our stakeholder communication, we are committed to the adoption of Integrated Reporting for our annual reports. The Integrated Reporting framework, launched last year, requires companies to adopt integrated thinking and tell the story of how the organisation creates value for all its stakeholders. We are the first Asian exchange to sign up as a member of the IIRC Integrated Reporting Business Network. We have taken small steps this year to better align our annual report with the IIRC framework and will endeavour to publish a full Integrated Report by FY2017.

To conclude, I am proud of the achievements that SGX has made to date; we have learnt much in the process and achieved even more. But the journey is just beginning and we will continue to improve on our sustainability efforts.

ABOUT THIS REPORT

This Sustainability Report describes the performance of SGX Limited at its two headquarter office premises in Singapore only where the majority of our operations take place. The period reported is from 1 July 2013 until 30 June 2014. In the reporting process, data were collated up to 30 June 2014 and were annualised where appropriate. If there are any significant differences between the annualised data and the actual data, they will be communicated in the 2015 Sustainability Report.

As in previous sustainability report, we have chosen to report on the Singapore business because this is where the majority of our operations take place and our overseas premises are representative offices with low-to-zero impact on our sustainability performance.

We believe this Report is in accordance with the GRI G4 “Comprehensive” Guideline requirements. This year’s Sustainability Report has not been assured by an external organisation and each year the SGX Sustainability Committee reviews our position regarding external assurance of our Sustainability Report.

SGX publishes sustainability reports annually, within our Annual Report. An archive of previous Annual Reports can be found at <http://investorrelations.sgx.com/annuals.cfm>.

MATERIALITY AND STAKEHOLDER ENGAGEMENT

This is the third year of our three-year stakeholder engagement plan, which we described in our 2012 Sustainability Report and in which we committed to engage with three stakeholder groups in 2014: employees; the media; and SGX shareholders. The engagement was focused on sustainability with regards to SGX, although some stakeholders shared comments which go beyond this boundary.

The headlines from the 2014 Stakeholder Engagement are:

Stakeholder Group	Employees	Shareholders	Media
Number of participants	111	7 (3 of which are from SGX’s top 20 by volume)	7 (international, local, and trade press)
Method of engagement	Online survey	Telephone interviews	Telephone or face-to-face interviews
GOVERNANCE topics raised by stakeholders	<ul style="list-style-type: none"> Management leadership is required 	<ul style="list-style-type: none"> Clarity on SGX’s role as regulator 	<ul style="list-style-type: none"> Clarity on SGX’s role as regulator; better external communications are needed
Where the topics have been addressed in this report	<ul style="list-style-type: none"> CEO statement and Governance targets 	<ul style="list-style-type: none"> Governance section 	<ul style="list-style-type: none"> Governance section
SOCIAL topics raised by stakeholders	<ul style="list-style-type: none"> Improve internal/employee communications 	<ul style="list-style-type: none"> SGX should focus on being a responsible employer 	<ul style="list-style-type: none"> SGX should focus on being a responsible employer
Where the topics have been addressed in this report	<ul style="list-style-type: none"> Social section; workplace sub-section 	<ul style="list-style-type: none"> Social section; workplace sub-section 	<ul style="list-style-type: none"> Social section; workplace sub-section
ENVIRONMENTAL topics raised by stakeholders	<ul style="list-style-type: none"> Energy consumption, recycling 	<ul style="list-style-type: none"> SGX’s role regarding listed companies, risk assessment 	<ul style="list-style-type: none"> “SGX is to lead by examples”
Where the topics have been addressed in this report	<ul style="list-style-type: none"> Environment section 	<ul style="list-style-type: none"> CEO statement 	<ul style="list-style-type: none"> CEO statement and targets described in Environment section

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All stakeholders and SGX's Sustainability Committee ranked governance as the most importance aspect of sustainability for SGX.

The 2014 sustainability stakeholder engagement showed that the primary areas of importance for stakeholders are good governance and the need for SGX to clarify its role in the market, in addition to strong internal and external communications on sustainability topics, specifically on governance.

Whilst the three stakeholder groups acknowledged the importance of environmental issues and their measurement, they were each more concerned with governance and social issues. All three groups identified employees as SGX's most important societal stakeholders, with shareholders and media divided on SGX's responsibility to mandate or enforce certain issues such as labour practices or gender diversity. For shareholders and media, there were comments and confusion around SGX's position in the market as a listed company and a regulator and how it manages those roles. All three groups called for improved communications and engagement on sustainability.

In addition to this stakeholder engagement, each member of the SGX Sustainability Committee independently ranked aspects of sustainability, in terms of relevance to SGX. The collated results of these rankings showed that the Sustainability Committee considers the following to be most important to SGX:

- Anti-corruption policy and economic value generated and distributed, including factors such as operating costs, wages and taxes (both aspects given equal ranking)
- Local community engagement
- Water, paper and electricity consumption; employee diversity; and, participation in public policy development (all aspects given equal ranking)

Figure 1 is a materiality matrix which plots the most important sustainability topics for stakeholders against those for the SGX sustainability committee. We have used the GRI G4 framework to select the most material aspects for SGX and aim to address each aspect in this report. *Note: all material aspects are reported for SGX's operations in Singapore and not for our overseas offices.*

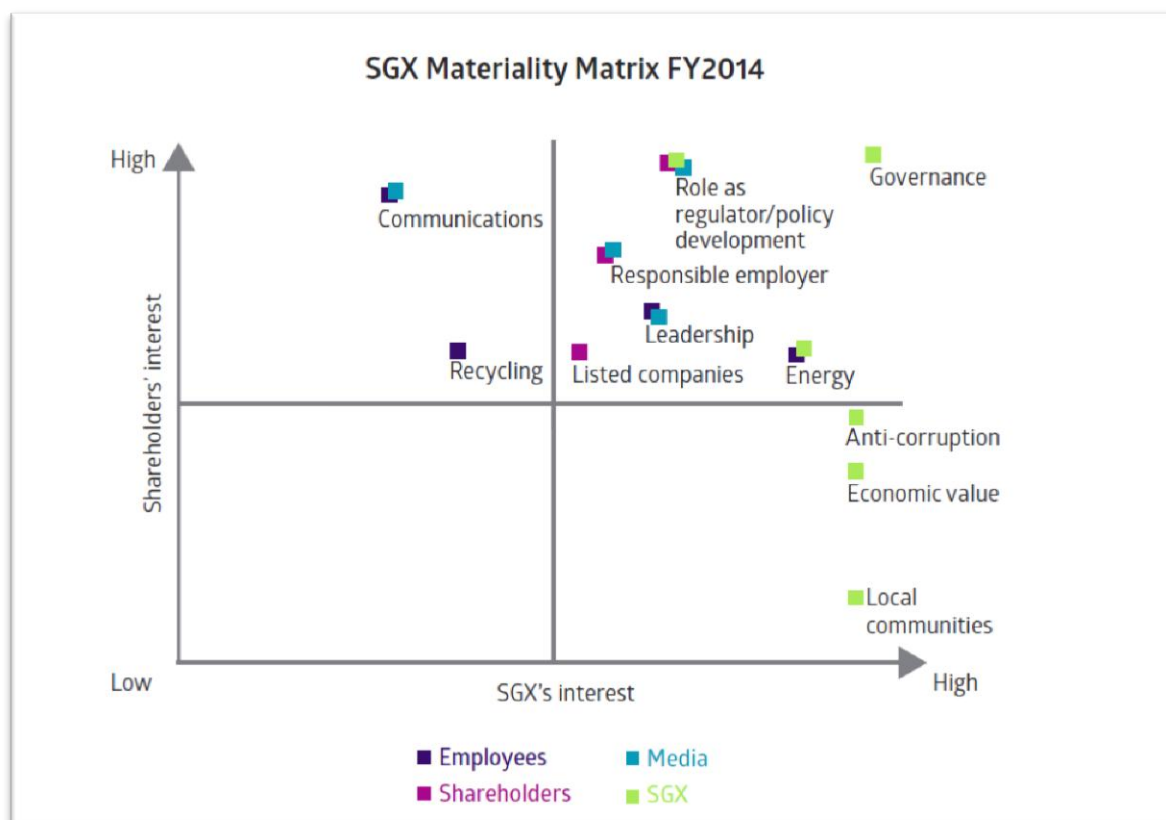


Figure 1: Material Issues for SGX

SGX's Material Aspects (using the GRI G4 framework)			
Economic	Environment	Social	
<ul style="list-style-type: none"> Economic performance Market Presence Indirect economic impacts 	<ul style="list-style-type: none"> Materials Energy Water 	Workplace <ul style="list-style-type: none"> Employment Labour management/relations Training and education Diversity and equal opportunity Equal remuneration for men and women Grievance mechanisms Non-discrimination 	Society <ul style="list-style-type: none"> Local communities Anti-corruption Public policy

Next year, SGX will launch a new stakeholder engagement plan and materiality assessment for our sustainability reporting. We aim to include our four key stakeholder groups, which are: shareholders; staff; customers; and the community.

For any queries about sustainability at SGX or this report, please email sustainability@sgx.com.

ABOUT SGX

SGX is a full service exchange and operates trading and clearing platforms for securities and derivatives products. We are also a clearing house. Our operations are based in two headquarter facilities and a data centre in Singapore and we have overseas representative offices in China, UK, India, Hong Kong and Japan, and hubs in UK, Hong Kong and the United States of America. We operate under the names of “SGX”, “The Singapore Exchange” and “Catalyst”. SGX is a service-based organisation, which relies directly on office and data centre facilities, manpower from 621 employees, a range of suppliers and contractors, and utilities to deliver a range of exchange services. The SGX ecosystem includes four key stakeholder groups: shareholders; staff; customers; and the community. We have five major contractors providing the “input” services listed below and a range of other, smaller suppliers.

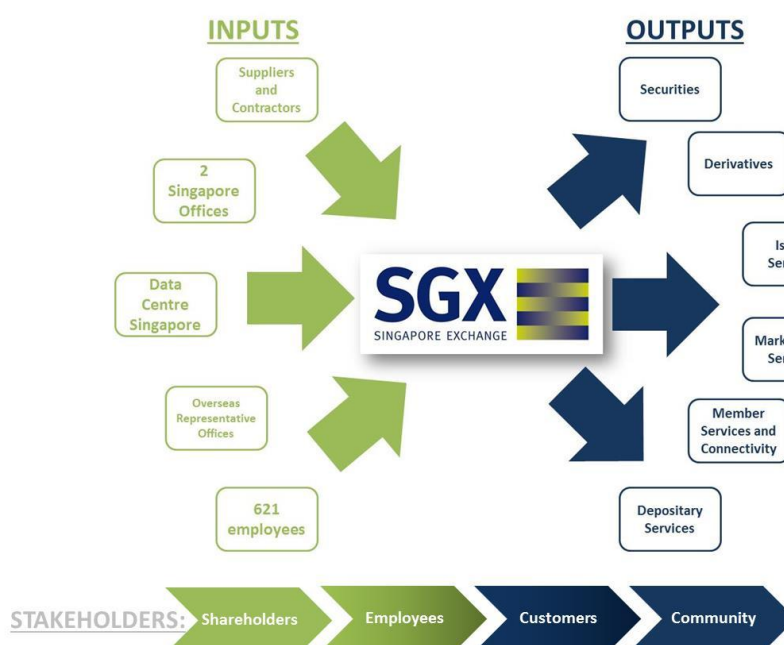


Figure 2: The SGX Value Chain

INPUTS	OUTPUTS
SGX's Top Suppliers and Contractors in 2013 - by contract value, described by service/product type	Exchange Services Provided by SGX
<ul style="list-style-type: none"> IT services to provide technical solutions to for the company Telecommunications: to set up and facilitate telecommunication infrastructure necessary for business operations Electricity: to power our operations 	<ul style="list-style-type: none"> <u>Securities</u>: SGX is an international securities market, offering trading in stocks, structured warrants and extended settlement contracts. We are also a market for exchange-traded funds (ETFs) and we offer access to overseas-listed equity products, such as American Depositary Receipts (ADRs). <u>Derivatives</u>: SGX is a derivatives supermarket for Asian equity index derivatives. <u>Issuer services</u>: SGX is Asia's largest securities exchange, which a total market capitalisation exceeding \$1 trillion. There are more than 770 companies listed on SGX, of which 40% are from outside Singapore. We are also a listing venue for international debt securities, with more than 1,300 listed debt securities with an outstanding value of more than \$850 billion. <u>Market data services</u>: SGX offers real-time price information, company announcements, corporate actions and reference data products on our securities and derivatives markets. This information is distributed to market participants by international and domestic market data vendors, brokers and financial institutions, and via the SGX website. <u>Member services and connectivity</u>: we offer access, connectivity and co-location services to trading and clearing members across our markets. <u>Depository services</u>: SGX operates the Central Depository Private Limited (CDP), the clearing house and central securities depository for all Singapore-listed securities.

SGX'S VALUE CREATION AND ECONOMIC PERFORMANCE

Read more about how SGX creates value on pages four and five of our 2014 Annual Report.

SGX is a business, a market regulator and a bastion of corporate governance in Singapore, and we aim to create value by contributing our expertise and experience to each of those roles. The economic contribution of SGX's business is described in detail in the financial details published within our FY2014 Annual Report (available at <http://investorrelations.sgx.com/annuals.cfm>).

Being an international exchange within Asia, SGX plays a significant role in connecting investors in search of Asian growth to issuers in search of global capital. Intuitively, it is understood that stock exchanges provide services which enhance economic prosperity and capital flow. However, we have never fully quantified, nor estimated, the indirect value of this role. This year we will commission research which will quantify the indirect economic contribution of our business and we aim to publish the key findings in the upcoming SGX Sustainability Report. The research will also examine the indirect value of SGX's role as market regulator.

In FY2014, SGX received S\$375,978 in financial support from the Singapore government, in the form of grants.

SUSTAINABILITY CONTEXT

The Republic of Singapore is an island-state in Southeast Asia; there are limited natural resources, but the country is rich in talent, diversity and ambition. Singapore is densely populated and has local and international residents working at all levels of employment, from senior executives to manual labour. It is heavily dependent on imported items such as food, yet has a thriving export economy for light manufacturing and services – as a result, it is home to one of the busiest shipping ports in the world.

Singapore's Economy

Singapore has a highly developed market economy, which is considered to be one of the freest, most innovative, most competitive and most business-friendly¹ in the world. The economy in Singapore is diversified and as a result, the country is a world leader in several economic areas: the world's fourth leading financial centre; one of the world's top three oil-refining centres; the largest oil-rig producer; a major hub for ship repair; one of the five busiest ports in the world; and the top logistics hub globally. SGX supports this vibrant economy by providing a platform for capital flow.

Singapore's Governance

Singapore is widely regarded as a law-abiding nation and has a strong reputation for corporate governance. In 2011, the World Justice Project's Rule of Law Index ranked Singapore among the top countries surveyed with regard to "Order and Security", "Absence of Corruption", and "Effective Criminal Justice". Singapore is consistently ranked as one of the least corrupt countries in the world on Transparency International's Corruption Perceptions Index.

In 2012, the Monetary Authority of Singapore led a review of the Singapore Code of Corporate Governance and SGX was part of the review committee. SGX serves as a frontline regulator for the markets and clearing houses that it operates in Singapore. SGX works closely with the relevant regulatory authorities, including the Monetary Authority of Singapore (MAS) and the Commercial Affairs Department (CAD), to develop and enforce rules and regulations with a view to building an enduring marketplace.

SGX's Direct Economic Value Generated and Distributed (EVG&D)

Generated (\$'000)	Economic Value
	Distributed (\$'000)
Revenues	Operating Costs Compensation & Benefits Payments to capital providers Taxes Community Investments
686,860	373,799

(Accrual based, for FY2014)

¹ The 2013 Index of Economic Freedom ranks Singapore as the second freest in the world.

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Singapore's Society

Singapore's population in 2013 was 5.4 million, of which 3.8 million (70%) were Singapore residents (citizens and permanent residents) and the remaining 1.6 million were immigrant workers (foreign labour and foreign talent)². The resident population of Singapore is ethnically diverse, with Chinese, Malays, Indians, Caucasians and Eurasians, amongst others. SGX's workforce reflects this diversity and we aim to hire and develop the best talent, rather than any specific demographic profile. We monitor the Singapore government's migration policies and employment laws, and build our talent strategy in response to them.

The Singapore government manages the Central Provident Fund, which is a social security savings plan for Singapore citizens' old age. SGX contributes to the CPF on behalf of all Singaporean employees, in lieu of having a defined benefit plan.

In terms of philanthropy, 62% of Singapore's corporate donors contributed less than 0.5% of their pre-tax profits, according to the 2012 Corporate Giving Report³. In 2013, SGX raised funds through the Bull Charge event, which were donated to charity. The funds donated were equivalent to 0.8% of SGX's profit before tax in 2013.

Singapore's Environment

Singapore is a tropical, low-lying island state. Singapore's Ministry of Environment and Water Resources has identified the following environmental issues for which they have developed policies: clean air; waste management; water management; public health; energy consumption. In July 2014, the Singapore government announced that it is taking steps to better adapt to uncertain climate patterns by embarking on a national study to understand the impacts of climate change on the country's roads, drainage systems, power stations, and other infrastructure. The "Resilience Framework" is due to be published in 2016 and will inform and influence companies' environmental commitments.

SGX's environmental policies focus on reducing our energy and water footprints and improving our waste management and recycling.

Sustainability in Singapore

One might expect that, given Singapore's high achievements and international success in so many areas, companies in Singapore would also rank highly in sustainability. However, using sustainability reporting as a proxy for commitment to sustainable practices, companies in Singapore lag behind many other nations'. In 2013, only 16 companies in Singapore produced GRI sustainability reports, including SGX. We recognise that we have a role to play in improving corporate disclosure by listed companies. We review this role regularly and wish to strike a balance between encouraging transparency and creating onerous listing rules.

Supporting Sustainability

There are many local, regional and international initiatives to progress sustainable development. We choose to support the following: Singapore Compact for CSR; the International Integrated Reporting Council; sustainability disclosure by listed companies, using the GRI framework or ISO 26000 guidance; environmental risk assessment using Trucost; BoardAgender and the Diversity Action Council; and, of course, corporate governance through the many regulatory and government-led initiatives in Singapore.

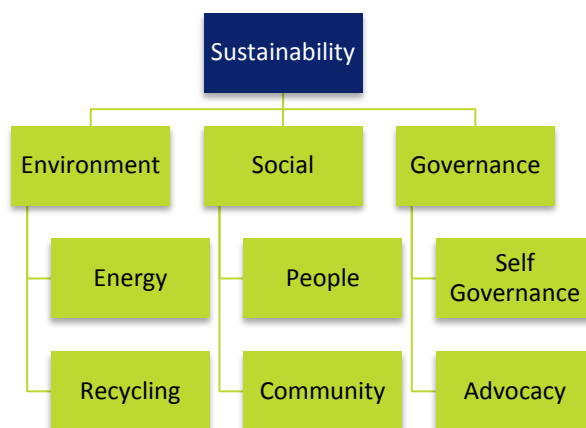
² Department of Statistics Singapore http://www.singstat.gov.sg/statistics/latest_data.html#14

³ National Volunteering and Philanthropy Centre Singapore

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GOVERNANCE OF SUSTAINABILITY AT SGX

At SGX, we have identified three pillars of sustainability: environment, social and governance, or ESG.



Sustainability and the SGX Board of Directors

The SGX Board has entrusted the Sustainability Committee to manage, review and implement actions pertaining to environmental, social and governance issues. CEO Magnus Böcker provides sustainability updates to the Board on a regular basis and escalates any exceptional issues and critical concerns to the Board when appropriate. In this reporting period there were no such issues escalated to the Board.

Some sustainability aspects are included within the organisation's risk management framework, including staffing, regulatory and operational risk. SGX's Risk Management Report is available on page 61 of the FY2014 Annual Report.

As SGX moves towards Integrated Reporting, the Board will undergo specific training for this process. Jane Diplock AO, one of SGX's non-executive and independent directors is also a director on the International Integrated Reporting Council. The Board reviews SGX's annual sustainability report. The Board's remuneration is not linked to any sustainability criteria.

Our stakeholder groups are represented on our Board, as follows:

- Shareholders – Kwa Chong Seng, Kevin Kwok and Magnus Böcker
- Employees – Magnus Böcker is a full-time employee of SGX
- Customers – listed companies are represented on SGX's Board (see Governance section of the Annual Report 2014 for more details)
- Communities – many of the Board directors also represent not-for-profit organisations, academic institutions, professional bodies and government departments, covering a wide range of our community stakeholders

SGX's Sustainability Committee

For FY2015, the Sustainability Committee aims to meet every two months to review SGX's sustainability performance against targets and to set goals for improvement. The Committee comprises:

- Committee Chair - Chng Lay Chew, Chief Financial Officer, lead of environment work stream
- Magnus Böcker, CEO
- Richard Teng, Chief Regulatory Officer, lead of governance work stream
- Arulraj Devadoss, Head of Human Resources, lead of social work stream
- Yeo Lian Sim, Special Advisor
- Ai June Schult, Head of Marketing & Communications
- Darrell Lim, Head of Investor Relations, Secretariat

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Our Sustainability Committee is supported by a Sustainability Working Group to implement the strategy. The Working Group is headed by our CFO, and includes representatives from Facilities Management, Human Resources, Investor Relations, and Risk Management and Regulation.

ENVIRONMENT

As a service organisation with state-of-the-art data centres, SGX does consume significant amounts of energy to maintain round-the-clock exchange services. We measure and monitor our consumption levels with the aim of improving our operations and reducing our environmental footprint. CFO, Chng Lay Chew leads the environmental performance of the business.

The most significant physical change for SGX in FY2014 was the relocation of our office to two separate sites. The office relocation gave us the opportunity to improve the green credentials of the buildings – the existing SGX Centre offices are being retrofitted to improve their environmental performance, and the new premises are on track to meet the highest environmental building certification. By the third quarter of 2014 they will be BCA Green Mark certified, to Gold Plus and Platinum, respectively.

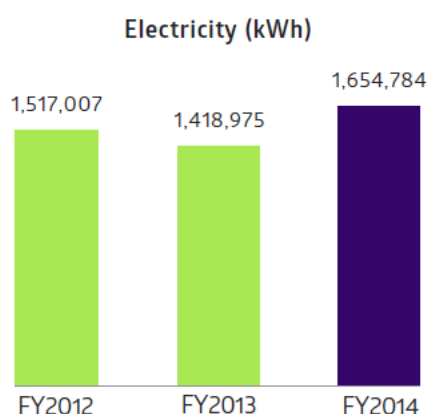
ENVIRONMENT PERFORMANCE DATA

ENERGY

The 'energy' used to sustain SGX's operations includes electricity, paper and water.

Electricity Consumption

This year's increase in electricity consumption can be attributed to refurbishment, relocation and a split-premises office from April 2014. In addition, we have made significant improvements to our communications and media facilities, which will allow us to better reach out to the investing public and wider community. As a result, we foresee an increase in electricity usage in the coming year. We will continue to monitor electricity consumption to ensure that it is aligned to business growth.

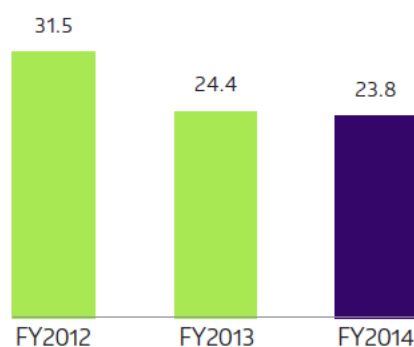


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Paper Consumption

All paper at SGX is from recycled sources, including the paper used for business cards, in-house printing, annual reports and other publications. We implemented IT solutions such as WorkSmart to encourage our employees to electronically share information and content from one central source. We also reduced the number of printers in the organisation and introduced automatic purging of inactive documents in the printers' system to minimise the need for printouts.

Volume of Paper Procured (tonnes)

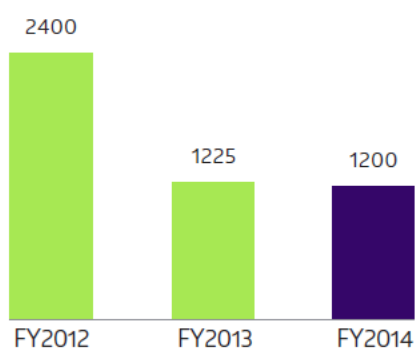


Water

Our water consumption figures are based on estimates because we are in shared office buildings which do not have water metres for individual tenants. We have used total water consumption for the building and pro-rated it according to the office space occupied by SGX.

In line with the BCA Green Mark certification, the new SGX office has integrated water-saving mechanisms, such as reduced flow water taps and low-volume flush options in toilets.

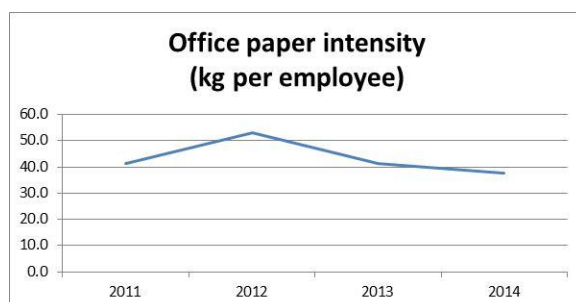
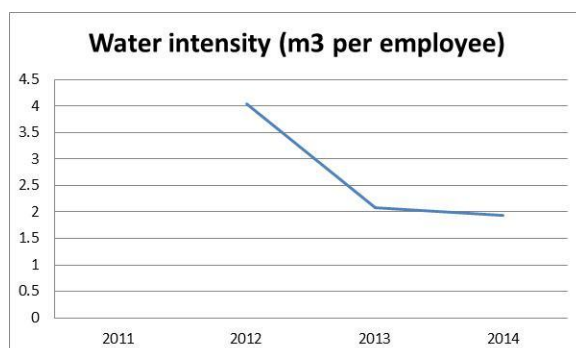
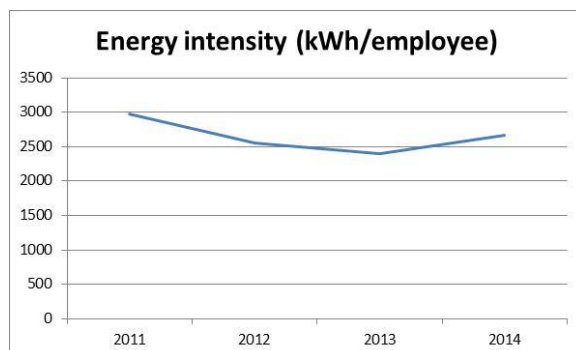
Water (m³)



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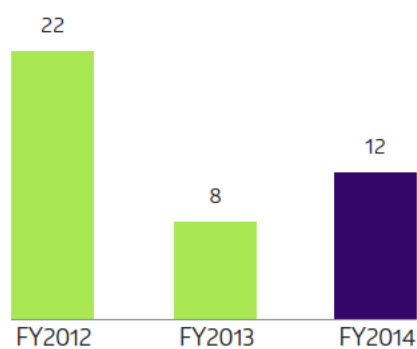
Energy Intensity

We have calculated our electricity consumption per employee, because number of employees at SGX is a proxy for business growth. In 2014 we observed an increase in energy intensity due to our office relocation.



RECYCLING

Volume of Paper Recycled (tonnes)



Our offices have facilities to collect paper, plastic, aluminium cans and general waste. With the exception of general waste, all waste is recycled.

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ENVIRONMENT TARGETS

Performance against targets

Environment Targets set in FY2013	Status	Details
Take steps to get the BCA Green Mark Platinum award for our new premises in Metropolis Tower Two and raise the standard of our premises in SGX Centre to meet the BCA Green Mark Gold Plus standards	On track	<ul style="list-style-type: none"> Green Mark certification process will be completed by 2Q FY2015
Establish and implement a procurement policy for all our paper by December 2013, including a commitment to print the Annual Report on paper certified by the Forest Stewardship Council with minimum 70% recycled paper content	✓	
Establish a green business travel policy incorporating overseas travel and inter-office commuting	✓	<ul style="list-style-type: none"> Published on the intranet Invested in communication facilities such as video and audio conferencing to minimise inter-office commuting
Measure energy footprint (per man-hour) of our business, where “energy” includes electricity, water and paper	✓	<ul style="list-style-type: none"> Going forward, we intend to use number of employees as the denominator for energy intensity to allow for comparison with previous years’ performance when we did not have man-hours data
Reduce energy (electricity, water and paper) by 3% year-on-year from FY2012 to FY2014	Partially achieved	From FY2012 to FY2014: <ul style="list-style-type: none"> 9% increase in electricity consumption due to the implementation of split-site operations and office relocation in FY2014 50% reduction in water consumption, based on data provided by our landlords 25% reduction in the total volume of paper procured

Environment Targets for FY2015

- Meet and maintain the BCA Green Mark Platinum accreditation for our new premise at Metropolis Tower Two, and to bring up the standard of the SGX Centre One to BCA Green Mark Gold Plus.
- Following our office relocation, we will monitor our energy footprint and ensure that it is aligned to business growth.
- Introduce a sustainability procurement survey for all SGX suppliers.

SOCIAL

Our social impacts are greatest through our workplace practices and our community engagement. How we treat our employees, manage talent, and allocate human resources is critical to the successful delivery of SGX’s services. Equally important is our relationship with local communities in Singapore. Our annual Bull Charge fun run engages members of Singapore’s financial community and benefits selected local charities. And we are a service provider, rather than an industrial operation, our physical impact on the local community is minimal. SGX’s Exchange services contribute to economic prosperity and community development and we aim to engage and empower members of the local community through our financial literacy programmes.

SGX’s Head of Human Resources, Arulraj Devadoss, is accountable for managing the social sustainability work stream.

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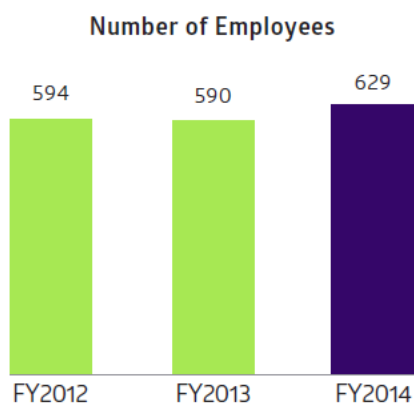
WORKPLACE

Without great people, SGX's business would not be sustainable. Our priorities are to hire the best people and to treat them well, so that we can retain and grow talent. We also believe that a diverse workplace is a more effective workplace. We are proud of our gender diversity at SGX and that the gender pay gap is less than 10% (the ratio being measured either between men and women or vice versa) across all levels of staff.

Number of Employees

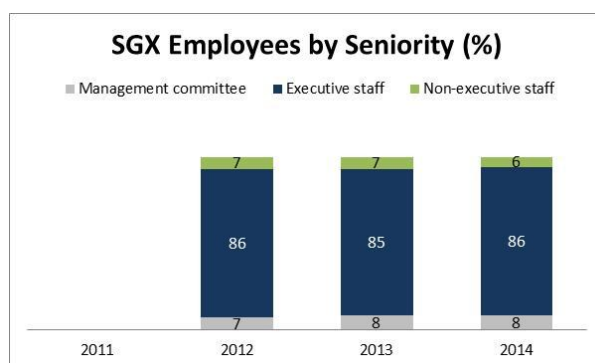
The number of SGX employees in Singapore is correlated to our business growth. The majority of these are full-time employees. All full time employees receive a package of benefits which includes: life insurance; healthcare; disability cover; maternity/paternity leave; family passes to local leisure parks; and, volunteer, compassionate and examination leave.

In addition to these benefits, SGX provides: memberships to professional associations (to Assistant Vice-President level employees and above); service awards; in-house professional counselling; a nursing room; meal and transport allowances; and, health screenings (for Vice-President level employees and above).



Staff Seniority

The majority of SGX employees are executive staff, fulfilling mostly office-based roles and functions which are critical to SGX's operations. The seniority distribution does not change significantly as the business size changes.



Note: Data not reported in 2011.

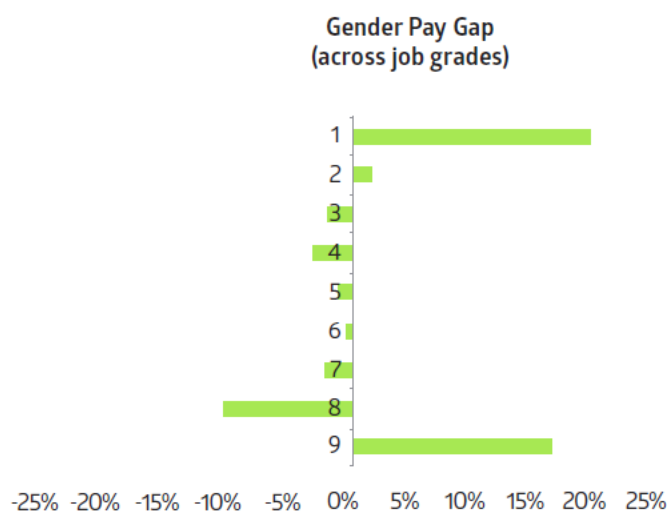
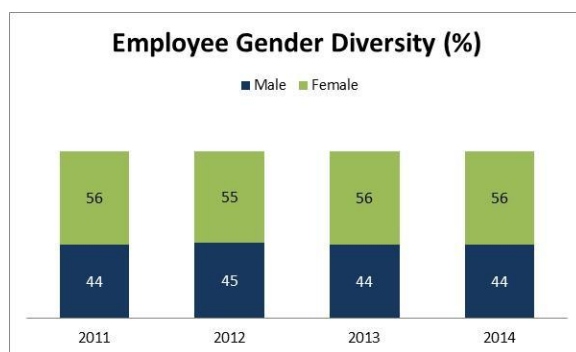
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Employee Diversity

SGX sees a correlation between business performance and workplace diversity. We have had no discrimination grievances raised through formal mechanisms to Human Resources in 2013 and 2014.

Gender Diversity

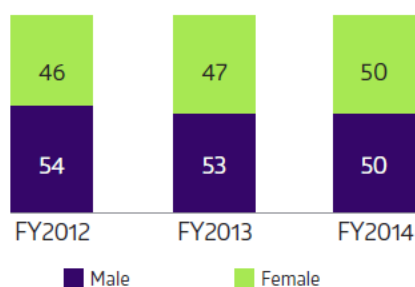
The team at SGX is balanced in terms of gender diversity. Our management committee is 44% female and our gender pay gap is maintained below 10% across six out of nine levels of staff.



Note: 1 to 9 are job grades (where 1 is most senior); a positive 1% is in favour of male employees; a negative % indicates females earn more

We track by gender the number of employees who voluntarily leave the organisation and there has been no discernible trend of significantly more of one gender leaving than another.

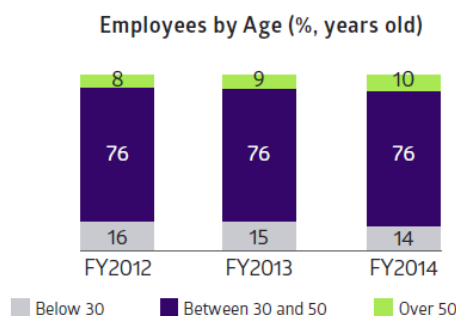
Voluntary Departure by Gender (%)



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Other Indicators of Diversity

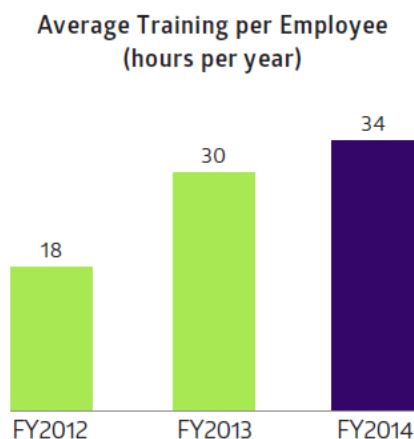
Our Executive Management Committee comprises 89% local hires; that is, eight out of nine of the members of our management committee are Singaporean.

We have an age diverse workforce and we have policies and practices in place which allow employees reaching retirement age the option of extending their tenure with SGX, with continued levels of compensation.



Training and Development

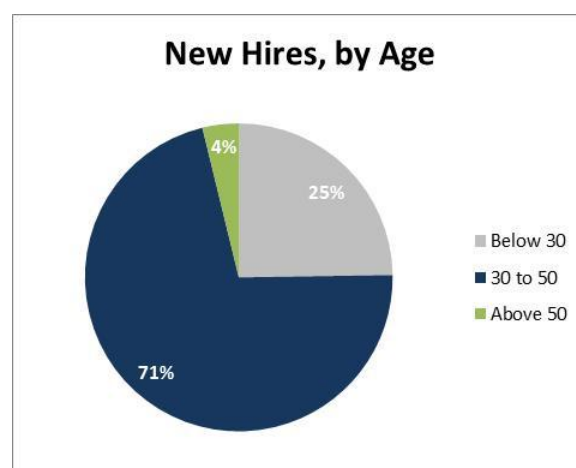
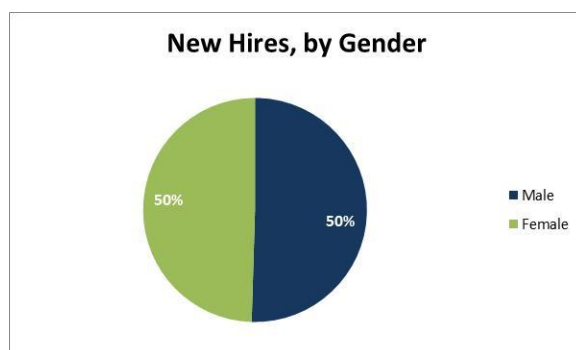
We consistently provide on average over 18 hours of training per employee every year. In addition, employees are able to take study leave, go on sabbatical and we provide professional memberships (to Assistant Vice-President level employees and above). Our training includes courses on transferrable skills, so that employees are empowered with knowledge relevant beyond their roles at SGX. We ensure that all employees have regular (at least annually) performance reviews and career goal-setting sessions with their managers.



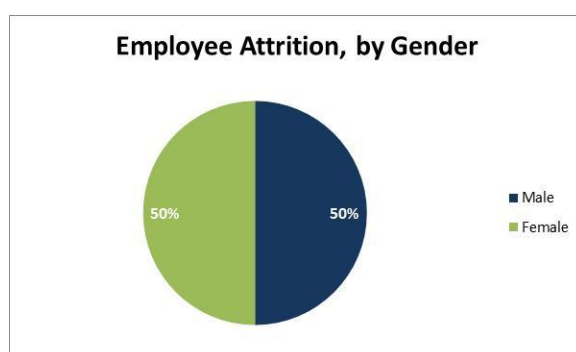
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Employee Turnover

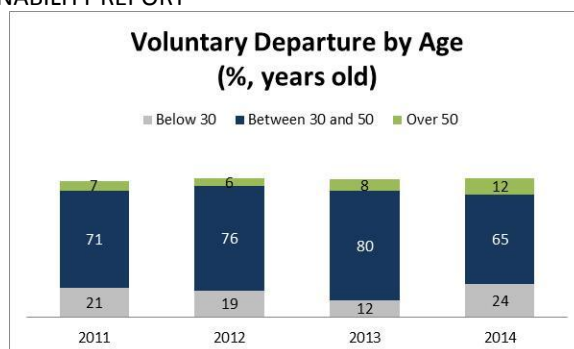
SGX hired 105 new employees in 2013 and 2014, equivalent to a new hire rate of 17%.



In the same period, 68 employees left SGX, equivalent to an attrition rate of 11%.



We also track by age the number of employees voluntarily leaving the organisation. This year there appeared to be a significant increase in the percentage of employees below 30 years old who resigned from SGX. However, this can be explained by a significant drop in absolute numbers of leavers in age range 30-50 years old, which caused an increase in percentage of leavers age below 30. Over half of the 'below 30' employees left due to non-work reasons such as to pursue other interests and studies.



Supporting Family Life

SGX supports employees with families, complying with the statutory maternity leave for Singaporeans which is 16 weeks, and paternity leave for Singaporeans is a share of one week of the 16 weeks' maternity leave. We also have in place flexible working hours scheme for female employees after their childbirth.

Employee Communications

Although we do not have a specified minimum notice period for communicating change, we aim to keep our employees well informed of changes, developments and operations at SGX. We have an internal website (intranet) and also various communication tools such as direct phone line for every employee, chat boards and teleconferencing.

In preparation for the office relocation in April 2014, we ran a comprehensive employee communications campaign, which started in January 2014, to ensure that employees were informed and understood the impact of any changes to their work life.

Collective Bargaining

All employees of SGX are entitled to participate in collective bargaining agreements; 7% of SGX's full-time employees choose to do so. The collective labour agreement covers areas such as disciplinary procedures; employment policies (probation, termination, overtime, and so on); remuneration and allowances; leave entitlement; and other benefits.

SPOTLIGHT ON GENDER DIVERSITY

SGX firmly believes that diversity, in particular gender diversity, enhances business performance. We aim to hire the best talent and minds, regardless of gender. This belief manifests itself in many forms throughout the organisation:

- ✓ We have a very gender balanced workforce, with approximately a 50:50 split of males and females in roles at all levels.
- ✓ We measure and disclose our gender pay gap.
- ✓ SGX published an "Investors Guide to Board Diversity" in 2014. The guide aims to enhance investors' understanding of board diversity and encourages them to take a deeper interest in the role and composition of the board of the companies whose shares they own.
- ✓ SGX's CEO, Magnus Böcker is one of BoardAgender's 100 champions. BoardAgender aims to provide a forum in Singapore to facilitate a greater awareness and understanding of the benefits of gender balanced business, and the advancement of more women into senior leadership roles and the boardroom.
- ✓ SGX leads the Diversity Action Committee in Singapore and supports it administratively and in other ways.

COMMUNITIES

Each year, SGX organises the Bull Charge, a fun run involving the Singapore financial community that raises funds for charity. In 2013, \$24,920 of savings made through SGX's 2012 energy efficiency was added to the fundraising total.

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This, to celebrate ten years of the Bull Charge, we raised a record \$3.2 million in funds for charity and we had a record number of 8,000 participants. We will report on how this money was distributed to charities in next year's report (because the funds are gradually dispersed throughout the financial year).

Bull Charge Mission

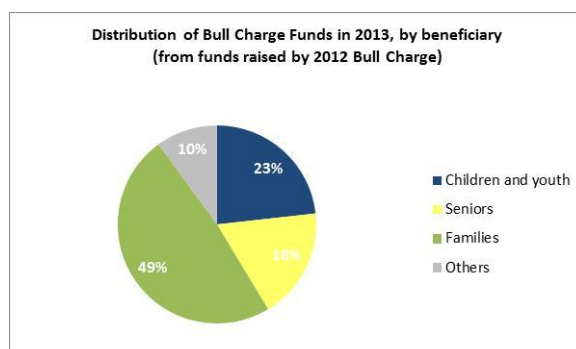
Singapore Exchange (SGX) Bull Charge first started in 2004. It is the only corporate charity run that brings the financial industry and all SGX-listed companies together for a common cause - to empower communities through financial literacy and promote sustainable societies.

Participation

The Bull Charge has an enviable track record over the past ten years, raising more than \$21 million for more than 50 different charities. More than 30,000 runners from the financial industry and SGX-listed companies have raced along the streets of the Central Business District in the spirit of Bull Charge.

Beneficiaries

Funds raised for Bull Charge 2012 to 2014 will go towards four charities: Asian Women's Welfare Association (AWWA), Autism Association, Fei Yue Community Services and Shared Services for Charities. These charities were selected because they cater to a broad spectrum of our community, including children, youth, the elderly and families.



Partnerships

SGX has engaged the Community Foundation of Singapore (CFS) to assist with the evaluation and administration of the charity programmes, ensuring accountability to SGX's donors and supporters, and community impact.

SOCIAL TARGETS

Performance against targets

Social Targets set in 2013	Status	Details
Quarterly report on gender pay gap to the Board	✓	<ul style="list-style-type: none"> Monthly gender pay gap report sent to the Board with effect from February 2014
Ensure that gender pay ratio for total compensation is within 10% at all employment categories	Partially met	<ul style="list-style-type: none"> Target achieved for six out of eight job grades
Achieve gender diversity target for management committee (40%) by June 2014	✓	<ul style="list-style-type: none"> As at April 2014, the management committee was 44% female
To celebrate the 10 th anniversary of the event, increase the Bull Charge fundraising for 2014 from \$1.388m to \$3m	✓	<ul style="list-style-type: none"> 2014 Bull Charge fundraising total was \$3.2 million

Social Targets for FY2015

- Ensure that gender pay ratio for total compensation is within 10% at all employment categories
- Maintain gender diversity for the management committee (at least 40% female)

GOVERNANCE

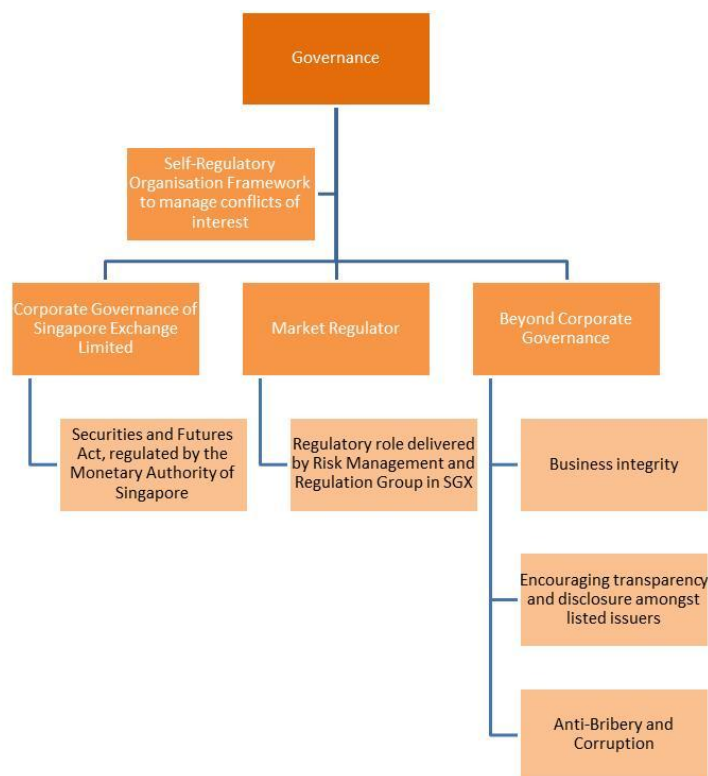


Figure 3: How SGX Approaches Governance

CORPORATE GOVERNANCE OF SINGAPORE EXCHANGE LIMITED

As a listed company, SGX observes and abides by all relevant rules and provisions of the Securities and Futures Act (SFA), MAS Code of Corporate Governance for Financial Institutions, SGX-ST Listing Manual and Code of Corporate Governance.

It is the duty of the SGX Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of SGX's business. To fulfil its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in these guidelines. These guidelines are subject to modification from time to time as the Board of Directors deems appropriate in the best interests of the Company or as required by applicable laws and regulations.

CORPORATE GOVERNANCE AND THE MARKET REGULATOR

Our disclosure-based regulatory system is based on two principles:

1. Investors use information disclosed by companies to decide whether or not to invest
2. SGX monitors companies to ensure they make such information public in a clear and timely way

Our aim is to sustain a fair, orderly and transparent market. We assure investors that:

- ✓ Companies can only list shares and bonds if they meet our internationally-aligned admission criteria
- ✓ Listed companies comply with the listing rules

We constantly review and enhance our rules and admission criteria, which allows us to adapt to market needs. To find out more about how we act as market regulators, please go to <http://www.sgx.com/wps/portal/sgxweb/home/regulation/howwereg>.

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BEYOND CORPORATE GOVERNANCE

BUSINESS INTEGRITY

A key factor in maintaining high standards of governance at SGX is ensuring that all employees are fully cognisant of SGX's standards and expected behaviours. All employees receive an induction when they join SGX, which includes an explanation of the 'Code of Conduct and Ethics', the 'Code of Confidentiality', and when relevant to the employee's role they also receive a copy of the 'Code of Dealing' and the 'SRO Conflicts Handbook'. We have a whistleblowing mechanism, which is available to all employees. They can access this by telephone or email.

Key inclusions in the 'Code of Conduct and Ethics' are: conflicts of interest (which covers giving/receiving gifts and entertainment); confidential information; public relationships and communications; protection of SGX's assets; accuracy of books and records; internal controls; cooperation with authorities; compliance with laws; and, good work environment (which covers respect at work and anti-discrimination).

These Codes are the foundation of high levels of business integrity and in this reporting year there were no cases of bribery or corruption in our business, no cases of anti-competitive behaviour and no fines for non-compliance with the law.

We have set a new target to develop an ESG survey to screen all SGX suppliers. This will ensure that SGX better understands our supply chain risks and will have the added benefit of encouraging our suppliers to be more transparent on sustainability performance. Our Sustainability Committee is developing this process and we will report full details in next year's sustainability report.

PROMOTING CORPORATE GOVERNANCE, TRANSPARENCY AND DISCLOSURE

SGX is involved in policy review and development and supports activities which acknowledge and promote corporate governance, transparency and disclosure.

- ✓ In 2011/12, the Monetary Authority of Singapore led a process to review the Singapore Code of Corporate Governance (the "Code"), in which SGX participated.
- ✓ In 2012, SGX published its 'Guidelines to Sustainability Reporting for Listed Companies'.
- ✓ SGX is a supporter of Singapore Corporate Awards (SCA), launched in September 2005 as the umbrella awards for exemplary corporate governance practices in Singapore. The SCA include the Best Annual Report Award (ARA), Best Managed Board Award (BMBA), Best Chief Financial Officer Award, Best Investor Relations Award, and Best Chief Executive Officer Award.

ANTI-BRIBERY AND CORRUPTION

Singapore enjoys a reputation as one of the least corrupt countries in the world, yet we do not want to be complacent about this status. Anti-bribery and corruption is implicit in good corporate governance and this year we issued two specific policies to ensure our stakeholders understand the requirements for best practice. One policy is aimed at listed companies; the other is for SGX employees and we rolled it out, to all staff, with compliance training in June 2014.

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GOVERNANCE TARGETS

Performance against targets

Governance Targets set in 2013	Status	Details
Codify and publish anti-corruption policy for employees and listed companies by June 2014	✓	<ul style="list-style-type: none"> Anti-Corruption policy for employees published in June 2014 SGX Sustainability Reporting Guide updated on 27 June 2014 to provide additional guidance on the anti-corruption aspect of sustainability reporting
Deliver training on anti-corruption policy to employees	✓	<ul style="list-style-type: none"> Compliance Training completed in June 2014
Develop an Investor Guide on Board Level Diversity by June 2014	✓	<ul style="list-style-type: none"> Investor Guide to Understanding Board Diversity issued on 8 July 2014
Host three public seminars on corporate governance, with circa 200 attendees each, between July 2013 and June 2014	✓	<ul style="list-style-type: none"> Training was conducted for listed companies as part of the SID⁴-SGX Listed Company Director programme in July, October and November 2013

Update on Governance Targets set (and not achieved) in previous years	Status	Details
Diversity target for management committee: 40% female	✓	The gender diversity of the committee increased to 36% by June 2013, which fell 4% short of the target. As of July 2014, the gender diversity of the committee was 44%.

New governance targets for FY2015

- Research and evaluate mechanisms for improving sustainability disclosure by listed companies.
- Lead the Diversity Action Committee regarding Women on Boards, in partnership with the Ministry of Social and Family Development.
- Our sustainability report to be independently verified.

⁴ SID is the Singapore Institute of Directors

SINGAPORE EXCHANGE 2014 SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE DATA

Aspect/indicator	FY2012	FY2013	FY2014
Environment			
Electricity consumption (kWh)	1,517,007	1,418,975	1,654,784 ⁵
Volume of office paper procured (tonnes)	31.5	24.4	23.3
Water consumption (cubic metres)	2,400	1,225	1,200
Volume of paper recycled (tonnes)	22	7.9	12
Social			
Total number of employees	594	590	629
SGX Gender pay gap (M/F), by job grade	Not reported	Average -1.14%	Average -0.51%
SGX employees by seniority			
• Management Committee	• 7%	• 8%	• 8%
• Executive staff	• 86%	• 85%	• 86%
• Non-Executive staff	• 7%	• 7%	• 6%
SGX employees by gender (M:F)	45:55	44:56	44:56
SGX employees by contract type			
• Full time	• 99%	• 99.5%	• 100%
• Part time	• 1%	• 0.5%	• 0%
SGX employees by age			
• Below 30 years old	• 16%	• 15%	• 14%
• Between 30 and 50	• 76%	• 76%	• 76%
• Over 50 years old	• 8%	• 9%	• 10%
Training	>10,000 hours (or, average 18 hours per employee)	>18,000 hours (or, average 30 hours per employee)	> 20,000 hours (or average 34 hours per employee)
Voluntary departure by gender (M:F)	54:46	53:47	50:50
Voluntary departure by age			
• Below 30 years old	• 19%	• 12%	• 23%
• Between 30 and 50	• 75%	• 80%	• 65%
• Over 50 years old	• 6%	• 8%	• 13%
Bull Charge participants	>5,000	4,200	8,000
Bull Charge charity beneficiaries	Autism Association, Lions Befriender Service Association, and Tan Tock Seng Hospital	Asian Women's Welfare Association (AWWA), Autism Association, Fei Yue Community Services and Shared Services for Charities	Asian Women's Welfare Association (AWWA), Autism Association, Fei Yue Community Services and Shared Services for Charities
Bull Charge fund-raising total (\$)	1,162,000	1,388,000	3,200,000
Governance			
Number of cases of bribery or corruption in SGX	Zero	Zero	Zero
Number of cases of anti-competitive behaviour in SGX	Zero	Zero	Zero
Amount of fines SGX paid for non-compliance with the law (\$)	Zero	Zero	Zero

⁵ The electricity number has been annualized because consumption figures were only available until the end of April 2014.

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GENERAL STANDARD DISCLOSURES					
General Standard Disclosures	Section Reference (of Sustainability Report, unless stated otherwise)	Page Reference (of Sustainability Report, unless stated otherwise)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
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G4-1	CEO Statement	Page 1			
G4-2	Sustainability Context	Page 6-8			
ORGANIZATIONAL PROFILE					
G4-3	About this Report	Page 2			
G4-4	About SGX	Page 5			
G4-5	About SGX	Page 5			
G4-6	About SGX	Page 5			
G4-7	Annual Report FY2014, Notes to the Financial Statements	AR page 102			
G4-8	About SGX	Page 5			
G4-9	Annual Report FY2014, Performance Review	Page 5 and AR page 17-31			
G4-10	Social / Workplace	Page 13-17 and 22			
G4-11	Collective Bargaining	Page 17			
G4-12	About SGX	Page 5			
G4-13	CEO Statement	Page 1			
G4-14	Sustainability Context	Page 6-8			
G4-15	Sustainability Context / Supporting Sustainability	Page 7			
G4-16	Annual Report FY2014, Executive Management Committee and Board of Directors	AR page 12-16 and page 32-39			
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
G4-17	Annual Report FY2014, Notes to the Financial Statements	AR page 116-118			
G4-18	Materiality and Stakeholder Engagement	Page 2-4			
G4-19	Materiality and Stakeholder Engagement	Page 2-4			
G4-20	Materiality and Stakeholder Engagement	Page 2-4			
G4-21	Materiality and Stakeholder Engagement	Page 2-4			
G4-22	About this Report	Page 2			
G4-23	About this Report; Materiality and Stakeholder Engagement; CEO statement	Page 1-4			
STAKEHOLDER ENGAGEMENT					
G4-24	Materiality and Stakeholder Engagement	Page 2-4			
G4-25	Materiality and Stakeholder Engagement	Page 2-4			
G4-26	Materiality and Stakeholder Engagement	Page 2-4			
G4-27	Materiality and Stakeholder Engagement	Page 2-4			
REPORT PROFILE					
G4-28	About this Report	Page 2			
G4-29	About this Report	Page 2			
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G4-32	About this Report	Page 2			
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GOVERNANCE					
G4-34	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-35	About SGX / Governance of Sustainability at SGX	Page 8-9			
G4-36	About SGX / Governance of Sustainability at SGX	Page 8-9			

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G4-37	About SGX / Governance of Sustainability at SGX	Page 8-9			
G4-38	Annual Report FY2014, Board of Directors	AR page 32-39			
G4-39	Annual Report FY2014, Board of Directors	AR page 32-39			
G4-40	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-41	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-42	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-43	About SGX / Governance of Sustainability at SGX / Sustainability and the SGX Board of Directors	Page 8			
G4-44	About SGX / Governance of Sustainability at SGX / Sustainability and the SGX Board of Directors	Page 8			
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G4-46	About SGX / Governance of Sustainability at SGX / Sustainability and the SGX Board of Directors	Page 8			
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G4-50	About SGX / Governance of Sustainability at SGX / Sustainability and the SGX Board of Directors	Page 8			
G4-51	About SGX / Governance of Sustainability at SGX / Sustainability and the SGX Board of Directors and Annual Report FY2014, Corporate Governance Report	Page 8, AR page 40-56			
G4-52	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-53	Annual Report FY2014, Corporate Governance Report	AR page 40-56			
G4-54	Not available	N.A.	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	This information is currently unavailable.	We do not measure this ratio. The Sustainability Committee will review the possibility of measuring and disclosing this figure in future reports.
G4-55	Not available	N.A.	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	This information is currently unavailable.	We do not measure this ratio. The Sustainability Committee will review the possibility of measuring and disclosing this figure in future reports.

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ETHICS AND INTEGRITY					
G4-56	Governance section of Sustainability Report / Annual Report FY2014, Corporate Governance Report	Page 20-21 AR page 40-56			
G4-57	Governance section of Sustainability Report / Annual Report FY2014, Corporate Governance Report	Page 20-21			
G4-58	Governance section of Sustainability Report / Annual Report FY2014, Corporate Governance Report	Page 20-21 AR page 40-56			

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Report Section	Page Reference (of Sustainability Report, unless stated otherwise)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
CATEGORY: ECONOMIC					
MATERIAL ASPECT: ECONOMIC PERFORMANCE					
G4-DMA	About SGX / SGX's Value Creation and Economic Performance	Page 5-7			
G4-EC1	About SGX / SGX's Value Creation and Economic Performance	Page 5-7			
G4-EC2	Sustainability Context	Pages 6-7	Financial implications.	The Standard Disclosure or part of the Standard Disclosure is not applicable; the information is currently unavailable.	SGX is awaiting the findings of the Singapore government's Resilience Framework, due in 2016.
G4-EC3	Not available	N.A.	Defined benefit plan obligations.	The information is currently unavailable.	There is no defined benefit plan; instead, SGX contributes to the government-run CPF.
G4-EC4	About SGX / SGX's Value Creation and Economic Performance	Page 5-7			
MATERIAL ASPECT: MARKET PRESENCE					
G4-DMA	About SGX and Annual Report 2014	Page 5, AR page 40-56			
G4-EC5	Not available	N.A.	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	The Standard Disclosure or part of the Standard Disclosure is not applicable.	There is no minimum wage in Singapore.
G4-EC6	Social / Workplace	Page 13-17			
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS					
G4-DMA	About SGX / SGX's Value Creation and Economic Performance	Page 6-7			
G4-EC7	About SGX / SGX's Value Creation and Economic Performance	Page 6-7			
G4-EC8	About SGX / SGX's Value Creation and Economic Performance	Pages 6-7			
CATEGORY: ENVIRONMENTAL					
MATERIAL ASPECT: MATERIALS					
G4-DMA	Environment	Page 9-12			
G4-EN1	Sustainability Performance Data table	Page 22			
G4-EN2	Environment	Page 10			
MATERIAL ASPECT: ENERGY					
G4-DMA	Environment	Page 9-12			
G4-EN3	Environment Performance Data and Sustainability Performance Data table	Page 9-12 and 22			
G4-EN4	Not available	N.A.	Energy consumption outside of the organisation.	The information is currently unavailable.	We are launching an ESG survey for all SGX suppliers in 2014, which will survey the energy consumption. In addition, we are reviewing the option to measure the impact of our business travel.

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G4-EN5	Environment Performance Data and Sustainability Performance Data table	Page 9-12 and 22			
G4-EN6	Environment Performance Data and Sustainability Performance Data table	Page 9-12 and 22			
G4-EN7	Not available	N.A.	Reductions in energy requirements of products and services.	The Standard Disclosure or part of the Standard Disclosure is not applicable.	SGX's services have no associated energy consumption.
MATERIAL ASPECT: WATER					
G4-DMA	Environment Performance Data and Sustainability Performance Data table	Page 9-12 and 22			
G4-EN8	Not available	N.A.	Total water withdrawal by source.	The information is currently unavailable.	Our water consumption figures are based on estimates because we are in shared office buildings which do not have water metres for individual tenants. We have used total water consumption for the building and pro-rated it according the office space occupied by SGX.
G4-EN9	Not available	N.A.	Water sources significantly affected by withdrawal of water.	The information is currently unavailable.	
G4-EN10	Not available	N.A.	Percentage and total volume of water recycled and reused.	The information is currently unavailable.	
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	Sustainability Context and Social / Workplace	Page 12-17			
G4-LA1	Social / Workplace	Page 12-17			
G4-LA2	Social / Workplace	Page 12-17			
G4-LA3	Not available	N.A.	Return to work and retention rates after parental leave, by gender.	The information is currently unavailable.	Our HR systems do not capture these numbers.
MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS					
G4-DMA	Social / Workplace / Employee Communications	Page 12-17			
G4-LA4	Social / Workplace / Employee Communications	Page 12-17			
MATERIAL ASPECT: TRAINING AND EDUCATION					
G4-DMA	Social / Workplace	Page 12-17			
G4-LA9	Social / Workplace	N.A.	Average hours of training per employee by gender and by employee category.	Information is currently unavailable.	Numbers will be reported in the sustainability report FY2015.
G4-LA10	Social / Workplace	Page 12-17			
G4-LA11	Social / Workplace	Page 12-17			
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	Social / Workplace	Page 12-17			
G4-LA12	Social / Workplace	Page 12-17			
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	Social / Workplace	Page 12-17			
G4-LA13	Social/Workplace	Page 12-17			
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: NON-DISCRIMINATION					
G4-DMA	Social / Workplace and Governance / Beyond Corporate Governance / Business Integrity	Page 12-20			
G4-HR3	Social / Workplace	Page 12-17			
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: LOCAL COMMUNITIES					
G4-DMA	Social / Communities	Page 12-18			
G4-SO1	Social / Communities	Page 12-18			
G4-SO2	Social / Communities and Sustainability Context	Page 12-18 and 6-7			
MATERIAL ASPECT: ANTI-CORRUPTION					
G4-DMA	Sustainability Context and Governance / Beyond Corporate Governance / Anti-Bribery and Corruption	Page 20			

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G4-SO3	Not available	N.A.	Total number and percentage of operations assessed for risks related to corruption (and significant risks identified).	The information is currently unavailable.	Corruption risk is part of our Risk Management framework and in 2014 we are launching an ESG survey for all SGX suppliers. This survey will help us to identify if any suppliers present a corruption risk.
G4-SO4	Governance / Beyond Corporate Governance / Anti-Bribery and Corruption	Page 20			
G4-SO5	Sustainability Performance Data table	Page 22			