

Sustainability Report 2022



聯明集團有限公司
LIAN BENG GROUP LTD

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Sustainability Philosophy

To achieve long-term
business sustainability and
viability as a responsible,
global corporate citizen.



BOARD STATEMENT

We are pleased to present Lian Beng Group Ltd (“**Lian Beng**” or “the “**Company**”, together with its subsidiaries, the “**Group**”) annual Sustainability Report for our financial year ended 31 May 2022 (“**FY2022**”).

The Board of Directors (“**Board**”) and the key management team are directly involved in identifying the Group’s Economic, Environmental, Social and Governance (“**EESG**”) factors, planning and strategising the sustainability initiatives to minimise EESG risks.

The Sustainability Reporting Task Force, comprising senior management executives from key functions and business units, plan, implement and review the sustainability initiatives and assists the Board to:

- i) Establish the framework for data collection, monitoring and reporting;
- ii) Identify the stakeholder concerns and expectations through consultation and cooperation between management, employees and stakeholders;
- iii) Identify potential EESG risks and opportunities arising from the business activities.

The availability of EESG data enables sustainability reporting to gain a greater significance to investors. Apart from being an image-building exercise, it is widely recognised that good EESG practices do contribute to the overall long-term success of the Company, and play an important part in the competition for talent and investment.

In defining our reporting content, we applied the Global Reporting Initiative (“**GRI**”)’s principles by considering the Group’s activities, impact and substantive expectations and interests of its stakeholders. We observed a total of four principles, namely materiality, stakeholder inclusiveness, sustainability index and completeness. For reporting quality, we observed the principles of balance, comparability, accuracy, timeliness, clarity and reliability.

The EESG data and information provided in this report have not been verified by an independent third party and were derived from internal data monitoring and verification to ensure their accuracy. We may seek external assurance in the future.

After a challenging two years, the pick-up in activity across all our business segments during FY2022 was a relief to the Group. We would like to thank all our stakeholders for their support and ongoing trust in us.

REPORTING PERIOD AND SCOPE

This report is set out on a “comply or explain” basis in accordance with Practice Note 7.6 of the Singapore Exchange Securities Trading Ltd. (“**SGX-ST**”) Listing Manual on Continuing Listing Obligations.

Corresponding to GRI’s emphasis on materiality, this report highlights the key EESG related initiatives that were carried out throughout a 12-month period, from 1 June 2021 to 31 May 2022. In this report, we compare our sustainability performance with the financial year ended 31 May 2021 (“**FY2021**”) and set our target for the financial year that ended 31 May 2023 (“**FY2023**”).

BOARD STATEMENT

In this report, we will be covering subsidiaries in all business segments with the exception of our property development segment. For the property development segment, please refer to SLB Development Ltd. (“**SLB**”)’s Sustainability Report FY2022.

We are currently in the process of implementing mandatory climate reporting based on the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”) and will report on our progress in the financial year ended 31 May 2025.

REPORTING FRAMEWORK

This Sustainability Report has been prepared with reference to the GRI Universal Standards (“**GRI Standards**”) 2021. GRI Standards is an internationally recognised sustainability reporting framework and covers a comprehensive range of sustainability disclosures to measure, understand and communicate their critical sustainability issues on environmental, economic and social impacts to stakeholders. We have chosen GRI reporting standards and principles to ensure stakeholder inclusiveness, accuracy, clarity, reliability and comparability of the information presented in this report.

RESTATEMENTS

Construction project-related information such as the number of construction projects, total energy and water being used, collected waste, customer health and safety, and fines incurred in the previous year has been updated to include an additional subsidiary.

In addition, the use of the energy transformation rate for kg CO₂e/kWh obtained from the Energy Market Authority has been updated for last year’s data which the energy transformation rate is more suitable for Singapore organisations.

No other restatements were made from the previous report.

FEEDBACK AND ACCESS

We welcome feedback from all our stakeholders with regards to our sustainability efforts as this will enable us to improve our policies, practices and performance. You may email us your comments and suggestions at [mailto: lbg@lianbeng.sg](mailto:lbg@lianbeng.sg).

As part of our efforts to promote environmental conservation, no hard copies of this Sustainability Report FY2022 have been printed. The Sustainability Report FY2022 is available for download at the website of SGX-ST or our company website at www.lianbeng.com.sg.

31 October 2022

CORPORATE PROFILE

Established in 1973, Lian Beng Group Ltd is one of Singapore's major home-grown construction groups and provides one-stop business solutions with integrated civil engineering and construction support service capabilities. The Group was listed on the mainboard of the SGX-ST in 1999.

The Group is principally involved in 4 business segments:

a) Construction

The Group is principally involved in the construction of residential, industrial and commercial projects, and civil engineering projects as the main contractor.

As a Building and Construction Authority ("**BCA**") Grade A1 contractor in General Building, Lian Beng can tender for public sector building projects of the unlimited contract value, while it's A2 grading in Civil Engineering allows it to tender for engineering projects of up to \$85 million in contract value.

The construction business includes other construction-related activities, such as manufacturing of ready-mix concrete, engineering and leasing of construction machinery, and processing of fabricated reinforcement bars, which supports the construction projects of the Group and third parties.

b) Investment Holding

The Group owns a diverse property portfolio comprising commercial, industrial and residential properties in Singapore, as well as a portfolio of investment securities.

c) Dormitory

The Group currently owns 55% of a purpose-built dormitory, Westlite Mandai.

d) Property Development

The property development segment of Lian Beng Group is undertaken by its 77.6%-owned subsidiary company, SLB, which is listed on Catalist Board of SGX-ST. SLB is a diversified property developer with extensive experience and track record across the residential, mixed-use, industrial and commercial sectors as well as property development projects ranging from small to large scale.

SLB has also expanded into the fund management business to broaden its recurring income streams, establishing fund management businesses in partnerships with experienced industry veterans from the United Kingdom, Hong Kong and Australia, with the aim of actively pursuing investment opportunities in real estate funds and various segments of the real estate value chain.

AWARDS AND ACHIEVEMENTS

The Group has won a number of awards and accolades for our excellence in general construction practices. In FY2022, we have also been presented with a RoSPA SILVER Award 2021 for Occupational Health and Safety (an award that we have been receiving for many years) as well as the bizSAFE Star and bizSAFE Partner certifications awarded by the Workplace Safety and Health (“WSH”) Council in Singapore. Other notable construction awards include:

- BCA Green Mark Award for Buildings (Gold Plus), 2019
- BCA Green Mark Award for Buildings (Platinum), 2018
- BCA Construction Excellence Award (Merit), 2018
- BCA Quality Excellence Award Quality Champion (Platinum), 2017
- BCA Building Information Modelling (BIM) Award Organisation (Gold), 2017

The construction segment has also received ISO 9001, ISO 14001 and ISO 45001 certifications for our Quality, Environmental and Safety practices.

At corporate level, we are delighted to be one of the winners of Singapore’s Best Managed Companies for 2022 and 2021, sponsored by Deloitte Private. We were also ranked among the Top 200 Singapore’s Best Employers 2021, through surveys conducted by The Straits Times and Statista.

MEMBERSHIP OF ASSOCIATIONS

Lian Beng is a member of the following associations:

- The Singapore Contractors Association
- Singapore Business Federation
- Singapore Institute of Directors
- Singapore National Employers Federation

SUSTAINABILITY APPROACH



STAKEHOLDER ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and the material factors relevant to our business. Stakeholders are groups of people who have a material impact on our business or may be materially impacted by our business. These key stakeholders include internal stakeholders such as employees and external stakeholders such as subcontractors, suppliers, customers and regulators. We engage our stakeholders through various channels to understand their concerns and expectations and incorporate these into our corporate strategies to achieve a mutually beneficial relationship.

The table below sets out our engagement with our stakeholders:

Stakeholders	Engagement Platforms	Issues of Concern	Read more in the following Sections
Community	<ul style="list-style-type: none"> Community services engagement 	<ul style="list-style-type: none"> Environmental impact Social development 	<ul style="list-style-type: none"> Environmental topics Giving back to our community
Employees	<ul style="list-style-type: none"> Structured and opened annual performance appraisal system to link performance with remuneration Training and education 	<ul style="list-style-type: none"> Competitive remuneration and benefits Training and development opportunities Ethics and conduct 	<ul style="list-style-type: none"> Training and career development
Suppliers and Subcontractors	<ul style="list-style-type: none"> Weekly update from contractors Mass toolbox meetings Tenders and evaluations 	<ul style="list-style-type: none"> Health and safety Environmental compliance 	<ul style="list-style-type: none"> Managing our suppliers Vision towards an accident-free work culture
Customers	<ul style="list-style-type: none"> Regular dialogues 	<ul style="list-style-type: none"> Data privacy Quality of tenants' living conditions 	<ul style="list-style-type: none"> Protecting customer privacy and data Customer health and safety
Governments and Regulators	<ul style="list-style-type: none"> SGX announcements Annual reports Sustainability reports Ongoing dialogues 	<ul style="list-style-type: none"> Environmental compliance with National Environmental Agency ("NEA") Regulatory and Industrial requirements under BCA and Ministry of Manpower ("MOM") 	<ul style="list-style-type: none"> Fines or penalties Injuries and incidents
Shareholders and investors	<ul style="list-style-type: none"> Annual reports Investor relations management Annual general meetings 	<ul style="list-style-type: none"> Economic performance Anti-corruption 	<ul style="list-style-type: none"> Innovative and excellence Anti-corruption

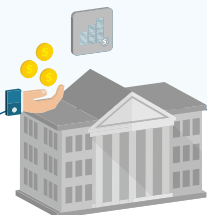
SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant EESG factors. Such factors are then prioritised and validated through our stakeholder engagement questionnaires conducted every three years. The result of this process will determine the list of material EESG factors which are disclosed in the Sustainability Report.


We engaged our employees, subcontractors, suppliers and customers, seeking their feedback for prioritisation of each EESG factors through the questionnaires distributed. In order to determine a material factor, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders.

In FY2022, we review and ascertain that the material EESG factors remain the same.




GOVERNANCE

- Diversity of Governance Bodies




ECONOMIC

- Economic Performance
- Innovation and Excellence
- Anti-Corruption



ENVIRONMENTAL

- Input Materials
- Energy and Emissions Management
- Water Management
- Effluents and Waste Management
- Environmental Compliance



SOCIAL

- Our Employees by Gender and Age Group
- Employee Benefits
- Training and Career Development
- Giving Back to Our Community
- Vision towards an Accident-free Work Culture
- Injury and Incidents
- Fines or Penalties
- Managing our Suppliers
- Customer Health and Safety
- Protecting Customer Privacy and Data

GOVERNANCE TOPICS

Lian Beng’s Board and Management are committed to maintaining a high standard of corporate governance to ensure greater transparency and protect the interests of the shareholders. The Company has put in place various policies and practices that will safeguard the interests of shareholders and enhance shareholders’ value as part of its effort to maintain high standards of corporate governance.

We believe that our constant drive for corporate excellence will allow us to establish a more transparent and accountable system, thereby increasing the value of the Group and its value to our shareholders.

Please refer to pages 27 to 53 of the FY2022 Annual Report for details of the Group’s Corporate Governance Report. We will continue to comply with the Code of Corporate Governance and meet the requirements that are expected of us by our stakeholders substantially.

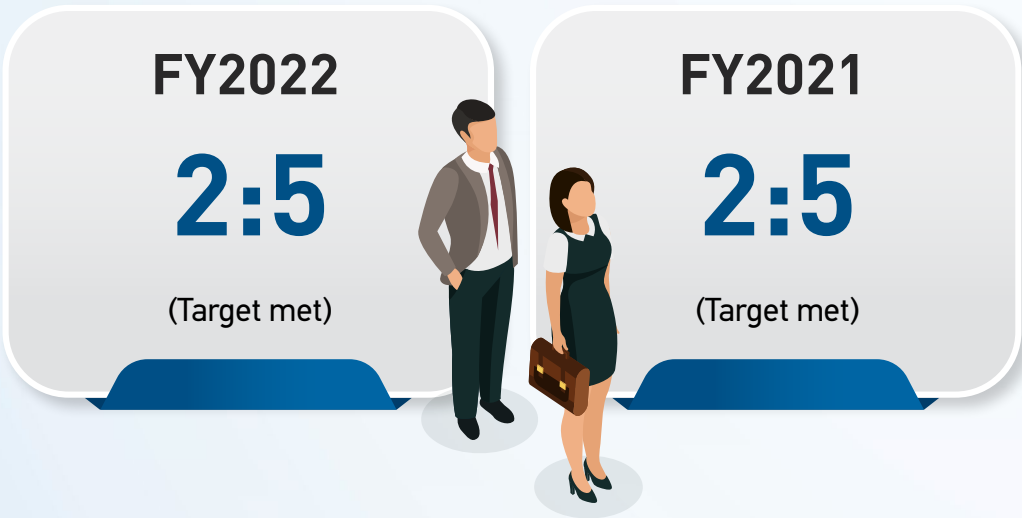
DIVERSITY OF GOVERNANCE BODIES

The Board believes in diversity and values the benefits diversity can bring to the Board in its deliberations. With the female-to-male ratio of 2:5 on the Board, we believe our Board’s gender diversity will further enhance the Board’s decision-making capability and ensure that the Group has the opportunity to benefit from all available talent and perspectives.

Our 2-year Performance

For FY2022, we have achieved the target set in FY2021.

The following table shows the actual female-to-male ratio on the Board for FY2022 and FY2021:



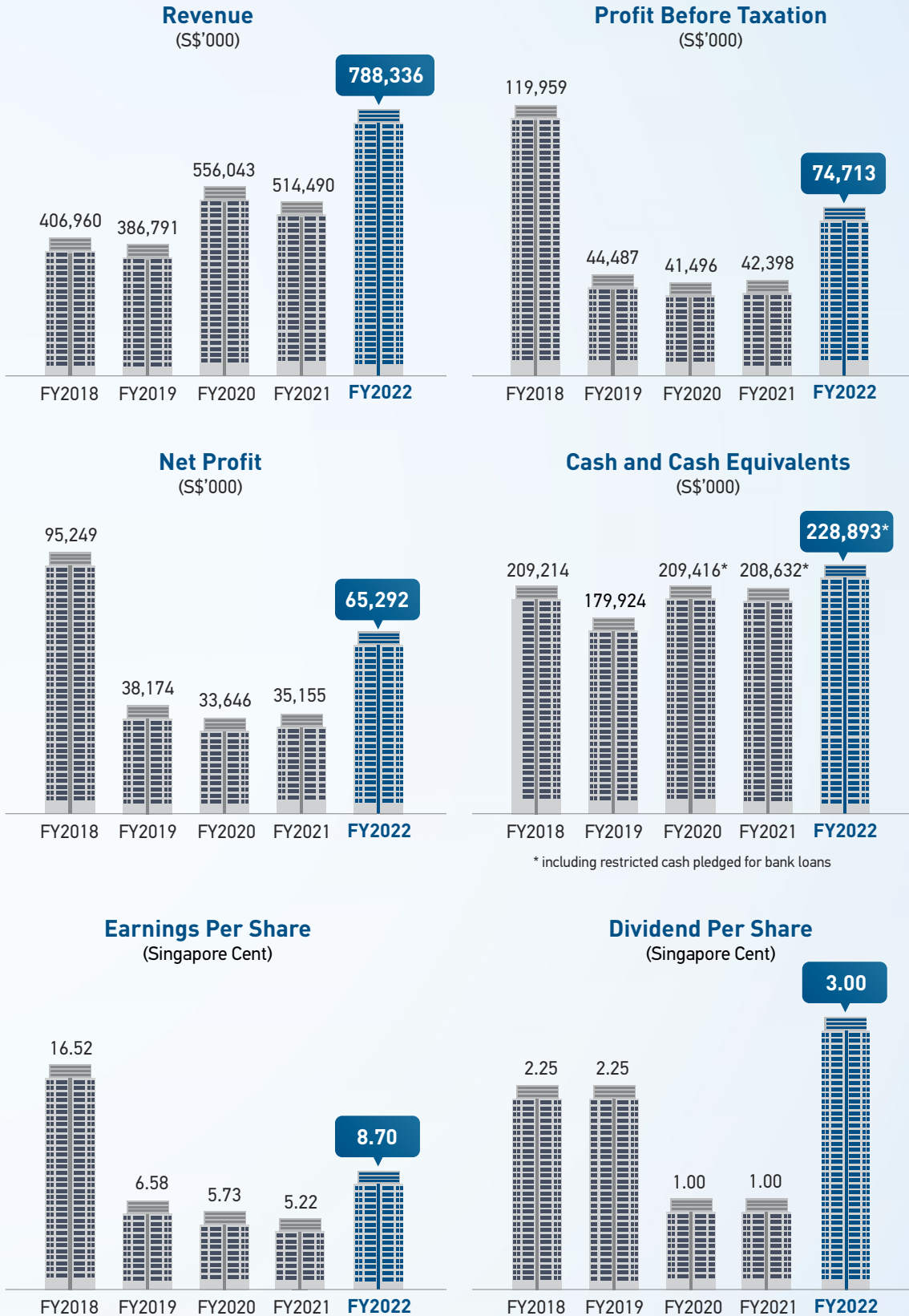
Our Target

The Board intends to maintain its current diversity of female-to-male ratio on the Board in FY2023.

ECONOMIC TOPICS

ECONOMIC PERFORMANCE

The key financial performance indicators are as follows:



ECONOMIC TOPICS

The Group’s financial performance is discussed in detail in the FY2022 Annual Report, please refer to the following sections in our FY2022 Annual Report:

- Chairman’s statement, pages 2 to 7
- Financial Highlights, page 16 to 17
- Operations Review, pages 19 to 24
- Financial Statements, pages 55 to 183

INNOVATION AND EXCELLENCE

The Group has made investments in technologies such as telescopic handlers, automatic wheel washers and biometric systems to increase our productivity on-site and save manpower on menial tasks. We also incorporated the use of Prefabricated Prefinished Volumetric Construction (“PPVC”) and Prefabricated Bathroom Units (“PBU”), as part of the Design for Manufacturing & Assembly (“DfMA”).

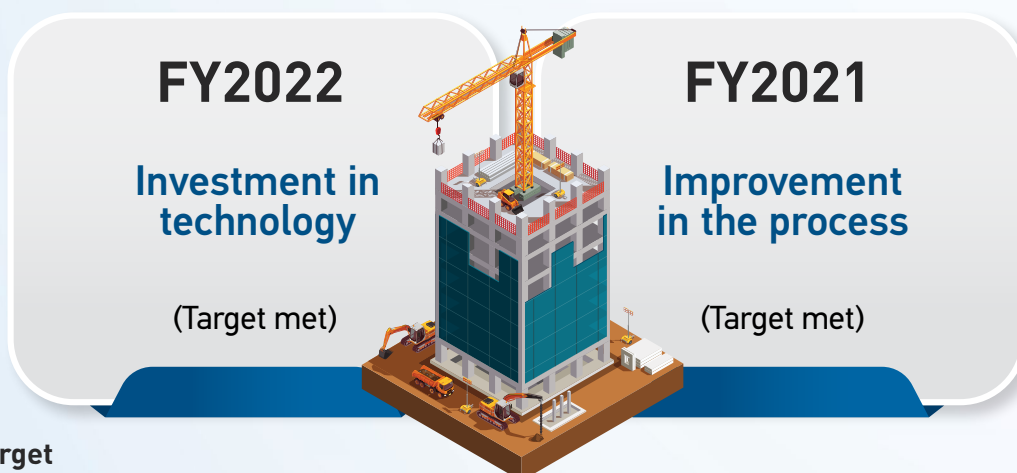
DfMA is a relatively new approach in the construction industry which involves construction being designed for manufacturing off-site in a controlled environment, before being assembled on-site. With most of the construction work done off-site, it reduces the construction time and manpower required on-site, and causes less disruption to the community. It also improves the workmanship due to stringent quality control in the prefabrication factories.

We have also automated the rebar fabrication processes to increase efficiency and accuracy for use in construction projects. This has helped to reduce the level of wastage in the rebar fabrication process.

Our 2-year Performance

For FY2022, our Group had accomplished and met the target set in FY2021.

The following table shows our performance for FY2022 and FY2021:



Our Target

The Group will continue to invest in innovation and productivity improvements in relation to our operational processes. We will constantly be on the lookout for new innovative technologies and methods to increase productivity.

ANTI-CORRUPTION

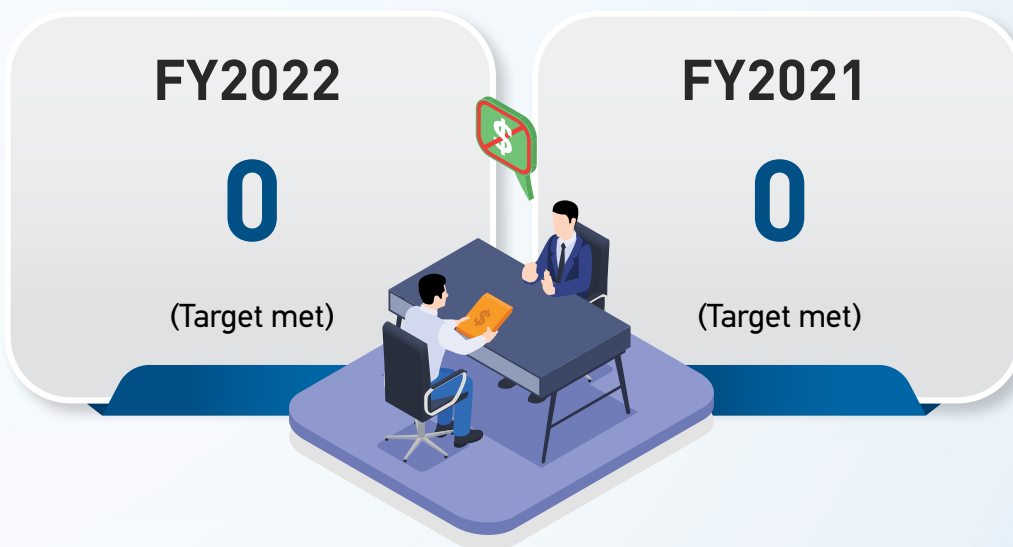
Lian Beng has a zero-tolerance policy against any form of corruption. The Company has an established Code of Conduct which is updated periodically that sets out the principles of business ethics and conduct for the Group and covers significant areas including appropriate business conduct and ethics, safeguarding of confidentiality information and prohibition on insider trading, anti-bribery, corruption and fraud measures, and conflicts of interest and non-competition. All employees of the Group are to uphold these principles and conduct themselves with high standards of integrity that are in compliance with the laws and regulations of the jurisdictions in which it operates.

Whistleblowing policy has also been put in place, whereby employees of the Group and external parties, may in confidence, raise concerns about possible improper financial reporting or other matters to the Chairman of Audit Committee via email at <mailto:whistleblowing@lianbenggroup.com.sg>. The Company's whistle-blowing policy provides assurance that the identity of the whistle-blower will be kept confidential and the whistle-blower will be protected from retaliation for whistle-blowing in good faith. The whistle-blowing policy and procedures are reviewed from time to time to ensure that they remain relevant.

Our 2-year Performance

For FY2022, our Group had accomplished and met the target set in FY2021 to have zero (FY2021: Nil) reported incidents of corruption and whistleblowing cases.

The following table shows the actual reported incidents of corruption and whistleblowing cases for FY2022 and FY2021:



Our Target

We will continue to aim for a corruption-free organisation in FY2023.

ENVIRONMENTAL TOPICS

We believe in protecting the environment for the sake of our future generations. Lian Beng is a committed and environmentally responsible partner in the communities we operate in to ensure a safe, efficient and environmentally conscious operating environment. The Group believes in building a practical 'green' future by minimising the adverse impact on the environment associated with our construction activities.

The Group's risk and sustainability-based strategies are geared to assess, avoid, reduce and mitigate environmental risks and negative impacts. Our Environmental Policy and Guideline ("**EPG**") provides the overall framework to ensure that natural resources are efficiently used throughout the conservation of energy and water, and minimise waste by reducing, reusing and recycling where possible. The EPG applies to all the Group's business segments.

We are also a proponent of the Green and Gracious Builder Scheme ("**GGBS**") initiated by BCA. The GGBS Scheme was introduced to raise the environmental consciousness of builders, and promote environmental protection and gracious practices during the construction period. The adoption of the GGBS by the Group has raised the level of environmental consciousness among the project team and also helps to align all entities within the Group towards the discharge of our environmental responsibilities.

For construction segment, the energy, water, material consumption and waste disposal are dependent on the (i) number of projects, (ii) gross floor area ("**GFA**") of the project; and (iii) construction stages of the projects.

There were 13 ongoing construction projects in FY2022 as compared to 15 in FY2021, the number of construction projects in FY2022 were lower than in FY2021 due to 2 of the construction projects have been completed and obtained temporary occupancy permit.



CONSTRUCTION

The Group works closely with its staff, workers and subcontractors to ensure comprehensive management of environmental impact at all its construction sites.

Compliance Assessments:

- Corporate and project-based internal safety audits
- Compliance audits
- Gaps assessment
- Compliance to WSH regulations

Waste/Vector Management:

- Compliance to NEA regulations
- Source reduction

Air Quality/Noise Management:

- Engagement of Acoustic Consultant to study on residual noise prior to project commencement
- Air quality / Noise permits
- Record keeping in source reduction
- Programme development
- Training / WSH regulations

Hazardous Materials Management:

- Hazardous materials usage and storage reporting
- Hazardous materials business plan
- Hazardous materials inventory
- Asbestos, lead and mould management
- Subsurface investigations
- Site characterisation and remediation
- Underground storage tank management

Health and Safety Awareness:

- Training of staff and subcontractors
- Emergency escalation framework

ENVIRONMENTAL TOPICS

INPUT MATERIALS

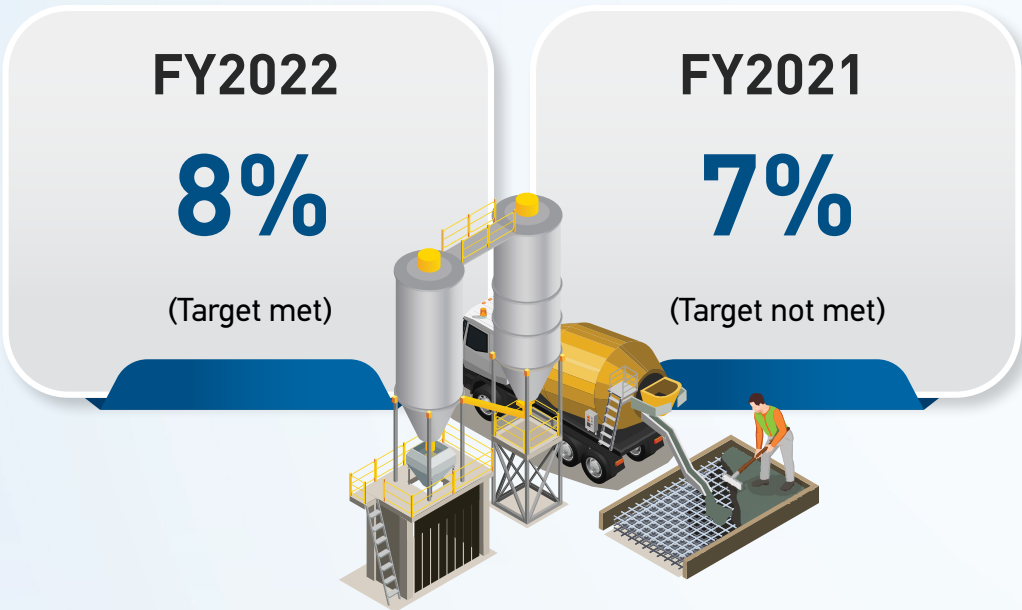
READY-MIX CONCRETE

Complementing our efforts to encourage the use of environmentally friendly materials, we have introduced use of green materials in our ready-mix concrete.

Our 2-year Performance

In FY2022, green materials made up an average of 8% of the ready-mix concrete produced and we managed to achieve the target that we set in FY2021.

The following table shows our performance for FY2022 and FY2021:



Our Target

We will continue to aim to maintain 8% in FY2023 to develop a concrete mix with the lower carbon footprint.

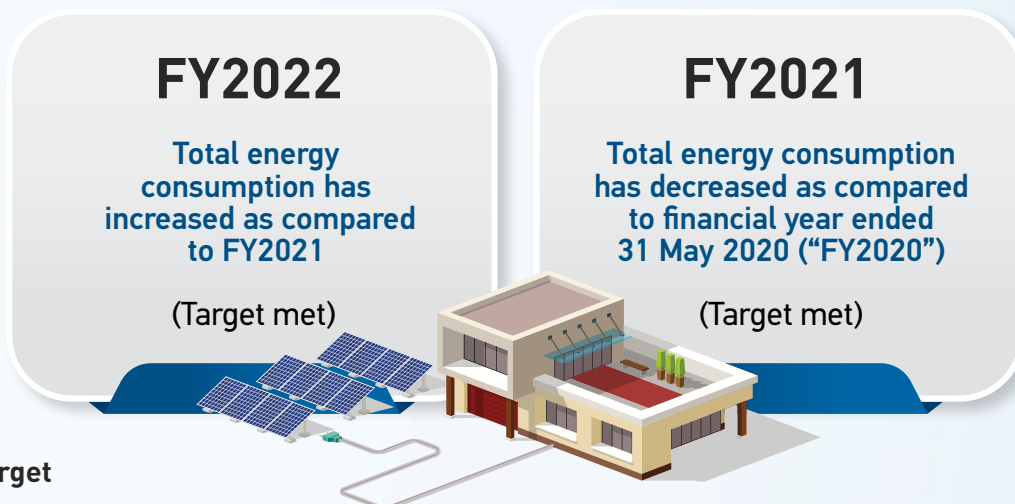
ENERGY AND EMISSIONS MANAGEMENT

We are committed to working closely with our stakeholders to manage our carbon footprint. Improving energy efficiency by managing carbon emissions is one of the crucial elements in addressing climate change. Therefore, we will continue to minimise energy consumption by constructing well-designed projects that will aid in reducing gas emissions. Energy and emissions intensity ratios are calculated for the Group to better assess emissions efficiency.

Our 2-year Performance

As expected in last year's report, there is an increase in energy consumption in FY2022 due to the overall increase in the Group's construction activities, production of ready-mix and fabrication of rebar, as well as occupancy in the dormitory segment.

The following table shows our performance for FY2022 and FY2021:



Our Target

The Group remains committed to continuing our energy consumption efforts and making improvements to our energy saving initiative. For all relevant business units, we are expecting a decrease in energy consumption due to some of the construction projects are expected to complete in FY2023 which will result in lesser construction activities, and ongoing energy savings efforts across other business segments.

CONSTRUCTION PROJECTS

Lian Beng is certified as a Green and Gracious Builder (Excellent). Environmentally friendly initiatives are incorporated into building designs and implemented during the construction period. All projects undertaken by Lian Beng have been Green Mark Certified. Martin Modern, a project that was completed in FY2021 was certified "Gold Plus" and the ongoing project Defu Industrial City was certified "Platinum" for efforts in environmental protection.

There were 13 ongoing projects in FY2022, where energy consumption totalled 5,593,300 kWh and CO₂ emissions were 2,282,100 kg. With construction projects having a combined GFA of 967,200 m², the total energy and emission intensity ratios were 5.78 kWh/m² and 2.36 kg/m² respectively. There was an increase of 1,726,800 kWh total energy consumption in FY2022 as compared to FY2021 of 3,866,500 kWh and CO₂ emissions were 1,577,500 kg. The significant increase in energy consumption

ENVIRONMENTAL TOPICS

was attributed to the pick-up of construction activities as a result of the relaxation of Covid-19 safe management measures, as well as some of the ongoing construction projects' activities enter into phases that required more energy consumption.

We strive to reduce total energy use on-site by introducing energy-saving equipment, including solar panels to power equipment such as noise meters, and earth control measures. Energy-saving air conditioning units and motion sensors were also installed in less frequently used areas to further conserve energy. In FY2022, we have successfully conserved a total of 294,400 kWh of energy, which is equivalent to 120,100 kg in CO₂ emissions as compared to 418,800 kWh of energy and 170,900 kg in CO₂ emissions in FY2021.

FABRICATION OF REBAR

The Group has a rebar division that processes fabricated reinforcement bars and supports construction projects of the Group as well as third parties. In FY2022, the rebar division has consumed a total energy of 57,800 kWh (FY2021: 46,000 kWh) and CO₂ emissions of 23,600 kg (FY2021: 18,800 kg). With the energy consumption, the production per kWh is 0.53 Mt/kWh (FY2021: 0.41 Mt/kWh). There was an increase in energy consumption compared to FY2021 due to the increase in production as a result of the increase in construction activities.

READY-MIX CONCRETE

The energy consumption for ready-mix concrete was 2,605,300 kWh and an average energy consumption per cubic meter of concrete of 4.72 kWh/m³ in FY2022.

There was a 21% increase in energy consumption as compared to FY2021 where our energy consumption was 2,147,800 kWh and an average energy consumption per cubic meter of concrete of 4.49 kWh/m³. The increase in energy consumption was mainly due to the increase in concrete production in FY2022 which required more energy consumption.

INVESTMENT HOLDING

The total energy consumption for the investment holding amounted to 9,955,100 kWh and the corresponding CO₂ emissions were 4,061,700 kg in FY2022. There was a 13% decrease as compared to the energy consumption and CO₂ emissions in FY2021 at 11,500,900 kWh and 4,692,400 kg in CO₂ emissions.

The decrease in energy consumption was mainly due to ongoing efforts to optimise equipment efficiency in our repair and maintenance plans.

DORMITORY BUSINESS

For our purpose-built dormitory Westlite Mandai, we have implemented several energy-saving initiatives to reduce energy consumption hence we have achieved some energy savings. In FY2022, total energy consumption for the dormitory was 3,362,800 kWh and the corresponding CO₂ emissions were 1,372,000 kg, which was 9% higher as compared to the consumption in FY2021 at 3,082,300 kWh and CO₂ emissions of 1,257,600 kg respectively. The increase was mainly due to higher occupancy rate in FY2022.

ENVIRONMENTAL TOPICS

Some of our energy-saving initiatives implemented at Westlite Mandai:

<p>Common areas of workers' accommodation are designed to maximise the use of natural light</p>	<p>Lifts operate on a variable voltage and variable frequency ("VVVF") motor drive with sleep mode features to help reduce electricity usage</p>	<p>Worker dormitories are separated by walls, with an opening at the top that allows for air ventilation</p>
<p>Switch off the main electrical, water and gas supply to units which are not rented</p>	<p>Control and limit the usage of electrical appliances</p>	<p>Lower the water pressure in all units and reduce the frequency of common areas washing using jet spray</p>

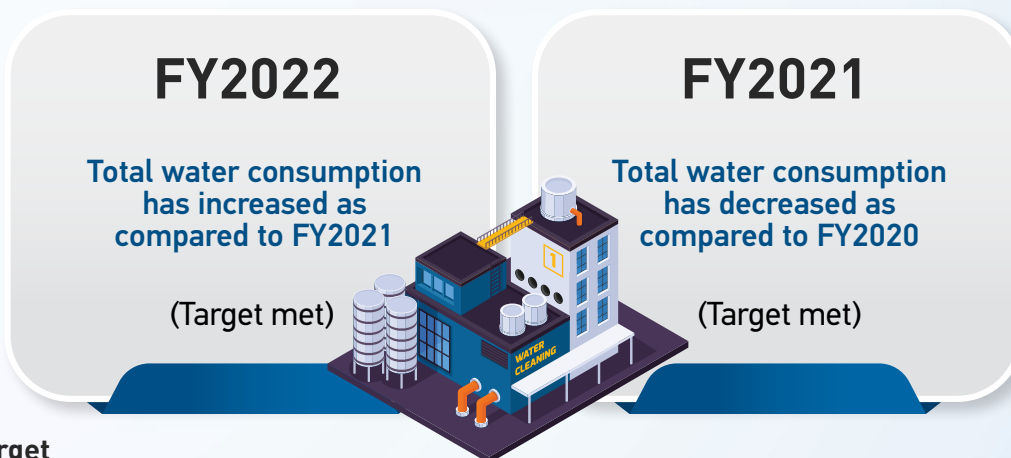
WATER MANAGEMENT

Water is a scarce resource in Singapore and it is an important resource that we have to conserve. Our water conservation measures include collecting rainwater to reduce the demand for freshwater, as well as reusing and recycling water across our businesses.

Our 2-year Performance

In FY2022, we are in line with the target that we set last year and noted an increase in our consumption mainly due to an increase in occupancy rate in the dormitory and increase water consumption for concrete production in the ready-mix segment.

The following table shows our performance for FY2022 and FY2021:



Our Target

The Group remains committed to continuing our water conservation efforts and making improvements to our water-reclaiming processes. For all relevant business units, we are expecting a decrease in water consumption due to some of the construction projects are expected to complete in FY2023 which will result in lesser water to be consumed for lesser projects GFA on the existing projects.

ENVIRONMENTAL TOPICS

CONSTRUCTION PROJECTS

Earth Control Measures (“**ECM**”) are implemented across all of our construction sites. In FY2022, approximately 15% (263,600 m³) [FY2021: 15% (145,900 m³)] of ECM-collected treated water is reused as a secondary source by construction projects for general purposes such as vehicle washing, watering of access pathways as well as washing of workers’ toilets. This practice has allowed us to maximise the use of rainwater collected. In addition, the use of pre-cast concrete has significantly reduced the need of using on-site water.

Targets for water usage are set and water meters are also installed to track water usage at all project sites. In FY2022, 13 construction projects utilised a total of 222,000 m³ of water. There was a 2% decrease of water consumption in FY2022 as compared to FY2021 at 227,400 m³. The decrease in water consumption corresponded to lesser projects GFA as 2 construction projects were completed in FY2022, which has offset the increase in construction activities of other ongoing projects.

READY-MIX CONCRETE

In FY2022, 109,800 m³ of water was consumed in the manufacturing of ready-mix concrete. There was an increase in water consumption as compared to FY2021 at 58,400 m³. The increase in water consumption was mainly due to the increase in production in FY2022 and rebates received from the water agency in FY2021.

INVESTMENT HOLDING

In FY2022, water consumption for the investment holding amounted to a total of 58,800 m³. There was a decrease compared to the water consumption in FY2021 at 82,600 m³. The 29% decrease was mainly attributed to optimising equipment efficiency in our repair and maintenance plans.

DORMITORY BUSINESS

There are several ongoing initiatives in place for water conservation, such as education on water-saving habits in the dormitories. Our purpose-built dormitory Westlite Mandai has incurred a total water consumption of 344,200 m³ in FY2022. The water consumption increased slightly as compared to FY2021 at 336,800 m³. This was mainly due to the dormitory occupancy rate has increased in FY2022.

EFFLUENTS AND WASTE MANAGEMENT

CONSTRUCTION PROJECTS

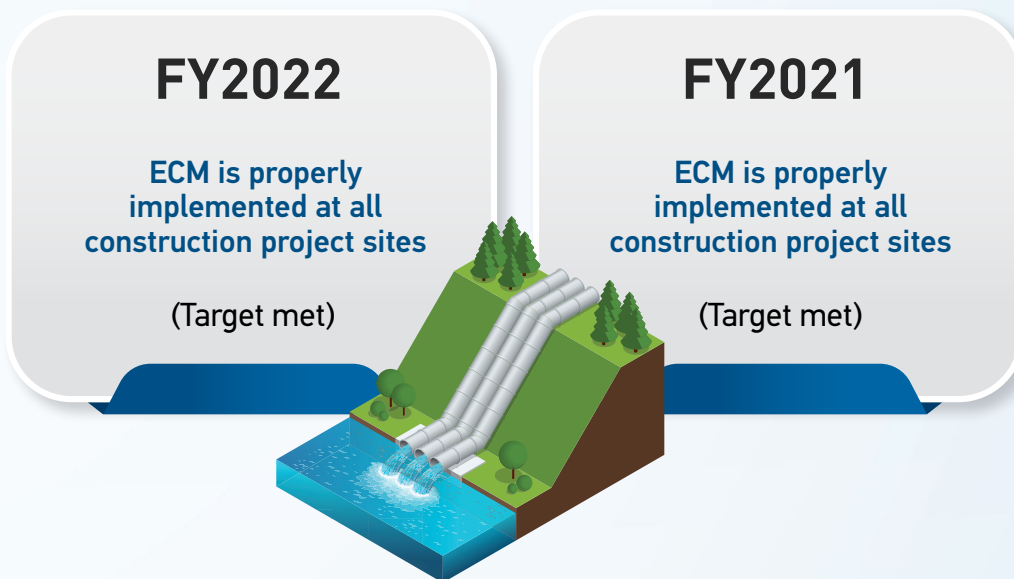
Silt and sediment control is a key element in our water resources management strategy. As a measure to preserve the quality of water, ECM is implemented across all of our construction sites. The ECM that is currently implemented at all of our construction project sites is designed by a Qualified Earth Control Professional (“QECP”) as part of the requirements to prevent earth and silt from being discharged into public drains that could lead to water catchment areas.

The ECM takes into consideration factors such as erosion control, sediment control and treatment. The QECP will monitor the capacity of the treatment equipment, storage tanks and implementation measures during the construction period.

Our 2-year Performance

In FY2022, we achieved the target we set last year.

The following table shows the actual ECM implementation for FY2022 and FY2021:



Our Target

The Group will continue to ensure that the ECM is properly implemented at all construction project sites in FY2023.

ENVIRONMENTAL TOPICS

WATER DISCHARGE TREATMENT

CONSTRUCTION PROJECTS

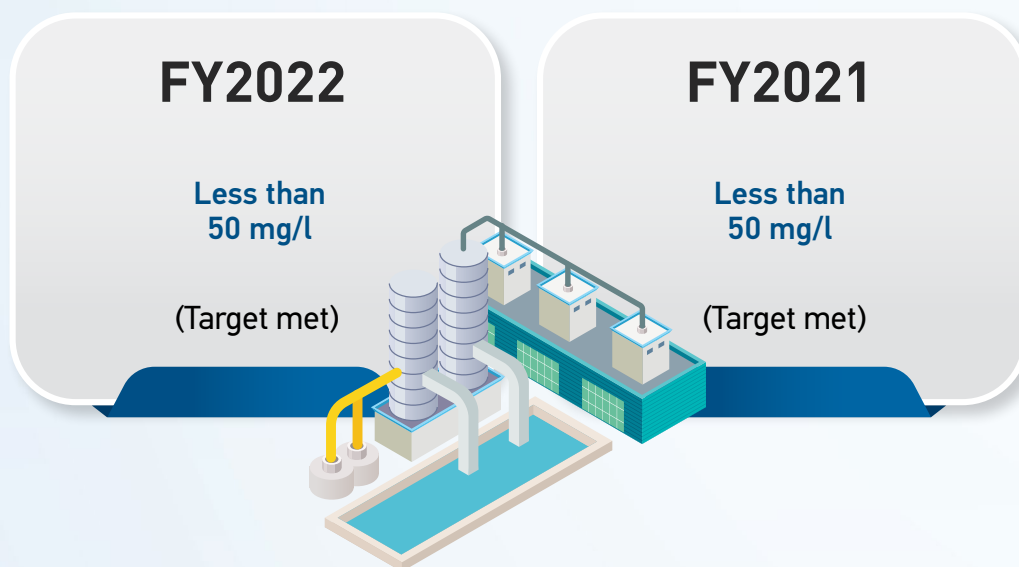
One of the ECM's functions is to filter collected rainwater within the project site. The collected water containing mud and silt will be treated by the equipment through chemical filtering or membrane system filtering before being discharged into the common public drainage outside the development.

We have installed Total Suspended Solids ("TSS") web-based monitoring system at the water discharge points to ensure the TSS reading of treated water will not exceed 50 mg/l. The discharged water will be monitored by the TSS web-based monitoring system and the user will be alerted if the reading exceeds the requirement. Following this, corrective measures will have to be taken to address the issue. The treated water will then flow through the public drainage system into our catchment areas.

Our 2-year Performance

We have achieved our FY2022 target of TSS reading of treated water not exceeding 50 mg/l.

The following table shows the actual TSS reading of treated water for FY2022 and FY2021:



Our Target

We will continue to monitor and ensure that the TSS reading of treated water does not exceed 50 mg/l in FY2023.

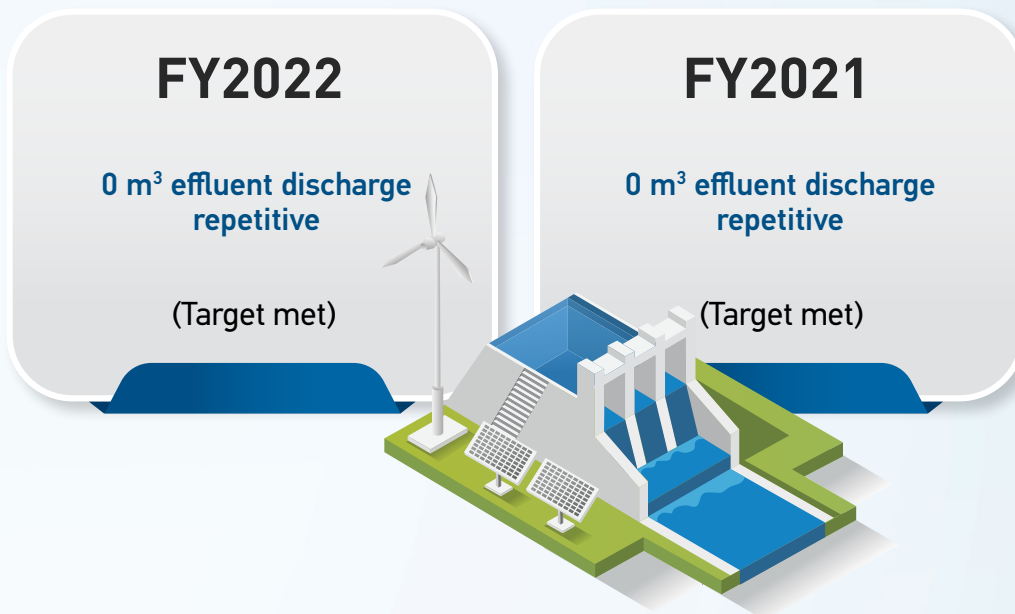
READY-MIX CONCRETE

For manufacturing ready-mix concrete, our effluent discharge is at 0 m³ in FY2022.

Our 2-year Performance

We have achieved the target we set last year.

The following table shows the actual effluent discharge for FY2022 and FY2021:

**Our Target**

The Group commits to continue to control and maintain the effluent discharge at 0 m³ in FY2023.

WASTE DISPOSAL**CONSTRUCTION PROJECTS**

Construction wastes from each project are collected by NEA-licensed waste collectors. Construction wastes collected by these operators are categorised and segregated accordingly at their respective yards before being transported to government landfills or incinerators. Materials such as wood and rubber are sent to recycling yards. In FY2022, we observed a significant decrease in construction waste collected for disposal totalling 15,200 tonnes (FY2021: 25,200 tonnes). This was mainly due to 2 construction projects were completed during FY2022 and some ongoing projects have been tampered down, hence lesser construction waste was collected.

There was an increase in the total amount of concrete waste collected to 5,000 tonnes (FY2021: 4,400 tonnes). This was due to some of the projects increasing their construction activities which created more concrete waste.

ENVIRONMENTAL TOPICS

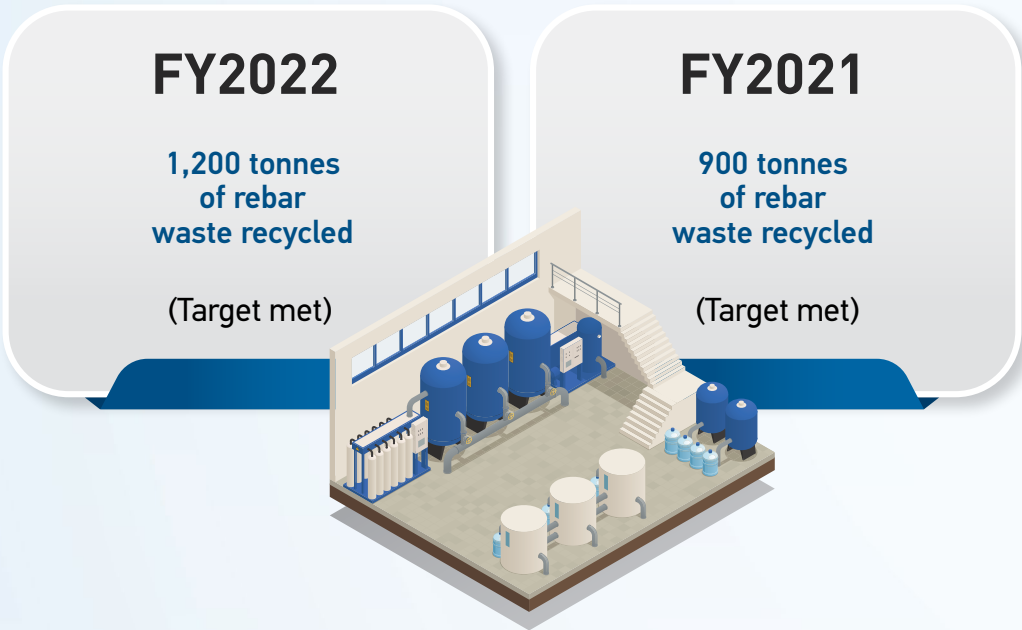
FABRICATION OF REBAR

For our rebar division, rebar wastage will be salvaged for other use. Any further wastage will be disposed of through authorised scrap dealers. In FY2022, we procured and produced a total of 71,000 tonnes of rebar, out of which 1,200 tonnes of waste were recycled. This is an increase as compared to FY2021 where 900 tonnes of waste out of 51,500 tonnes were recycled due to an increase in some of the projects' activities which has created more waste to be recycled.

Our 2-year Performance

We have achieved the target we set last year.

The following table shows the waste recycled for FY2022 and FY2021:



Our Target

We will continue to increase our waste recycling efforts in the next financial year.

ENVIRONMENTAL TOPICS

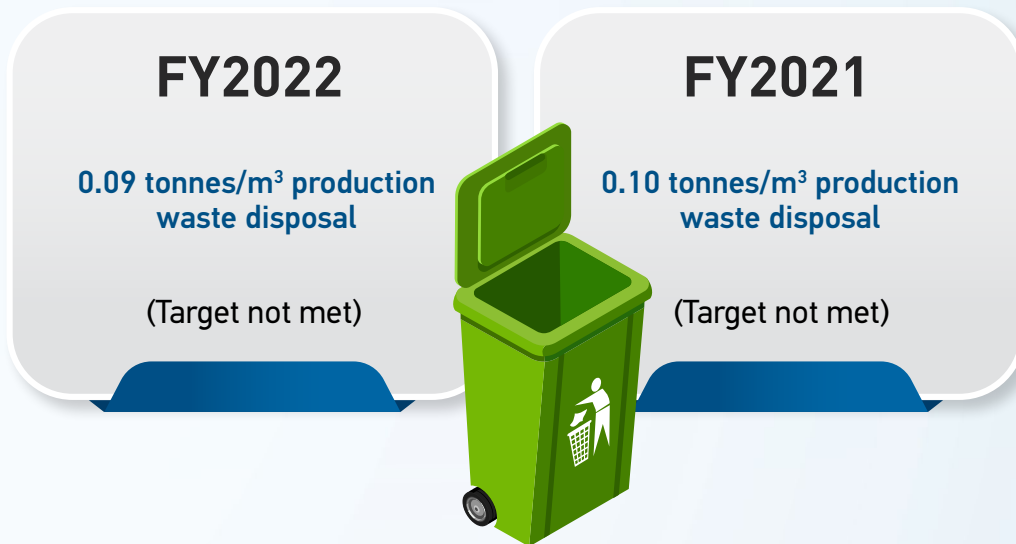
READY-MIX CONCRETE

For the manufacturing of the ready-mix concrete segment, production waste collected for disposal totalled 50,000 tonnes in FY2022. There was a slight increase as compared to FY2021 at 48,500 tonnes. The waste disposal was 0.09 tonnes/m³ in FY2022 as compared to 0.10 tonnes/m³ in FY2021.

Our 2-year Performance

Although there is an improvement in the waste disposal in FY2022 as compared to FY2021, we have not achieved our target in maintaining the production waste disposal at 0.08 tonnes/m³ of concrete.

The following table shows the actual production waste disposal for FY2022 and FY2021:



Our Target

We aim to maintain the production waste disposal at 0.08 tonnes/m³ by continuously reviewing and re-evaluating our current processes and procedures and further enhancing our sustainability effort.

ENVIRONMENTAL COMPLIANCE

As we grow our business, we are committed to reducing the environmental impacts of our business activities.

Our 2-year Performance

In FY2022, we incurred fines from NEA for vectors and noise issues.

Our Target

Moving forward, we aim to ensure continual compliance with the relevant laws and regulations.

ENVIRONMENTAL TOPICS

NOISE MANAGEMENT

CONSTRUCTION PROJECTS

During the planning and design stage of the construction projects, Lian Beng will engage acoustic consultants to evaluate whether the expected noise to be generated during the construction site will exceed the noise limits stipulated by NEA. The acoustic consultants will conduct a Noise Impact Assessment (“**NIA**”), to calculate and forecast the noise that will be generated at the construction sites.

Based on the results of the NIA, the acoustic consultants will recommend a Noise Management Plan (“**NMP**”) that will cover the entire period of the construction project. Our Project Manager will oversee and monitor noise control throughout the construction period based on the NMP.

The NMP caters to different phases of the construction project and provides appropriate noise mitigation/control measures for each construction activity. It also recommends noise mitigation measures for the machinery and equipment that will be utilised during the different phases of construction activities. To effectively control the noise level of our construction activities, continuous noise monitoring on-site is adopted and this can be accessed by both the contractor and NEA online.

To further enhance our noise management effectiveness, Lian Beng appoints designated staff and establishes feedback channels for each project and manages complaints from surrounding residents via flyers, notices and letters to keep them updated on our construction works. We have also installed project signboards for similar purposes, with contact numbers included for convenient access by residents nearby.

VECTOR MANAGEMENT

CONSTRUCTION PROJECTS

The construction industry plays a part to curb dengue transmission and protect our workers and residents around work sites against dengue disease. Vector control plans are currently implemented at every project site to prevent mosquito breeding to protect the construction site personnel and members of the public from mosquito-borne diseases.

We will continue to make assurance that all of our construction site workers are well-educated and well-aware of the harmful effects of mosquito breeding. Lian Beng will also continue to cultivate good practices, conduct routine checks and engage pest control companies to carry out regular insecticide spraying to prevent any possible breeding of vectors.

SOCIAL TOPICS

OUR PEOPLE, OUR ASSETS

At Lian Beng, we believe in caring for our employees and the communities that we operate in so that we can continue to grow sustainably. We work towards creating an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff and workers.

We provide opportunities for continuous learning and skills improvement for staff development. Our total staff count has increased from around 1,800 employees in FY2021 to around 2,200 employees in FY2022. The increase in total staff count was due to the additional manpower required for the ongoing construction projects.

In FY2022, the average monthly recruitment rate was approximately 2.9% and the average monthly resignation rate was about 1.3%.

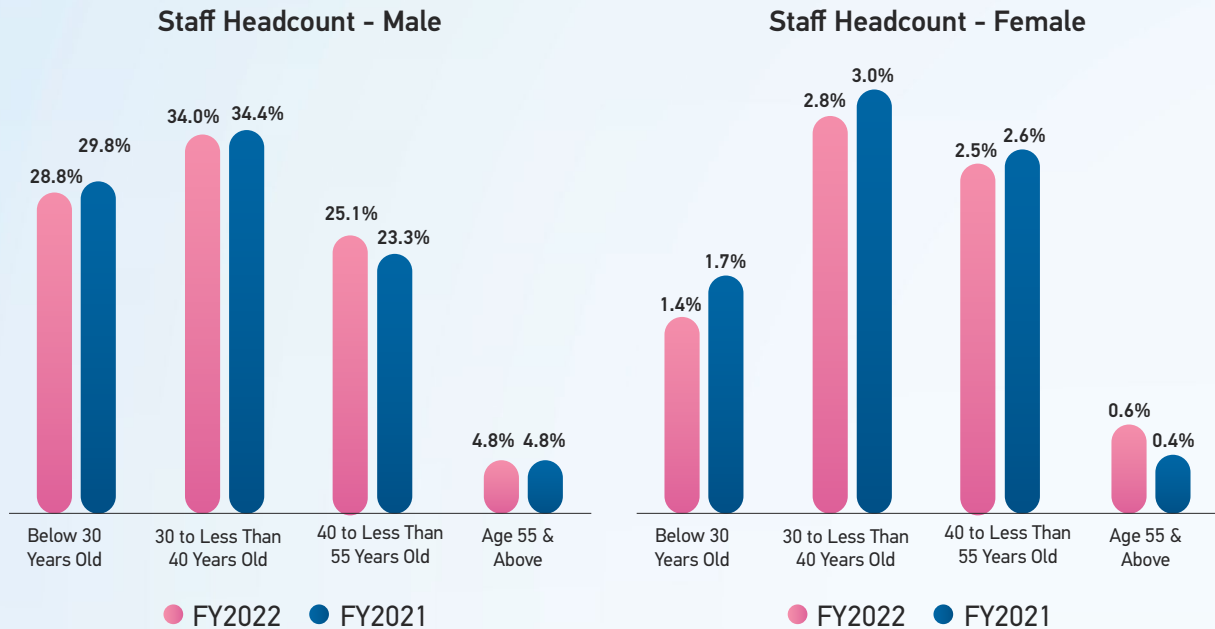
SINGAPORE'S BEST MANAGED COMPANIES 2022

We are delighted to be one of the returning winners of the Singapore's Best Managed Companies for 2022, sponsored by Deloitte Private. This awards program recognises companies for their organisational success and achievement, and provides a distinct framework for management teams to challenge themselves and benchmark against some of the best private companies in the world.



SOCIAL TOPICS

OUR EMPLOYEES BY GENDER AND AGE GROUP



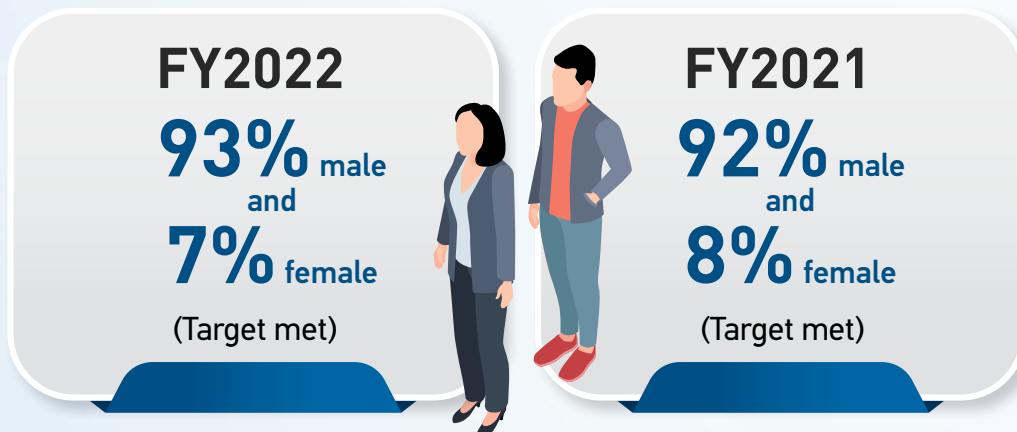
The majority of our employees are hired for the construction business and the nature of the construction business are predominantly male.

The Group’s gender diversity gap in FY2022 was similar as compared to FY2021 which was about 93% for males and 7% for females.

Our 2-year Performance

We have achieved our target that no gender discrimination within the group reported in FY2022.

The following table shows the actual diversity gap for FY2022 and FY2021:



Our Target

We aim to maintain a gender discrimination-free organisation in FY2023.

EMPLOYEE BENEFITS

We seek to retain and attract talent with the right policies and investments. We offer the employees a competitive and fair remuneration package and benefits as a recognition of their invaluable contribution and efforts by them. Apart from the statutory benefits outlined in the Employment Act, we have collaborated with various service providers to offer each employee a unique Lian Beng lifestyle card. With the lifestyle card, employees can enjoy discounts and/or extended benefits for their purchases.

The Covid-19 pandemic made it relatively challenging for us to carry out our usual community involvement programmes during FY2022 and FY2021. Recreational activities were mostly suspended, but as part of the Company’s traditional festival practices, we have been gifting our staff despite Covid-19 with safe management measures in place.

With the relaxation of Covid-19 safe management measures, we expect to resume the recreational activities in FY2023.


<p>Healthcare</p> <p>Staff enjoy outpatient medical care at General Practitioner clinics with low co-payment amounts and medical insurance coverage</p>	<p>Disability and Invalidity Coverage</p> <p>Staff are covered under Personal Accident Insurance and Work Injury Insurance</p>	<p>Recreational Activities</p> <p>Gifting to staff during the festive period</p>
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Our 2-year Performance

We have achieved the target we set last year by providing welfare to the employees within the organisation.

The following table shows the employment benefit effort for FY2022 and FY2021:

<p>FY2022</p> <p>Continue to provide lifestyle cards, and celebrated festivals with gifts</p> <p>(Target met)</p>	<p>FY2021</p> <p>Continue to provide lifestyle cards, and celebrated festivals with gifts</p> <p>(Target met)</p>
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Our Target

We will continue to aim to benchmark our employee benefits against market practices to ensure that the benefits we offer our employees remain competitive.

SOCIAL TOPICS

TRAINING AND CAREER DEVELOPMENT

In FY2022, the Group has a total staff strength of 2,200 employees. Investing in their career growth through continuous training and development is key to our continuous success. Therefore, we aim to develop all our employees to their fullest potential to drive business excellence, by conducting various in-house and external training for our employees, as well as career development opportunities to upgrade their skill sets. We will also keep them abreast of the current technology and knowledge to improve overall productivity and efficiency.

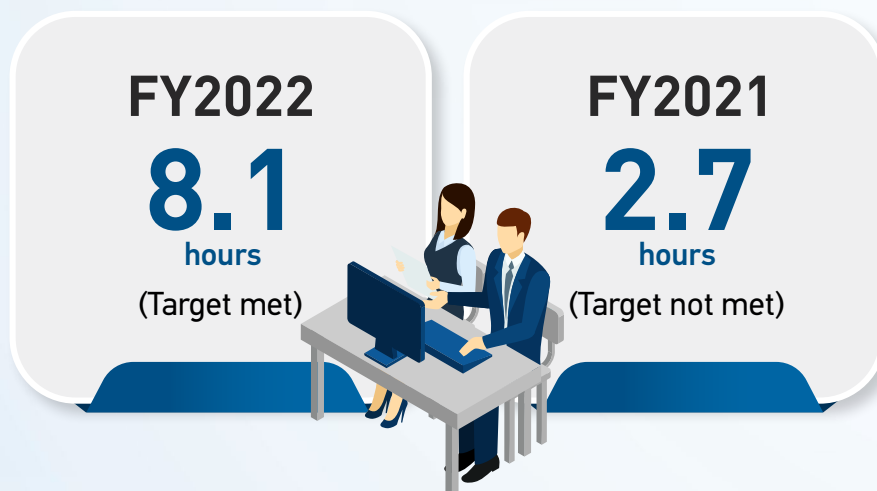
We retain and attract talents by providing our employees with competitive and fair remuneration to reward them for their good performance. Annual performance appraisals are conducted for our employees and the compensation packages are benchmarked against the market rate.



Our 2-year Performance

We have achieved the target we set last year to provide an average training hours of 8 hours per employee.

The following table shows the actual training hours for FY2022 and FY2021:



Our Target

We aim to continue to provide average training hours of 8 hours to our employees in FY2023.

GIVING BACK TO OUR COMMUNITY

Lian Beng strongly believes in being a good responsible corporate citizen and has been actively involved in corporate social responsibility projects.

The Group actively gives back to the community, while also encouraging continued community engagement among our employees. We aim to contribute to a charitable cause at least once every quarter.

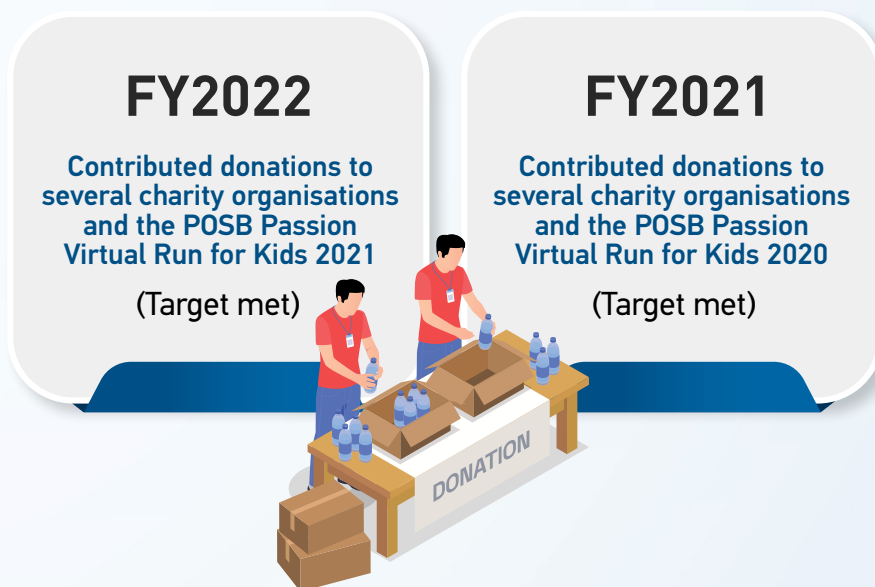
In FY2022, we have contributed donations to several charity organisations such as Pasir Ris East Care Store Programme, which provides monthly groceries to vulnerable residents adversely hit by Covid-19 outbreak, and Loving Heart Jurong, to help underprivileged residents through school and community-based programmes. We have also contributed to build Tengah Community Club which provide social, sports and recreational facilities for residents. The Group is a regular sponsor for POSB Passion Virtual Run for Kids 2021 accompanied with our employees’ participation in the virtual run.

Beyond Singapore, we have been sponsoring and helping to build homes in rural areas of Cambodia. Through the house-building project in Cambodia, we hope to improve the well-being and development of the community and help those in need.

Our 2-year Performance

We have achieved the target we set last year.

The following table shows the actual contribution for FY2022 and FY2021:



Our Target

We have been working with non-profit organisations to give back to the community and will continue in the next financial year.

SOCIAL TOPICS

VISION TOWARDS AN ACCIDENT-FREE WORK CULTURE

The safety and well-being of our staff are of paramount importance and should never be compromised. At Lian Beng, we have implemented a comprehensive Workplace Health and Safety Policy to ensure workplace safety as well as measures that encourage personal ownership of each employee's workplace health and safety. The Workplace Health and Safety Committee, led by the Project Director, provides oversight of all workplace health and safety practices within the organisation. Our efforts in WSH have been recognised by BCA and Workplace Safety and Health Council.

The Group makes use of technologies that are readily available to ensure workplace safety is monitored on a real-time basis. Workers are also encouraged to report any deviations from best practices at the construction sites for such lapses to be rectified immediately.

EXTERNAL INITIATIVES ADOPTED

Type of initiatives	Description
Workplace Safety & Health Environment (" WSHE ") Promotion Day	Conducted WSHE quiz and talks by in-house trainers and external WSHE trainers who are MOM Approved Training Practitioners. Conducted video sessions using materials from Singapore Police Force and NEA for all sites related to security and WSHE's matters especially existing regulations, guidelines and governance under existing authorities.
Workplace Safety & Health Management System (" WSHMS ")	Routinely audited by external independent consultants and internal audit teams.
SS506 Singapore Standard for Occupational Safety and Health Management System, ISO 45001 and ISO 14001.	Lian Beng is certified to be compliant with the SS506 Singapore Standard for Occupational Safety and Health Management System, ISO 45001 and ISO 14001.
Project Internal Safety Audit (" PISA ") and Management Internal Safety Audit (" MISA ")	Conduct regular site safety audits. The desired outcome of PISA and MISA is to provide a safer workplace that complies with WSH regulations and standards.
bizSAFE	As a bizSAFE Partner, Lian Beng proactively encourages our contractors to progress through the bizSAFE programme's levels. We work to assist all subcontractors in achieving bizSAFE Star (level 5) requirements.
Daily toolbox meetings, weekly WSH coordination meetings, WSH committee meetings and corporate WSH meetings	The objectives of the meetings are to provide oversight on WSH procedures to ensure that instances of non-compliance are identified immediately and preventive actions are formulated to prevent a recurrence.

INJURY AND INCIDENTS

Our 2-year Performance

In FY2022, we recorded no fatality similar to FY2021. There was a slight increase in accident frequency rate of 7.7% as compared to 6.9% in FY2021 due to changes in the reporting requirements. In general, incidents occurred due to unsafe practices are to be reported. Onsite follow-up trainings on the required safety practices have been provided to prevent reoccurrence of similar incidents.

Our Target

The Group will continue to aim for zero fatality and reduce the number of reported injuries in the following years.

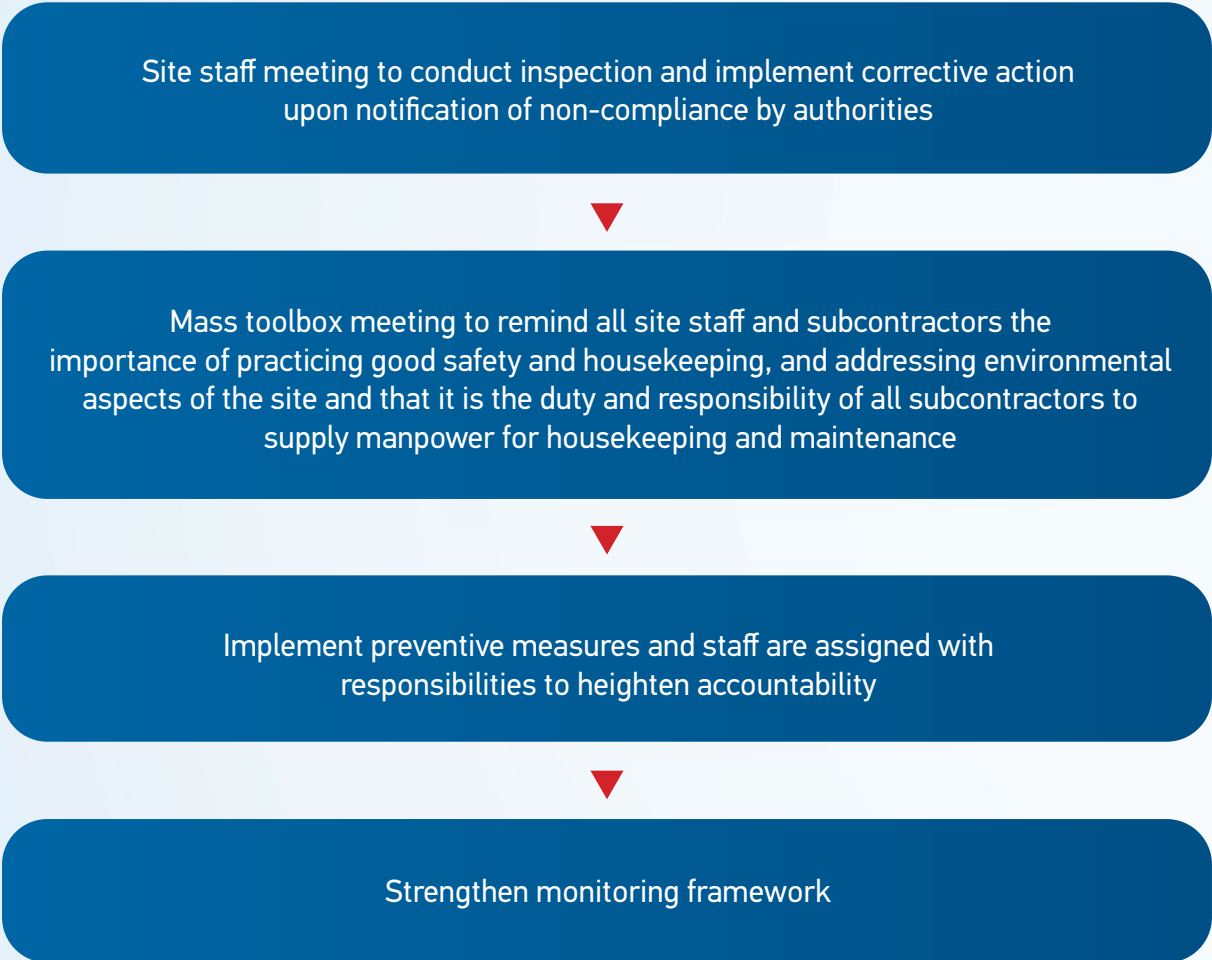


SOCIAL TOPICS

FINES OR PENALTIES

In FY2022, we incurred fines for vectors and noise-related issues, and contravention of Workplace Safety and Health (“**WSH**”) regulations at construction sites. Corrective measures have since been taken to prevent the recurrence of the issues.

The monitoring framework is as follows:



Our 2-year Performance

We incurred fines from MOM for WSH issues, and NEA for vector and noise issues in FY2022 and FY2021.

Our Target

Moving forward, we aim to ensure continual compliance with the relevant laws and regulations to minimise any fines or penalties.

MANAGING OUR SUPPLIERS

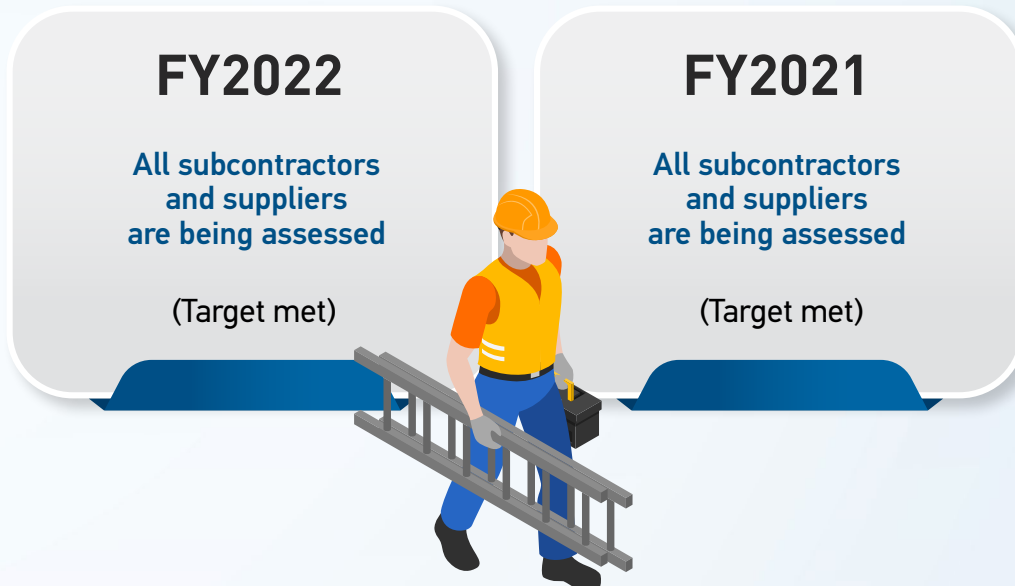
To raise awareness among our suppliers, the Group has implemented steps to ensure the suppliers and subcontractors are informed of their environmental responsibilities and able to meet the standards expected by the Group. This is in addition to the steps they are required to take to comply with ISO certifications.

The review and selection of suppliers and subcontractors process include environmental and social criteria. They are required to complete a self-assessment questionnaire where they are required to provide their health, safety and environmental policies and procedures in place for their employees. This questionnaire will be provided during the quotation and tendering process.

Our 2-year Performance

In FY2022, we achieved our target by assessing all our subcontractors and suppliers.

The following table shows the actual supplier assessment in FY2022 and FY2021:



Our Target

Moving forward, we aim to continue to assess all our subcontractors and suppliers.

SOCIAL TOPICS

CUSTOMER HEALTH AND SAFETY

INVESTMENT HOLDING

The Group monitors its properties regularly for health and safety impacts to minimise risk and, when necessary, we will implement preventive and corrective measures to address any potential risks. Standard safety procedures have also been established and are reviewed from time to time. With the relaxation of Covid-19 safe management measures, we continue our cleaning and disinfection efforts to ensure environmental hygiene at our properties.

DORMITORY BUSINESS

The Group’s purpose-built dormitory Westlite Mandai houses a myriad of facilities and amenities such as supermarkets, food courts, basketball and street soccer courts, cricket training pitches and sick bays.

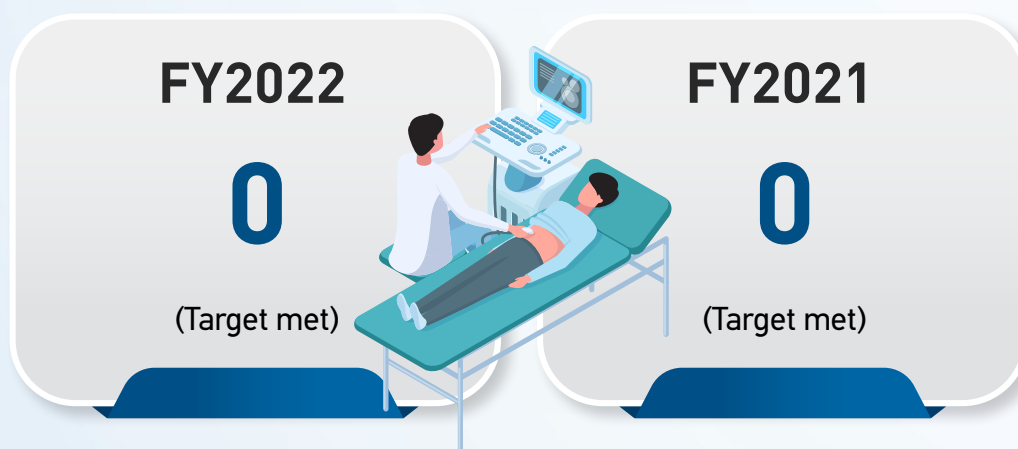
The dormitory partners with HealthServe, a non-governmental organisation committed to helping foreign workers by making healthcare accessible to them. HealthServe’s community medical and dental clinics at the dormitory operate every Saturday/Sunday evening and offer general practitioner and dental services, as well as provide free annual medical screenings to our residents.

Residents’ social well-being is a priority at the dormitory. In FY2022, as Covid-19 movement restrictions began to ease, the Group expand its efforts to resume some leisure and social activities, including inter-dormitory cricket tournament and in-dormitory and virtual games for International Migrants Day.

Our 2-year Performance

We have achieved the target of zero incidents of non-compliance with regulations and voluntary codes relating to the health and safety impacts of products and services in FY2022.

The following table shows the actual incidents of non-compliance in FY2022 and FY2021:



Our Target

We aim to maintain the target of zero incidents of non-compliance with regulations and voluntary codes relating to the health and safety impacts of products and services in the next financial year.

PROTECTING CUSTOMER PRIVACY AND DATA

Lian Beng protects the privacy and confidentiality of the personal data of our employees, customers and business partners. We have a Personal Data Protection Act (“**PDPA**”) policy that outlines how we manage the personal data we hold in compliance with the PDPA. The policy applies to all divisions and organisations across the Lian Beng group of companies.

Lian Beng seeks customer consent prior to the data collection, use or disclosure of personal data for the given purpose.

Lian Beng has appointed a Data Protection Officer to oversee our management of personal data in accordance with the PDPA. We have implemented the following measures to secure and protect the information held:

- Training our employees who handle personal data to respect the confidentiality of such personal data;
- Storing personal data in a combination of secured computer storage facilities, paper-based files and other records; and
- Taking steps to protect the personal data we hold from misuse, loss, unauthorised access, modification or disclosure.

Our 2-year Performance

We have achieved our target and there was no non-compliance with PDPA reported in FY2022.

The following table shows the actual incidents of non-compliance with PDPA in FY2022 and FY2021:



Our Target

We aim to maintain the target of zero incidents of non-compliance with PDPA in the next financial year.

GRI STANDARDS CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 2: General Disclosures		
2-1	Organisational details	<ul style="list-style-type: none"> • Lian Beng Group Ltd • Annual Report (“AR”) 2022 Corporate Information (Page 26) • AR 2022 Notes to the Financial Statements (Page 74) • Sustainability Report (“SR”) 2022 Corporate Profile (Page 4)
2-2	Entities included in the organisation’s sustainability reporting	<ul style="list-style-type: none"> • AR 2022 Notes to the Financial Statements (Page 105-108)
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> • SR 2022 Reporting Period and Scope (Page 2) • SR 2022 Board Statement (Page 2) • SR 2022 Feedback and Access (Page 3)
2-4	Restatements of information	<ul style="list-style-type: none"> • SR 2022 Restatements (Page 3)
2-5	External assurance	<ul style="list-style-type: none"> • SR 2022 Board Statement (Page 2)
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> • AR 2022 Operations Review (Page 19-24) • AR 2022 Financial Highlights (Page 16), Notes to the Financial Statements (Page 115, 118-119) • SR 2022 Corporate Profile (Page 4)
2-7	Employees	<ul style="list-style-type: none"> • SR 2022 Our People, Our Assets (Page 25) • SR 2022 Our Employees by Gender and Age Group (Page 26)
2-9	Governance structure and composition	<ul style="list-style-type: none"> • AR 2022 Corporate Governance Report (Page 27-53)

GRI STANDARDS
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GRI Standards*	Disclosure Content	Section Reference
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> SR 2022 Board Statement (Page 2)
2-15	Conflicts of interest	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-16	Communication of critical concerns	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-19	Remuneration policies	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-20	Process to determine remuneration	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)

GRI STANDARDS CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
2-23	Policy commitments	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-24	Embedding policy commitments	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> AR 2022 Corporate Governance Report (Page 27-53)
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> SR 2022 Environmental Compliance (Page 23-24) SR 2022 Fines or Penalties (Page 32)
2-28	Membership associations	<ul style="list-style-type: none"> SR 2022 Membership of Associations (Page 5)
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> SR 2022 Stakeholder Engagement (Page 6)
GRI 3: Material Topics		
3-1	Process to determine material topics	<ul style="list-style-type: none"> SR 2022 Stakeholder Engagement (Page 6)
3-2	List of material topics	<ul style="list-style-type: none"> SR 2022 Materiality Assessment (Page 7)
3-3	Management of material topics	<ul style="list-style-type: none"> SR 2022 Stakeholder Engagement (Page 6)
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> SR 2022 Economic Performance (Page 9)

GRI STANDARDS
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GRI Standards*	Disclosure Content	Section Reference
GRI 203: Indirect Economic Impacts		
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> SR 2022 Innovation and Excellence (Page 10)
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> SR 2022 Anti-corruption (Page 11)
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> SR 2022 Anti-corruption (Page 11)
205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> SR 2022 Anti-corruption (Page 11)
GRI 301: Materials		
301-2	Recycled input materials used	<ul style="list-style-type: none"> SR 2022 Input Materials (Page 14)
GRI 302: Energy		
302-1	Energy consumption within the organisation	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> SR 2022 Water Management (Page 17-18)
303-3	Water withdrawal	<ul style="list-style-type: none"> SR 2022 Water Management (Page 17-18)
303-5	Water consumption	<ul style="list-style-type: none"> SR 2022 Water Management (Page 17-18)

GRI STANDARDS CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 305: Emissions		
305-1	Direct (Scope 1) Greenhouse Gas ("GHG") emissions	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
305-2	Energy Indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> SR 2022 Energy and Emissions Management (Page 15-17)
GRI 306: Effluents and Waste		
306-1	Water discharge by quality and destination	<ul style="list-style-type: none"> SR 2022 Water Discharge Treatment (Page 20-21) SR 2022 Waste Disposal (Page 21-23)
306-2	Waste by type and disposal method	<ul style="list-style-type: none"> SR 2022 Waste Disposal (Page 21-23)
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> SR 2022 Managing Our Suppliers (Page 33)
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> SR 2022 Managing Our Suppliers (Page 33)
GRI 401: Employment		
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> SR 2022 Our People, Our Assets (Page 25)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> SR 2022 Employee Benefits (Page 27)

GRI STANDARDS
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GRI Standards*	Disclosure Content	Section Reference
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> • SR 2022 Vision towards an Accident-free Work Culture (Page 30) • SR 2022 External Initiatives Adopted (Page 30)
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> • SR 2022 External Initiatives Adopted (Page 30)
403-9	Work-related injuries	<ul style="list-style-type: none"> • SR 2022 Injury and Incidents (Page 31)
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> • SR 2022 Training and Career Development (Page 28)
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • SR 2022 Training and Career Development (Page 28)
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> • SR 2022 Training and Career Development (Page 28)
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • SR 2022 Diversity of Governance Bodies (Page 8) • SR 2022 Our Employees by Gender and Age Group (Page 26)
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • There is no incident of discrimination
GRI 408: Child Labour		
408-1	Operations and suppliers at significant risk for incidents of child labour	<ul style="list-style-type: none"> • Child labour is strictly prohibited

GRI STANDARDS CONTENT INDEX

GRI Standards*	Disclosure Content	Section Reference
GRI 409: Forced or Compulsory Labour		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<ul style="list-style-type: none"> Forced and compulsory labour is strictly prohibited
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> SR 2022 Giving Back to Our Community (Page 29)
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> SR 2022 Managing Our Suppliers (Page 33)
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> SR 2022 Managing Our Suppliers (Page 33)
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> SR 2022 Customer Health and Safety (Page 34)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> SR 2022 Fines or Penalties (Page 32)
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> SR 2022 Protecting Customer Privacy and Data (Page 35)

* GRI only will be included if applicable



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