

The cover features a low-angle, upward-looking perspective of a modern glass skyscraper, with its lines converging towards the top. The image is framed by a dark green border. In the top right corner, there are stylized green leaves. On the right side, a vertical green line is decorated with dark green circular motifs. The company name is centered in the upper half, and the report title is centered near the bottom.

AA GROUP HOLDINGS LTD

**SUSTAINABILITY REPORT
2018**

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BOARD'S STATEMENT

The Board of Directors (the “**Board**” or “**Directors**”) of AA Group Holdings Ltd (the “**Company**” and together with its subsidiaries, the “**Group**”) recognise the importance of sustainability and is pleased to publish our sustainability report for the financial year ended 2018 (“**Report**”), highlighting the Group’s environmental, social and governance (“**ESG**”) initiatives.

The global business environment remains competitive and the Group will continue to face challenges along the way. In addition to the Group's organic growth, the Group will continue to explore various opportunities to diversify its business portfolio and evaluate potential investments that can strengthen and broaden its revenue base and position the Group strategically for further growth.

During the reporting year of 2018, the Group had completed the divestment of its previous businesses namely Allied Advantage Sdn Bhd and Toko Construction Pte. Ltd., whose businesses are of manufacturing and supply of high precision cold forged loudspeaker parts, building construction and manufacture of furniture of rattan and cane respectively. In the same year, the Group had successfully acquired Poh Huat Heng Corporation Pte. Ltd. (“**PHH**”) on 17 December 2018. PHH is in the business of providing underground cable installation and road reinstatement services.

The Group is committed to upholding good corporate governance practices, enhancing operational safety and promoting environmental sustainability. We have and will consider these sustainability issues as part of our strategic formulation for the Group, and will continue to oversee the management and monitoring of our ESG performance and initiatives. We want to thank our stakeholders for their continued support and we look forward to sharing our sustainability performance in the forthcoming years.

For and on behalf of
the Board of Directors of
AA Group Holdings Ltd

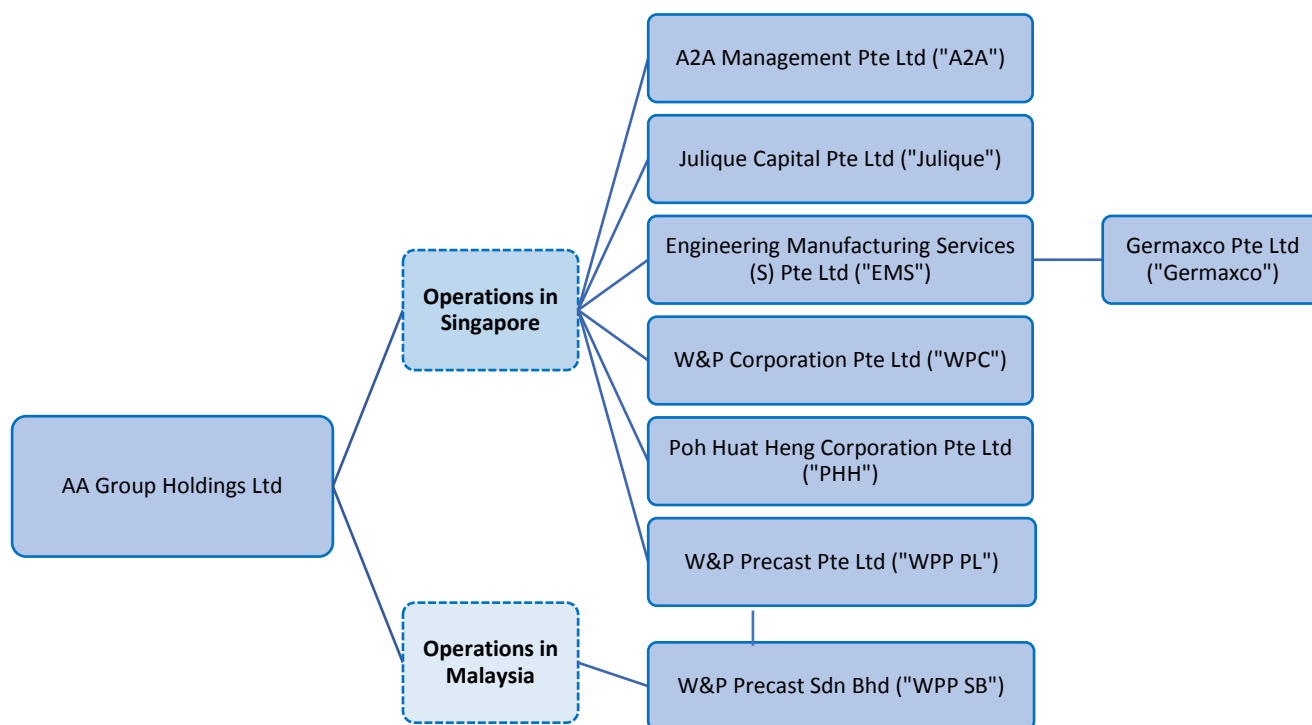
Lai Choong Hon
Executive Director

ABOUT THE REPORT

This Report is prepared with reference to Rule 711B of Section B: Rules of Catalist of the Listing Manual of the Singapore Exchange Securities Trading Limited ("**Catalist Rules**"), the Sustainability Reporting Guide of the SGX-ST, and in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The Group has chosen the GRI Standards as it is internationally recognised and represents the global best practice for reporting. The GRI Content Index presented at the end of this Report indicates the extent of the application of the GRI Standards.

As this is only the Group's second year of reporting, we did not seek external assurance for this Report. We have relied on internal assurance as to the accuracy of the ESG performance data, which are reported in good faith and are accurate to the best of our knowledge.

This Report covers our ESG performance and initiatives for the Group's operations in Singapore and Malaysia for the period from 1 January 2018 to 31 December 2018. The Group's operations in Malaysia began only in FY2018, when W&P Precast Pte. Ltd. shifted part of its operations from Singapore to Malaysia under its subsidiary, W&P Precast Sdn. Bhd.



Through this Report, the Company hopes to share its sustainability progress and we welcome stakeholders to submit their feedback to us at our office address as stated on the last page of this Report or through the Company's website. As part of our environmental conservation efforts, no hard copies of this Report will be printed. A copy of this Report can be found on SGXnet or on our website.

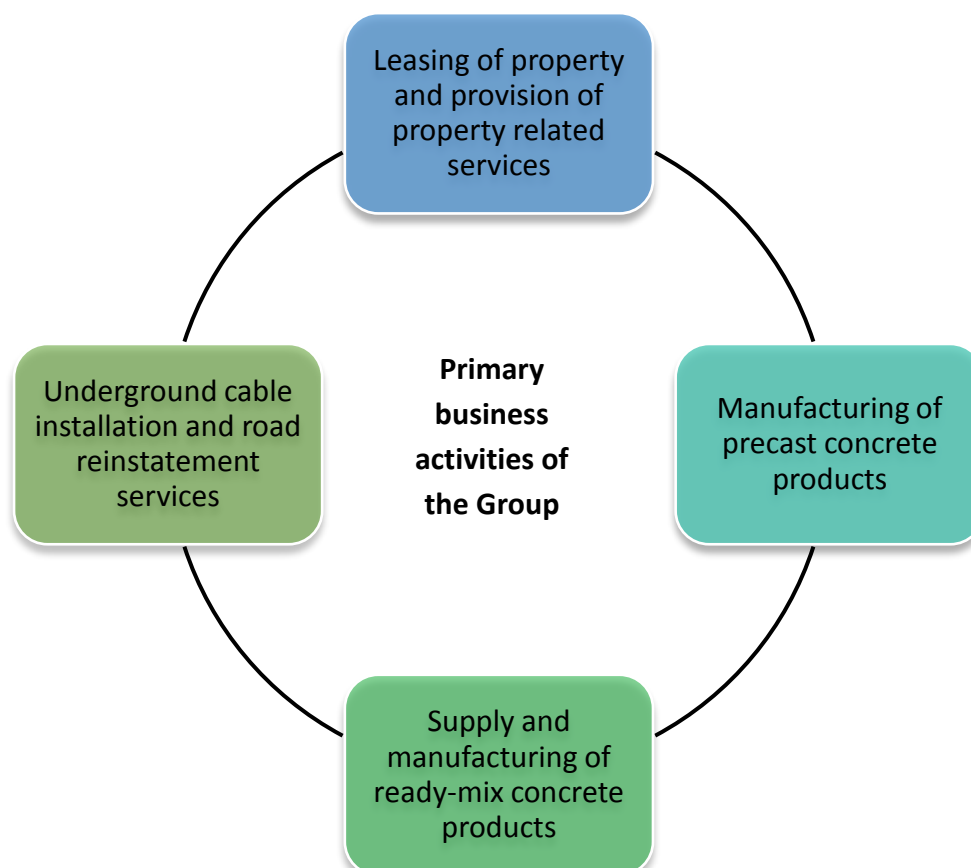
ABOUT THE GROUP

Our Business

The Group was listed on the Catalist Board of the Singapore Exchange Securities in 2005. In 2017, the Group underwent a transformation as it ventured into new businesses namely leasing of property and provision of property related services, supply and manufacturing of ready-mix concrete, precast component and related products and manufacturing of precast concrete products.

Subsequently, in 2018, the Group completed its divestment of its initial business in manufacturing and supplying of high-precision cold forged loudspeaker parts. In the same year, the Group had successfully acquired PHH, whose main business is provision of underground cable installation and road reinstatement services.

Currently, the primary business activities of the Group are as follows:



Memberships and Certifications

- The Company and its subsidiary, Engineering Manufacturing Services (S) Pte. Ltd. (“**EMS**”) are both members of the Singapore Business Federation.
- Other certifications held by our subsidiaries are as shown below:

Name & Address of Site	Certification
W&P Corporation Pte. Ltd. 12 Seletar North Link, Singapore 797617 60 Benoi Road #03-01, Singapore 629906	SS EN 206: 2014 ISO 9001:2015
W&P Precast Pte. Ltd. 60 Benoi Road #03-01, Singapore 629906	ISO 9001:2015 BizSAFE Level 3
Poh Huat Heng Corporation Pte. Ltd. 60 Benoi Road #03-01, Singapore 629906	General Builder Class 2 NEA General Waste Collector (Class A) license

Name of Company	BCA Certification
W&P Corporation Pte. Ltd.	SY01B Ready-mixed concrete - L2
W&P Precast Pte. Ltd.	CW02 Civil Engineering - C3
	General Builder Class 2
	SY01 Other Basic Construction Material – L1
Poh Huat Heng Corporation Pte. Ltd.	General Builder Class 2
	CW02 Civil Engineering – C3
	CR07 Cable/ Pipe Laying & Road Reinstatement – L5

STAKEHOLDER ENGAGEMENT

The Group is committed to engage our stakeholders as part of our continued sustainability efforts. Engagement with stakeholders are carried out through face-to-face meetings, tele-communications, electronic mails and annual general meeting.

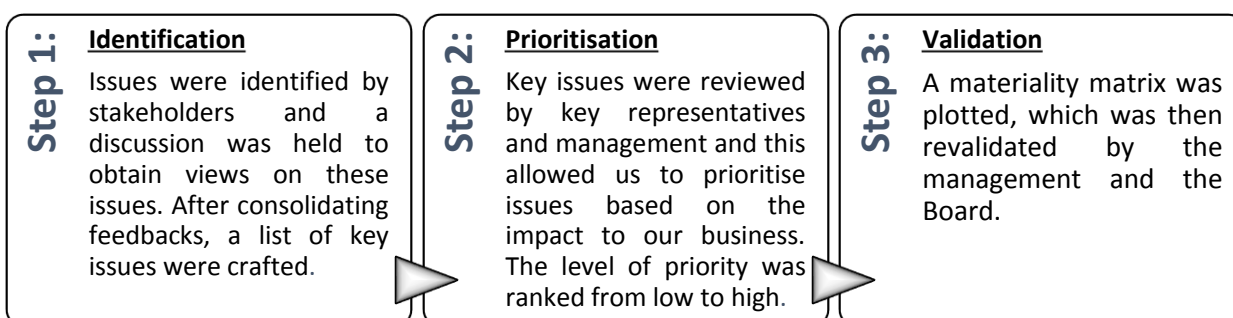
From the engagement with our stakeholders, we understand their feedbacks and concerns, and incorporate these feedbacks into our corporate strategies to achieve a mutually beneficial relationship.

Stakeholders	Topics	Engagement Methods	Our Commitment
Customers	<ul style="list-style-type: none"> ▶ Product quality and assurance ▶ Customer's satisfaction 	<ul style="list-style-type: none"> ▶ Meetings ▶ Feedback via phone/emails 	We review feedback from customers, and aim to form long-standing and positive relationships with them.
Employees	<ul style="list-style-type: none"> ▶ Feedback and concerns ▶ Productivity and performance ▶ Workplace health and safety ▶ Fair employment practices ▶ Training opportunities 	<ul style="list-style-type: none"> ▶ Regular staff meetings to address any feedbacks and concerns ▶ Training and education ▶ Annual performance and appraisal 	We have a robust employee handbook and various workplace health and safety procedures in place to promote a fair workplace and safe working environment for all our employees.
Government and Regulators	<ul style="list-style-type: none"> ▶ Corporate governance ▶ Regulatory compliance 	<ul style="list-style-type: none"> ▶ Regulatory guidelines and requirements ▶ Annual reports 	We are committed to adhere to all regulatory requirements.
Industry Associations	<ul style="list-style-type: none"> ▶ Memberships 	<ul style="list-style-type: none"> ▶ Singapore Business Federation 	We aim to contribute positively to industry association.
Shareholders and Investors	<ul style="list-style-type: none"> ▶ Annual report ▶ Sustainability report 	<ul style="list-style-type: none"> ▶ Annual General Meeting and Extraordinary General Meeting 	We aim to provide timely updates on key developments and action

	<ul style="list-style-type: none"> ▶ Financial results and business performances ▶ Company's announcements and press releases 	<ul style="list-style-type: none"> ▶ SGX announcements ▶ Company's website ▶ Media release and interviews 	plans via our various engagement methods.
Suppliers	<ul style="list-style-type: none"> ▶ Procurement practices ▶ Quality assurance inspection ▶ Ongoing certification and specification ▶ Fair and transparent business conduct 	<ul style="list-style-type: none"> ▶ Meetings ▶ Feedback via phone/emails ▶ Feedback on product quality 	We work with reliable and credible suppliers, and aim to form long-standing and trusting relationships with them.

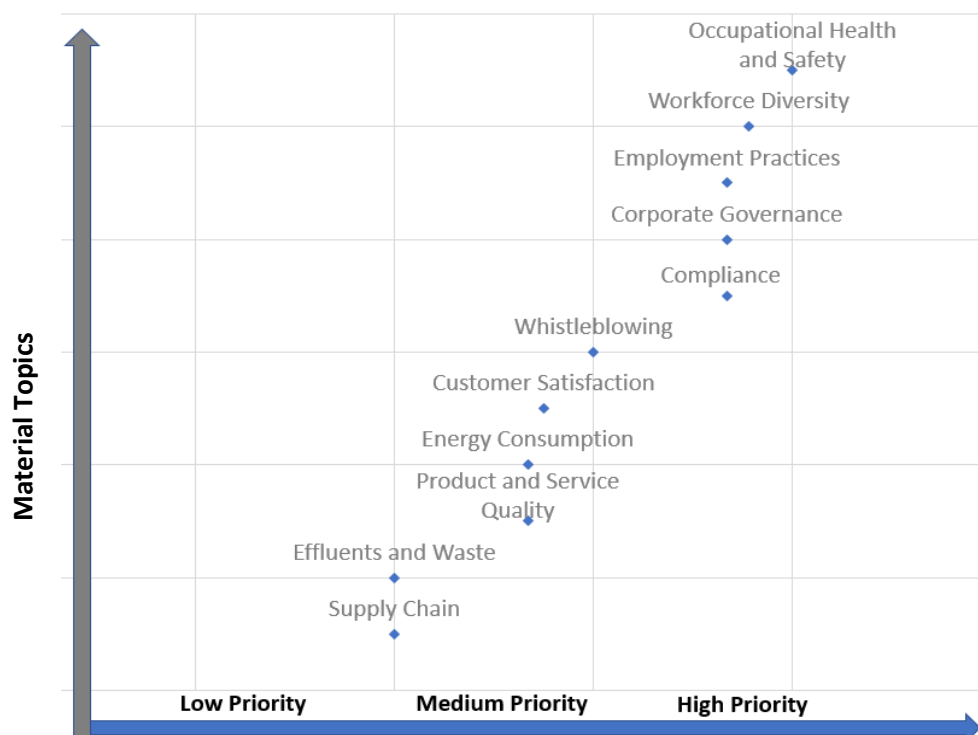
MATERIALITY ASSESSMENT

We undertook our first materiality assessment in 2017 to identify and prioritise relevant sustainability topics. Facilitated by an independent sustainability consultant, this assessment involves the management, key representatives from the Company's various business units as well as internal and external stakeholders. Material topics have been identified based on both risks and opportunities arising from our business activities, the environmental, social and governance impacts that are most significant to our stakeholders, as well as with reference to our current risk management framework.



This year, we reviewed and revalidated the existing material ESG topics, and determined that they remain relevant in 2018. In addition to these existing material topics, three more material topics were identified for 2018 - Workforce Diversity, Customer Satisfaction and Whistleblowing.

The matrix below depicts the material topics that are of importance to our stakeholders in 2018:



Reporting Framework and List of IV Importance to Stakeholders

The materiality assessment took into account the GRI guidelines, and the material topics that are significant to the Group's operations in Singapore and Malaysia are presented below. We have gathered feedback from various stakeholders across our entire value chain who are influenced by, and can significantly influence, the Group's businesses and operations. By identifying material topics that have both positive and negative impact on stakeholders, we ensure that both risks and opportunities are taken into account in our strategic and business planning.

For each material topic, we report on its relevance to our business and stakeholders.

Key Aspects	Stakeholders	Material Sustainability Topics
Governance	Investors Government / Regulator Employees / Suppliers	Corporate Governance Compliance Whistleblowing
Social	Employees Employees Employees Customers	Employment Practices Workforce Diversity Occupational Health and Safety Customer Satisfaction
Environmental	Employees Employees Customers / Suppliers Suppliers	Energy Consumption Effluents and Waste Product and Service Quality Supply Chain

The following sections in this Report evaluate these material topics taking into consideration the changing business landscape and our business direction. We will strengthen our existing sustainability framework, set targets for improvement and aim to reach these targets in the subsequent years.

We look forward to further engage with our stakeholders. The perspectives of our stakeholders will help us evaluate and fine-tune our approach to better manage our business in a sustainable way.

GOVERNANCE

We believe that having the right business values – good corporate governance and ethical conduct is crucial to the Group's growth and provides a robust foundation to the Group. The Group is committed to conduct our business in an ethical and responsible manner, and we do not tolerate any corruption or bribery within any of our businesses.

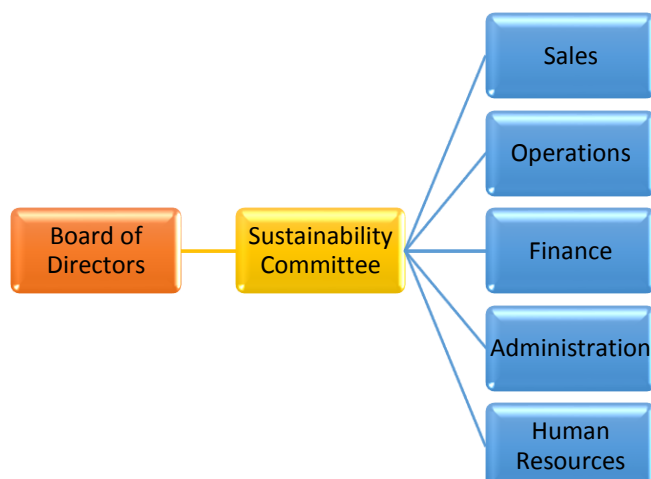
Corporate Governance

The Group understands the importance of good corporate governance, accountability and transparency and is committed to uphold high standards of governance and regulatory compliance. In FY2018, the Group ensured compliance with the Code of Corporate Governance 2012 as required under the Catalist Rules. The Group notes that the revised Code of Corporate Governance issued on 6 August 2018 (the "**Revised Code**") is effective for the financial year commencing 1 January 2019, and will endeavour to comply with the Revised Code in FY2019.

Please refer to pages 13 to 46 of our Annual Report 2018 for further details of our Corporate Governance practices and compliance with the Code of Corporate Governance 2012.

The Group has a dynamic team in place to implement and execute sustainable strategies across the organisation. The Sustainability Committee ensures all strategies, policies and practices have been incorporated to strengthen its sustainability performance and reports to the Board on all sustainability matters.

The Board oversees the Sustainability Committee and ensures that all material factors identified are well-managed and monitored to ensure transparency and accountability towards the Group.



Compliance

The Group conducts its businesses in an honest and ethical manner and is committed to act professionally and fairly in all business dealings.

The Board meets on a regular basis to ensure that the Group meets all regulatory requirements and ensures compliance with all relevant laws and regulations in countries we operate in. Similarly, the Board will also manage the Sustainability Committee to ensure that the Group is in compliant with the relevant rules and regulations and adheres to the policies and procedures that has been set out by the management and the Board.

We have been actively engaging our continuing sponsor and we remain compliant with all reporting requirements under the Catalist Rules as well as other applicable rules and regulations in Singapore. There were no non-compliance cases recorded during the reporting year of 2018. Since there was no record of non-compliance, the Board believes that the Group's compliance controls remain appropriate and we strive to work closely with our continuing sponsor to maintain zero incident of non-compliance record in the subsequent years.

Whistleblowing

The Group has had a robust whistle-blowing policy in place since 2008 and it has been updated from time to time in order to stay relevant, with the latest review in FY2018. The updated policies and procedures for raising any concerns about possible improprieties in matters of financial reporting or management were communicated to all employees of the Group via email on 1 January 2019. This will also be communicated to all new employees of the Group during the orientation for new employees.

The policy applies to all employees within the Group and any third parties dealing with the Group, and provides a mechanism for employees and external parties to report concerns over alleged wrongful acts. Employees or external parties with complaints, concerns or issues relating to potential corrupt activities, are able to raise their concerns, in confidence, to the Lead Independent Director Mr. Lee Chong Yang, or the Chairman of the Audit Committee, Ms. Amelia Vincent. This is also addressed on page 37 of our Annual Report 2018.

During the reporting year of 2018, we had no reported instances of corrupt activities across our businesses and operating subsidiaries. Likewise, we seek to maintain our good track record of zero corruption incidents in the upcoming years.

SOCIAL

Employment Practices

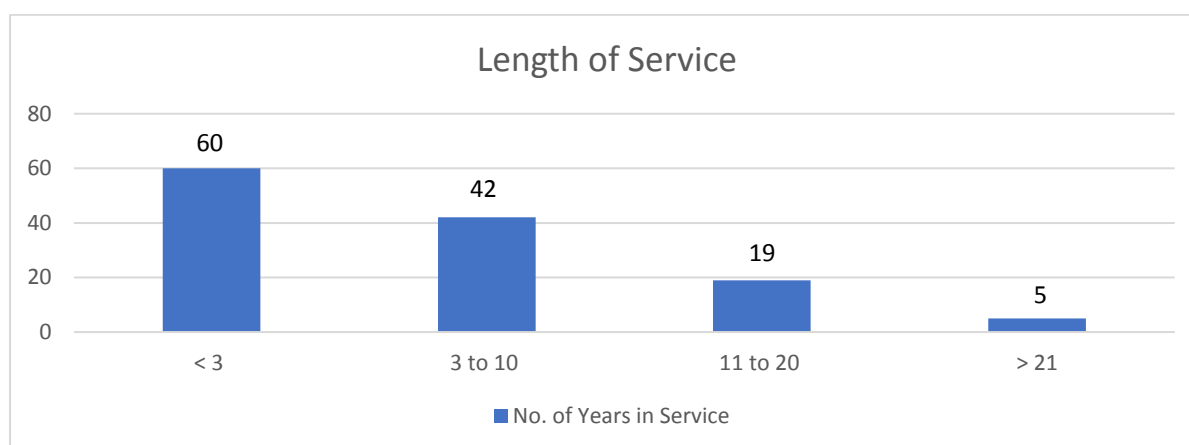
We practice fair employment and provide equal opportunities to all employees, regardless of their race, religion, age, gender or background. We believe that promoting a fair workplace environment will build the employees' respect and loyalty towards the company.

We are fully compliant with the Singapore Government's Employment Practices listed under the Ministry of Manpower to ensure that we remain competitive against similar industry players. There have been zero cases of discriminations for FY2018 and we aim to maintain that record.

The Human Resource Policies and Procedures ("HRPP") formulated by the Human Resource team have been updated from time to time and applied across all business units to ensure consistency of internal practices among all business units. The HRPP documents the employee's benefits and governs our non-discriminatory hiring policies and merit-based promotion policies. Fair and non-discriminatory employment policies are put in place to attract and retain talent.

➤ Valuing our employees

The Group prioritises job satisfaction and welfare as one of its top priorities. We recognise long-serving employees with cash awards and the contributions made by our employees with various incentives to show our appreciation. Our employees are entitled to a range of benefits including healthcare, insurance and parental leave. Further, the Group offers competitive pay packages that are benchmarked to the market and rewards each employee based on their competency and performance. Our employees are motivated and satisfied and this results in high employee retention rates, as per the chart below:



As part of our continued efforts toward providing transparent and merit-based compensation package, the remuneration breakdown of our directors and our key management personnel can be found on page 31 of our Annual Report 2018.

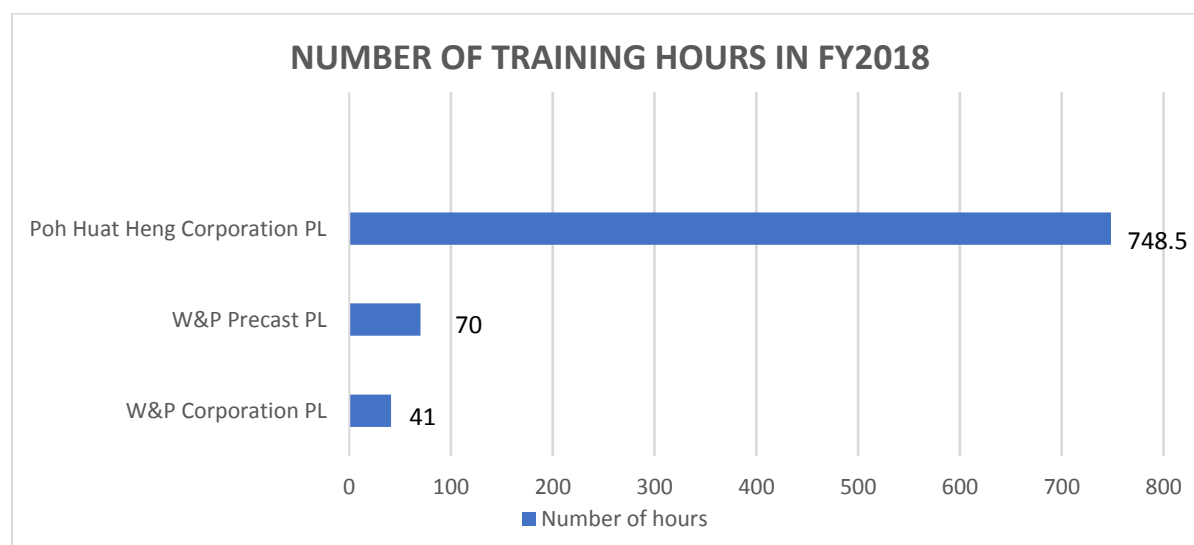
In the upcoming years, we target to increase team-bonding activities to foster greater workplace cohesion and trust between employees. We will also look into the ratio of basic salary and remuneration of women to men by employee category, to ensure that they are fair and non-discriminatory.

Workforce Diversity

The Group believes in the importance of diversity that it drives innovation and increases competitive advantage in our organization. Our employees come from all walks of life. All qualified candidates will be considered without discrimination of gender, nationality, age and religion in our recruitment process.

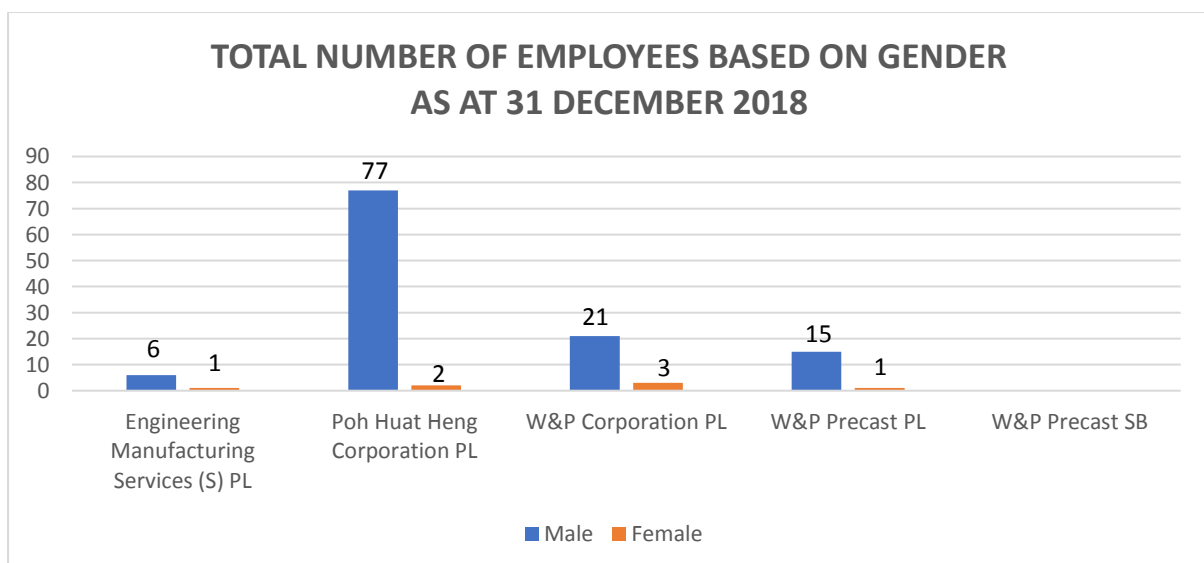
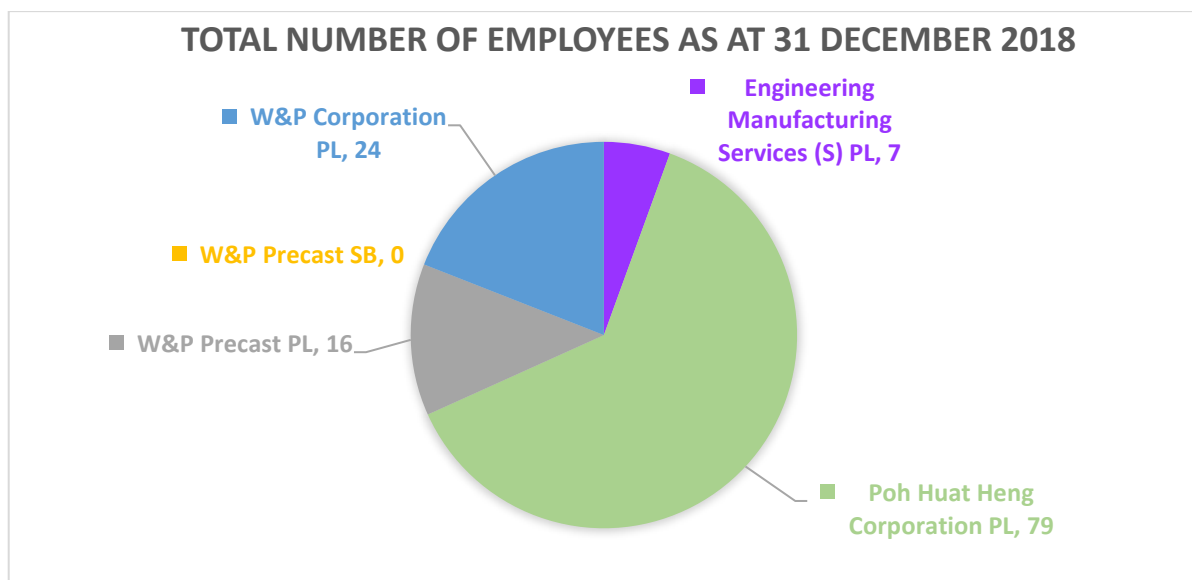
We ensure that our employees have access to a fair, collaborative and engaging workplace which allows them to provide their perspectives and concerns on the issues. To ensure that our staff stay abreast of the updated skills or information, we provide regular training opportunities for staff to equip themselves with the required skill sets. In the upcoming years, we target to increase the frequency in which our workers attend courses and trainings, in particular for courses and trainings in relation to safety work practices.

In FY2018, employees attended courses and trainings amounting to 859.5 training hours. The training covers the necessary technical and soft skill sets, as well as on-the-job training.



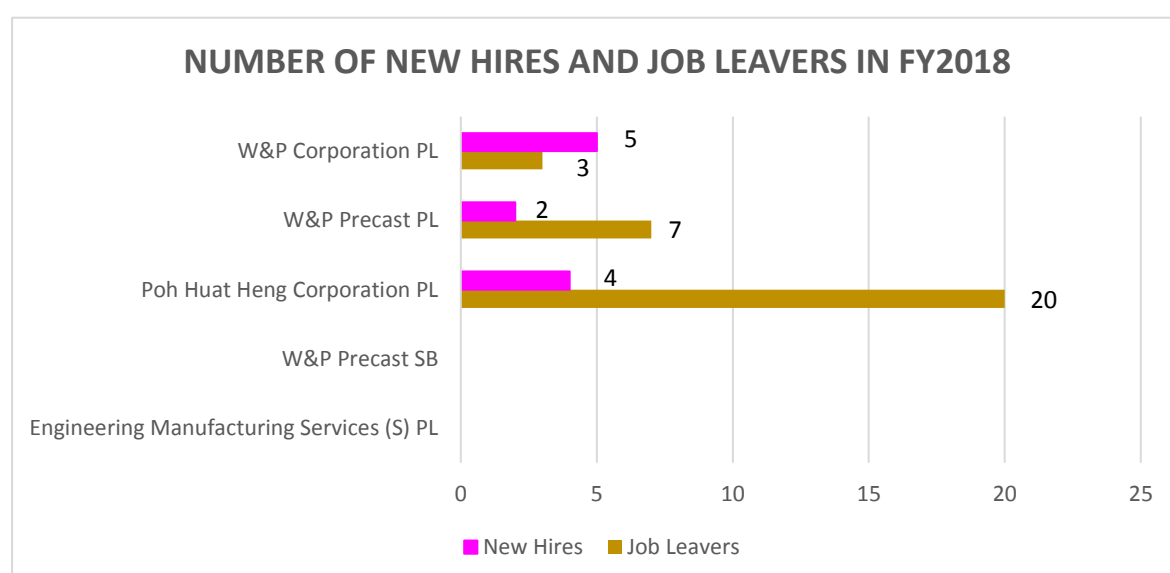
Some of the courses attended by the employees are workplace safety and health, plumbing and pipefitting tradesman continual education training, construction safety orientation, ISO 9001:2017 Awareness and Quality Audit, WSQ – operate forklift/lorry crane/excavator, supervisor safe lifting operations, perform rigger & signalman tasks, first aid, traffic control course and basic concept in construction.

In FY2018, our workforce consisted of 126 employees, including 119 male employees and 7 female employees, as shown in the charts below. The increase in the number of total employees was due to the addition of employees hired under PHH, a wholly-owned subsidiary of the Group. Our workforce has a higher number of male employees due to the nature of our business operations.



As at 31 December 2018, we have 6 directors on the Board; 5 male directors and 1 female director and they are individuals who have diverse qualifications and work experience. For more details on the qualification and work experience of each Director, please refer to Board of Directors on pages 8 and 9 of our Annual Report 2018.

In the same year, there were a total of 11 new male hires and 30 male job leavers across all business units, as shown in the chart below. Our turnover rate for the year averages at 23.8% largely due to the high turnover of foreign workers. To address this issue, employees are encouraged to provide feedback to their reporting manager. There are also cohesive activities (such as team lunch, special occasion celebrations) in place for team bonding.



Customer Satisfaction

Our businesses thrive on mutually beneficial and strong relationships formed with our customers. We always emphasize the importance of providing good customer service to all our employees. Feedback from customers are reviewed and relevant follow-up actions are performed in a timely manner. Good relationships with our customers and positive feedback from our customers motivate us as a Group to continue delivering a high standard of service quality and work across all our operations.

For the year under review, the Group did not receive any official complaints from their customers, and aim to maintain our good track record of zero customer complaints in the upcoming years.

Occupational Health and Safety

The well-being and safety of our employees and relevant stakeholders are of utmost importance to us. To ensure a safe working environment, our employees and relevant stakeholders are expected to observe and follow safety procedures at all times.

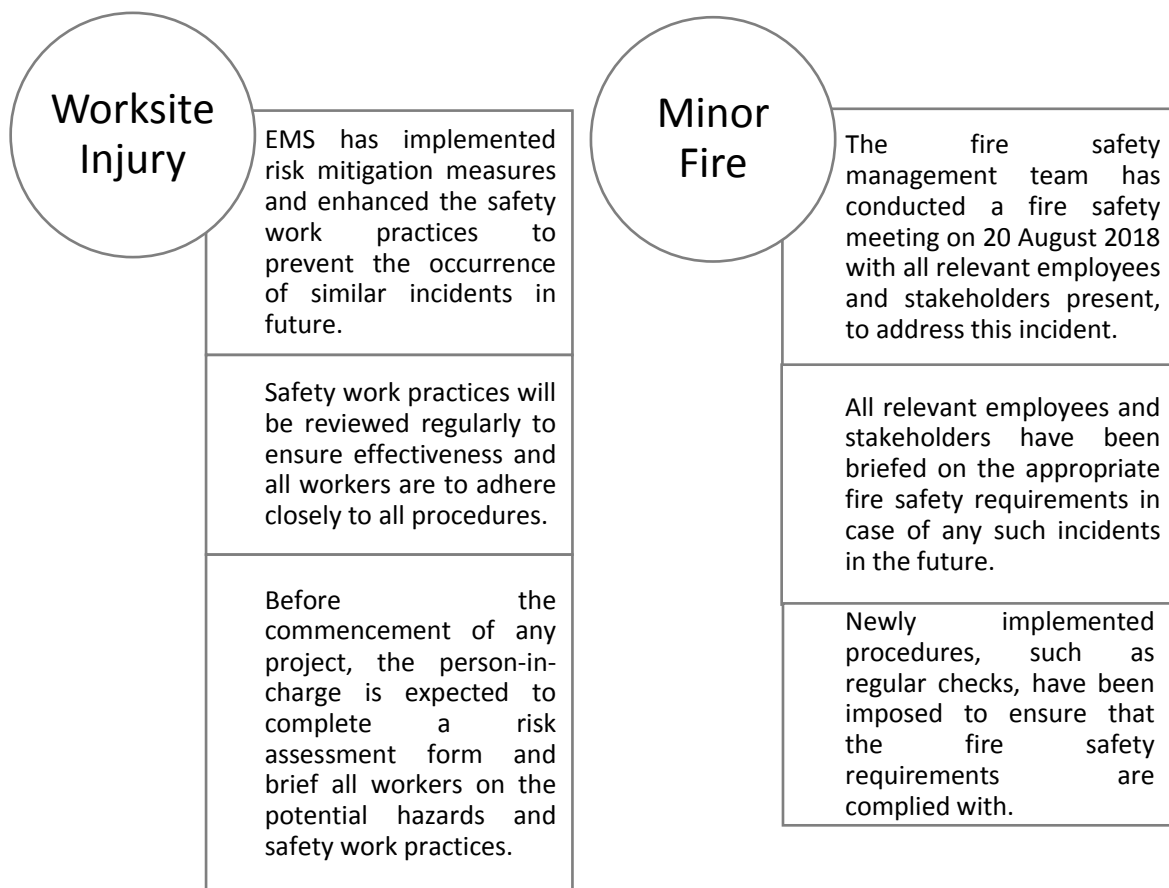
Safety briefing by the project lead will be held before the commencement of each project. All safe work practices manual will be reviewed regularly by the top management, taking into account the feedback we received from the ground staff, to ensure effectiveness in work processes.

For the year under review, there were two incidents relating to a worksite injury and a minor fire. However, these events did not result in any work-related fatalities.

Date of Occurrence	Type of Incidents	Premises where Incident occurred	Description of Incident
14 March 2018	Worksite Injury	Within premise - 60 Benoi Road	Failure to take sufficient preventive measures to ensure the safety of the workers of the contractor, namely PHH in carrying out painting works at a factory located at the premises.
24 July 2018	Minor Fire	Within premise - 60 Benoi Road	There were no injuries reported from the fire, and the property is covered by insurance.

With respect to the minor fire incident, an official fire report was received from the Singapore Civil Defence Force (SCDF), stating the cause of fire as accidental by electrical origin at the wirings. The management including the supervisors and plant managers, will be expected to carry out routine exercises and checks to prevent further occurrence of such incident in future. EMS will continue to work with its appointed Fire Safety Manager, who takes charge of fire safety activities and fire prevention measures to promote fire safety awareness. The Fire Safety Manager conducts ad-hoc inspections once a month to ensure that fire safety procedures are put in place in compliance with the recommendations provided by the SCDF and the Building and Construction Authority (BCA).

The Group has since implemented measures as described below and we strive to achieve zero incident record in the subsequent years.



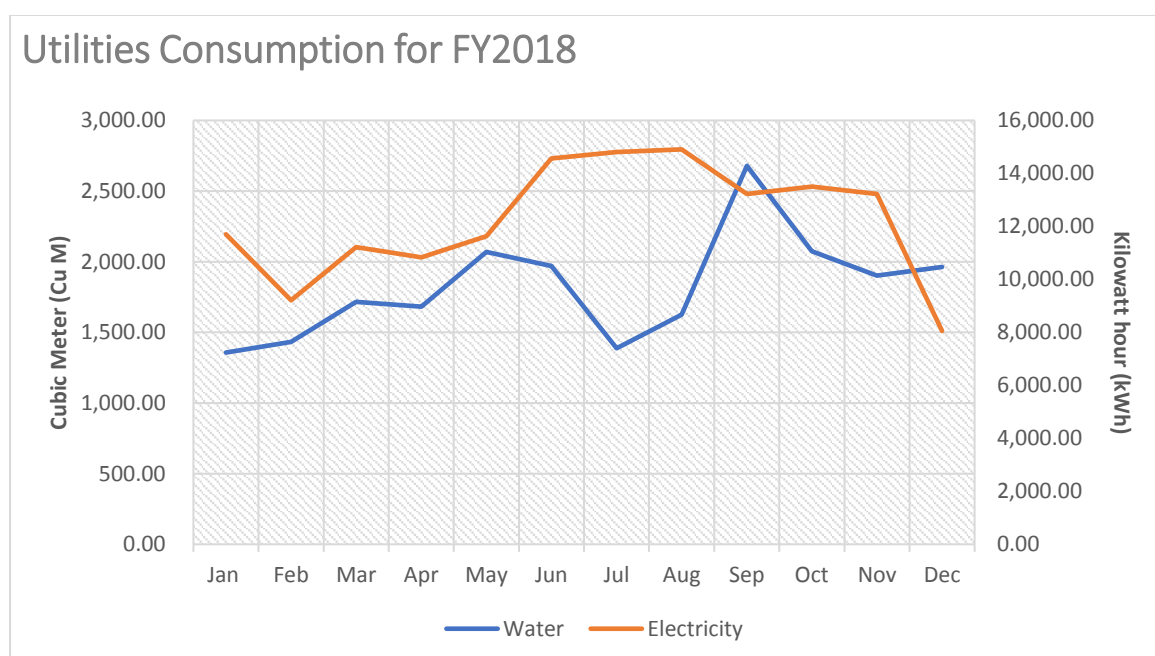
Apart from the abovementioned measures, the management sends the employees for safety training courses conducted by the Singapore Workforce Skills and Qualifications, to keep them updated on the safety procedures. The management also sends the employees to attend occupational first aid courses, as well as refresher courses as and when needed to maintain the validity of their first aid certificates.

ENVIRONMENTAL

The Group is committed in ensuring that we conduct our business operations efficiently with minimal impact to the environment in accordance with the applicable environmental laws and regulations. We believe that every little step goes a long way towards sustaining a clean and green environment, and at the same time help to improve efficiencies and deliver cost effective system for the Group.

Energy Consumption

We are committed to take measures to minimise our overall energy consumption and improve energy efficiency to reduce the environmental impact of our operations. The Group's consumption for the period under review is presented below:



➤ Energy and water efficiency

As part of our continuing initiative, we do have stringent controls such as prompt reporting of faulty equipment that may result in excess waste, water or electricity consumption. Employees and relevant stakeholders are also reminded of the importance to save water in their daily activities and to reduce water usage.

We monitor energy usage at the construction sites for all our projects to ensure that they are maintained at consistent levels, and any abnormality is immediately investigated and rectified. In addition to reducing energy consumption in relation to construction activities, we also implement various measures to minimize energy consumption in our head office building. Employees and

relevant stakeholders are reminded regularly to switch off all lights, aircon and equipment when they leave the office or when equipment is not in use. Air conditioners within the head office buildings are serviced regularly, and rundown Fan Coil Units (FCUs) are replaced to maintain high efficiency.

As part of our initiatives, energy saving LED lights were installed around our premises. Subsequently, we are looking to progressively install energy saving LED lights for all office units on our premises. We may also consider energy efficient equipment when purchasing new office equipment in the future.

Effluents and Waste

We continuously strive to reduce waste from operations by encouraging employees and relevant stakeholders to re-use and recycle usable material. In addition, we have been enforcing stringent controls on the management of waste generated from our operations. These controls include proper segregation and disposal of waste. Our waste includes general waste, wood waste and food waste. There is no hazardous waste produced. Recycling bins and multiple waste segregation bins are available within our premises and are placed at common areas for employees and relevant stakeholders to segregate waste.

We also engage environmentally responsible service provider to manage the disposal of our waste. All waste generated are collected from the site by a licensed waste collector. General and food waste are sent to the National Environment Agency (NEA) for waste-to-energy (WTE) incineration and wood waste are sent to our service provider's site for recycling purposes. The Group endeavours to manage waste sustainably by utilising technologies in the future.

In the reporting year of 2018, there were no incidence of non-compliance with laws and regulations resulting in significant fines and we strive to maintain this record in the subsequent years.

Supply Chain

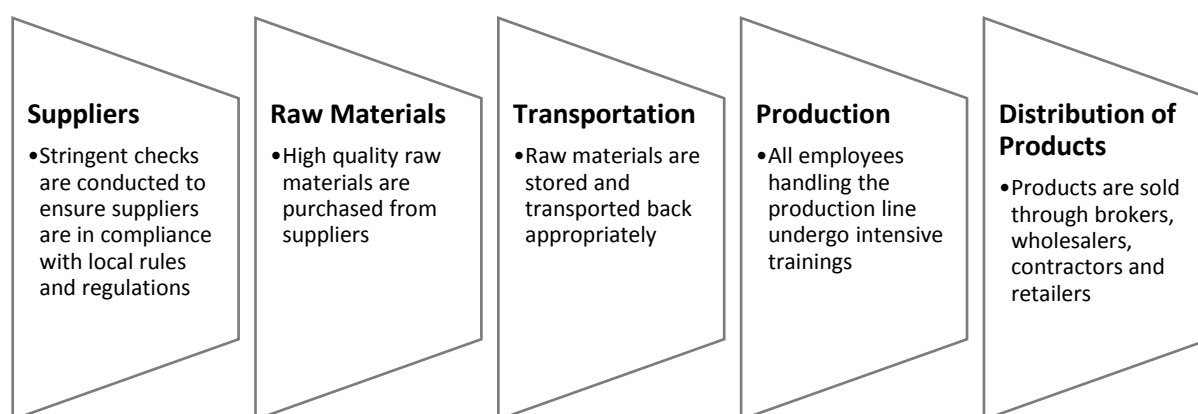
We recognise the importance of sustainable value generation and take into consideration the following factors - economic value of products, business ethics and reputation as a few of the criterion when assessing and selecting new potential suppliers. We believe that a sustainable supply chain can help us conserve resources, optimise processes and increase productivity.

The head of each business unit conducts stringent checks on our current suppliers to ensure they are in compliance with local rules and regulations. Similarly, the checks include ethical practices of these

suppliers while sourcing for raw materials and the degree of impact these processes contribute to the environment.

We aim to create more long-term business relationships with local suppliers and we make a conscientious effort to procure from local suppliers directly.

➤ Supply chain diagram



Product and Service Quality

We have a stringent quality assurance system and we have conducted random due diligence checks to ensure all our products receive proper certification of compliance. We are committed to ensuring that our products are manufactured according to industry standards. WPC's source of materials for the supply and manufacturing of ready-mix concrete, precast component and related products are from BCA registered suppliers in Singapore.

In the reporting year of 2018, we did not receive any formal complaints about our product or service quality, and we endeavour to maintain this clean record in the subsequent years.

GRI CONTENT INDEX

General Standard Disclosures

Profile disclosure	Description	Cross-reference/ answer
Strategy and analysis		
General Disclosures 102-14	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	BOARD'S STATEMENT
Organisation profile		
General Disclosures 102-1	Name of the organisation	AA Group Holdings Ltd
General Disclosures 102-2	Primary brands, products, and/or services	Annual Report 2018 Page 1
General Disclosures 102-3	Location of organisation's headquarters	60 Benoi Road #03-02, Singapore 629906
General Disclosures 102-4	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	<ul style="list-style-type: none"> • Singapore • Malaysia
General Disclosures 102-5	Nature of ownership and legal form	Public listed company on the Catalist Board of the Singapore Exchange Securities Trading Limited
General Disclosures 102-6	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Annual Report 2018 Page 1, 90 and 107
General Disclosures 102-7	Scale of the reporting organisation	About the Report and Annual Report 2018 Page 90
General Disclosures 102-8	Total workforce by employment type, gender, employment contract and region	Employment Practices
General Disclosures 102-9	Description of the organisation's supply chain	Supply Chain
General Disclosures 102-10	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	Annual Report 2018 Page 1-3

Profile disclosure	Description	Cross-reference/ direct answer
General Disclosures 102-11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Annual Report 2018 Page 1-3
General Disclosures 102-12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	<ul style="list-style-type: none"> • Memberships & certifications • Employment Practices
General Disclosures 102-13	Memberships in associations (such as industry associations)	Memberships & certifications
Identified material aspects and boundaries		
General Disclosures 102-45	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures	Annual Report 2018 Page 89-90
General Disclosures 102-46	Process for defining report content and the aspect boundaries and explain how the reporting principles has been implemented	About the Report
General Disclosures 102-47	List all material aspects identified	Materiality Assessment
Management Approach 103-1	The aspect boundary within the organisation	Materiality Assessment
General Disclosures 102-48	Explanation of the effect of any restatements	Not applicable
General Disclosures 102-49	Significant changes from previous reporting periods in the scope and aspect boundaries	About the Report
Stakeholder engagement		
General Disclosures 102-40	List of stakeholder groups engaged by the organisation	Stakeholder Engagement
General Disclosures 102-42	Basis for identification and selection of stakeholders with whom to engage	Stakeholder Engagement
General Disclosures 102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholder Engagement

Profile disclosure	Description	Cross-reference/ direct answer
General Disclosures 102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting; report the stakeholder groups that raised each of the key topics and concerns	Stakeholder Engagement
Report profile		
General Disclosures 102-50	Reporting period	1 January 2018 – 31 December 2018
General Disclosures 102-51	Date of most recent previous report	20 Nov 2018
General Disclosures 102-52	Reporting cycle	Annual
General Disclosures 102-53	Contact point for questions regarding the report or its contents	60 Benoi Road #03-02, Singapore 629906 Tel: +65 62687111
General Disclosures 102-54	A. Report the 'in accordance' option the organisation has chosen B. Report the GRI content index for the chosen option	GRI Content Index
General Disclosures 102-56	Policy and current practice with regard to seeking external assurance for the report	We may seek external assurance in the future
Governance		
General Disclosures 102-18	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	<ul style="list-style-type: none"> Annual Report 2018 Page 13 Corporate Governance
Ethics and integrity		
General Disclosures 102-16	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> Annual Report 2018 Page 13

Specific Standard Disclosures

Profile disclosure	Description	Cross-reference/ direct answer
Economic		
Economic performance		
Economic Performance 201-1	Direct economic value generated and distributed	Annual Report 2018 Page 4
Environmental		
Energy		
Energy 302-1	Energy consumption within the organization	Energy Consumption
Water		
Water 303-1	Total water withdrawal by source	Energy Consumption
Social		
Employment		
Employment 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	Employment Practices
Occupational health and safety		
Occupational Health and Safety 403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Occupational health and safety
Diversity and equal opportunity		
Diversity and Equal Opportunity 405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Employment Practices Workforce Diversity
Equal remuneration for men and women		
Diversity and Equal Opportunity 405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Annual Report Page 31 Employment Practices

Profile disclosure	Description	Cross-reference/ direct answer
Labour practices grievance mechanisms		
Management Approach 103-2	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Employment Practices
Society		
Compliance		
Socioeconomic 419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Compliance
Product and service labelling		
Marketing and Labelling 417-1	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Product and Service Quality

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