Ernix Network Integration Pte Ltd

GRI Report Y2024 Ending

INTRODUCTION

In 2024, Small and Medium Enterprises (SMEs) operate in a complex environment surrounded by AI advancement and geopolitical tensions.

These factors create a dynamic landscape where adaptability and innovation are paramount for survival and growth. SMEs must navigate through the rapid technological changes brought by AI, which present both opportunities and challenges in terms of automation, data analytics, and new business models. Simultaneously, geopolitical tensions can lead to market volatility, supply chain disruptions, and regulatory changes that require agile responses from businesses.

By embracing Industry 5.0, SMEs can harness the potential of AI and other advanced technologies to drive growth, boost competitiveness, and pave the way for a more inclusive and sustainable future. This paradigm shift requires a concerted effort in upskilling the workforce, rethinking business strategies, and fostering a culture that values continuous improvement and human-centric innovation.
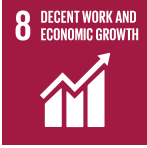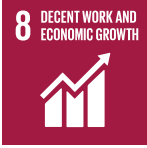
IMPACT ON EMPLOYEES

The emergence of AI is fundamentally reshaping the relationship between employees and business sustainability.

While AI advancements offer substantial benefits, they also pose significant challenges for employees. The automation of routine tasks threatens job security for many, necessitating a shift towards more complex and creative roles. This transition can be stressful, as employees must acquire new skills and adapt to rapidly changing job requirements.

This transformation affects everything from job roles and training needs to organizational culture and environmental impact. The successful integration of AI depends heavily on creating a sustainable approach that considers both technological capabilities and human factors in the workplace.

SUSTAINABLE DEVELOPMENT G⬤ALS

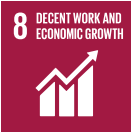| Highly critical material issues	Material issues
Preparing employees for AI	Hardware power consumption

Highly critical material issues	Critical material issues
Preparing employees for AI	Hardware power consumption
Impacts	**Impacts**
The changing nature of human-AI collaboration can affect workplace relationships and identity. Some employees may feel less connected to their work when AI handles creative or analytical tasks they previously owned. Others appreciate the efficiency but miss the satisfaction of completing certain tasks themselves. They may notice AI tools increasingly handling tasks they used to do manually, and this can create anxiety about job security. There may be the pressure to quickly become proficient with AI tools while still maintaining regular work responsibilities. Clients are increasingly looking at using AI in as many ways as they can, and it is unviable to create an AI department.	There may be concerns about SME-use AI hardware power consumption and cost.
Responses	**Responses**
Encourage employees to learn about AI capabilities relevant to their roles and think about how they can use AI tools to enhance their work rather than seeing AI as competition. Educate employees that AI is best viewed as a powerful tool that enhances human capabilities rather than replaces them. It excels at handling repetitive tasks, processing large amounts of data, and providing insights - this frees up employees to focus on work that requires uniquely human skills like creativity, emotional intelligence, critical thinking, and complex problem-solving. Business networking is crucial for finding and creating synergies with AI partners.	AI hardware systems suitable for SME-use ranging from <50W ~ <1000W are reported to be available at a reasonable cost.

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Statement of use	Ernix Network Integration Pte Ltd has reported the information cited in this GRI content index for the period [1 January 2024 – 31 December 2024] with reference to the GRI Standards.
GRI 1 used	GRI 1 : Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	SDG
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	2	
GRI 3 : Material Topics 2021	3-2 List of material topics	3	
GRI 3 : Material Topics 2021	3-3 Management of material topics	4,5	
GRI 302 : Energy 2016	302-5 Reductions in energy requirements of products and services	a, b, c : not applicable because clients are still using current servers.	7 AFFORDABLE AND CLEAN ENERGY / 8 DECENT WORK AND ECONOMIC GROWTH / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION
GRI 404 : Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	a : 4, 5 ,6 b : not applicable because all employee(s) has retained jobs.	8 DECENT WORK AND ECONOMIC GROWTH