



PROGEN

Sustainability Report 2022

CLEAN AIR



This Sustainability Report has been reviewed by the Company's sponsor, PrimePartners Corporate Finance Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Ms Jennifer Tan, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg.

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CHAIRMAN'S STATEMENT

The year 2022 presents opportunities for Progen Holdings Ltd (“Progen” or the “Company”, together with its subsidiaries, the “Group”) to progress in managing negative environmental impacts, including climate change, while sustaining equal opportunities for our people. The Group has for years endeavoured to keep up with green technology for the products and services we offer to our customers. We progress further in 2022 by initiating and tracing our performance in green procurement to explore and filter products which support our customers’ environmental needs. Our commitment to conserving and harvesting clean energy has driven us to maintain and explore different clean electricity source possibilities beyond what had been implemented in previous years. These efforts are challenging on many fronts as parts of the success depend on the permanent state of our premises and the ability of a third party to meet our requirements. Despite the challenges, we will continue evolving towards cleaner operations internally and externally on customers’ premises.

In the frontline of our services are our people. They manage customers’ and potential customers’ expectations, design systems to meet requirements and deliver agreed designs. The Group facilitates professional development and career aspirations in line with their performance and existing opportunities regardless of age or other diversity indicators. We ensure that our management teams understand and implement the principle of equal opportunity. Furthermore, their health and safety are as important as their professional development. At Progen, we value talents contributing to our organisational knowledge and business development. Their presence on many fronts is valuable for our customers too. Their initiative to innovate presented opportunities to commercialise the product from our research and development partnership with talented young minds from Singapore.

On behalf of the Board, I thank all stakeholders for their support and involvement in our environmental, human capital and community efforts. Progen shall continue to enhance the quality of living and create better environments by providing a healthy and comfortable environment.

Yours Sincerely,

Tan Eng Liang

Independent Director and Non-executive Chairman

BOARD STATEMENT

Statement on Sustainability Reporting

The Company publishes annual Sustainability Reports to stakeholders together with the Annual Reports. This FY2022 Sustainability Report disclosed risks and opportunities within sight, managed for future financial returns. Therefore, the combined reports enable a better assessment of the Company's financial prospects and quality of management. The Board has implemented oversight on the sustainability reporting and governance of this Sustainability Report. The Sustainability Report covers Progen Holdings Ltd (the "Company" and, together with its subsidiaries, the "Group"). It focuses on the environmental, social and governance ("ESG") factors identified as material on the businesses of the Group.

The Board has considered sustainability issues in Progen's business and strategy. Based on the consideration, the Board, supported by the Sustainability Committee (the "Committee"), a management-level committee, reviewed the material sustainability factors. The Committee ensures that the sustainability factors are continuously monitored and adequately managed. At the Board level, the Audit and Risk Committee ("ARC") monitors and controls how material sustainability factors are managed and interact with the Committee to satisfy the implementation of sustainability governance through various levels of management. If there is a question regarding the Sustainability Report, the Board and the Committee will address it.

This Sustainability Report has been prepared following Rule 711B and Practice Note 7F: Sustainability Reporting Guide of the Listing Manual Section B: Rules of Catalist (the "Catalist Rules") of the Singapore Exchange Securities Trading Limited (the "SGX-ST") and with reference to the Global Reporting Initiatives ("GRI") Universal standards (2021) ("GRI Standards"). The report has been prepared for the financial year ended 31 December 2022 ("FY2022"). The Company has chosen the GRI Standards as it represents the global best practices for reporting on economic, environmental and social topics. The Board is observing the international development of sustainability reporting standards by the IFRS' (International Financial Reporting Standards) ISSB (International Sustainability Standards Board), and the SGX-ST directive on adopting the standard by IFRS in the future. The disclosure of climate change references TCFD Recommendations as referred by SGX-ST on climate change reporting.

Since the Company's first issuance of its Sustainability Report from the financial year ended 31 December 2017 ("FY2017"), we have undertaken the phased approach set out in Practice Note 7F: Sustainability Report Guide as specified in the Catalist Rules of the SGX-ST. We endeavour to enhance our sustainability reporting in terms of quality in the coming years. Sustainability reporting about identified material ESG factors disclosed in this Report has been subjected to internal review by the internal auditors. We have not sought external assurance for this sustainability report but have relied on internal verification to ensure data accuracy.

ABOUT PROGEN

ORGANISATIONAL DETAILS

Information regarding the Group is available under the “Corporate Profile” section in the Annual Report FY2022, page 1.

OUR PRESENCE AND BUSINESSES

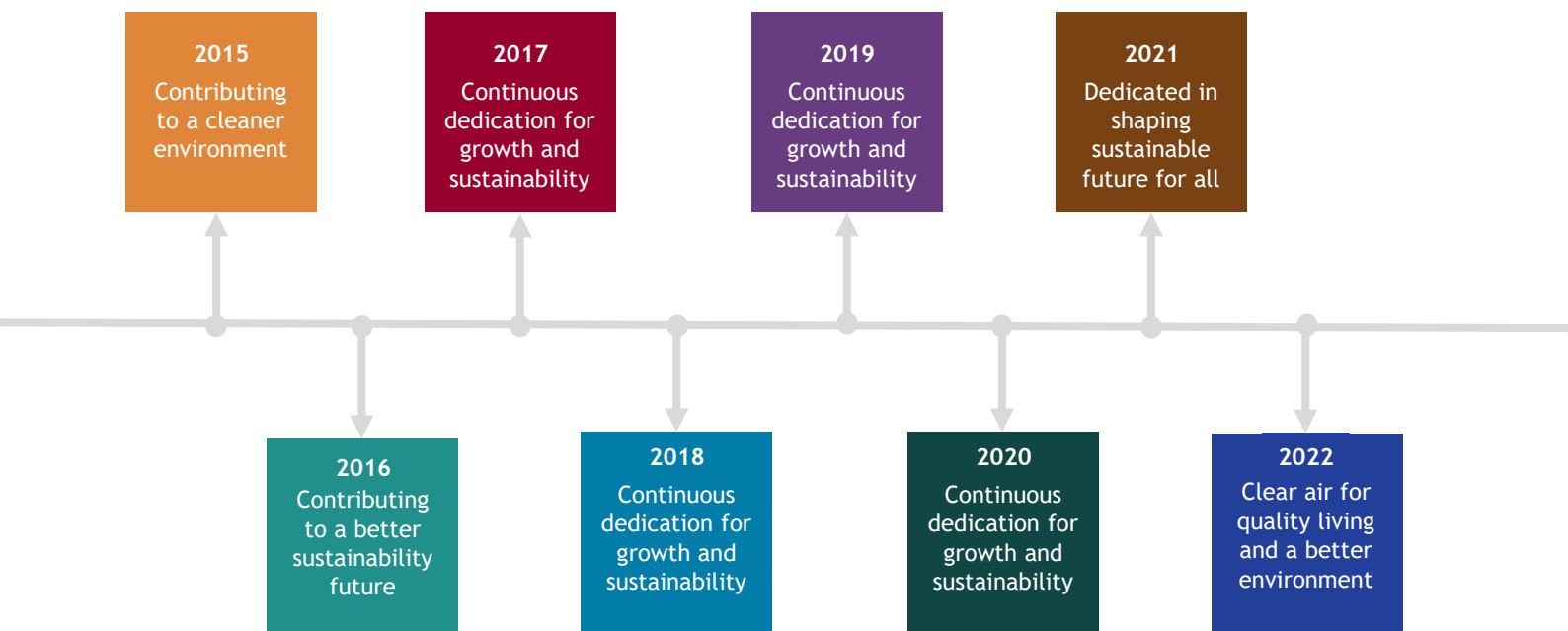
Information regarding the Group is available under the “Corporate Profile” section in the Annual Report FY2022, page 1.

OUR BUSINESS APPROACH

Progen aims to enhance the quality of living and create better environments by providing a healthy and comfortable environment. Information regarding our business is available in our Annual Report FY2022 on page 1.

ABOUT PROGEN

OUR SUSTAINABILITY JOURNEY



ABOUT THE REPORT

PERIOD, FREQUENCY, AND SCOPE OF THE REPORT

We disclose our sustainability progress yearly as part of our Annual Report. The reporting period of this sustainability report is from 1st January 2022 to 31st December 2022. The report's scope is our progress in human capital, community, environment and governance of Progen.

RESTATEMENT ON THE DISCLOSURE

There is no re-statement on environmental, human capital and community performance. We reviewed sustainability risks related to our business context in 2022, and as a result, we fine-tuned our material sustainability factors. We present this information in the section 'Material Sustainability Factors.' We maintain the stakeholder engagement results presented in FY2021 as part of our sustainability risk management.

MANAGING MATERIAL SUSTAINABILITY FACTORS DISCLOSURE

This Sustainability Report presents climate change-related disclosure under the "TCFD Report" section. The "Environment" section presents our progress related to non-emission environmental aspects. The "Human Capital" section discloses the diversity and opportunities related to our people, while the "Community" section presents information about our community engagement.

SUSTAINABILITY GOVERNANCE INDEPENDENCE AND BOARD COMPOSITION

We present more details on ARC and other committees of the Board, including Board Independence and the percentage of female directors at the Board level, under the section "Corporate Governance" in the Annual Report FY2022, pages 9 to 39. Furthermore, the Board sets zero tolerance for fraudulent activities. All employees participate in Code of Conduct training with anti-fraud as a part of the materials.

ABOUT THE REPORT

ENTITIES DATA INCLUDED IN THE REPORT

This Sustainability Report includes environmental, social and related governance data from Progen Holdings Ltd and its subsidiaries.

CONTACT POINT

We welcome inputs from our stakeholders on this Report. Please get in touch with us through the following contact point:

E-mail: progen@progen.com.sg

Fax: +65 6752 7797

Address:

28 Riverside Road

#04-01 Progen Building

Singapore 739085

MATERIAL SUSTAINABILITY FACTORS

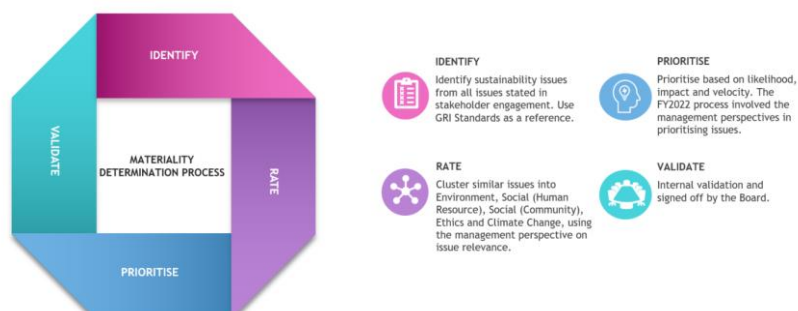
STAKEHOLDER ENGAGEMENT

We maintain the result from our past stakeholder engagement published in our FY2021 Report. The following table presents the stakeholder engagement result.

Stakeholder Group	Key Topic of Concern	Engagement Methods	Frequency
Customers	<ul style="list-style-type: none"> Availability and delivery of products and services Pricing and quality of products and services 	<ul style="list-style-type: none"> Emails Phone calls Customer visits 	Throughout the year
Suppliers	<ul style="list-style-type: none"> Timeliness of delivery of products and services Compliance with specifications of requirements 	<ul style="list-style-type: none"> Emails Phone calls Meeting with suppliers 	Throughout the year
Employees	<ul style="list-style-type: none"> Work environment Fair compensation and benefits 	<ul style="list-style-type: none"> Internal circular Discussion sessions with employees 	Throughout the year
Investors	<ul style="list-style-type: none"> Economic performance Corporate governance Shareholders' returns 	<ul style="list-style-type: none"> Annual general meeting Announcements via SGXNET Annual Reports 	Periodically

MATERIALITY ANALYSIS

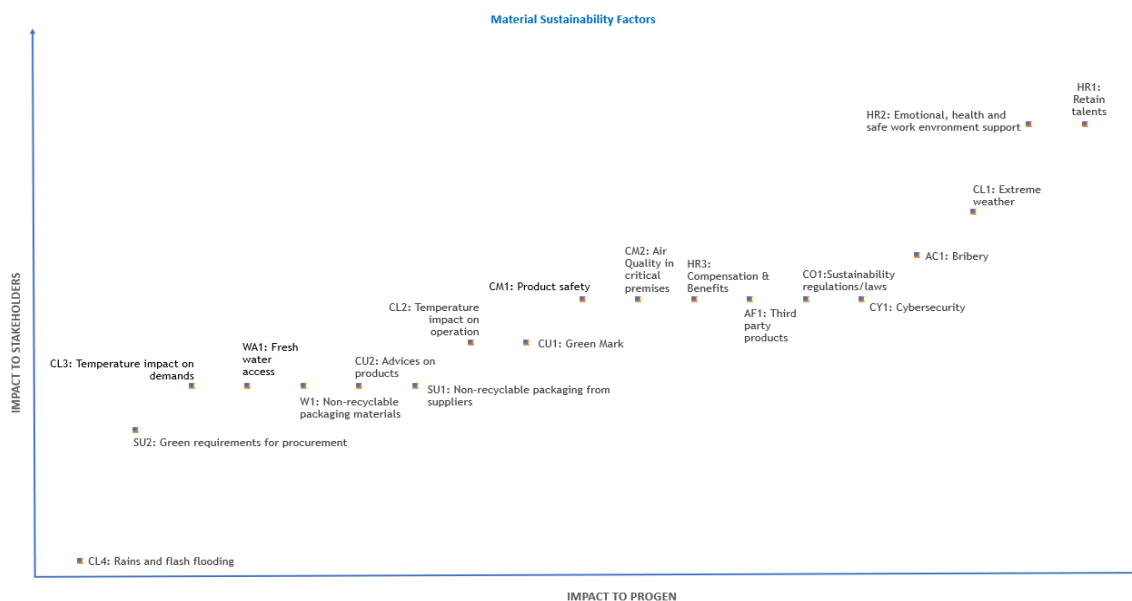
Progen has gradually applied the materiality determination process. In FY2022, we incorporated stakeholder engagement results into our risk management review for the first time to enhance our analysis. Concerns stated by stakeholders can be more to business risks than sustainability risks. Therefore, in assessing sustainability risks, we filter the concerns. We review all business-related concerns under our business risks, while those identified as sustainability-related concerns are treated as sustainability risks. Using the GRI Standards as a guide, this filtering process focuses on sustainability issues. We conduct the assessment of sustainability risks by using sustainability risk ratings. The ratings consist of three types of ratings, i.e., impact, likelihood, and velocity. The impact rating considers the sustainability impact of each risk. The likelihood rating considers the occurrence likelihood of each risk, and the velocity rating assists us in determining the onset of each risk. The total score of each sustainability risk represents the materiality for Progen and Stakeholders. Some sustainability risks with lower materiality remain being monitored by Progen in FY2022 as those risks still can affect Progen operationally when not monitored. Progen will review the relevance of those risks annually and, depending on the results of the review, update the materiality of each sustainability risk. The following chart summarises our materiality determination process. The result of the process is presented as a materiality chart on page 11.



MATERIAL SUSTAINABILITY FACTORS

MATERIALITY ANALYSIS RESULT

The following chart depicts the result of our risk-based materiality analysis. In concurrence with the Board, the Committee aims to review sustainability risks and opportunities periodically.



TARGET AND PERFORMANCE ON MATERIAL SUSTAINABILITY FACTORS

FY2022 was the first year of sustainability risk integration to the overall risk management in Progen. Using this process, Progen identified 18 material sustainability factors shown in the above chart. Sustainable targets have been set for six out of 18 factors in FY2022 due to the need for further data management for the remaining factors e.g., baseline for emissions. Progen will set FY2023 as the baseline year for these factors. The following table presents our set targets and performance with not applicable referring to new targets set in FY2022.

TARGETS	FY2022	FY2021
Environment		
CO1: No environmental violation of laws and regulations results in fines or sanctions.	Met	Met
CL1: Awareness education to all employees on water conservation fittings use.	Met	NA
CL1: Awareness education to all employees on electricity conservation.	Met	NA
Social		
HR1: Maintain a turnover rate of below 10% for permanent staff.	Met	Met
HR1: There is no discrimination against employees based on race, age, gender, religion, ethnicity or nationality (in recruitment and promotion practices. This target is extended to the training area for FY2022).	Met	Met
HR1: Send all technical workers to related training to have the required certifications by related authorities.	Met	NA
HR2: No incident of reportable accident and no penalty or fine imposed by the relevant authorities for non-conformance to regulatory requirements related to Occupational Health and Safety ("OHS").	Met	Met
Ethics		
AC1: No reported incidents of bribery nor any form of financial crime.	Met	Met
AF1: No incidences of non-compliance with laws and/or regulations resulting in penalties or fines imposed by the relevant authorities on possible improprieties.	Met	Met

SUSTAINABILITY STRATEGY

SUSTAINABILITY STRATEGY

As we approach sustainability gradually, our journey in sustainability evolves throughout the years. In consultation with the Board of Directors, the senior management developed and directed our sustainability strategy. For FY2022, Progen enriched the strategy with risk-based materiality to determine the relevance of past designs and our approach to sustainability. Essentially, we remain committed to (1) minimise negative environmental impact and (2) retain talents through fair treatment and equal opportunities.

Progen considers risks and opportunities related to climate change and green procurement to minimise negative environmental impact. We believe that our operations can, directly and indirectly, contribute to climate change. Our indirect impact on climate change originates from installing our products on various premises. Our products, by nature, will emit greenhouse gases. These gases, by classification, still contribute to climate change. Therefore, we ensure that the technology we offer customers is green and, when possible, meets Green Mark requirements. To acquire green products, we filter various products from our suppliers. This green procurement approach is a strategic transition to a lower carbon economy.

We manage our direct impact on climate change through the relentless commitment of our senior management and the Board to investing in green building technology. Our headquarter building has green features such as energy-saving lighting and water-efficient fittings. We collaborate with one of Singapore's largest clean electricity providers to supply electricity to the building.

On the social aspect side, we focused on our people. Our people are at the forefront of our businesses. We believe their contribution will remain critical to innovate how we offer and deliver our services in the coming years. Therefore, we ensure they receive fair treatment in salary and benefits, including in professional development. Concurrently, we facilitate a safe and healthy work environment to improve their well-being. We prevent fraudulent activities and bribery as these risks can compromise our reputation, service quality and, eventually, our ability to lessen our negative environmental impact.

For FY2022, we set additional targets on our environment and human capital fronts. We disclosed them under the “Environment” and “Human Capital” sections. The senior management and the Board regularly review the targets as we gradually contribute better to our shared sustainable future. Please refer to the related table on page 11 for our annual sustainability targets and performance.

TCFD REPORT

BOARD'S OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Committee sets and accentuates material sustainability factors at the management level. The Board of Directors, through its ARC, oversees the process and implementation by the Committee. Overall, the Board ensures effective monitoring and control of sustainability factors, including climate change. Four of our five board members attended sustainability training in FY2022. The remaining board member did not attend the sustainability training as he will be stepping down from the Board of Directors upon the conclusion of the forthcoming annual general meeting of the Company. We target to provide sustainability training for all board members in FY2023.

MANAGEMENT ROLE IN MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Committee is responsible for identifying, assessing, monitoring and managing sustainability risks and opportunities related to the Group's business activities, including those related to climate change. The following chart depicts the Committee's overall responsibilities in managing climate change-related risks and opportunities.



TCFD REPORT

CLIMATE CHANGE RISK MANAGEMENT AND STRATEGY

Progen identifies climate change risks and opportunities related to the Group's business activities. Below is a table presenting our chronic, acute, and transitional risks and opportunities.

Climate change risk types	Risks	Opportunities
Chronic	Sustained changes in lower temperatures may lower demands on our cooling system services.	Sustained changes in higher temperatures may increase demand for our cooling system services.
Acute	Extreme weather delays/prolongs our on-site service deliveries.	NA
Transitional	Green technology availability and feasibility for Progen to implement immediately.	Broader markets in areas which impose Green Mark requirements.

CLIMATE CHANGE METRICS AND TARGETS

The FY2022 is the first time Progen discloses climate change information as a TCFD report. Following the recommendation in Practice Note 7F of the Catalist Rules of the SGX-ST, we are committed to gradually planning our initiatives, metrics and quantitative targets. During FY2022, we explored climate change targets. Our qualitative target is to lessen the impact of our business activities on climate change. Absolute emission metrics are in tonnes CO₂e.

We traced the sources of our carbon emissions. Transportations from owned service fleets are the source of our Scope 1 emission, while Progen office space electricity is the source of our Scope 2 emission. We use the IPCC (Intergovernmental Panel on Climate Change) method to calculate our emissions. For FY2022, our Scope 2 absolute emission is 176.47 tonnes CO₂e. Progen traced electricity from tenants in the headquarters compound. This electricity emission is under Scope 3. The Scope 3 absolute emission is 81.74 tonnes CO₂e. As the business activities of the Group progressively improve due to the overall opening of the economy, we have set our baseline year to FY2023 for Scope 1, Scope 2 and Scope 3 emissions. The Group will implement the IPCC method to calculate Scope 1 emission going forward.

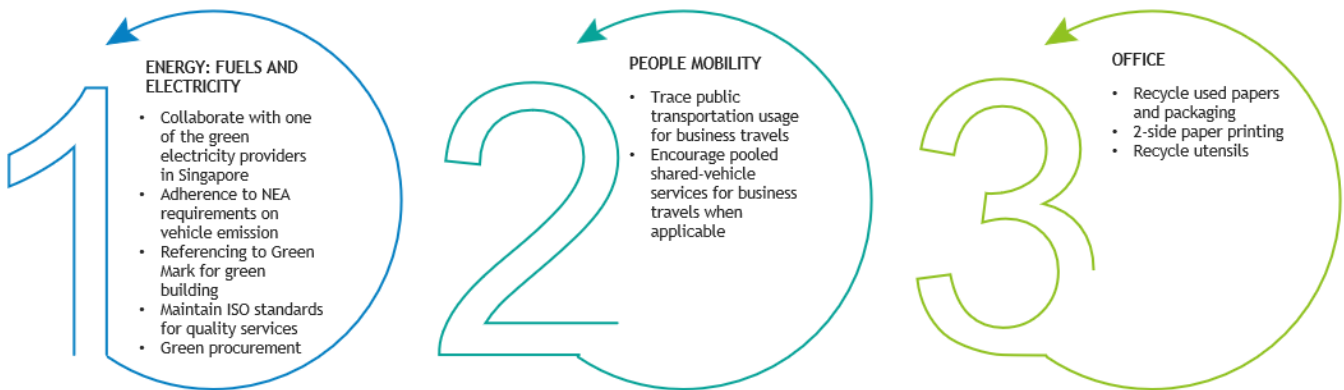
SCENARIO ANALYSIS

In FY2022, we focused on qualitative contexts of our climate change risks and opportunities. Please refer to the table presented under "Climate Change Risk Management and Strategy."

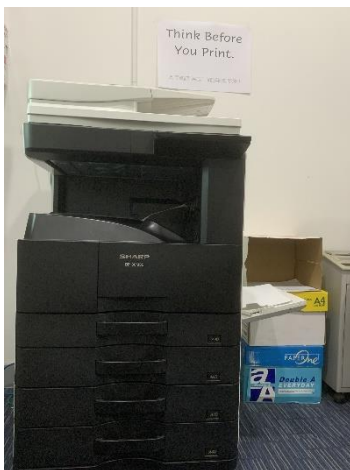
ENVIRONMENT

CARBON FOOTPRINT

We target to lessen the negative environmental impact of our business activities. We have delivered carbon footprint-related initiatives to help reduce our adverse effects on the environment.



In FY2022, our people spent 832 km on public transport. They mainly took MRT and buses for their business travels in Singapore. Nationwide, travelling by electric buses or trains cut carbon emissions potentially by 70% and 90%, respectively, compared to driving internal combustion engine (ICE) cars.



Double-sided paper printing and recycling of papers (Left); Recycling of utensils and food packaging (right)

Progen explored the use of solar panels in the area of clean energy. We contacted potential vendors and surveyed the feasibility of our headquarters. However, due to the architectural nature of the roof, solar panels are not feasible for the building.

ENVIRONMENT

WATER

Our monthly water usage is tracked together with our tenants. In FY2022, our tenants consumed approximately 24.6%, while Progen consumed about 75.4% of the total annual consumption. Progen experienced increased water consumption as we converted part of our office space into a dormitory facility to house our workers in July 2022. We mitigated this environmental risk by installing water-efficient fittings in our headquarters, such as self-closing taps and urinal sensor flush. A key goal of Progen in FY2022 is to educate employees about water conservation by properly using water conservation fittings, especially for fixtures involving human decisions, such as toilet flushes. All employees are made aware of the function of the fittings. Progen is exploring further our water conservation targets for the medium and long term.



ENVIRONMENT

ELECTRICITY

We utilise a licensed electricity retailer by the Energy Market Authority (EMA) in the open electricity market in Singapore. It offers clean and renewable energy. Our monthly electricity usage is tracked together with our tenants. Ours and tenants' consumptions are approximately 53.7% and 46.3%, respectively, in FY2022. We converted parts of our office building into dormitory space for our workers in July 2022. Therefore, we experienced increased electricity consumption. We mitigated the risk of higher consumption by referencing Green Mark on fittings for green buildings. For FY2022, we target to educate all employees on how to conserve electricity by putting up electricity conservation signs. All strategic fittings have electricity conservation signs in place. Progen is exploring further our electricity conservation targets for the medium and long term.



HUMAN CAPITAL

DEVELOPING OUR PEOPLE

Employees are essential assets to our business. We are committed to developing our people in their skills and knowledge. With the changes in regulations and advancing technology, our focus is to nurture employees through training and better equip them with new skills to succeed in their careers.

In our industry, the Ministry of Manpower (MOM) requires our employees to attend training before entering the construction sites and handling machinery. Learning institutions conduct activities, such as the Singapore Workforce Skills Qualifications (WSQ), that help to develop, assess and certify skills and competencies for the workforce. The training includes Occupational Safety and Health training in Construction Sites and Scissor Lift Operations. Furthermore, our employees attend Electrical Works Courses conducted by the Continual Educational Training and emergency response course conducted by TECS Fire & Safety, such as Respond to Fire Incident in Workplace, CERT First Aid Course - with CPR & AED and Implement Incident Management Processes. In line with our commitment to upskilling our employees and ensuring compliance with local regulations, 24 employees completed service training in FY2022, with total training hours of 389 or an average of 16.2 hours per employee.

Due to the constant changes in financial standards and regulations, our support staff attended seminars and training. Some of the training that they have attended are: Get Ready for the GST Rate Change, Singapore GST Transitional Rules 2023, Revisiting SG GST Rate Change Rules, Taxation of Investment Holding Companies, Companies' Corporate Income Tax Obligations for YA2022, Get Started on Sage 300 set-up with SG GST Rate Change Preparation, Singapore Budget 2022, and various ISCA online courses. In FY2022, we had 3 employees who completed training related to accounting, with total training hours of 45 or an average of 15.0 hours per employee.

In total, we accumulated 434 training hours in FY2022. The average training hour per employee is 9.9 hours, including those who resigned. The average training hour for male employees is 11.8 hours, and for female employees is 4.1 hours. Most male employees are involved in technical work with regulated requirements and certifications. Therefore, they have more training hours in general.

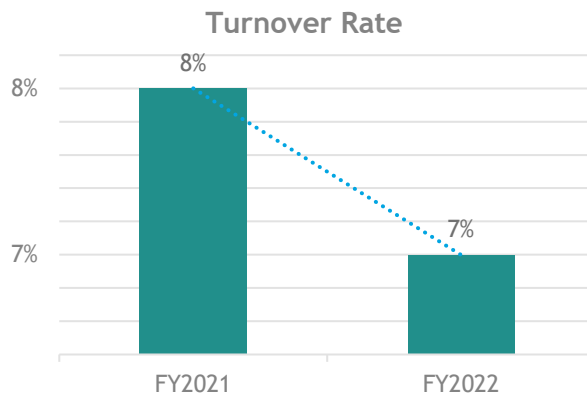
For FY2022, we set two targets related to training. First, we target to send all of our technical workers to the related training and to have the associated certifications from authorities. We achieved this target in FY2022. Second, we target no gender discrimination incidents related to training and development. During FY2022, there was no incident related to gender reported. These targets remain the same across short, medium and long terms.

HUMAN CAPITAL

EQUAL OPPORTUNITIES AND DIVERSITY: APPRAISALS AND TURNOVER

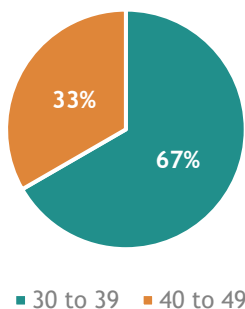
In Progen, each employment is formal, which entails our responsibilities to review performances regularly. All of our people received regular reviews on their performances. Promotions align with performances and opportunities available during the appraisal year. Age, gender and nationality are not the factors considered for this process.

Our target for the turnover rate is to maintain the rate below 10%; the Group maintained a turnover rate of 7% on permanent staff in FY2022. We met our target for the turnover rate. We have, in total, three people resigned in FY2022. We target a turnover rate of below 10% for 2023.

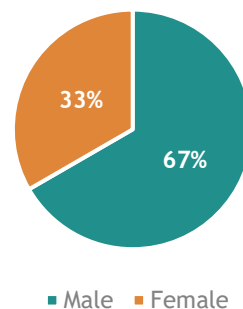


With the ageing population in Singapore, Progen supports the retirement and re-employment of our employees who are fit for the job through re-employment contracts and encourages our older employees to share their knowledge with the younger generation. The retirement age in Progen is 62 years old. We have the policy to offer a formal re-employment contract under new terms until age 67. The retirement and re-employment age are subject to changes by the prevailing relevant Acts in the jurisdiction. The following charts the turnover percentage data by age and gender for FY2022.

Turnover Percentage by Age Group



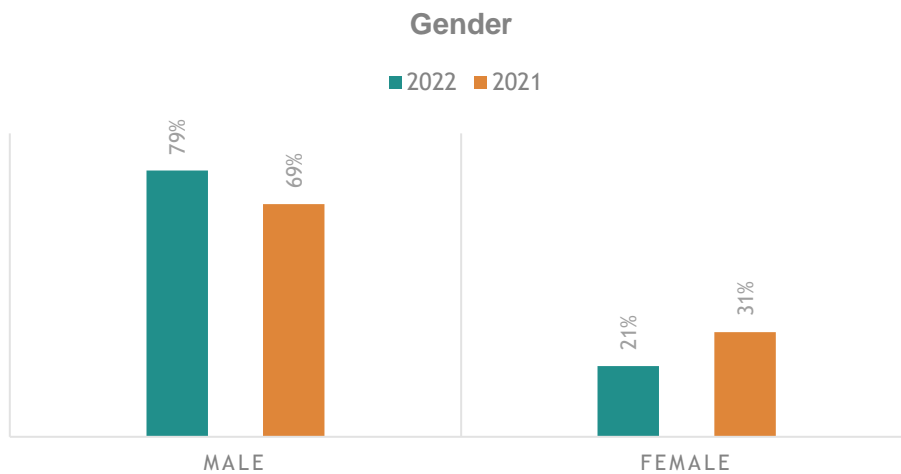
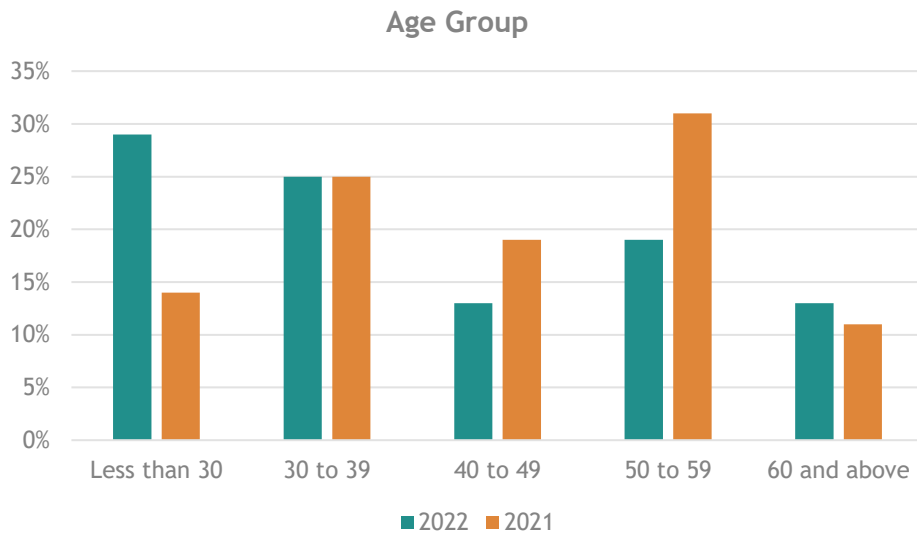
Turnover Percentage by Gender



HUMAN CAPITAL

EQUAL OPPORTUNITIES AND DIVERSITY: DEMOGRAPHY OF OUR PEOPLE AND NEW HIRES

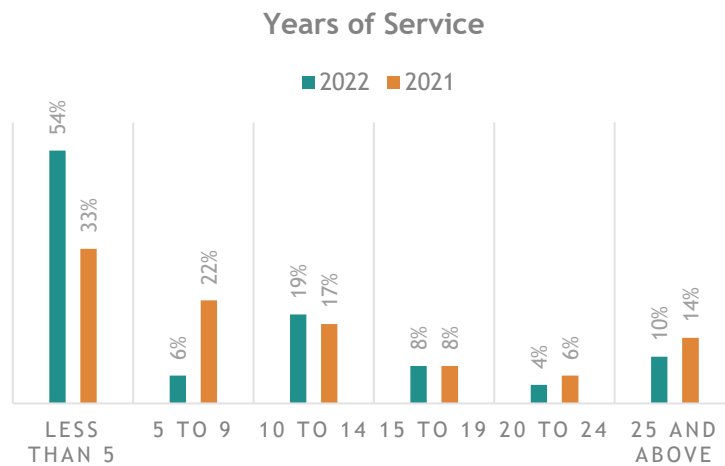
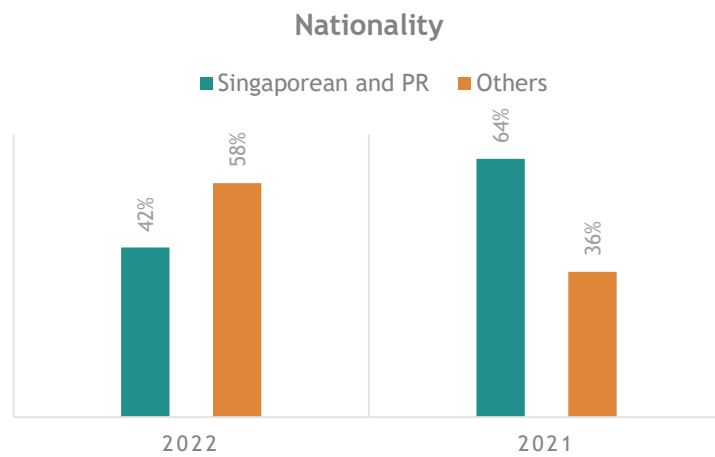
Progen recruits people eager to learn and focuses on the professional merit of each candidate to fill any vacant position groupwide. We define equal opportunity as determining hiring decisions based on merit. We remain committed to recruit based on merit regardless of any diversity indicator while retaining and developing talents. In FY2022, we have a total of 52 employees. The demographics of our people in FY2022 as compared to 2021 are as follows.



We have zero tolerance for discrimination based on any diversity indicators. There is no incident of discrimination reported in FY2022. We intend to maintain this achievement as our FY2023 target.

HUMAN CAPITAL

EQUAL OPPORTUNITIES AND DIVERSITY: DEMOGRAPHY OF OUR PEOPLE AND NEW HIRES (continued)



Our diversity in FY2022 changed compared to 2021. In FY2022, we had a younger workforce compared to 2021. It corresponds to the years of service in FY2022. We will continue to observe how diversity changes over the years will impact our productivity while maintaining equal opportunities on all fronts of our human resources practices. We aim to maintain our openness in diversity and favour equality. At our management level, 40% of our management are females, while 60% are males.

HUMAN CAPITAL

OCCUPATIONAL HEALTH AND SAFETY

The Group is committed to providing a healthy and safe working environment by managing our health and safety risks through Occupational Health and Safety Management programmes. The objectives and targets of these programmes are to reduce and minimise accidents in the workplace, create safety awareness among all employees to minimise hazardous working environments, and ensure compliance with regulatory requirements. Our Group is certified under bizSafe Star, the highest rating of the bizSafe programme under the Workplace Safety and Health Council.



HUMAN CAPITAL

OCCUPATIONAL HEALTH AND SAFETY (continued)

The bizSAFE programme, supported by the Ministry of Manpower, was designed to help companies build workplace safety and health capabilities. The programme includes SGSecure elements to help companies to implement measures for managing potential safety threats.

The bizSAFE STAR recognises that Progen's Workplace Safety and Health Management System (WSHMS) identifies, manages and controls workplace risks or hazards in compliance with the Workplace Health and Safety Act and international standards such as ISO 45001. Progen is certified for ISO450001:2018 until August 2023. The Group continues monitoring the Company Emergency Response Team ("CERT") as they implement safety measures and maintain the Emergency Response Plan ("ERP"). Our target is to have no safety-related incidents in FY2022 and FY2023. As of FY2022, there have been no significant incidents reported.

Regarding health management, we adhere to the Singapore Ministry of Health and related authorities in sending our people to different premises. We also offer space for our people to rest and chat with one another as part of our efforts to maintain their physical and mental well-being.



Picture: Our rest area in our headquarters

ETHICS

The group has a whistleblowing policy and zero tolerance for fraudulent activities, including bribery and money laundering. Each person has access to our standard of ethical conduct stated in our employee handbook. All employees received training on our code of conduct. There is no incident reported in FY2022 related to ethics. We target to maintain zero ethic-related incidences. Please refer to the Progen Annual Report FY2022 on pages 34 and 43 for the whistleblowing policy and anti-fraud incidences. We met the target of zero fraud incidences and zero whistleblowing reports received in FY2022 based on the information from ARC.

COMMUNITY

PARTNERSHIP FOR RESEARCH AND DEVELOPMENT

Through its wholly owned subsidiary, Progen Pte Ltd, the Group has collaborated with Nanyang Technological University (NTU), School of Mechanical & Aerospace Engineering, to research into areas related to cooling system efficiency technology. Such collaborative research works have concluded. The Group is granted full rights to market and commercialise the researched products.

APPENDIX

GRI STANDARD CONTENT INDEX AND UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Statement of use	Progen Holding Ltd has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI1: Foundation 2021

GRI STANDARD		DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021			
Disclosure 2-1	Organisational details	About Progen	6, AR page 1
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Disclosure 2-6	Activities, value chain and other business relationships	About Progen	6, AR page 1
Disclosure 2-9	Governance structures and composition	Annual Report-Corporate Governance	AR pages 11, 14, 30
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Disclosure 2-10	Nomination of Selection of the Highest Governance Body	Annual Report Corporate Governance	AR page 20
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Disclosure 2-15	Conflicts of interest	Annual Report-Corporate Governance	AR page 10
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		TCFD Report	13, 14
Disclosure 2-18	Evaluation of the performance of the highest governance body	Annual Report-Corporate Governance	AR pages 23 to 24
Disclosure 2-22	Statement on sustainable development strategy	Sustainability Strategy and Targets	12
		TCFD Report	14
Disclosure 2-25	Processes to remediate negative impacts	Board Statement	5
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Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Board Statement	5
		Annual Report-Corporate Governance	AR pages 13, 25, 37
		TCFD Report	13

APPENDIX

GRI STANDARD CONTENT INDEX AND UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

GRI STANDARD	DISCLOSURE	LOCATION
Disclosure 2-27 Compliance with Laws and Regulations	Board Statement	5
	TCFD Report	14
GRI 3: Material Topics 2021		
Disclosure 3-1 Process to determine material topics	Material Sustainability Factors	10, 11
Disclosure 3-2 List of material topics	Material Sustainability Factors	11
Disclosure 3-3 Management of material topics	Material Sustainability Factors	10, 11
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GRI 302: Energy 2016		
 		
Disclosure 302-1 Energy consumption within the organisation	TCFD Report	14
Disclosure 302-3 Energy intensity	Not applicable as the energy intensities will only be calculated in FY2023.	
Disclosure 302-4 Reduction of energy consumption	Environment	15, 17
GRI 303: Water and Effluents 2018		
  		
Disclosure 303-5 Water consumption	Environment	16
GRI 305: Emissions 2016		
 		
Disclosure 305-2 Indirect (scope 2) GHG emissions	TCFD Report	14
Disclosure 305-3 Other indirect (scope 3) GHG emissions	TCFD Report	14
GRI 401: Employment 2016		
 		
Disclosure 401-1 New employee hires and employee turnover	Human Capital	19
GRI 404: Training and Education 2016		
		
Disclosure 404-1 Average hours of training per employee	Human Capital	18
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital	19
GRI 406: Non-Discrimination 2016		
		
Disclosure 406-1 Incidents of discrimination and corrective actions taken	Human Capital	20
GRI 413: Local Communities 2016		
 		
Disclosure 413-1 Operations with local community engagements, impact assessments, and development programmes	Community	24



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