



**SANTAK HOLDINGS LIMITED**  
**SUSTAINABILITY REPORT 2023**



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# INTRODUCTION

## BOARD STATEMENT

The Board of Directors at Santak Holdings Limited (the “Company” or “Santak”) is pleased to publish the Group's Sustainability Report (the “Report”) for the Company and its subsidiary companies (the “Group”) for the financial year ended 30 June 2023 (“FY2023”). Santak believes sustainability issues, including climate-related issues, are important for business and striving for sustainability in business has become more of a requirement rather than an option. We pursue our business goals and drive our sustainability initiatives forward so as to integrate economic, environmental, social and governance (“ESG”) considerations into our long-term business strategy formulation.

We continue to focus on the material ESG sustainability factors which we had identified in our previous years' reports deemed material to our business and stakeholders namely Energy Consumption; Emissions, Effluents and Waste, Occupational Health and Safety, Economic Performance / Sustainability as well as Sustainability Governance. The Board reviewed the identification, management and monitoring of the material ESG factors in this Report.

In FY 2023, a Sustainability Committee (“SC”), reporting to the Board, was set up to provide greater focus in overseeing sustainability issues. The SC roles include the oversight of the Group's ESG strategy and issues, to review and make recommendations to the Board to ensure that material ESG factors and related risks and opportunities are identified, evaluated and managed, ensure proper governance is in place for sustainability matters, monitor the implementation and progress towards sustainability strategy, ensure compliance with ESG related laws, rules and regulations, and review the sustainability report and recommend it to the Board for approval, amongst other.

To be read in conjunction with its FY2023 Annual Report, this Report addresses the Group's material ESG factors from 1 July 2022 to 30 June 2023. All data is reported in good faith and to the best of our knowledge. This Report is aligned with Singapore Exchange Securities Trading Limited (SGX-ST) Catalist Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide and has been prepared with reference to SGX ESGenome's SGX Core ESG metrics and recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”). It has also been prepared with reference to the Global Reporting Initiative (“GRI”) standards.

The Group publishes its Sustainability Report as a standalone report annually. This is the first year that the Group adopts SGX ESGenome disclosure platform to prepare and publish its Sustainability Report. The format of this Report follows closely the report format generated from SGX ESGenome based on the responses provided by the Group to the best of our knowledge on the platform for SGX Core and TCFD metrics. The ESG metrics for SGX Core and TCFD overlap in some areas, hence the SGX Core and TCFD sections of this Report contain certain questions and responses that are similar.

The Board would like to thank all stakeholders who have contributed to our sustainability effort and will continue to take a balanced approach in enhancing long term values which are sustainable to our stakeholders.

On behalf of the Board,

**Lee Keen Whye**

Chairman

30 October 2023

# INTRODUCTION

## IDENTIFICATION OF MATERIAL ESG FACTORS

This Report for the Group is prepared in accordance with the Singapore Exchange Securities Trading Limited (SGX-ST) Catalist Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide and has been prepared with reference to SGX Core ESG metrics and recommendations of the TCFD on the SGX ESGenome to the best of our knowledge. It has also been prepared with reference to the GRI Standards. The reporting period is for the sustainability performance of the Group for FY2023. All data and activities reported are with respect to the time frame from 1 July 2022 to 30 June 2023, unless stated otherwise.

The Report aims to disclose our ESG performance against the issues that are considered most material to our company's stakeholders and this includes shareholders, suppliers, customers, management and employees. The objective of preparing this Report is to inform our stakeholders of the initiatives and strategies related to sustainability that we are currently embarking on. Our data is reported in good faith to the best of our knowledge and is subject to internal audit review. Currently, there is no external assurance for this Report.

The content of this Report is defined by the 4 Content Reporting Principles established by GRI: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness.

PRINCIPLE	OBJECTIVE
<b>Stakeholder Inclusiveness</b>	Defining stakeholders and explaining how the Group has responded to their expectations and interests.
<b>Sustainability Context</b>	Presenting the Group's performance in the wider context of sustainability.
<b>Materiality</b>	Identifying the Group's material ESG factors.
<b>Completeness</b>	Disclosing material ESG factors and boundaries to assess the Group's performance in the reporting period.

A copy of this Report can be found on SGXNet and the Company's website at [www.santak.com.sg](http://www.santak.com.sg).

The Board recognises that stakeholders play an important strategic role in maintaining the Company's long-term growth. In FY2018, we engaged our key stakeholders through a stakeholder engagement and materiality assessment workshop to identify the ESG factors that the Group considered important to stakeholders. These key stakeholders were identified based on their ability to influence our performance and provide effective solutions to incorporate sustainability into our operations. The ESG factors were then risk ranked and prioritised based on their impact on the business and how important stakeholders considered each aspect. The materiality assessment process led Santak's management to identify the material ESG factors in the sustainability report. These material ESG factors were reviewed and approved by the Board.

In FY2023, these material ESG factors were reviewed by the SC and the Board to ensure their continued relevance. The SC and the Board will review the material ESG factors again in subsequent reporting periods to ensure that the material ESG factors continue to be important and relevant to our stakeholders.

### MATERIAL ESG FACTORS IDENTIFIED

Material ESG Factors	Title
<b>Environmental Management</b>	Energy Consumption (Scope 1 and Scope 2 Emissions)
<b>Environmental Management</b>	Emissions, Effluents and Waste
<b>Social Management</b>	Occupational Health and Safety
<b>Economic Sustainability</b>	Economic Performance
<b>Governance</b>	Sustainability Governance

# INTRODUCTION

## MATERIAL ESG FACTORS

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>ENVIRONMENTAL MANAGEMENT</b></p>	<p><b>ENERGY CONSUMPTION (SCOPE 1 AND SCOPE 2 EMISSIONS)</b></p> <p>We are committed to minimizing the negative impact to our environment. We support international and Singapore efforts to reduce carbon emission. At Santak, we utilise a wide variety of precision engineering CNC machines and equipment to deliver the best quality that a precision engineering manufacturer can offer. These high precision CNC machines and equipment as well as air- conditioning contribute to the majority of our electricity energy consumption as well as our greenhouse gas (“GHG”) Scope 1 and 2 total emissions.</p> <p>We recognise the importance of properly managing and regulating our energy consumption so as to keep our operational costs low and help reduce the impact on the environment. We have a maintenance team of trained individuals to keep track of our energy consumption. The monitoring of our energy consumption is reviewed monthly by our maintenance team who will analyse the monthly energy consumption. Energy surges which rarely occur, if identified within different operational areas will be investigated for possible faults in the machines and equipment. If necessary, repairs will be carried out should faults be discovered. All employees switch off lightings, air conditioners and other electrical appliances when not in use. With these practices established, we aim to improve efficiency in our energy usage to optimise our consumption.</p> <p>In FY2023, the total energy consumption amounted to 1,711 MWh (FY2022: 2,233 MWh) and our GHG Scope 1 and 2 total emission was approximately 946.33 metric tonnes. Data for GHG Scope 3 is not available. The method used to calculate energy consumption is based on the compiled electricity bills taken for the reporting year.</p> <p>Our target is to maintain or reduce carbon footprint and GHG emissions intensity of our operations.</p> <p>Controlling GHG emission is critical to mitigating the adverse impacts of climate change. Higher temperatures will lead to increase in energy consumption to moderate temperature at workplace. This will result in higher operating expenses and overheads related to energy and electricity costs. This can be mitigated by improving energy efficiency of our operations and use of low-carbon alternative energy sources as they become operationally and economically more viable.</p> <p>Increased frequency and intensity of extreme weather events can cause disruption to our operations, damage to assets and threaten workplace safety. This will lead to higher capital expenses and operating expenses associated with asset replacement and repair, lost work time and workplace insurance.</p> <p>In addition, regulations aimed at reducing carbon emissions and mitigating the effects of climate change will increase compliance costs in the form of carbon taxes and carbon credits, as well as costs associated with managing and reporting of regulatory compliance matters. The Group aims to conduct further scenario analysis due to climate-related changes when such data is available in the future.</p>
<p><b>ENVIRONMENTAL MANAGEMENT</b></p>	<p><b>EMISSIONS, EFFLUENTS AND WASTE</b></p> <p>Santak conduct business in a manner that respects the environment by minimizing the negative environment impact. Santak is committed to protecting the environment and actively implement activities to meet relevant regulations. Employees are trained and encouraged to support these initiatives.</p>

# INTRODUCTION

## MATERIAL ESG FACTORS

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>ENVIRONMENTAL MANAGEMENT</b></p>	<p><b>EMISSIONS, EFFLUENTS AND WASTE (CONT'D)</b></p> <p><b>Oil Emissions</b></p> <p>Oil emission level from the machining process which uses coolant oil within factory premise is monitored to ensure minimal oil and particulate generation. Oil filters are installed on our CNC machines to reduce these exhaust. Oil filter maintenance program has been implemented in our Johor factory and we conducted the Chemical Exposure Monitoring under the Malaysia Occupational Safety and Health (Use And Standards Of Exposure Of Chemicals Hazardous To Health) Regulations, 2000 (“USECHH Regulations 2000”) in our Johor factory in April 2021.</p> <p>The result of the Chemical Exposure Monitoring Report issued on 16th April 2021 as performed by a Malaysia Department of Occupational Safety and Health (“DOSH”) Registered Hygiene Technician showed that airborne concentrations of chemicals exposure at the designated sampling personnel are well below the Permissible Exposure Limits (PEL) as specified in the Stipulated Regulations (Schedule 1 of USECHH Regulations 2000).</p> <p>As such, our current oil filter maintenance program in the Johor factory is effective in controlling the oil emission level. We target to maintain future Chemical Exposure Monitoring for airborne concentrations of chemicals exposure (oil mist) to be below the PEL as stated in the Stipulated Regulations. Under the Stipulated Regulations, the Chemical Exposure Monitoring is to be conducted on a five-years interval basis.</p> <p><b>Effluents and Waste</b></p> <p>Santak has actively seek to reduce its operational impact on the environment, and has stringent corporate responsibility and sustainability practices to manage its industrial waste, such as raw material scrap, chemical and general waste, by engaging licensed waste management collectors and recycling and reusing where possible.</p> <p>Waste generation is continually being monitored and reduced through internal process improvement activities. One way is through the usage of “to-size” material and constant monitoring and communication with customers to avoid or reduce any ad hoc purchase of unsuitable size raw materials which generates more scrap metal wastage from the manufacturing process. Our Engineering Department will continuously explore different material sizes, machines, processes, methods and measurements for improvement opportunities.</p> <p>Scrap metal from manufacturing process are collected and sold to licensed scrap metal collection companies for subsequent recycling. Chemical waste from machining and degreasing processes are segregated and stored in drums to prevent spillage during transportation. These are sealed, labelled and kept in dedicated location to be collected for safe disposal by appointed licensed waste management contractor approved by the Authority.</p> <p>We target to continue to ensure the safe disposal of effluents and waste to prevent any major pollution incident in the Group’s manufacturing factory for FY2024.</p>

# INTRODUCTION

## MATERIAL ESG FACTORS

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<b>ENVIRONMENTAL MANAGEMENT</b>	<b>EMISSIONS, EFFLUENTS AND WASTE (CONT'D)</b>  <b>Effluents and Waste (Cont'd)</b>  Any serious pollution incident can cause disruption to operations, damage to the environment and threaten workplace safety. This may lead to exposure to regulatory actions or litigation, higher operating expenses associated with clean-up cost, lost work time and workplace insurance. Our employees can be better equipped with training on workplace safety and incident management to avoid or respond to incidents and injuries to mitigate such risks.
<b>SOCIAL MANAGEMENT</b>	<b>OCCUPATIONAL HEALTH AND SAFETY</b>  As a responsible employer, we take our responsibility to provide a healthy and safe working environment seriously. We believe it is very important to minimize the risks of work-related injury and illness. We are committed to adhering to local safety laws and regulations. A Safety and Health Committee ("SHC") headed by the Assistant Production Manager had been established and an internal full time safety officer employed. Employees are required to abide by the relevant health and safety measures and undertake reasonably practicable steps to ensure workplace safety. Regular reviews are conducted to improve our existing safety standards and practices. In addition, we conduct regular safety inspections at our facilities to identify potential health and safety risks and take preventive measures wherever necessary.  Our Safety and Health policies, practices and performance include the followings:  <b>Work-Related Injury</b>  We record all work-related injury, regardless of its severity and conduct follow up for implementation of corrective action plan. Employees are required to follow the emergency procedures by informing the manager and/or supervisor in-charge to take necessary actions.  For FY2023, the work-related accident injuries frequency rate at the Group's manufacturing facilities were three work-related accidents with minor injuries and zero work-related fatality which remains the same as FY2022. These three recorded work-related minor injuries during the year involved two employees suffering minor cuts on their finger and hand respectively as well as a third employee who suffered a fall while walking. The first two employees with minor cuts were both given first aids treatment and two days medical leave and the third employee was given three days medical leave by the company doctor. These accidents have been reviewed by management and employees on factory floor operation were alerted and reminded on the safety precautions required to prevent such accident from recurring.  We continue to encourage employees to work towards and maintain the target of zero work-related serious injury and zero work-related fatality in future.

# INTRODUCTION

## MATERIAL ESG FACTORS

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>SOCIAL MANAGEMENT</b></p>	<p><b>OCCUPATIONAL HEALTH AND SAFETY (CONT'D)</b></p> <p><b>Noise Monitoring</b></p> <p>Noise Monitoring or Noise Risk Assessment are conducted periodically in our Johor factory in line with requirements under the Malaysia Occupational Safety and Health (Noise Exposure) Regulations 2019. A Baseline Noise Risk Assessment was conducted in April 2021 to determine the noise levels, identify noise areas/sources and their characteristics emitted at the work place by using sound level meter. This exercise helped to map the factory work area into different noise zones according to the permissible noise levels as well as identified and classified operation workers according to their work and work areas. This assessment included conducting personal noise exposure monitoring by using noise dosimeters on workers with highest risk of noise exposure level. Relevant employees using airguns were found to be exposed to noise level exceeding the acceptable noise level and were provided with Personal Hearing Protectors (“PHP”) or Personal Protective Equipment (“PPE”) such as special earplugs (NRR 29 dB rating) for hearing protection and silencers for airguns to ensure exposure to noise is minimized.</p> <p>In addition, trainings and education were provided to employees exposed to such noise level. All other operation workers are still be required to wear hearing protection earplugs when working on the factory floor. A noise dosimeter was also purchased for in house monitoring of the noise level generated within the production areas.</p> <p>The annual Audiometric Examination or hearing test for FY2023 was conducted in December 2022 by external Registered Audiometric Technicians for employees who work on the CNC machining areas. Three employees were found to have abnormal hearing and was recommended by the doctor to continue with annual audiometry test, use of PHP such as earplug and be given education and training. We target to perform the Audiometric Examination or hearing test annually in the future.</p> <p><b>Safety Trainings</b></p> <p>Internal trainings on general safety and health such as introduction trainings on occupational safety and health at workplace, safety induction and proper usage of PPE, in-house fire-fighting equipment usage, tool box meetings as well as first aid training and first aid box usage and replenishment etc continues to be conducted periodically. The Group targets to maintain such trainings in the future.</p> <p>External safety and health related trainings such as the Certified Environmental Professional in Scheduled Waste Management (CePSWaM) course certificate by our factory safety officer was valid during FY2023.</p> <p><b>Safety Audit and Review</b></p> <p>Malaysia Department of Occupational Safety and Health (“DOSH”) officer conducted a Workplace Assessment on the Group’s Johor factory in June 2023 and the Johor factory passed the workplace assessment with grade B awarded by DOSH. We target to maintain or improve on the workplace assessment grading by DOSH in the future.</p>



# INTRODUCTION

## MATERIAL ESG FACTORS

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>SOCIAL MANAGEMENT</b></p>	<p><b>OCCUPATIONAL HEALTH AND SAFETY (CONT'D)</b></p> <p><b>Fire Certificate and Fire Drill</b></p> <p>Our Johor factory had obtained the Fire Certificate in January 2023 which certified that the factory has complied with the requirement relating to fire-fighting equipment or fire safety installation in accordance with the Fire Services Act 1988 of Malaysia.</p> <p>A fire drill evacuation exercise was held in June 2023 in our Johor factory for emergency preparedness. In-house fire-fighting equipment such as fire extinguisher usage demonstration was also performed during the fire drill evacuation exercise. We target to hold the fire drill evacuation exercise annually.</p> <p>Increased frequency and intensity of extreme weather events and rising temperatures present health and safety risks and can lead to incidents, disruption to operation, illness or injuries. This will lead to higher capital expenses and operating expenses associated with asset replacement and repair, temperature moderation, lost work time and workplace insurance. Employees can be better equipped with training on workplace safety and incident management to avoid or respond to incidents and injuries to mitigate such risks.</p> <p>The Group has considered other social factors such as labor rights and product responsibility and has policy in place to follow the Employment Act in Singapore and Malaysia.</p>
<p><b>ECONOMIC SUSTAINABILITY</b></p>	<p><b>ECONOMIC PERFORMANCE</b></p> <p>For FY2023, the Group revenue was S\$8.63 million (FY2022: S\$11.68 million) and was in a net equity position of S\$12.43 million as at 30 June 2023 (FY2022: S\$14.50 million). Economic sustainability or performance is defined as one of the most material aspect because, like most companies, our economic sustainability ensures our long-term viability and enables the execution of sustainability strategies. For a detailed breakdown of our FY2023 financial results, please refer to the Group's Annual Report for FY2023 which is available at SGX website and <a href="http://www.santak.com.sg">www.santak.com.sg</a>. Our target is to achieve economic sustainability.</p> <p>The Group faces a fast-changing business environment which is increasingly competitive and changing in technology as the world moves towards a low carbon economy. Over a longer term, the Group is committed to leverage on its experience and expertise in its core business to achieve economic sustainability.</p>
<p><b>GOVERNANCE</b></p>	<p><b>SUSTAINABILITY GOVERNANCE</b></p> <p>Please refer to pages 16 to 27 of this Report for details.</p>

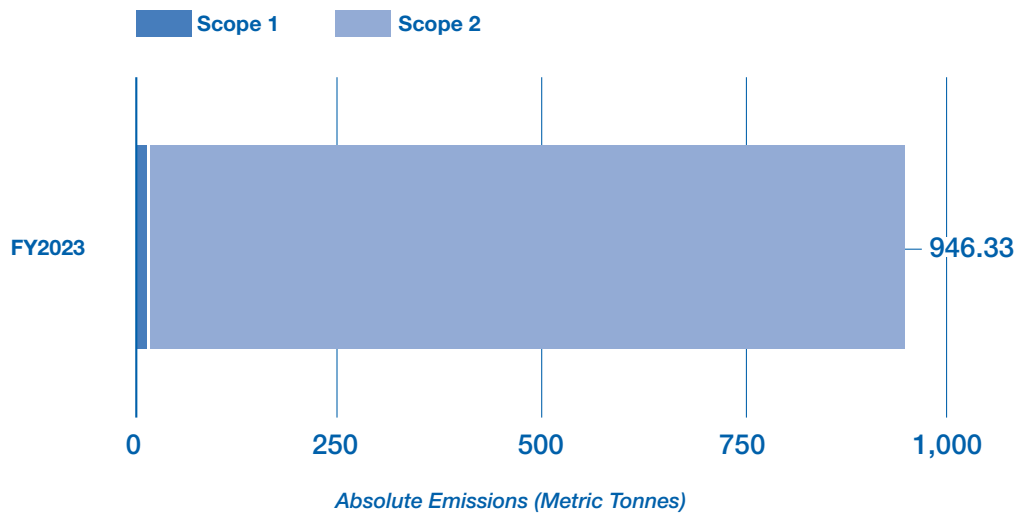
## STAKEHOLDER ENGAGEMENT

Engagements with stakeholders are via employees training programmes, surveys and meetings and site visits by customers, meetings and site visits with suppliers, public communication via corporate website and SGXNet, shareholder meetings with capital providers as well as industry forums and support for government initiatives.

# ENVIRONMENTAL

## GREENHOUSE GAS ABSOLUTE EMISSIONS

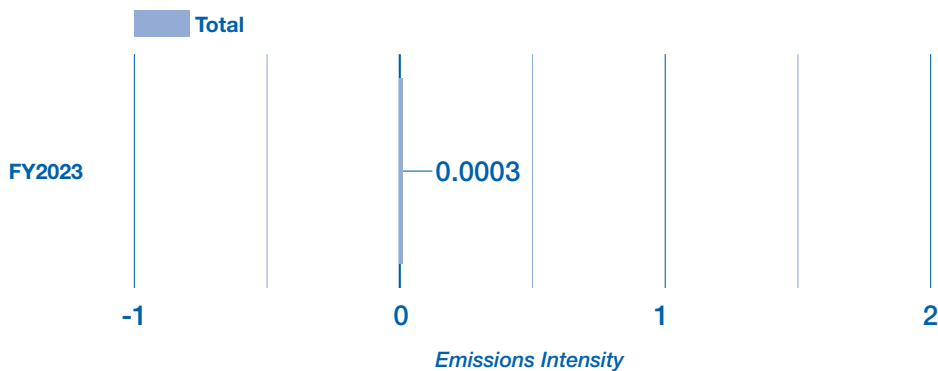
**Greenhouse gas emissions** from human activities strengthen the greenhouse effect, causing climate change. Most is carbon dioxide from burning fossil fuels: coal, oil, and natural gas. For FY2023, the Group's total Scope 1 and 2 emissions were 946.33 metric tonnes. Scope 1 covers direct emission from motor vehicles owned and operated by the Group. Scope 2 covers indirect emission from electricity purchased from third party electricity providers.



Scope 1 - the emissions that a company makes directly e.g. company vehicles.  
Scope 2 - The emissions a company makes indirectly e.g. energy purchase, such as electricity.

## EMISSION INTENSITY

**Emission intensity** is the volume of emissions per unit of manufacturing revenue. For FY2023, the Group's total Scope 1 and 2 emission intensity was 0.0003. Reducing emission intensity means that less pollution is being created per unit of manufacturing revenue and vice versa.

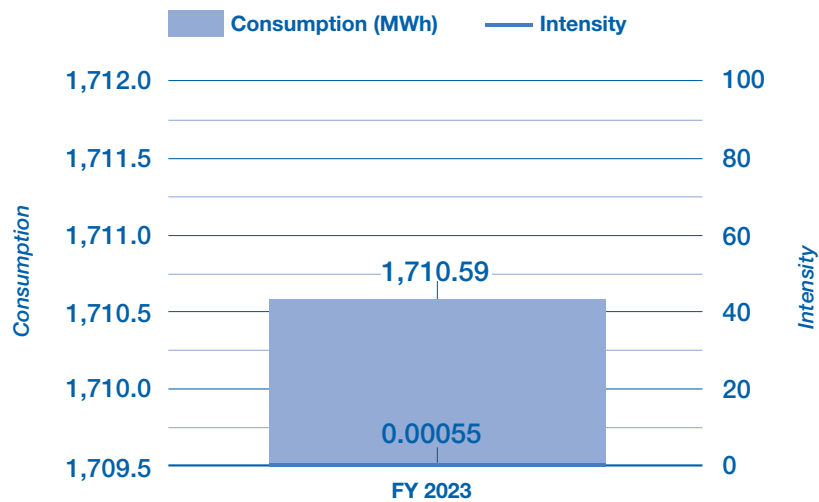


### Emission Intensity Notes

FY2023: Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Emission (Scope 1 and 2) (Metric Tonnes) / Manufacturing revenue (SGD)

## ENERGY CONSUMPTION AND INTENSITY

**Energy consumption** is the amount of energy or power used, whilst **energy consumption intensity** is measured by the quantity of energy required per unit of manufacturing revenue, so that using less energy to generate revenue reduces the intensity and vice versa. For FY2023, the Group's energy consumption was 1,710.59 Megawatt-hours ("MWh") (FY2022: 2,233 MWh) from electricity purchased by the Group from third party electricity providers. The Group energy consumption intensity was 0.00055 for FY2023.

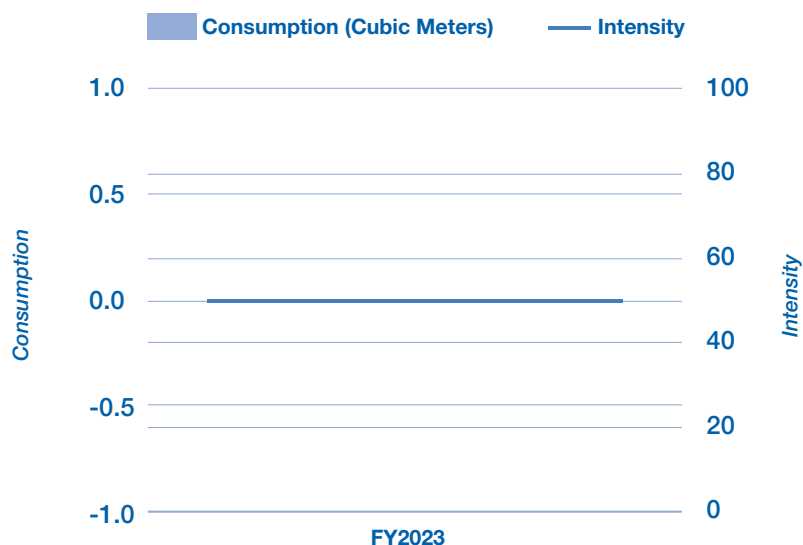


### Energy Intensity Notes

**FY2023 Notes:** Energy consumption intensity (MWh per unit of manufacturing revenue) = Total energy consumption (MWh) / Manufacturing revenue (SGD)

## WATER CONSUMPTION AND INTENSITY

**Water consumption** is the portion of water use that is not returned to the original water source, whilst **Intensity** calculates the water consumed per unit of manufacturing revenue. For FY2023, the Group receives potable water at its factory building in Johor Malaysia from the Johor state water supply company and its office/warehouse in Singapore from Singapore's national water agency. Potable water is used for general consumption and is discharged to the national sewerage system.



### Water consumption Notes

FY2023: Total water consumption = Total water withdrawal – Total water discharge.

# SGX CORE ENVIRONMENTAL QUESTIONS

## SGX Core 1a) GHG (CO2) Absolute Emissions – Total

**FY2023**

946.33 Metric Tonnes

**2023 Latest Explain / Notes:** Total absolute emissions is the combined Scope 1 and 2 emissions.

## SGX Core 1b) GHG (CO2) Absolute Emissions – Scope 1

**FY2023**

11.09 Metric Tonnes

## SGX Core 1c) GHG (CO2) Absolute Emissions – Scope 2 (Location-Based)

**FY2023**

935.24 Metric Tonnes

## SGX Core 1d) GHG (CO2) Absolute Emissions – Scope 2 (Market-Based)

**FY2023**

0 Metric Tonnes

## SGX Core 1e) GHG (CO2) Absolute Emissions – Scope 3

**FY2023**

Not Applicable (“N/A”)

## SGX Core 2a) GHG (CO2) Emissions Intensity – Total

**DATE:** FY 2023

Total GHG (CO2) Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Total Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Total Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Total Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
946.33	Manufacturing Revenue	3,120,978 SGD	0.0003	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Total emission (Scope 1 and 2) (Metric Tonnes) / Manufacturing revenue (SGD)

# SGX CORE ENVIRONMENTAL QUESTIONS

## SGX Core 2b) GHG (CO2) Emissions Intensity – Scope 1

DATE: FY 2023

Scope 1 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 1 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 1 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 1 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
11.09	Manufacturing Revenue	3,120,978 SGD	0.0000036	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Emission (Scope 1) (Metric Tonnes) / Manufacturing revenue (SGD)

## SGX Core 2c) GHG (CO2) Emissions Intensity – Scope 2

DATE: FY 2023

Scope 2 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 2 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 2 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 2 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
935.24	Manufacturing Revenue	3,120,978 SGD	0.0003	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Emission (Scope 2) (Metric Tonnes) / Manufacturing revenue (SGD)

## SGX Core 2d) GHG (CO2) Emissions Intensity – Scope 3

DATE: FY 2023

Scope 3 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 3 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 3 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 3 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
Not Applicable										

# SGX CORE ENVIRONMENTAL QUESTIONS

## SGX Core 3) Total Energy Consumption

**FY2023**

1,710.59 MWh

## SGX Core 4) Energy Consumption Intensity

**FY2023**

0.00055

**2023 Latest Explain / Notes:** Energy consumption intensity (MWh per unit of manufacturing revenue) = Total energy consumption (MWh) / Manufacturing revenue (SGD)

## SGX Core 5) Total Water Consumption

**FY2023**

0 Cubic meters

**2023 Latest Explain / Notes:** Total water consumption = Total water withdrawal – Total water discharge.

## SGX Core 6) Water Consumption Intensity

**FY2023**

0

**2023 Latest Explain / Notes:** Water consumption intensity (Cubic Meters per unit of manufacturing revenue) = Total water consumption (Cubic Meters) / Manufacturing revenue (SGD)

## SGX Core 7) Total Waste Generated

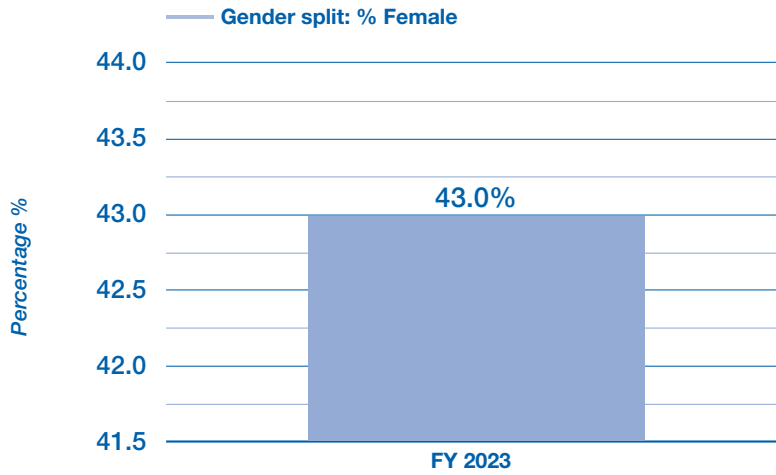
**DATE:** FY 2023

Waste Composition	Hazardous Waste Generated	Non-hazardous Waste Generated
Metals	0	72,456 Kilograms
Plastics	0	0
Biomass	0	0
Textiles	520 Kilograms	0
Non-metallic minerals	6,890 Kilograms	13,060 Kilograms

# SOCIAL

## GENDER DIVERSITY

**Gender diversity** in a workplace means that men and women are hired at a comparable rate, paid evenly, and given the same working opportunities with equal promotions. For FY2023, women account for 43% of the workforce of the Group.



# SGX CORE SOCIAL QUESTIONS

## SGX Core 8, 10 & 22) Current Employees by Employee Category, Gender and Age Group

DATE: FY 2023

Employee Category	Number of Employees per Selected Employee Category	i. a) Percentage Male	i. b) Percentage Female	Total Percentage of Employees by Gender	ii. a) Percentage Under 30 Years Old	ii. b) Percentage 30-50 Years Old	ii. c) Percentage Over 50 Years Old	Total Percentage of Employees by Age Group	iii. a) Percentage defined within a Disability Group	iii. b) Percentage defined as a Minority Group
Middle management	12	50.0	50.0	100.0	0	50.0	50.0	100	N/A	N/A
Administrative	11	9.1	90.9	100.0	36.3	36.3	27.4	100	N/A	N/A
Technical	21	81.0	19.0	100.0	28.6	33.3	38.1	100	N/A	N/A
Non-management	2	50.0	50.0	100.0	0	50.0	50.0	100	N/A	N/A
Production	71	56.3	43.7	100.0	71.8	23.9	4.3	100	N/A	N/A
Senior management	11	72.7	27.3	100.0	0	0	100	100	N/A	N/A

## SGX Core 9 & 11) New Hires by Gender and Age Group

DATE: FY 2023

Region	Gender	Total Number of New Employee Hires Under 30 Years Old	Total Number of New Employee Hires 30-50 Years Old	Total Number of New Employee Hires Over 50 Years Old	Rate of New Employee Hires Under 30 Years Old	Rate of New Employee Hires 30-50 Years Old	Rate of New Employee Hires Over 50 Years Old	Total Number of New Hires
Asia (except Japan)	Male	22	4	0	84.6	15.4	0	26
Asia (except Japan)	Female	13	3	0	81.2	18.8	0	16

## SGX Core 9, 11 & 12) Employee Turnover by Gender, Age Group and Total Turnover

DATE: FY 2023

Region	Gender	Total Employee Turnover Under 30 Years Old	Total Employee Turnover 30-50 Years Old	Total Employee Turnover Over 50 Years Old	Rate of Employee Turnover Under 30 Years	Rate of Employee Turnover 30-50 Years Old	Rate of Employee Turnover Over 50 Years Old	Total Turnover Number
Asia (except Japan)	Female	13	7	1	61.9	33.3	4.8	21
Asia (except Japan)	Male	37	11	2	74.0	22.0	4.0	50



# SGX CORE SOCIAL QUESTIONS

## SGX Core 13) Total Number of Employees

DATE: FY 2023

Gender	Permanent	Temporary
Female	55	0
Male	73	0

## SGX Core 14 & 15) Average Training Hours per Employee

DATE: FY 2023

Average hours of training undertaken per male employee	Average hours of training undertaken per female employee	Average hours of training undertaken per senior management employee	Average hours of training undertaken by middle management employees	Average hours of training undertaken by non-management employees	Average hours of training undertaken by technical employees	Average hours of training undertaken by administrative employees	Average hours of training undertaken by production employees
5.77 Hours	3.39 Hours	2.14 Hours	3.67 Hours	1.50 Hours	4.76 Hours	3.00 Hours	5.69 Hours

## SGX Core 16, 17 & 18) Work-Related Injuries and Fatalities

DATE: FY 2023

i. a) The Number of Fatalities as a Result of Work-related Injury	i. b) The Rate of Fatalities as a Result of Work-related Injury	ii. a) The Number of High-consequence Work-related Injuries (Excluding Fatalities)	ii. b) The Rate of High-consequence Work-related Injuries (Excluding Fatalities)	iii. a) The Number of Recordable Work-related Injuries	iii. b) The Rate of Recordable Work-related Injuries	iv. The Main Types of Work-related Injury	v. The Number of Hours Worked
0	0	0	0	3	3.77	Cuts and bruises	177,649 Hours

**2023 Latest Explain / Notes:** Rate of recordable work-related injuries = Number of recordable work-related injuries ÷ Number of hours worked x 223,100. Rate is calculated based on 223,100 hours worked and it indicates the number of work-related injuries per 100 full-time workers over a one-year timeframe, based on the assumption that one full-time worker works 2,231 hours per year.

## SGX Core 19) Work-Related Ill Health Cases

DATE: FY 2023

i. The Number of Fatalities as a Result of Work-related ill Health	ii. The Number of Cases of Recordable Work-related ill Health	iii. The Main Types of Work-related ill Health
0	0	N/A

# GOVERNANCE

## BOARD INDEPENDENCE

**Board independence** occurs when a board member has not been and is not currently employed by the Company or its auditor and the board member's employer doesn't do a significant amount of business with the Company.

i) Is Independence a Primary Consideration During the Selection Process for New Board Members of the Company?	Yes
ii) How Many Board Members Does the Company Have as at 30 June 2023?	6
iii) How Many of Those Members are Independent Directors as at 30 June 2023?	2
iv) The Percentage of Directors Who Are Independent Board Members as at 30 June 2023	33.33%

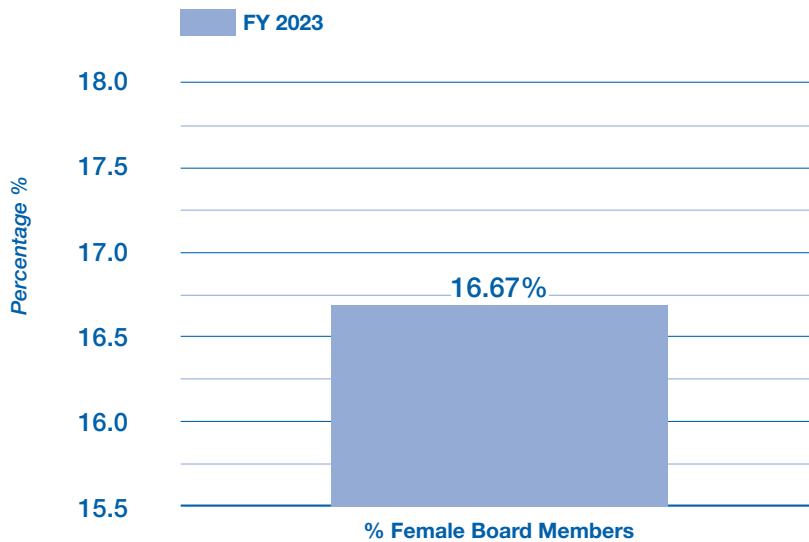
Upon the retirement of our Independent Director, Mr Ch'ng Jit Koon at the FY2023 Annual General Meeting held on 26 October 2023, the Company will not be in compliance with Rules 704(7) of the Catalist Rules whereby the Audit Committee of the Company must have a minimum of 3 members and Rule 406(3)(c) of the Catalist Rules whereby the Board must have at least 2 non-executive directors who are independent and free of any material business or financial connection with the Company. In addition, the Company does not comply with provisions 4.2, 6.2 and 10.2 of the Singapore Code of Corporate Governance 2018 with regards to the compositions of the Audit Committee, Nominating Committee and Remuneration Committee of the Company respectively. The Company shall endeavour to fill the vacancy with regards to the Board, the Audit Committee, Nominating Committee and Remuneration Committee within 2 months, and in any case not later than 3 months from the effective date of Mr Ch'ng Jit Koon's retirement. Please refer to page 82 of the Group's Annual Report for FY2023 which is available on SGX website and [www.santak.com.sg](http://www.santak.com.sg).

## FEMALE BOARD MEMBERS

**Board diversity** aims to cultivate a broad spectrum of demographic attributes and characteristics in the boardroom. A simple and common measure to promote heterogeneity in the boardroom – commonly known as gender diversity – is to include female representation on the board. The Company has one female board member in FY2023.

The Company recognises and embraces the benefits of diversity of experience, skill sets, gender, age and ethnics on the Board and had adopted a written Board Diversity Policy to comply with Rule 710A of the Catalist Rules during the year. The Company views Board Diversity as an essential element to attain its strategic objectives and sustainable development. Please refer to page 83 of the Group's Annual Report for FY2023 which is available on SGX website and [www.santak.com.sg](http://www.santak.com.sg).

## FEMALE BOARD MEMBERS (CONT'D)



## ASSURANCE OF SUSTAINABILITY REPORT

### Level of Assurance - Internal Assurance

The scope of internal audit covers the review of the following: (i) established policies and procedures; (ii) the primary components of sustainability report as set out in SGX-ST Catalist Rules 711B(1); (iii) identification of material ESG factors; (iv) selection of sustainability reporting framework; (v) sustainability data collation process; and (vi) review of disclosure against SGX Core ESG metrics. The internal review was performed in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors. The Company's procedures over sustainability disclosures have been aligned with the Company's existing internal audit review frameworks for other management information, such as financial information or production data.

### Reference to the external assurance report, statements, or opinions

Not applicable

### Relationship to Assurer

Audit Alliance LLP, the Group's internal auditor was appointed to conduct an internal audit review of this Report. Audit Alliance LLP is an independent third party not related to the Group.

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 20a) Board Independence

DATE: FY 2023

i) Is Independence a Primary Consideration During the Selection Process for New Board Members of the Company?	ii) How Many Board Members Does the Company Have?	iii) How Many of Those Members are Independent Directors?	iv) The Percentage of Directors Who Are Independent Board Members
Yes	6	2	33.33%

## SGX Core 20b) Board Composition

DATE: FY 2023

Member	i. Executive or Non-executive	ii. Independence	iii. Tenure on the Governance Body	iv. a) Number of Each Individual's Other Significant Positions and Commitments	iv. b) The Nature of the Commitments	v. Gender	vi. Membership of Under-represented Social Groups	vii. Competencies Relating to Economic, Environmental, and Social Topics	viii. Stakeholder Representation
Lee Keen Whye	Non-executive	Yes	22	Refer to Notes	Refer to Notes	Male	Not applicable	Attended ESG course conducted by Singapore Institute of Directors and session conducted by external consultant.	Not applicable.
Tan Chee Hawaii	Executive	No	11	Refer to Notes	Refer to Notes	Male	Not applicable	Attended ESG course conducted by Singapore Institute of Directors and session conducted by external consultant.	Not applicable
Ng Weng Wei	Executive	No	22	Refer to Notes	Refer to Notes	Male	Not applicable	Attended ESG course conducted by Singapore Institute of Directors and sessions conducted by external consultant.	Not applicable
Tan Sin Hock	Non-executive	No	22	Refer to Notes	Refer to Notes	Male	Not applicable	Attended ESG course conducted by Singapore Institute of Directors and session conducted by external consultant.	Not applicable
Heng Kheng Hwai	Non-executive	No	22	Refer to Notes	Refer to Notes	Female	Not applicable	Attended ESG course conducted by Singapore Institute of Directors and session conducted by external consultant.	Not applicable
Ch'ng Jit Koon	Non-executive	Yes	22	Refer to Notes	Refer to Notes	Male	Not applicable	Refer to the Notice of Annual General Meeting ("AGM") in the Annual Report FY2023, Mr Ch'ng have not sought re-election and has retired in the AGM held on 26 October 2023.	Not applicable

**2023 Latest Explain / Notes:** The number and nature of each Director's other significant positions and commitments are provided in the Annual Report FY2023 – Directors and Management Executives Profile section.

## SGX Core 21) Women on The Board

DATE: FY 2023

Number of Individuals in the Organization's Governance Body	i. a) Percentage Male	i. b) Percentage Female	Total Percentage by Gender	ii. a) Percentage Under 30 Years Old	ii. b) Percentage 30-50 Years Old	ii. c) Percentage Over 50 Years Old	Total Percentage by Age Group	iii. a) Percentage defined within a Disability Group	iii. b) Percentage defined as a Minority Group
6	83.33	16.67	100	0	0	100	100	0	0

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 23a) Anti-Corruption Disclosures - Operations Assessed for Risks Related to Corruption

### FY2023

The Group's system of internal controls and risk management include policies and processes to identify and mitigate operational risks related to corruption. In ensuring that all laws and regulations including those related to anti-corruption practices, are complied with, the management has implemented a set of policy and procedures and put in place a whistleblowing framework, which provide staff with accessible channels within the Group for reporting possible improprieties in matters of anti-corruption, financial reporting or other matters in confidence so that appropriate follow-up actions will be taken.

The Whistle-blowing policy of the Company has designated an independent function, the Audit Committee ("AC"), to investigate whistleblowing reports made in good faith, ensures that the identity of the whistleblower is kept confidential, discloses its commitment to ensure protection of the whistleblower against detrimental or unfair treatment and the AC is responsible for oversight and monitoring of whistleblowing. Concerns or information should be raised in person or provided in writing to the AC. The Group assures the whistleblower that any concern raised or information provided will be investigated. This is done to instil high standards of good business practices within the Group. For the financial year ended 30 June 2023, there were no reported incident pertaining to whistle blowing.

The Board is committed to upholding high standards of corporate governance practices throughout the Group that are in line with the Code of Corporate Governance 2018. The Board will also ensure that there is compliance with the other relevant regulations, notices, circulars, and guidelines that may be issued by the Monetary Authority of Singapore ("MAS") and the SGX-ST. Explanations will be provided should there be any deviations. For the Group's FY2023 detailed Report on Corporate Governance, please refer to the Group's Annual Report for FY2023 which is available at SGX website and [www.santak.com.sg](http://www.santak.com.sg).

The Board comprises Directors who provide core competencies in accounting and finance, business management experience, industry knowledge, strategic planning and customer-based experience and knowledge. Where appropriate, the Directors receive relevant briefings from time to time on new updates in relation to regulatory changes to accounting standards, Listing Manual, corporate governance and other regulations or statutory requirements. The Independent and Non-Executive Directors are encouraged to constructively challenge and help develop proposals on strategy. They are also encouraged to meet regularly and when circumstances require without management's presence. Each key executive at the Group's leadership is highly experienced in this industry and collectively as a whole, are able to competently handle all operational matters of the Group.

We carry out our operations responsibly so as to continuously create sustainable value for our customers and shareholders. The Board is responsible for the governance of risk and ensures that management maintains a sound system of risk management and internal controls, to safeguard the interests of the company and its shareholders. Management team is responsible for implementing the risk management policies as well as a Group-wide system for internal assurance. The Group ensures that rigorous procedures are in place to adequately and effectively manage risks faced by its business divisions during the course of daily operations and long-term business planning. The Group has in place a system of internal controls that address financial, operational, compliance and information technology risks, and risk management systems, to safeguard Shareholders' investment and the Group's assets. The internal controls maintained by the management, includes inter alia the SAP Enterprise Resources Planning (ERP) system and the ISO 9001: 2015 Quality Management System, are in place throughout the financial year to provide reasonable assurance against material financial misstatements or loss, and include the safeguarding of assets, the maintenance of proper accounting records, compliance with appropriate legislation, regulations and best practices, and the identification and containment of operational and business risks including operational risks related to corruption.

The Board recognises that the internal controls system provides reasonable but not absolute assurance to the integrity and reliability of the financial information and to safeguard the accountability of the assets of the Group. The system of internal controls is designed to manage rather than eliminate the risk of failure to achieve business objectives. The internal auditor and the external auditor in the course of their statutory audit, carry out a review of the effectiveness of the Group's material internal controls to the extent of their scope as laid out in their respective audit plans. Material non-compliance and internal control weaknesses noted during their audits, and the internal and external auditors' recommendations, are reported to the AC. In addition, the AC and the Board reviews the Group's internal controls and risk management practices annually, taking into consideration the risks to which the business is exposed to, the likelihood of the occurrence of such risks and the cost of implementing mitigating controls. Based on the internal controls established and maintained by the Group, work performed by the internal auditor, the external auditor and ISO 9001 auditor as well as reviews performed by the management, AC and the Board, the Board with the concurrence of the AC is of the opinion that the Group's internal controls, addressing financial, operational, compliance and information technology risks, and risk management system, are adequate and effective to meet the needs of the Group within the current scope of the Group's business operations.

## SGX CORE GOVERNANCE QUESTIONS

### SGX Core 23b) Anti-Corruption Disclosures - Communication about Anti-Corruption Policies and Procedures

DATE: FY 2023

Region	Employee Category	Total Number of Employees	Total Number of Employees That the Organization's Anti-corruption Policies and Procedures Have Been Communicated	Percentage of Employees That the Organization's Anti-corruption Policies and Procedures Have Been Communicated
Asia (except Japan)	Administrative	11	11	100
Asia (except Japan)	Non-management	2	2	100
Asia (except Japan)	Production	71	71	100
Asia (except Japan)	Middle management	12	12	100
Asia (except Japan)	Senior management	11	11	100
Asia (except Japan)	Technical	21	21	100

**2023 Latest Explain / Notes:** Anti-corruption policies and procedures are posted on employees notice boards for existing employees and included in letters of employment for new employees from 2023.

### SGX Core 23c) Anti-Corruption Disclosures - Confirmed Incidents of Corruption and Actions Taken

DATE: FY 2023

Number of Incidents of Corruption	Nature of Incidents of Corruption
0	Not applicable

### SGX Core 24) Anti-Corruption Training for Employees

DATE: FY 2023

Region	Employee Category	Total Number of Employees That Have Received Training on Anti-Corruption?	Percentage of Employees That Have Received Training on Anti-Corruption?
Asia (except Japan)	Production	0	0
Asia (except Japan)	Middle management	0	0
Asia (except Japan)	Non-management	0	0
Asia (except Japan)	Administrative	0	0
Asia (except Japan)	Senior management	0	0
Asia (except Japan)	Technical	0	0

### SGX Core 25) List of Relevant Certifications

DATE: FY 2023

Certification Name	Certification Period	Certification Body
ISO 9001 : 2015	24 January 2022 to 23 January 2025	SOCOTEC Certification Singapore Pte Ltd
Emergency Response Team (ERT) Certificate	2022 to 2023	Jabatan Bomba and Penyelamat Malaysia
Fire Certificate	11 January 2023 to 10 January 2024	Jabatan Bomba dan Penyelamat Malaysia
Factory and Machinery Certificate of Fitness and Inspections	7 September 2022 to 5 December 2023	Jabatan Keselamatan Dan Kesihatan Pekerjaan Johor

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 26) Alignment with Frameworks and Disclosure Practices

**FY2023**

This Sustainability Report is aligned with SGX-ST Catalist Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide and has been prepared with reference to SGX ESGenome's SGX Core ESG metrics and recommendations of the TCFD. It has also been prepared with reference to the GRI standards.

## SGX Core 27a) Assurance of Sustainability Report

**DATE:** FY 2023

Level of Assurance	Describe Scope of Assurance
Internal assurance	The scope of internal audit covers the review of the following: (i) established policies and procedures; (ii) the primary components of sustainability report as set out in SGX-ST Catalist Rules 711B(1); (iii) identification of material ESG factors; (iv) selection of sustainability reporting framework; (v) sustainability data collation process; and (vi) review of disclosure against SGX Core ESG metrics. The internal review was performed in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors. The Company's procedures over sustainability disclosures have been aligned with the Company's existing internal audit review frameworks for other management information, such as financial information or production data.

## SGX Core 27b) If the Report Has Been Externally Assured

**FY2023**

Not applicable

**2023 Latest Explain / Notes:** Audit Alliance LLP, the Group's internal auditor was appointed to conduct an internal audit review of this Report. Audit Alliance LLP is an independent third party not related to the Group.

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28a) Description of Firm’s Sustainability Practices - Identification of Material ESG Factors

### FY 2023

This Report for the Group is prepared in accordance with the SGX-ST Catalist Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide and has been prepared with reference to SGX Core ESG metrics and recommendations of the TCFD on SGX ESGenome to the best of our knowledge. It has also been prepared with reference to the GRI Standards. The reporting period is for the sustainability performance of the Group for FY2023. All data and activities reported are with respect to the time frame from 1 July 2022 to 30 June 2023, unless stated otherwise.

The Report aims to disclose our ESG performance against the issues that are considered most material to our company’s stakeholders and this includes shareholders, suppliers, customers, management and employees. The objective of preparing this Report is to inform our stakeholders of the initiatives and strategies related to sustainability that we are currently embarking on. Our data is reported in good faith to the best of our knowledge and is subject to internal audit review. Currently, there is no external assurance for this Report.

The content of this Report is defined by the 4 Content Reporting Principles established by GRI : Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness.

PRINCIPLES	OBJECTIVE
<b>Stakeholder Inclusiveness</b>	Defining stakeholders and explaining how the Group has responded to their expectations and interests.
<b>Sustainability Context</b>	Presenting the Group’s performance in the wider context of sustainability.
<b>Materiality</b>	Identifying the Group’s material ESG factors.
<b>Completeness</b>	Disclosing material ESG factors and boundaries to assess the Group’s performance in the reporting period.

A copy of this Report can be found on SGXNet and the Company’s website at [www.santak.com.sg](http://www.santak.com.sg).

The Board recognises that stakeholders play an important strategic role in maintaining the Company’s long-term growth. In FY2018, we engaged our key stakeholders through a stakeholder engagement and materiality assessment workshop to identify the ESG factors that the Group considered important to stakeholders. These key stakeholders were identified based on their ability to influence our performance and provide effective solutions to incorporate sustainability into our operations. The ESG factors were then risk ranked and prioritised based on their impact on the business and how important stakeholders considered each aspect. The materiality assessment process led Santak’s management to identify the material ESG factors in the sustainability report. These material ESG factors were reviewed and approved by the Board.

In FY2023, these material ESG factors were reviewed by the Sustainability Committee and the Board to ensure their continued relevance. The SC and the Board will review the material ESG factors again in subsequent reporting periods to ensure that the material ESG factors continue to be important and relevant to our stakeholders.

### MATERIAL ESG FACTORS IDENTIFIED

Material ESG Factors	Title
<b>Environmental Management</b>	Energy Consumption (Scope 1 and Scope 2 Emissions)
<b>Environmental Management</b>	Emissions, Effluents and Waste
<b>Social Management</b>	Occupational Health and Safety
<b>Economic Sustainability</b>	Economic Performance
<b>Governance</b>	Sustainability Governance



# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28b) Description of Firm’s Sustainability Practices - Material ESG Factors

DATE: FY 2023

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>ENVIRONMENTAL MANAGEMENT</b></p>	<p><b>ENERGY CONSUMPTION (SCOPE 1 AND SCOPE 2 EMISSIONS)</b></p> <p>We are committed to minimizing the negative impact to our environment. We support international and Singapore efforts to reduce carbon emission. At Santak, we utilise a wide variety of precision engineering CNC machines and equipment to deliver the best quality that a precision engineering manufacturer can offer. These high precision CNC machines and equipment as well as air- conditioning contribute to the majority of our electricity energy consumption as well as our greenhouse gas (“GHG”) Scope 1 and 2 total emissions.</p> <p>We recognise the importance of properly managing and regulating our energy consumption so as to keep our operational costs low and help reduce the impact on the environment. We have a maintenance team of trained individuals to keep track of our energy consumption. The monitoring of our energy consumption is reviewed monthly by our maintenance team who will analyse the monthly energy consumption. Energy surges which rarely occur, if identified within different operational areas will be investigated for possible faults in the machines and equipment. If necessary, repairs will be carried out should faults be discovered. All employees switch off lightings, air conditioners and other electrical appliances when not in use. With these practices established, we aim to improve efficiency in our energy usage to optimise our consumption.</p> <p>In FY2023, the total energy consumption amounted to 1,711 MWh (FY2022: 2,233 MWh) and our GHG Scope 1 and 2 total emission was approximately 946.33 metric tonnes. Data for GHG Scope 3 is not available. The method used to calculate energy consumption is based on the compiled electricity bills taken for the reporting year.</p> <p>Our target is to maintain or reduce carbon footprint and GHG emissions intensity of our operations.</p> <p>Controlling GHG emission is critical to mitigating the adverse impacts of climate change. Higher temperatures will lead to increase in energy consumption to moderate temperature at workplace. This will result in higher operating expenses and overheads related to energy and electricity costs. This can be mitigated by improving energy efficiency of our operations and use of low-carbon alternative energy sources as they become operationally and economically more viable.</p> <p>Increased frequency and intensity of extreme weather events can cause disruption to our operations, damage to assets and threaten workplace safety. This will lead to higher capital expenses and operating expenses associated with asset replacement and repair, lost work time and workplace insurance.</p> <p>In addition, regulations aimed at reducing carbon emissions and mitigating the effects of climate change will increase compliance costs in the form of carbon taxes and carbon credits, as well as costs associated with managing and reporting of regulatory compliance matters. The Group aims to conduct further scenario analysis due to climate-related changes when such data is available in the future.</p> <p><b>EMISSIONS, EFFLUENTS AND WASTE</b></p> <p>Santak conduct business in a manner that respects the environment by minimizing the negative environment impact. Santak is committed to protecting the environment and actively implement activities to meet relevant regulations. Employees are trained and encouraged to support these initiatives.</p>

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28b) Description of Firm’s Sustainability Practices - Material ESG Factors (Cont’d)

DATE: FY 2023

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>ENVIRONMENTAL MANAGEMENT</b></p>	<p><b>EMISSIONS, EFFLUENTS AND WASTE (CONT'D)</b></p> <p><b>Oil Emissions</b></p> <p>Oil emission level from the machining process which uses coolant oil within factory premise is monitored to ensure minimal oil and particulate generation. Oil filters are installed on our CNC machines to reduce these exhaust. Oil filter maintenance program has been implemented in our Johor factory and we conducted the Chemical Exposure Monitoring under the Malaysia Occupational Safety and Health (Use And Standards Of Exposure Of Chemicals Hazardous To Health) Regulations, 2000 (“USECHH Regulations 2000”) in our Johor factory in April 2021.</p> <p>The result of the Chemical Exposure Monitoring Report issued on 16th April 2021 as performed by a Malaysia Department of Occupational Safety and Health (“DOSH”) Registered Hygiene Technician showed that airborne concentrations of chemicals exposure at the designated sampling personnel are well below the Permissible Exposure Limits (PEL) as specified in the Stipulated Regulations (Schedule 1 of USECHH Regulations 2000).</p> <p>As such, our current oil filter maintenance program in the Johor factory is effective in controlling the oil emission level. We target to maintain future Chemical Exposure Monitoring for airborne concentrations of chemicals exposure (oil mist) to be below the PEL as stated in the Stipulated Regulations. Under the Stipulated Regulations, the Chemical Exposure Monitoring is to be conducted on a five-years interval basis.</p> <p><b>Effluents And Waste</b></p> <p>Santak has actively seek to reduce its operational impact on the environment, and has stringent corporate responsibility and sustainability practices to manage its industrial waste, such as raw material scrap, chemical and general waste, by engaging licensed waste management collectors and recycling and reusing where possible.</p> <p>Waste generation is continually being monitored and reduced through internal process improvement activities. One way is through the usage of “to-size” material and constant monitoring and communication with customers to avoid or reduce any ad hoc purchase of unsuitable size raw materials which generates more scrap metal wastage from the manufacturing process. Our Engineering Department will continuously explore different material sizes, machines, processes, methods and measurements for improvement opportunities.</p> <p>Scrap metal from manufacturing process are collected and sold to licensed scrap metal collection companies for subsequent recycling. Chemical waste from machining and degreasing processes are segregated and stored in drums to prevent spillage during transportation. These are sealed, labelled and kept in dedicated location to be collected for safe disposal by appointed licensed waste management contractor approved by the Authority.</p> <p>We target to continue to ensure the safe disposal of effluents and waste to prevent any major pollution incident in the Group’s manufacturing factory for FY2024.</p> <p>Any serious pollution incident can cause disruption to operations, damage to the -environment and threaten workplace safety. This may lead to exposure to regulatory actions or litigation, higher operating expenses associated with clean-up cost, lost work time and workplace insurance. Our employees can be better equipped with training on workplace safety and incident management to avoid or respond to incidents and injuries to mitigate such risks.</p>

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28b) Description of Firm's Sustainability Practices - Material ESG Factors (Cont'd)

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>SOCIAL MANAGEMENT</b></p>	<p><b>OCCUPATIONAL HEALTH AND SAFETY</b></p> <p>As a responsible employer, we take our responsibility to provide a healthy and safe working environment seriously. We believe it is very important to minimize the risks of work-related injury and illness. We are committed to adhering to local safety laws and regulations. A Safety and Health Committee (“SHC”) headed by the Assistant Production Manager had been established and an internal full time safety officer employed. Employees are required to abide by the relevant health and safety measures and undertake reasonably practicable steps to ensure workplace safety. Regular reviews are conducted to improve our existing safety standards and practices. In addition, we conduct regular safety inspections at our facilities to identify potential health and safety risks and take preventive measures wherever necessary.</p> <p>Our Safety and Health policies, practices and performance include the followings:</p> <p><b>Work-Related Injury</b></p> <p>We record all work-related injury, regardless of its severity and conduct follow up for implementation of corrective action plan. Employees are required to follow the emergency procedures by informing the manager and/or supervisor in-charge to take necessary actions.</p> <p>For FY2023, the work-related accident injuries frequency rate at the Group’s manufacturing facilities were three work-related accidents with minor injuries and zero work-related fatality which remains the same as FY2022. These three recorded work-related minor injuries during the year involved two employees suffering minor cuts on their finger and hand respectively as well as a third employee who suffered a fall while walking. The first two employees with minor cuts were both given first aids treatment and two days medical leave and the third employee was given three days medical leave by the company doctor. These accidents have been reviewed by management and employees on factory floor operation were alerted and reminded on the safety precautions required to prevent such accident from recurring.</p> <p>We continue to encourage employees to work towards and maintain the target of zero work-related serious injury and zero work-related fatality in future.</p> <p><b>Noise Monitoring</b></p> <p>Noise Monitoring or Noise Risk Assessment are conducted periodically in our Johor factory in line with requirements under the Malaysia Occupational Safety and Health (Noise Exposure) Regulations 2019. A Baseline Noise Risk Assessment was conducted in April 2021 to determine the noise levels, identify noise areas/sources and their characteristics emitted at the work place by using sound level meter. This exercise helped to map the factory work area into different noise zones according to the permissible noise levels as well as identified and classified operation workers according to their work and work areas. This assessment included conducting personal noise exposure monitoring by using noise dosimeters on workers with highest risk of noise exposure level. Relevant employees using airguns were found to be exposed to noise level exceeding the acceptable noise level and were provided with Personal Hearing Protectors (“PHP”) or Personal Protective Equipment (“PPE”) such as special earplugs (NRR 29 dB rating) for hearing protection and silencers for airguns to ensure exposure to noise is minimized.</p> <p>In addition, trainings and education were provided to employees exposed to such noise level. All other operation workers are still be required to wear hearing protection earplugs when working on the factory floor. A noise dosimeter was also purchased for in house monitoring of the noise level generated within the production areas.</p> <p>The annual Audiometric Examination or hearing test for FY2023 was conducted in December 2022 by external Registered Audiometric Technicians for employees who work on the CNC machining areas. Three employees were found to have abnormal hearing and was recommended by the doctor to continue with annual audiometry test, use of PHP such as earplug and be given education and training. We target to perform the Audiometric Examination or hearing test annually in the future.</p>

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28b) Description of Firm's Sustainability Practices - Material ESG Factors (Cont'd)

Material ESG Factors	Policies, Practices and Performance, Targets, Risks and Opportunities
<p><b>SOCIAL MANAGEMENT</b></p>	<p><b>OCCUPATIONAL HEALTH AND SAFETY (CONT'D)</b></p> <p><b>Safety Trainings</b></p> <p>Internal trainings on general safety and health such as introduction trainings on occupational safety and health at workplace, safety induction and proper usage of PPE, in-house fire-fighting equipment usage, tool box meetings as well as first aid training and first aid box usage and replenishment etc continues to be conducted periodically. The Group targets to maintain such trainings in the future.</p> <p>External safety and health related trainings such as the Certified Environmental Professional in Scheduled Waste Management (CePSWaM) course certificate by our factory safety officer was valid during FY2023.</p> <p><b>Safety Audit And Review</b></p> <p>Malaysia Department of Occupational Safety and Health (“DOSH”) officer conducted a Workplace Assessment on the Group’s Johor factory in June 2023 and the Johor factory passed the workplace assessment with grade B awarded by DOSH. We target to maintain or improve on the workplace assessment grading by DOSH in the future.</p> <p><b>Fire Certificate And Fire Drill</b></p> <p>Our Johor factory had obtained the Fire Certificate in January 2023 which certified that the factory has complied with the requirement relating to fire-fighting equipment or fire safety installation in accordance with the Fire Services Act 1988 of Malaysia.</p> <p>A fire drill evacuation exercise was held in June 2023 in our Johor factory for emergency preparedness. In-house fire-fighting equipment such as fire extinguisher usage demonstration was also performed during the fire drill evacuation exercise. We target to hold the fire drill evacuation exercise annually.</p> <p>Increased frequency and intensity of extreme weather events and rising temperatures present health and safety risks and can lead to incidents, disruption to operation, illness or injuries. This will lead to higher capital expenses and operating expenses associated with asset replacement and repair, temperature moderation, lost work time and workplace insurance. Employees can be better equipped with training on workplace safety and incident management to avoid or respond to incidents and injuries to mitigate such risks.</p> <p>The Group has considered other social factors such as labor rights and product responsibility and has policy in place to follow the Employment Act in Singapore and Malaysia.</p>
<p><b>ECONOMIC SUSTAINABILITY</b></p>	<p><b>ECONOMIC PERFORMANCE</b></p> <p>For FY2023, the Group revenue was S\$8.63 million (FY2022: S\$11.68 million) and was in a net equity position of S\$12.43 million as at 30 June 2023 (FY2022: S\$14.50 million). Economic sustainability or performance is defined as one of the most material aspect because, like most companies, our economic sustainability ensures our long-term viability and enables the execution of sustainability strategies. For a detailed breakdown of our FY2023 financial results, please refer to the Group’s Annual Report for FY2023 which is available at SGX website and <a href="http://www.santak.com.sg">www.santak.com.sg</a>. Our target is to achieve economic sustainability.</p> <p>The Group faces a fast-changing business environment which is increasingly competitive and changing in technology as the world moves towards a low carbon economy. Over a longer term, the Group is committed to leverage on its experience and expertise in its core business to achieve economic sustainability.</p>
<p><b>GOVERNANCE</b></p>	<p><b>SUSTAINABILITY GOVERNANCE</b></p> <p>Please refer to page 16 to 27 of this Report for details.</p>

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 28c) Description of Firm's Sustainability Practices - Stakeholder Engagement

### FY2023

Engagements with stakeholders are via employees training programmes, surveys and meetings and site visits by customers, meetings and site visits with suppliers, public communication via corporate website and SGXNet, shareholder meetings with capital providers as well as industry forums and support for government initiatives.

## SGX Core 28d) Description of Firm's Sustainability Practices - Board Statement

### FY2023

The Board of Directors at Santak Holdings Limited (the "Company" or "Santak") is pleased to publish the Group's Sustainability Report (the "Report") for the Company and its subsidiary companies (the "Group") for the financial year ended 30 June 2023 ("FY2023"). Santak believes sustainability issues, including climate-related issues, are important for business and striving for sustainability in business has become more of a requirement rather than an option. We pursue our business goals and drive our sustainability initiatives forward so as to integrate economic, environmental, social and governance (ESG) considerations into our long-term business strategy formulation.

We continue to focus on the material ESG sustainability factors which we had identified in our previous years' reports deemed material to our business and stakeholders namely Energy Consumption; Emissions, Effluents and Waste, Occupational Health and Safety, Economic Performance / Sustainability as well as Sustainability Governance. The Board reviewed the identification, management and monitoring of the material ESG factors in this Report.

In FY 2023, a Sustainability Committee ("SC"), reporting to the Board, was set up to provide greater focus in overseeing sustainability issues. The SC roles include the oversight of the Group's ESG strategy and issues, to review and make recommendations to the Board to ensure that material ESG factors and related risks and opportunities are identified, evaluated and managed, ensure proper governance is in place for sustainability matters, monitor the implementation and progress towards sustainability strategy, ensure compliance with ESG related laws, rules and regulations, and review the sustainability report and recommend it to the Board for approval, amongst other.

To be read in conjunction with its FY2023 Annual Report, this Report addresses the Group's material ESG factors from 1 July 2022 to 30 June 2023. All data is reported in good faith and to the best of our knowledge. This Report is aligned with Singapore Exchange Securities Trading Limited (SGX-ST) Catalist Rules 711A, 711B and Practice Note 7F Sustainability Reporting Guide and has been prepared with reference to SGX ESGenome's SGX Core ESG metrics and recommendations of the TCFD. It has also been prepared with reference to the GRI standards.

The Group publishes its Sustainability Report as a standalone report annually. This is the first year that the Group adopts SGX ESGenome disclosure platform to prepare and publish its Sustainability Report. The format of this Report follows closely the report format generated from SGX ESGenome based on the responses provided by the Group to the best of our knowledge on the platform for SGX Core and TCFD metrics. The ESG metrics for SGX Core and TCFD overlap in some areas, hence the SGX Core and TCFD sections of this Report contain certain questions and responses that are similar.

The Board would like to thank all stakeholders who have contributed to our sustainability effort and will continue to take a balanced approach in enhancing long term values which are sustainable to our stakeholders.

On behalf of the Board,

**Lee Keen Whye**

Chairman

30 October 2023

# ADDITIONAL SCOPE PACK SUBMISSIONS

## TCFD

### Committees Responsible for Decision-making on ESE Topics

#### FY2023

The Board is responsible for decision making on economic, environmental and social topics.

### Process for Delegation

#### FY2023

The Board oversees and sets the strategic direction of the Group in relation to sustainability issues. The Sustainability Committee's ("SC") roles include oversight of the Group's ESG strategy and issues, review and make recommendations to the Board to ensure that material ESG factors and related risks and opportunities are identified, evaluated and managed, ensure proper governance is in place for sustainability matters, monitor the implementation and progress towards sustainability strategy, ensure compliance with ESG related laws, rules and regulations, and review the sustainability report and recommend it to the Board for approval, amongst other. The Management drives and implements the sustainability goals and strategy across the Group as well as to report on the sustainability efforts of the Group.

### Executive-level Positions Responsible for Environmental Topics

DATE: FY 2023

(a) Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.	(b) Whether post holders report directly to the highest governance body.
The Management is responsible for economic, environmental and social topics.	The Management reports to the SC on sustainability matters. The SC reports to the Board on sustainability matters, it reviews and makes recommendation to the Board.

### Highest Governance Bodies Role - Environmental Topics

#### FY2023

The Board oversees and sets the overall strategic direction of the Group in relation to sustainability issues and is fully committed towards sustainable corporate practices. It ensures that sustainability issues, including climate-related issues, are considered when formulating strategies, policies and goals. The Board determines the sustainability framework of the Group and the material ESG factors that create significant long-term impact to the stakeholders due to the Group's activities and business relationships.

### Governance Body: ESE Knowledge

#### FY2023

The Board, the Management and certain staffs attended seminars, workshops and trainings organized by Singapore Institute of Directors, SGX-ST and independent consultants on TCFD and ESG related topics.

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Highest Governance Body Role - ESE Risks

### FY2023

The Group engaged our key stakeholders through a stakeholder engagement and materiality assessment workshop in FY2018 to identify the ESG factors that the Group considered important to stakeholders. These key stakeholders were identified based on their ability to influence our performance and provide effective solutions to incorporate sustainability into our operations. The ESG factors were then prioritised based on their impact on the business and how important stakeholders considered each aspect. The materiality assessment process led Santak's management to identify the material ESG factors in the sustainability report. These material ESG factors were reviewed and approved by the Board. In FY2023, the material ESG factors were reviewed by the SC and the Board to ensure their continued relevance:

Material ESG Factors	Title
Environmental Management	Energy Consumption (Scope 1 and Scope 2 Emissions)
Environmental Management	Emissions, Effluents and Waste
Social Management	Occupational Health and Safety
Economic Sustainability	Economic Performance
Governance	Sustainability Governance

The SC and the Board will review the material ESG factors again in subsequent reporting periods to ensure that the material ESG factors continue to be important and relevant to our stakeholders.

## Highest Governance Body Role: ESE Risks Using Stakeholder Consultation

DATE: FY 2023

i. Economic	ii. Environmental	iii. Social
Yes	Yes	Yes

## Frequency of Review

### FY2023

The Board, SC and Management review the material ESG factors annually.

## Highest Committee That Reviews Sustainability Report

### FY2023

The Board and SC review the Sustainability Report and the Board approves the Sustainability Report based on the recommendation of the SC.

## Gross Direct (Scope 1) Emissions

### FY2023

11.09 Metric Tonnes

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Gases Included in (Scope 1)

**FY2023**

CO2

## Biogenic CO2 Emissions

**FY2023**

Not Applicable

## Base Year - Scope 1

**DATE:** FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	11.09 Metric Tonnes	Not applicable

## (305-1) Source of Emissions Factors

**FY2023**

Scope 1 emission factor is based on International Organisation for Standardisation (ISO) - 14064 emission factor due to combustion of fuel.

## (305-1) Consolidation Approach for Emissions

**FY2023**

Consolidation approach for Scope 1 emission is based on equity share where the Company has majority financial and operational control.

## (305-1) Standards Used

**FY2023**

Scope 1 emission is based on fuel consumption of motor vehicles owned and operated by the Group multiply by ISO 14064 emission factor due to combustion of fuel.

## Gross Location-based Indirect (Scope 2) Emissions

**FY2023**

935.24 Metric Tonnes

## Gross Market-based Energy Indirect (Scope 2) Emissions

**FY2023**

0 Metric Tonnes

## Gases Included in (Scope 2) Emissions

**FY2023**

CO2



# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Scope 2

DATE: FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	935.24 Metric Tonnes	Not applicable

## (305-2) Source of Emissions Factors

### FY2023

Scope 2 emission factor is based on GHG emission intensity factor for 2022 of Tenaga Nasional Berhad in Malaysia (TNB) and electricity grid emission factor for 2021 from Energy Market Authority of Singapore (EMA).

## (305-2) Consolidation Approach for Emissions

### FY2023

Consolidation approach for Scope 2 emission is based on equity share where the Company has majority financial and operational control.

## (305-2) Standards Used

### FY2023

Scope 2 emission is based on electricity consumption of the Group multiply by EMA electricity grid emission factor in Singapore and GHG emission intensity factor of Tenaga Nasional Berhad in Malaysia.

## Gross Other Indirect (Scope 3) Emissions

### FY2023

Not Applicable

## Gases Included in (Scope 3) Emissions

### FY2023

Not Applicable

## Biogeni CO2 Emissions - Scope 3

### FY2023

Not Applicable

## Other Indirect (Scope 3) GHG Emissions Categories

### FY2023

Not applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Scope 3

DATE: FY 2023

**FY2023**

Not Applicable

## (305-3) Source of Emissions Factors

**FY2023**

Not Applicable

## (305-3) Standards Used

**FY2023**

Not Applicable

## GHG Emissions Intensity

**FY2023**

0.0003

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Total emission (Scope 1 and 2) (Metric Tonnes) / Manufacturing revenue (SGD)

## Organization-specific Metric - Emissions

**FY2023**

The Group tracks CO2 emissions from motor vehicles owned and operated by the Group and electricity purchased by the Group from third party electricity providers.

## Type of GHG Emissions in Intensity Ratio

**FY2023**

Direct (Scope 1)  
Indirect (Scope 2)

## Gases Included in Intensity

**FY2023**

CO2

## GHG Emissions Reduced Due to Reduction Initiatives

**FY2023**

0 Metric Tonnes

## Gases Included In Emissions Reduction

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Emissions Reduction

DATE: FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	946.33 Metric Tonnes	Not applicable

**2023 Latest Explain / Notes:** Emissions in base year are the combined Scope 1 and 2 emissions

## Scope for Emissions Reductions

**FY2023**

Not Applicable

## (305-5) Standards Used

**FY2023**

Not Applicable

## Production, Imports and Exports of ODS

**FY2023**

Not Applicable

## Substances Included in the Calculation

**FY2023**

Not Applicable

## (305-6) Source of the Emission Factors Used

**FY2023**

Not Applicable

## Significant Air Emissions

**FY2023**

Not Applicable

## (305-7) Source of Emissions Factors

**FY2023**

Not Applicable

## (305-7) Standards Used

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## SGX Core 1a) GHG (CO<sub>2</sub>) Absolute Emissions – Total

**FY2023**

946.33 Metric Tonnes

**2023 Latest Explain / Notes:** Total absolute emissions are the combined Scope 1 and 2 emissions.

## Location of the Organization's Headquarters

**FY2023**

Singapore

## SGX Extended 1) Total Waste Generation Intensity

**FY2023**

0.03

**2023 Latest Explain / Notes:** Total waste generation intensity = Waste generated (KGs) / Manufacturing revenue (SGD).

## Percentage of Suppliers Who Report on Sustainability

**FY2023**

Not Applicable

**2023 Latest Explain / Notes:** We do not track the number of suppliers who report on sustainability practices presently. We procure from a diverse base of local and foreign suppliers. Our key procurement criteria include costs, timely delivery, quality and track record. We are committed to support suppliers that adopt responsible sustainable practices. We recognise that this may not always be possible given the diverse locations of our suppliers and sustainability related information from suppliers may also be limited. We aim to do suppliers assessment when such data is available in the future.

## Water Risk Assessment

**DATE:** FY 2023

i. Current Status of Ecosystems and Habitats at Local Level	ii. Estimates of Future Potential Changes in the Status of Ecosystems and Habitats at a Local Level	iii. Scenario Analysis of Potential Changes in the Status of Ecosystems and Habitats at a Local Level
N/A	N/A	N/A

**2023 Latest Explain / Notes:** Water risk does not form part of the core business risks of the Group.

## Investment in Water Recycling

**FY2023**

SGD 0 million

**2023 Latest Explain / Notes:** Investment in water recycling/reuse infrastructure and technologies does not form part of the core business strategies and risks of the group.

## Toxic Spills

**DATE:** FY 2023

Total number of recorded toxic spills during the reporting period?	Percentage of spills remediated?	Total volume of hazardous materials and wastes and petroleum products, released to waterways, soil and groundwater?
0	0	0

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Nutrient Monitoring

**FY2023**

Not Applicable

## Percentage of CAPEX on Sustainable Energy Solutions

**FY2023**

0%

## Revenue - Low-carbon Products

**FY2023**

0 million SGD

## Fuel Consumption - Non-renewable Sources

**DATE:** FY 2023

Total fuel consumption within the organization from non-renewable sources	Fuel types used
41.88 MWh	Petrol and diesel used for motor vehicles owned and operated by the Group.

## Fuel Consumption - Renewable Sources

**DATE:** FY 2023

Total fuel consumption within the organization from renewable sources	Fuel types used
0 MWh	Not applicable

## Energy Consumption - Total Consumption Breakdown

**FY2023**

i. Electricity consumption  
1710.59 MWh

## Energy Consumption - Total Sold Breakdown

**FY2023**

i. Electricity sold  
0 MWh

## Total Energy Consumption Within the Organization

**FY2023**

1,710.59 MWh

## Total Energy Consumption Within the Organization - Baseline

**FY2023**

2,233 MWh

**2023 Latest Explain / Notes:** Total electricity energy consumption within the organization from the previous reporting year.

# ADDITIONAL SCOPE PACK SUBMISSIONS

## (302-1) Standards, Methodologies, Assumptions, and/or Calculation Tools Used

**FY2023**

The Group purchased electricity from third party electricity providers in Malaysia and Singapore. The energy consumption data is supplied by the third party electricity providers.

## (302-1) Source of the Conversion Factors Used

**FY2023**

Emission conversion factor is based on GHG emission intensity factor for 2022 of Tenaga Nasional Berhad in Malaysia (TNB) and electricity grid emission factor for 2021 from Energy Market Authority of Singapore (EMA).

## Total Energy Consumption Outside of the Organization

**FY2023**

Not Applicable

## (302-2) Standards, Methodologies, Assumptions, and/or Calculation Tools Used

**FY2023**

Not Applicable

## (302-2) Source of the Conversion Factors Used

**FY2023**

Not Applicable

## Types of Energy Included in the Intensity Ratio

**FY2023**

Electricity

## Whether the Ratio Uses Energy Consumption Within the Organization, Outside of It, or Both

**FY2023**

Energy consumption intensity uses energy consumption within the organisation.

## Reduction Due to Conservation

**FY2023**

0 MWh

## Types of Energy Included in the Reduction

**FY2023**

Not Applicable

## Rationale for Baseline

**DATE:** FY 2023

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## (302-4) Standards, Methodologies, Assumptions, and/or Calculation Tools Used

**FY2023**

Not Applicable

## Reduction Sold Products

**FY2023**

0 MWh

## Calculation of Energy Reduction

**DATE:** FY 2023

**FY2023**

Not Applicable

## (302-5) Standards, Methodologies, Assumptions, and/or Calculation Tools Used

**FY2023**

Not Applicable

## Organizations Interactions With Water

**FY2023**

The Group receives potable water at its factory building in Johor Malaysia from Ranhill SAJ, the Johor water supply company and its office/warehouse in Singapore from PUB, Singapore's national water agency. Potable water is used for general consumption and is discharged to the national sewerage system.

## Organizations Approach to Identify Water-related Impacts

**FY2023**

Water risk does not form part of the core business risks of the Group.

## How Water-Related Impacts are Addressed

**FY2023**

Not Applicable

## Water-related Goals Explanation

**FY2023**

Not Applicable

## Minimum Standards for Quality of Effluent Discharge

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Total Water Withdrawn from Source

### FY2023

- i. Surface water  
0 Cubic meters
- ii. Ground water  
0 Cubic meters
- iii. Sea water  
0 Cubic meters
- iv. Produced water  
0 Cubic meters
- v. Third-party water  
1904.27 Cubic meters

## Total Stressed Water Withdrawn from Source

### FY2023

- i. Surface water  
0 Cubic meters
- ii. Ground water  
0 Cubic meters
- iii. Sea water  
0 Cubic meters
- iv. Produced water  
0 Cubic meters
- v. Third-party water  
0 Cubic meters

**2023 Latest Explain / Notes:** Water consumption for FY2023 was not drawn from water stress areas.

## Total Water Withdrawn from Source - Breakdown

**DATE:** FY 2023

Water Categories	Surface Water	Ground Water	Sea Water	Produced Water	Third-party Water
i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids);	0	0	0	0	1,904.27 Cubic meters
ii. Other water ( $> 1,000$ mg/L Total Dissolved Solids)	0	0	0	0	0

## (303-3) Contextual Information Necessary

### FY2023

Not Applicable

## (303-4a) Contextual Information Necessary

### FY2023

- iv. Third-party water and the volume of this total sent for use to other organizations, if applicable.  
1,904.27 Cubic meters

**2023 Latest Explain / Notes:** Potable water used for general consumption is discharged to the national sewerage systems.



# ADDITIONAL SCOPE PACK SUBMISSIONS

## Total Water Discharge to All Areas - Categories

### FY2023

i. Freshwater ( $\leq 1,000$  mg/L Total Dissolved Solids);  
1,904.27 Cubic meters

## Total Water Discharge to All Areas With Water Stress - Categories

### FY2023

Not Applicable

## Priority Substances of Concern for Which Discharges Are Treated

DATE: FY 2023

### FY2023

Not Applicable

## (303-4e) Contextual Information Necessary

### FY2023

Not Applicable

## Total Water Consumption

### FY2023

0 Cubic meters

**2023 Latest Explain / Notes:** Total water consumption = Total water withdrawal – Total water discharge.

## Total Water Consumption- Water Stress

### FY2023

Not Applicable

## Change in Water Storage

### FY2023

Not Applicable

## Water Storage Context

### FY2023

Not Applicable

## Gross Direct (Scope 1) Emissions

### FY2023

11.09 Metric Tonnes

## Gases Included in (Scope 1)

### FY2023

CO2

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Biogenic CO2 Emissions

**FY2023**

Not Applicable

## Base Year - Scope 1

**DATE:** FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	11.09 Metric Tonnes	Not applicable

## (305-1) Source of Emissions Factors

**FY2023**

Scope 1 emission factor is based on International Organisation for Standardisation (ISO) - 14064 emission factor due to combustion of fuel.

## (305-1) Consolidation Approach for Emissions

**FY2023**

Consolidation approach for Scope 1 emission is based on equity share where the Company has majority financial and operational control.

## (305-1) Standards Used

**FY2023**

Scope 1 emission is based on fuel consumption of motor vehicles owned and operated by the Group multiply by ISO 14064 emission factor due to combustion of fuel.

## Gross Location-based Indirect (Scope 2) Emissions

**FY2023**

935.24 Metric Tonnes

## Gross Market-based Energy Indirect (Scope 2) Emissions

**FY2023**

0 Metric Tonnes

## Gases Included in (Scope 2) Emissions

**FY2023**

CO2

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Scope 2

DATE: FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	935.24 Metric Tonnes	Not applicable

## (305-2) Source of Emissions Factors

### FY2023

Scope 2 emission factor is based on GHG emission intensity factor for 2022 of Tenaga Nasional Berhad in Malaysia (TNB) and electricity grid emission factor for 2021 from Energy Market Authority of Singapore (EMA).

## (305-2) Consolidation Approach for Emissions

### FY2023

Consolidation approach for Scope 2 emission is based on equity share where the Company has majority financial and operational control.

## (305-2) Standards Used

### FY2023

Scope 2 emission is based on electricity consumption of the Group multiply by EMA electricity grid emission factor in Singapore and GHG emission intensity factor of Tenaga Nasional Berhad in Malaysia.

## Gross Other Indirect (Scope 3) Emissions

### FY2023

Not Applicable

## Gases Included in (Scope 3) Emissions

### FY2023

Not Applicable

## Biogenic CO2 Emissions - Scope 3

### FY2023

Not Applicable

## Other Indirect (Scope 3) GHG Emissions Categories

### FY2023

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Scope 3

DATE: FY 2023

**FY2023**

Not Applicable

## (305-3) Source of Emissions Factors

**FY2023**

Not Applicable

## (305-3) Standards Used

**FY2023**

Not Applicable

## GHG Emissions Intensity

**FY2023**

0.0003

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Total emission (Scope 1 and 2) (Metric Tonnes) / Manufacturing revenue (SGD)

## Organization-specific Metric - Emissions

**FY2023**

The Group tracks CO2 emissions from motor vehicles owned and operated by the Group and electricity purchased by the Group from third party electricity providers.

## Type of GHG Emissions in Intensity Ratio

**FY2023**

Direct (Scope 1)  
Indirect (Scope 2)

## Gases Included in Intensity

**FY2023**

CO2

## GHG Emissions Reduced Due to Reduction Initiatives

**FY2023**

0 Metric Tonnes

## Gases Included in Emissions Reduction

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Base Year - Emissions Reduction

DATE: FY 2023

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2023	FY2023 being the year that the Group started calculating and reporting Scope 1 and Scope 2 GHG emissions.	946.33 Metric Tonnes	Not applicable

**2023 Latest Explain / Notes:** Emissions in base year are the combined Scope 1 and 2 emissions.

## Scopes for Emissions Reductions

**FY2023**

Not Applicable

## (305-5) Standards Used

**FY2023**

Not Applicable

## Production, Imports and Exports of ODS

**FY2023**

Not Applicable

## Substances Included in the Calculation

**FY2023**

Not Applicable

## (305-6) Source of the Emission Factors Used

**FY2023**

Not Applicable

## Significant Air Emissions

**FY2023**

Not Applicable

## (305-7) Source of Emissions Factors

**FY2023**

Not Applicable

## (305-7) Standards Used

**FY2023**

Not Applicable

# ADDITIONAL SCOPE PACK SUBMISSIONS

## Waste Generated

DATE: FY 2023

Waste Composition	Hazardous Waste Generated	Non-hazardous Waste Generated
Metals	0	72,456 Kilograms
Plastics	0	0
Biomass	0	0
Textiles	520 Kilograms	0
Non-metallic minerals	6,890 Kilograms	13,060 Kilograms

## (306-3) Contextual Information - Waste Generated

### FY2023

Scrap metal from manufacturing process are collected and sold to licensed scrap metal collection companies for subsequent recycling. Chemical waste from machining and degreasing processes are segregated and stored in drums to prevent spillage during transportation. These are sealed, labelled and kept in dedicated location to be collected for safe disposal by appointed licensed waste management contractor approved by the Authority. The waste data has been sourced from waste measurements in invoices or transfer notes from contracted waste collectors.

## Company Operations at Risk From Lack of Water

### FY2023

0

**2023 Latest Explain / Notes:** The risk from lack of water is assessed to be low.

## R&D Low-carbon Technology

### FY2023

0 millions SGD

## Revenue Generated From Products and/or Services Providing Low-carbon Energy Services

DATE: FY 2023

### FY2023

Not Applicable

## Carbon Price

DATE: FY 2023

Do you set a carbon price?	Objective for implementing an internal carbon price	Carbon Price Value
No	Not applicable	0 millions SGD

## SGX Core 1a) GHG (CO2) Absolute Emissions – Total

### FY2023

946.33 Metric Tonnes

# ADDITIONAL SCOPE PACK SUBMISSIONS

## SGX Core 2a) GHG (CO2) Emissions Intensity – Total

DATE: FY 2023

Total GHG (CO2) Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Total Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Total Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Total Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
946.33	Manufacturing Revenue	3,120,978 SGD	0.0003	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Total emission (Scope 1 and 2) (Metric Tonnes) / Manufacturing revenue (SGD)

## SGX Core 2b) GHG (CO2) Emissions Intensity – Scope 1

DATE: FY 2023

Scope 1 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 1 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 1 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 1 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
11.09	Manufacturing Revenue	3,120,978 SGD	0.0000036	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Emission (Scope 1) (Metric Tonnes) / Manufacturing revenue (SGD)

## SGX Core 2c) GHG (CO2) Emissions Intensity – Scope 2

DATE: FY 2023

Scope 2 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 2 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 2 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 2 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
935.24	Manufacturing Revenue	3,120,978 SGD	0.0003	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**2023 Latest Explain / Notes:** Emission intensity (Metric Tonnes per unit of manufacturing revenue) = Emission (Scope 2) (Metric Tonnes) / Manufacturing revenue (SGD)

# ADDITIONAL SCOPE PACK SUBMISSIONS

## SGX Core 2d) GHG (CO2) Emissions Intensity – Scope 3

DATE: FY 2023

Scope 3 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Manufacturing Revenue	Scope 3 Emissions Intensity (by Manufacturing Revenue)	Total Organisational Headcount (Number of Employees)	Scope 3 Emissions Intensity (by Total Headcount)	Total Organisational Floor Area	Scope 3 Emissions Intensity (by Total Floor Area)	What is the Organisational Metric Being Used as the Denominator to Calculate Emissions Intensity?	Total Units, or Total Annual Amount (of 'Other' Organisational Metric)	Total Emissions Intensity (by 'Other' Organisational Metric)
Not applicable										

## Water Risk Assessment

DATE: FY 2023

i. Current Status of Ecosystems and Habitats at Local Level	ii. Estimates of Future Potential Changes in the Status of Ecosystems and Habitats at a Local Level	iii. Scenario Analysis of Potential Changes in the Status of Ecosystems and Habitats at a Local Level
No	No	No

**2023 Latest Explain / Notes:** Water risk does not form part of the core business risks of the Group.

## Investment in Water Recycling

FY2023

0 million SGD

**2023 Latest Explain / Notes:** Investment in water recycling/reuse infrastructure and technologies does not form part of the core business strategies and risks of the Group.

## Company Facilities - Water Treatment

DATE: FY 2023

Number of company facilities with wastewater management/treatment facilities?	Number of company facilities?	Percentage of company facilities with wastewater management/treatment facilities?
0	2	0

**2023 Latest Explain / Notes:** The Group does not own wastewater management/treatment facilities.