

Performance Metrics

Sustainability Report
July 2021 – June 2022

Singapore Exchange

Performance Metrics

	FY2020	FY2021	FY2022
Environmental Factors			
Greenhouse Gas Emissions¹			
Total energy consumption (MWh) ²	9,896	9,761	8,073
Total fuel consumption from non-renewable sources (MWh) ²	25	23	20
Purchased grid electricity (MWh) ²	9,871	9,738	8,053
Energy intensity per employee (MWh per employee) ⁴	13	13	11
Total (absolute emissions, tCO ₂ e) ³	8,931	8,326	8,736
Scope 1	45	65	35
Stationary combustion	-	20	5
Mobile combustion	6	6	5
Fugitive emissions	39	39	25
Scope 2 ³	4,352	4,324	3,735
Electricity - Location-based ⁵	3,614	3,637	3,346
Electricity - Purchased cooling ³	738	688	389
Scope 3	4,535	3,937	4,966
Category 1: Purchased goods and services	-	-	688
Category 5: Waste generated in operations	7	6	4
Category 6: Business travel	807	16	679
Category 7: Employee commuting	-	-	1
Category 13: Downstream leased assets	3,721	3,914	3,594
Emission intensity per employee ⁶ (tCO ₂ e per employee)	9.5	7.9	7.8
Emission intensity by revenue (tCO ₂ e per S\$ million of revenue) ³	7.8	7.3	7.9
Scope 1	0.0	0.1	0.0
Scope 2 ³	3.5	3.5	3.4
Scope 3	4.3	3.7	4.5
Social Factors			
Number of Current Employees⁷			
Total number	937	1,051	1,126
<i>By gender</i>			
Male	481	574	621
Female	456	477	505
<i>By age group</i>			
Under 30 years old	104	119	160
30-50 years old	693	772	799
Over 50 years old	140	160	167
<i>By region</i>			
Singapore	871	871	888
Asia ex Singapore ¹⁵	21	25	65
Rest of the world ¹⁶	45	155	173

	FY2020	FY2021	FY2022
<i>By contract type</i>			
Permanent	846	981	1,071
Temporary	91	70	55
<i>By employment type</i>			
Full-time	932	1,046	1,122
Part-time	5	5	4
<i>By employee category</i>			
Senior management ⁸	20	23	23
Middle management ⁹	279	365	405
Executives ¹⁰	603	632	670
Administrative ¹¹	35	31	28
Percentage of Male Employees⁷ (%)			
Senior management ⁸	3%	3%	3%
Middle management ⁹	34%	40%	42%
Executives ¹⁰	61%	56%	54%
Administrative ¹¹	2%	1%	1%
Percentage of Female Employees⁷ (%)			
Senior management ⁸	1%	1%	1%
Middle management ⁹	25%	28%	29%
Executives ¹⁰	68%	66%	66%
Administrative ¹¹	6%	5%	4%
Percentage of Employees Under 30 Years Old⁷ (%)			
Senior management ⁸	0%	0%	0%
Middle management ⁹	0%	5%	6%
Executives ¹⁰	100%	95%	94%
Administrative ¹¹	0%	0%	0%
Percentage of Employees Between 30-50 Years Old⁷ (%)			
Senior management ⁸	2%	2%	2%
Middle management ⁹	33%	38%	40%
Executives ¹⁰	64%	59%	57%
Administrative ¹¹	1%	1%	1%
Percentage of Employees Over 50 Years Old⁷ (%)			
Senior management ⁸	6%	5%	5%
Middle management ⁹	36%	41%	43%
Executives ¹⁰	41%	42%	39%
Administrative ¹¹	17%	12%	13%
Number of Permanent Employees⁷			
<i>By gender</i>			
Male	430	538	592
Female	416	443	479
<i>By region</i>			
Singapore	782	804	836
Asia ex Singapore ¹⁵	20	24	64
Rest of the world ¹⁶	44	153	171

	FY2020	FY2021	FY2022
Number of Temporary Employees⁷			
<i>By gender</i>			
Male	51	36	29
Female	40	34	26
<i>By region</i>			
Singapore	89	67	52
Asia ex Singapore ¹⁵	1	1	1
Rest of the world ¹⁶	1	2	2
Number of Full-Time Employees⁷			
Male	480	572	620
Female	452	474	502
Number of Part-Time Employees⁷			
Male	1	2	1
Female	4	3	3
Number of New Hires¹²			
Total number	107	121	202
<i>By gender</i>			
Male	61	88	137
Female	46	33	65
<i>By age group</i>			
Under 30 years old	26	36	63
30-50 years old	73	82	131
Over 50 years old	8	3	8
<i>By region</i>			
Singapore	94	78	143
Asia ex Singapore ¹⁵	2	4	11
Rest of the world ¹⁶	11	39	48
Rate of New Hires¹²			
Total rate of New Hires	13%	13%	20%
<i>By gender</i>			
Male	15%	17%	25%
Female	11%	8%	14%
<i>By age group</i>			
Under 30 years old	36%	35%	54%
30-50 years old	12%	12%	18%
Over 50 years old	5%	2%	4%
<i>By region</i>			
Singapore	12%	10%	18%
Asia ex Singapore ¹⁵	10%	17%	25%
Rest of the world ¹⁶	27%	27%	30%
Number of Resignations¹²			
Total number	90	92	196
<i>By gender</i>			
Male	47	58	129
Female	43	34	67
<i>By age group</i>			
Under 30 years old	10	12	21

	FY2020	FY2021	FY2022
30-50 years old	67	62	150
Over 50 years old	13	18	25
<i>By region</i>			
Singapore	82	72	147
Asia ex Singapore ¹⁵	3	3	10
Rest of the world ¹⁶	5	17	39
Rate of Resignations¹²			
Total rate of Resignations	11%	10%	19%
<i>By gender</i>			
Male	11%	11%	23%
Female	10%	8%	14%
<i>By age group</i>			
Under 30 years old	14%	12%	18%
30-50 years old	11%	9%	21%
Over 50 years old	9%	10%	14%
<i>By region</i>			
Singapore	11%	9%	18%
Asia ex Singapore ¹⁵	15%	13%	22%
Rest of the world ¹⁶	12%	12%	24%
Development & Training			
Average training per employee ¹³ (hours)	47	55	45
<i>By gender</i>			
Male	50	59	49
Female	44	50	42
<i>By employee category</i>			
Senior management ⁸	40	29	27
Middle management ⁹	49	52	49
Executives ¹⁰	49	60	46
Administrative ¹¹	14	19	14
Percentage of employees ¹⁴ who received a regular performance and career development review (%)	100%	100%	100%
<i>By gender</i>			
Male	50%	51%	53%
Female	50%	49%	47%
<i>By employee category</i>			
Senior management ⁸	2%	2%	2%
Middle management ⁹	32%	34%	36%
Executives ¹⁰	62%	60%	59%
Administrative ¹¹	4%	4%	3%
Salary and Remuneration			
Gender pay ¹⁷ gap across employee categories (M/F)			
Middle management ⁹	3%	2%	-3%
Executives ¹⁰	11%	11%	9%
Occupational Health & Safety			
Number of fatalities	0	0	0
Number of high-consequence injuries	0	0	0

	FY2020	FY2021	FY2022
Number of recordable injuries	0	0	0
Number of recordable work-related ill health cases ¹²	0	0	0
Other Employment Statistics			
Employee retention rate (%)	89%	91%	81%
Average length of service (years)	8	8	7
Reported incidents of discrimination	0	0	0
Percentage of employees ⁶ covered by collective bargaining agreements (%)	4%	3%	2%
Governance Factors			
Board Composition			
Total number of directors	11	11	12
<i>By gender</i>			
Male (%)	73%	73%	83%
Female (%)	27%	27%	17%
<i>By age group</i>			
Under 30 years old (%)	0%	0%	0%
30-50 years old (%)	0%	0%	0%
Over 50 years old (%)	100%	100%	100%
Number of independent board directors as a percentage of all directors (%)	75%	67%	58%
Management Diversity			
Total number of senior management ⁸	20	23	23
<i>By gender</i>			
Male (%)	80%	74%	74%
Female (%)	20%	26%	26%
<i>By age group</i>			
Under 30 years old (%)	0%	0%	0%
30-50 years old (%)	60%	65%	61%
Over 50 years old (%)	40%	35%	39%
Ethical Behaviour			
Percentage of employees ⁶ that received anti-corruption training (%)	100%	100%	100%
Total number	937	1,051	1,126
Cases of bribery, corruption, anti-competitive behaviour, or other material non-compliance with the law	0	0	0
Total amount of monetary losses due to legal proceedings associated with financial industry laws or regulations ¹⁸ (\$)	\$ -	\$ -	\$ -
Other Governance Metrics			
Number of trading halts related to the public release of information ¹⁹	798	1051	770
Average duration (minutes)	233	220	221
Number of trading suspensions (days) ²⁰	24,192	25,377	22,821
Average duration (minutes) ²¹	33,239	26,605	17,253
Number of trading pauses related to volatility or erratic trading ²²	32	28	2
Average duration (minutes)	5	5	5
Percentage of trades generated from screen trades (%)	96%	98%	98%
Number of significant market disruptions	0	0	0
Duration of downtime (hours)	0	0	0
Number of material data breaches	0	0	0
Percentage involving personally identifiable information (PII) (%)	0%	0%	0%
Number of unique customers affected by material data breaches	0	0	0

	FY2020	FY2021	FY2022
Average daily number of trades executed	355,673	404,146	345,474
Mainboard ²³	342,688	377,849	329,782
Catalist	12,985	26,297	15,692

Footnotes

- 1 SGX Group uses an 'Operational Control' boundary for the GHG reporting
Includes SGX Singapore offices (Centre, Vista, Primary and Secondary Data Centres), excludes subsidiaries and joint ventures. Data has been restated for FY20 and FY21 after aligning data compilation methodologies due to the scope for FY20 and FY21 only including SGX Centre, Vista and EMC whilst for FY22 the scope includes SGX Centre, Vista, PDC, SDC only. Data for SGX Centre for June 2022 is pro-rated for the month
- 2 Purchased cooling for FY20 and FY21 was restated after aligning data compilation methodologies
- 3 Number of employees includes SGX Singapore Offices (Centre and Vista) only
Data for EMC and SGX Centre for June 2022 is pro-rated for the month. Scientific Beta France for June 2022 data is based on an eleven-month average.
- 4 EMC AY office for April and May 2022 data is based on a ten-month average."
- 5 Includes only permanent and contract employees across SGX Group, excluding joint ventures
- 6 Includes all subsidiaries across SGX Group, excluding joint ventures
- 7 Managing Director equivalent and above
- 8 Senior Vice President and below or equivalent
- 9 Assistant Vice President and below or equivalent
- 10 Non-executives
- 11 Includes Permanent employees only in all subsidiaries across SGX Group, excluding joint ventures
- 12 Includes Permanent employees in SGX only, excluding subsidiaries and joint ventures. Average training per employee figure for FY21 was restated after aligning data compilation methodologies
- 13 Includes Permanent employees in SGX only who are eligible for annual rewards exercise
- 14 Asia includes China, India, Hong Kong and Japan
- 15 Rest of the world includes US, UK, Australia, Milan, France and Geneva
- 16 Includes total remuneration for Permanent employees in SGX only who are eligible for annual rewards exercise and under middle management/executives employee category
- 17 Including but not limited to fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice
- 18 Includes Ready market data only. Trading halts pertaining to the wholesale bond market is not reported as although wholesale bonds are listed on SGX, they cannot be traded on SGX. Trading halts could occur multiple times during a trading day.
- 19 Includes Ready market data only. Trading suspensions pertaining to the wholesale bond market is not reported as although wholesale bonds are listed on SGX, they cannot be traded on SGX. Trading suspensions could occur over multiple trading days. Refers to the total number of days for all counters, including counters that are suspended pending for delisting.
- 20 Total duration of suspension per unique counter
- 21 Includes Ready market data only
- 22 Average daily number of trades executed on Mainboard for FY21 was restated after aligning data compilation methodologies

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