Sustainability Report 2023
SUNTAR ECO-CITY LIMITED

CONTENTS

BOARD STATEMENT

Dear valued stakeholders,

The Board of Directors ("**Board**") of Suntar Eco-City Limited ("**Suntar**" or the "**Company**"), together with its subsidiaries (the "**Group**" or "**We**"), are pleased to publish our sustainability report ("**Report**") for the financial year ("**FY**") ended 31 December 2023. We are on a journey to achieve long-term growth and create sustainable value for our stakeholders. To achieve this goal, we considered our key sustainability factors under the pillars of economic, environmental, social and governance (collectively as "**Sustainability Factors**"), as part of our strategic formulation. Having considered the Group's sustainability issues as part of its strategic formulation and business strategies, the Board determined the key sustainability Factors, exercised oversight over the management and the monitoring of the key Sustainability Factors.

Whilst mindful of our profit-oriented objective, we are committed to sustainable business growth, protect the environment, empowering our people and communities to secure the long-term future of our Group. Building upon our efforts to integrate sustainability into our values, strategy and business activities, we will continue to expand our health and nutrition business by building long-term capabilities, delivering sustainable products and services as well as exploring projects and collaborations to serve our clients and markets better.

We are committed to supporting the United Nations' Sustainability Development Goals ("**SDGs**") which are primarily driven by the concerns of our key stakeholders. Through our sustainability reporting framework ("**SR Framework**"), we strive to work closely with key stakeholders to actively address and manage our key Sustainability Factors as illustrated below:

Please refer to 'Supporting the SDGs' section for more details on the alignment of our key Sustainability Factors with SDGs.

SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our key sustainability performance in FY2023 is as follows:

Sustainability Pillar	Performance Indicator	Sustainability Performance FY2023	Sustainability Performance FY2022
Economic	Economic value generated[1] (RMB million)	39.22	19.45
	Operating costs[2] (RMB million)	37.72	18.28
	Employee benefits paid to employees (RMB million)	0.42	0.48
	Tax to governments (RMB million)	0.11	0.31
Environmental	Water consumption intensity (CuM/ revenue RMB'000)	0.67	1.44
	Greenhouse gas ("**GHG**") emissions (Scope 1 and 2) (tonnes CO_2e)	42	NA[3]
	GHG emissions intensity (Scope 1 and 2) (tonnes CO_2e/ revenue RMB'000)	0.001	NA[3]
Social	Number of incidents of product return due to food safety reason	-	-
	Number of incidents of unlawful discrimination against employees[4]	-	-
	Turnover rate (%)	22	32
	Number of workplace fatalities	-	-
	Number of high-consequence work-related injuries[5]	-	-
	Number of recordable work-related injuries	-	-
	Number of recordable work-related ill health cases[6]	-	-
	Average training hours per employee	32	32
Governance	Number of incidents of serious offence[7]	-	-

ABOUT THIS REPORT

Reporting Framework

This Report is prepared in accordance with 711A and 711B of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") listing rules and the Global Reporting Initiative ("**GRI**") Standards for the period from 1 January to 31 December 2023 ("**Reporting Period**"). We chose to report using the GRI framework as it is an internationally recognised reporting framework. The GRI content index can be found on pages 26 to 28 of this Report.

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[1] Economic value generated includes revenue, other revenue and share of results of joint ventures, net of government grant.

[2] Operating costs include cost of sales, selling and distribution costs, administrative expenses, other expenses, net of depreciation, (write back of)/ impairment loss and write-off of property, plant and equipment, right-of-use asset and employee-related costs.

[3] No comparative data is available as the data was not tracked previously.

[4] An unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

[5] A high-consequence work-related injury refers to an injury from which the worker cannot recover or cannot recover fully to pre-injury health status within six months.

[6] A work-related ill health case refers to a case with negative impacts on health arising from exposure to hazards at work.

[7] A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 (or RMB 500,000) and is punishable by imprisonment for a term of not less than two years, which is being or has been committed against a company by its officers or employees of the company.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 ("**UN Sustainability Agenda**"). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

Our climate-related disclosures are produced based on the Task Force on Climate-Related Financial Disclosures ("**TCFD**").

We relied on internal data monitoring and verification to ensure accuracy of this Report. An internal review on the sustainability reporting process was performed during the Reporting Period and we will work towards external assurance for our future sustainability reports.

Reporting Period and Scope

This Report covers the sustainability performance of the Group for the Reporting Period unless otherwise stated. The scope of this Report covers the following key operating entities within our health and nutrition segment which contributed to 100% (100%) of the Group's revenue for FY2023 (FY2022: 100%):

Business Segment	Entity	Principal Activity (collectively as "Core Business")	Revenue Contribution			
			FY2023		FY2022	
			RMB'000	%	RMB'000	%
Health and nutrition	Xiamen DaLan Technology Co., Ltd	Sales of health and nutrition supplements to distributors within the domestic market in China	31,870	90%	13,791	87%
	Fujian Liangye	Manufacturing and sale of bottled water within the domestic market in China	2,396	7%	2,000	13%
Property development	Wuping Lan County Real Estate Development Co., Ltd ("**Wuping Lanjun**").	Sales of properties to individual buyers within the domestic market in China	1,152	3%	-	-
		Total	35,418	100%	15,791	100%

For the Reporting Period, the Group's revenue increased by RMB 19.63 million in comparison to FY2022. The increase can be attributed to the significant increase in revenue from the health and nutrition segment due to our sales channel optimisation.

Contact Us

All questions, comments and feedback related to this Report is highly appreciated. Please contact our Executive Director and Finance Director, also the Chief Sustainability Officer, Lan Yihong, at lanyh@suntar.com.

OUR CORE BUSINESS

An overview of our Core Business is presented as follows:

Health and Nutrition

The health and nutrition segment distributes our proprietary supplements including lutein, probiotics, protein powder and distribution of bottled water, which continues to experience strong growth within the domestic market in China. In between FY2022 and FY2023, there was a transition of our product offerings from the selling of lutein products to focusing on the raw materials for producing lutein supplements. The supply chain of this segment is detailed as follows:

Our Suppliers	Our Operations	Our Customers
Trading of Health and Nutrition products We procure health and nutrition supplements through our associate, North China Pharmaceutical Hebei Huawei Health Industry Co. Ltd.	**Trading of Health and Nutrition Products** We distribute health and nutrition supplements.	**Trading of Health and Nutrition Products** We sell to distributors of health and nutrition supplements in the domestic market of China.
Distribution of Bottled Water We procure from suppliers of bottled water and plastic packaging products.	**Distribution of Bottled Water** We manufacture and distribute bottled water products under our proprietary brand through Fujian Liangye, our indirect subsidiary.	**Distribution of Bottled Water** We sell to distributors of bottled water for schools, corporations, supermarkets and individuals in the domestic market of China.

Property Development

Our property development segment is managing two projects including: (i) the Lan County Project; and (ii) Lanjun Jiangnan Project. The successful sale of properties, encompassing residential units, villa units and parking spaces within the Lanjun Jiangnan Project highlights our unwavering dedication to excellence in this domain. Looking forward, we expect favourable demand for Lanjun Jiangnan Project residential units as we move towards the completion of the entire project in 2024. The supply chain of our property development segment is detailed as follows:
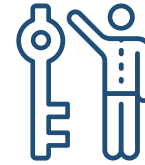
Our Supplier	Our Operations	Our Customers
We procure from construction and maintenance	We sell property units.	We sell to customers located within the domestic market in China.

STAKEHOLDER ENGAGEMENT

At Suntar, we value the inputs and recognise the concerns of our key stakeholders. We recognise that constructive engagement with stakeholders, accurate interpretation of their needs and incorporating them in our corporate strategic planning are necessary. Through an internal stakeholder mapping exercise, we identified key stakeholder groups which we prioritise our engagements with. These include entities or individuals that have an interest that are affected or could be affected by our activities as follows:

S/N	Stakeholder	Engagement Channel	Frequency of Engagement	Key Concerns Raised
1	Communities	Community campaigns	Ongoing	▪ Environmental initiatives ▪ Corporate social responsibilities
2	Customers	▪ Customer meetings ▪ Customer feedback	Ongoing	▪ Product diversity ▪ Market presence ▪ Customer service
3	Employees	▪ Employee and management meetings ▪ Internal memos ▪ Training ▪ Performance review	Ongoing	▪ Equal employment ▪ Job security ▪ Career development and training opportunities ▪ Remuneration and employee benefits ▪ Workplace health and safety
4	Regulators	▪ Government meetings ▪ On-site visits ▪ Letters	As and when required	▪ Corporate governance ▪ Compliance with laws and regulations
5	Shareholders	▪ Annual reports ▪ Annual general meeting	Annually	▪ Sustainable business performance ▪ Market valuation ▪ Corporate governance
		▪ Results announcements	Half-yearly	
		▪ SGX Announcements ▪ Investor relations emails ▪ Corporate website	Ongoing	
6	Suppliers	▪ Supplier feedback ▪ On-site visits	Ongoing	▪ Ability to distribute products ▪ Fair trading terms ▪ Order volatility

Through the above channels, we seek to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.
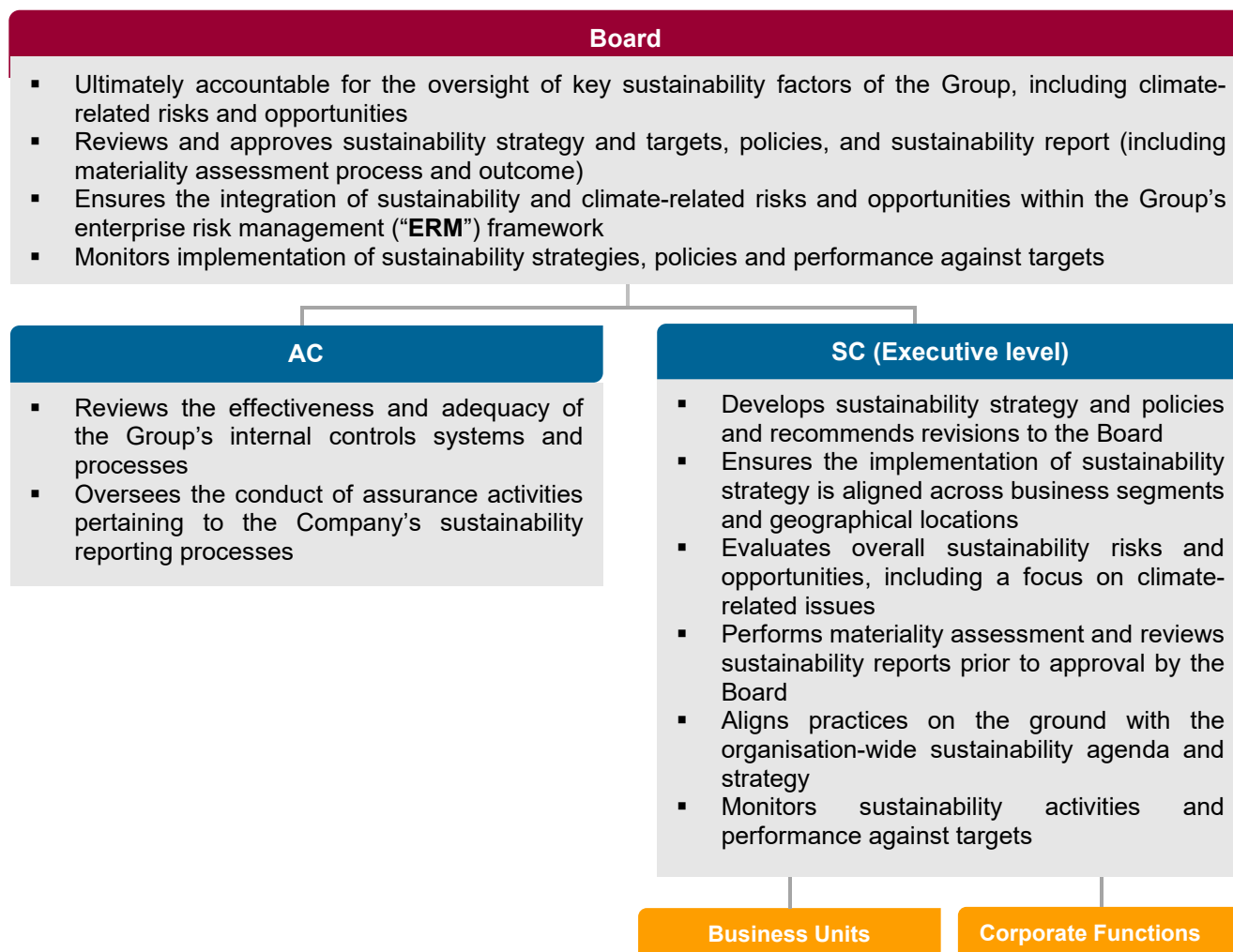
POLICY, PRACTICE AND PERFORMANCE REPORTING

Reporting Structure

The Board, the highest governing body of Suntar oversees the management in the development of our sustainability strategy and performance targets. As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of listing rule 720 (7) of SGX-ST, we confirm that all four directors attended one of the approved sustainability training courses.

The Board is ultimately responsible for the Group's strategic direction on sustainability including, but not limited to, advising and supervising the development of sustainability strategy and performance targets setting while being supported by an executive level Sustainability Committee ("**SC**") by virtue of delegation.

Our SC, comprises senior management executives and key managers from various functions, is led by our Chief Sustainability Officer, Lan YiHong. Our SC assists the Board with strategic management of the organisation's key Sustainability Factors and is tasked with the development of the sustainability strategy, undertaking of materiality assessment on sustainability-related impacts as well as monitoring of the implementation of sustainability initiatives and progress towards achieving performance targets. Beside the SC, the Board is supported by the Audit Committee ("**AC**") on specific sustainability matters under its terms of reference. Our sustainability governance structure and the responsibilities of component parties are detailed as follows:
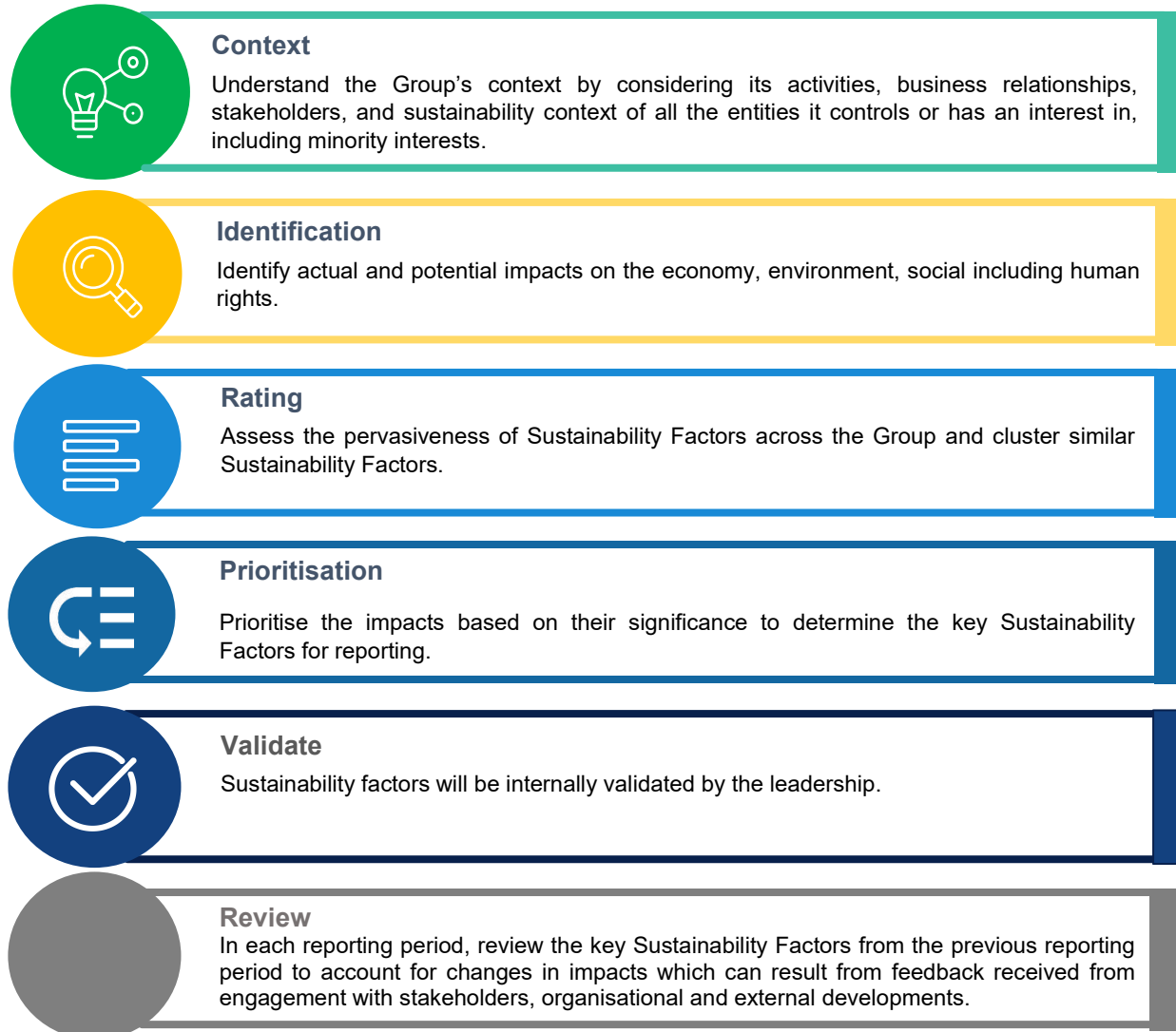
Board

- Ultimately accountable for the oversight of key sustainability factors of the Group, including climate-related risks and opportunities
- Reviews and approves sustainability strategy and targets, policies, and sustainability report (including materiality assessment process and outcome)
- Ensures the integration of sustainability and climate-related risks and opportunities within the Group's enterprise risk management ("**ERM**") framework
- Monitors implementation of sustainability strategies, policies and performance against targets

AC

- Reviews the effectiveness and adequacy of the Group's internal controls systems and processes
- Oversees the conduct of assurance activities pertaining to the Company's sustainability reporting processes

SC (Executive level)

- Develops sustainability strategy and policies and recommends revisions to the Board
- Ensures the implementation of sustainability strategy is aligned across business segments and geographical locations
- Evaluates overall sustainability risks and opportunities, including a focus on climate-related issues
- Performs materiality assessment and reviews sustainability reports prior to approval by the Board
- Aligns practices on the ground with the organisation-wide sustainability agenda and strategy
- Monitors sustainability activities and performance against targets

Business Units   Corporate Functions

As we are still refining our sustainability related performance indicator measuring and tracking mechanism, we will link SC's remuneration to sustainability performance when the mechanism is more mature and stable.

Sustainability Reporting Processes

A sustainability report is published annually in accordance with our sustainability reporting policy ("**SR Policy**"). Under our SR Policy, our sustainability reporting process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of key Sustainability Factors disclosed in this Report.

Processes involved are as shown in the figure below:

Context
Understand the Group's context by considering its activities, business relationships, stakeholders, and sustainability context of all the entities it controls or has an interest in, including minority interests.

Identification
Identify actual and potential impacts on the economy, environment, social including human rights.

Rating
Assess the pervasiveness of Sustainability Factors across the Group and cluster similar Sustainability Factors.

Prioritisation
Prioritise the impacts based on their significance to determine the key Sustainability Factors for reporting.

Validate
Sustainability factors will be internally validated by the leadership.

Review
In each reporting period, review the key Sustainability Factors from the previous reporting period to account for changes in impacts which can result from feedback received from engagement with stakeholders, organisational and external developments.

Materiality Assessment

We constantly refine our management approach to adapt to the changing business landscape. The Group performs an annual materiality assessment to ensure that key Sustainability Factors disclosed in our sustainability reports remain current, key, and relevant. From the assessment, we identified key areas that impact our ability to create value for our stakeholders.

The scope of materiality assessment encompasses both positive and negative, actual and potential impacts that may arise, and are based on: (i) the likelihood of occurrence; and (ii) their significance on the economy, environment, social aspects and contribution to sustainable development.

Performance Tracking and Reporting

We track the progress of our key Sustainability Factors by identifying the relevant data points, measuring and monitoring them. In addition, we set performance targets that are aligned with our strategy to ensure that we remain focused in our path to sustainability. We will consistently enhance our performance-monitoring processes and improve our data capturing systems.

KEY SUSTAINABILITY FACTORS

In FY2023, a stakeholder engagement session and a materiality assessment[8] were conducted by the SC to understand the concerns and expectations of our stakeholders. Through the stakeholder engagement session and materiality assessment, factors material to the sustainability of our business and their reporting priority level were updated. In this Report, we also reported our progress in managing these factors and set related targets to improve our sustainability performance.

Our key Sustainability Factors are presented in the table below:

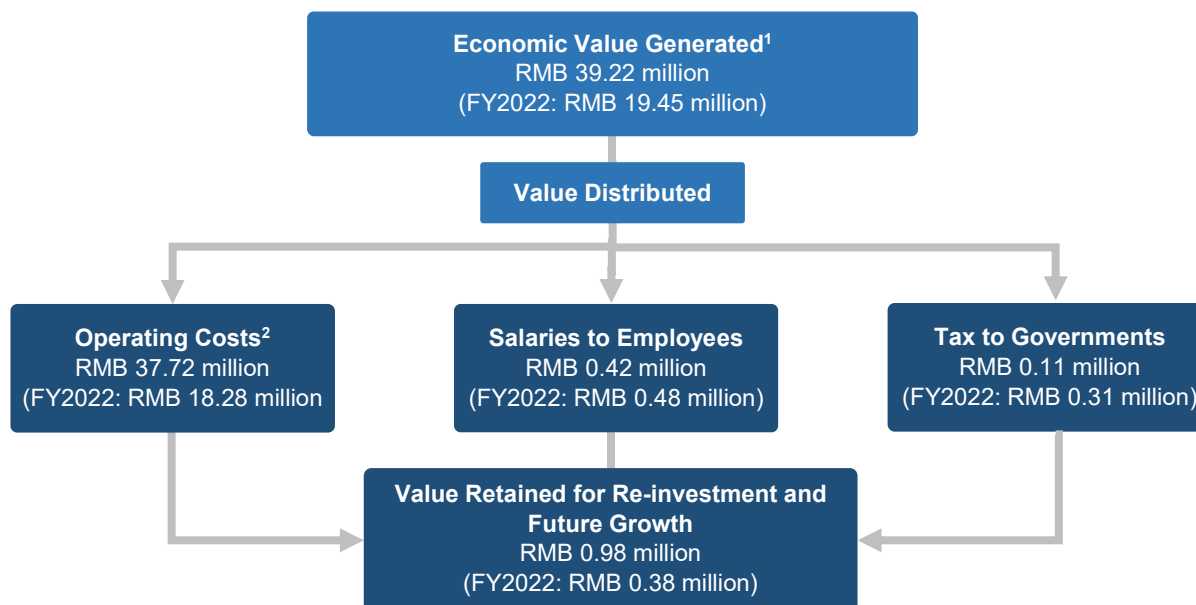| S/N	Key Sustainability Factor	SDGs	Stakeholder
Economic			
1	Sustainable Business Performance	Decent work and economic growth	▪ Shareholders ▪ Employees ▪ Suppliers
Environmental			
2	Water Conservation	Clean water and sanitation	▪ Communities ▪ Shareholders
3	Energy Conservation and GHG Emissions Reduction	Affordable and clean energy	▪ Communities ▪ Shareholders
4	Optimal Waste Management	Responsible consumption and production	▪ Communities ▪ Regulators ▪ Shareholders
Social			
5	Occupational Health and Safety	Good health and well-being	▪ Employees
6	Employee Retention and Development	Quality education	▪ Employees
7	Customer Health and Safety	Decent work and economic growth	▪ Customers ▪ Suppliers
8	Workplace Equality and Diversity	Reduced inequalities	▪ Employees
9	Ongoing Community Engagement	Sustainable cities and communities	▪ Communities
Governance			
10	Robust Corporate Governance Framework	Peace, justice and strong institutions	▪ Shareholders ▪ Regulators

We update the key Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholders' feedback and sustainability trends in the short, medium and long term. The details of each key Sustainability Factor are presented as follows:

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[8] In FY2023, the Company engaged internal and external stakeholders of suppliers, customers and employees for the materiality assessment performed.

ECONOMIC

Sustainable Business Performance

We believe in creating long-term economic value for our stakeholders by adopting responsible business practices and growing our business in a sustainable manner. In line with our commitment, we present the distribution of our values created in FY2023 as follows:

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┌──────────────────────────────────────┐
│      Economic Value Generated[1]      │
│           RMB 39.22 million           │
│       (FY2022: RMB 19.45 million)     │
└──────────────────────────────────────┘
                    │
          ┌──────────────────┐
          │ Value Distributed │
          └──────────────────┘
     ┌──────────────┼──────────────┐
     ▼              ▼              ▼
┌──────────────┐ ┌──────────────┐ ┌──────────────┐
│Operating     │ │Salaries to   │ │Tax to        │
│Costs[2]      │ │Employees     │ │Governments   │
│RMB 37.72     │ │RMB 0.42      │ │RMB 0.11      │
│million       │ │million       │ │million       │
│(FY2022: RMB  │ │(FY2022: RMB  │ │(FY2022: RMB  │
│18.28 million │ │0.48 million) │ │0.31 million) │
└──────────────┘ └──────────────┘ └──────────────┘
     │              │              │
     └──────────────┼──────────────┘
                    ▼
       ┌────────────────────────────────┐
       │Value Retained for Re-investment │
       │        and Future Growth        │
       │         RMB 0.98 million         │
       │     (FY2022: RMB 0.38 million)   │
       └────────────────────────────────┘
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Details of our economic performance can be found in the audited financial statements of the Annual Report FY2023 ("**AR**").

ENVIRONMENTAL

Water Conservation

We recognise the importance to manage our water consumption efficiently and avoid the depletion of valuable water resources. Our initiatives in this area include performing regular tracking of water consumption and taking corrective actions when there are unusual consumption patterns.

Our operations rely on the following water resources:
- Water purchased from third-party municipal water suppliers for the office usage in Wuping Lanjun; and
- Groundwater extraction mainly for the manufacturing of bottled water in Fujian Liangye.

A year-on-year comparison of water consumption is shown in the table below:

Performance Indicator	Unit of Measurement	FY2023	FY2022
Water consumption[9]	tonnes	23,700	22,581
Revenue from distribution of self-manufactured bottled water	RMB'000	2,396	2,000
Water consumption intensity	tonnes/ revenue RMB'000	9.89	11.29

For the Reporting Period, our water consumption increased. This is in line with the increase in revenue derived from the distribution of our self-manufactured bottled water. Our water consumption intensity ratio also improved

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[9] Refers to the consumption of groundwater extracted for manufacturing bottled water. Our consumption of water from other sources, such as municipal water suppliers, is not material.

as we stabilised our manufacturing processes and improved on our operational efficiency. We will continue to intensify our water conservation efforts by tracking our water consumption, observe fluctuation patters and improve on our operational efficiency.
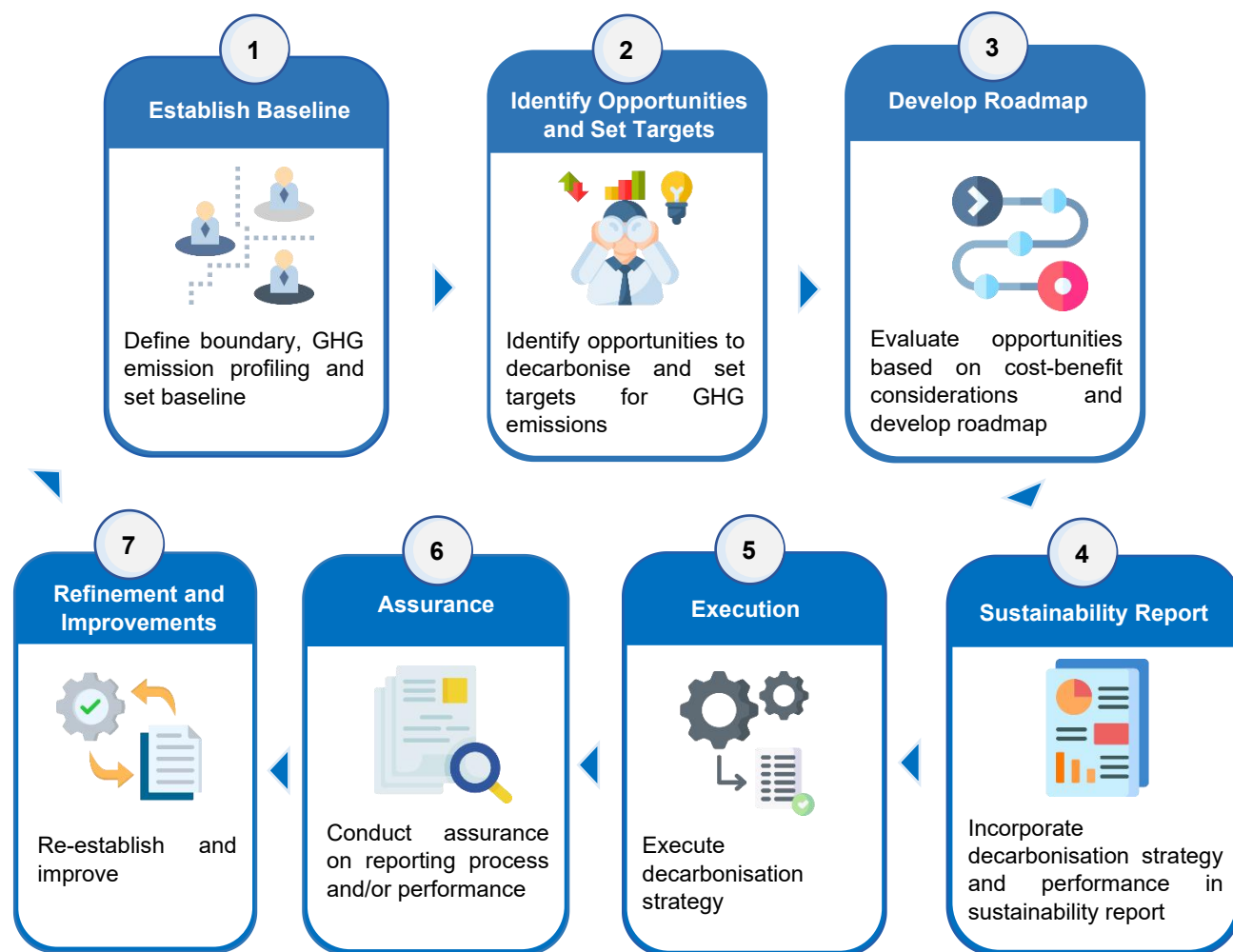
Energy Conservation and GHG Emissions Reduction

Our Commitment
We acknowledge that our energy consumption and the resultant GHG emissions contribute to climate change. Accordingly, we are committed to reduce our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

Our Approach
We aim to reduce our environmental footprints and at the same time, establish operational resilience to deliver long-term and sustainable value to our stakeholders of communities, shareholders, employees, customers and suppliers. Accordingly, we adopt a balanced approach in managing and minimising the impacts arising from our business operations effectively.

To achieve our decarbonisation goals, we set up a seven-step continuous circular process for our decarbonisation efforts as follows:

1 Establish Baseline
Define boundary, GHG emission profiling and set baseline

2 Identify Opportunities and Set Targets
Identify opportunities to decarbonise and set targets for GHG emissions

3 Develop Roadmap
Evaluate opportunities based on cost-benefit considerations and develop roadmap

7 Refinement and Improvements
Re-establish and improve

6 Assurance
Conduct assurance on reporting process and/or performance

5 Execution
Execute decarbonisation strategy

4 Sustainability Report
Incorporate decarbonisation strategy and performance in sustainability report

This year, we conducted a GHG emission profiling exercise for our Scope 1, 2 and 3 GHG emissions based on defined organisational boundaries. We track and monitor our Scope 1, 2 and certain categories of Scope 3 GHG emissions closely and are developing mechanism to track our other categories of our scope 3 GHG emissions, where relevant and practicable.

We also developed a climate change transition plan and will refine and improve our climate change transition plan as we progressively implement the plan, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our sustainability reports with assurance on the reporting process covered by an internal review.

Climate Change Transition Plan
Our climate change transition plan steers us on our decarbonisation journey. Under this strategy, we commit to reduce our absolute Scope 1 and 2 GHG emissions by 6% and by FY2035, with FY2022 as our baseline. Our climate change transition plan is focused on three strategic levers of reduce, produce and neutralise as follows:

Climate Change Transition Plan
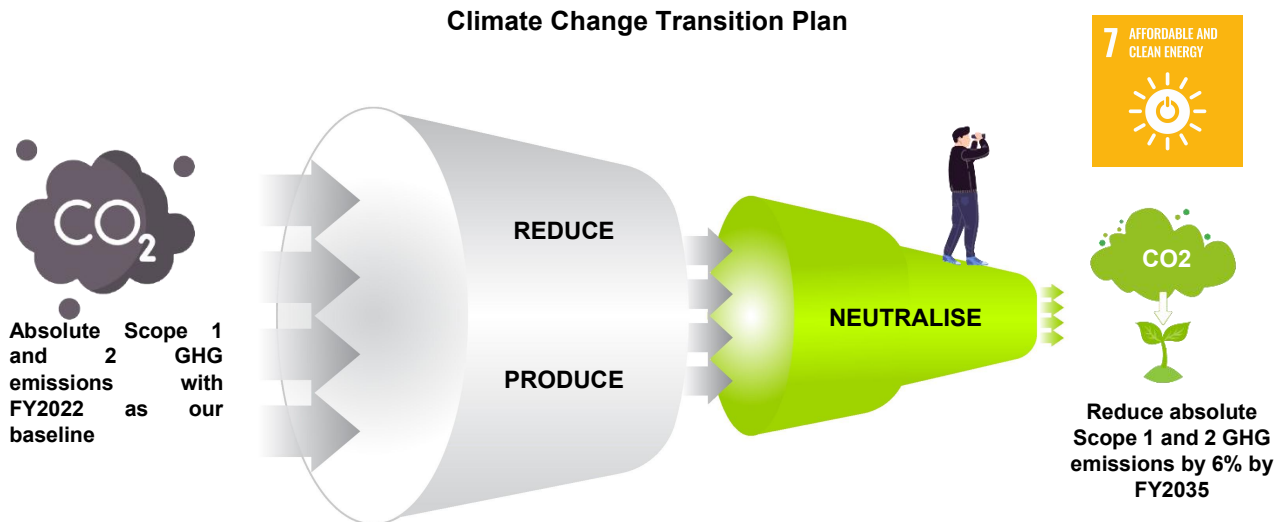
Details of our strategic levers are as follows:

Lever	Reduce	Produce	Neutralise
Description	▪ Reduce absolute GHG emissions within our operations followed by our supply chain ▪ Replace existing energy source with low or zero carbon sources	On-site generation of green or renewable energy	Neutralise unavoidable residual GHG emissions
Focus Area	▪ Energy efficiency - Machinery and Equipment - Lighting - Cooling ▪ Clean energy ▪ Electric vehicles	Solar energy	▪ Renewable energy certificates ("**REC**") ▪ Carbon credits

We track and review spending on energy consumption regularly to control usage and take corrective actions when unusual consumption patterns are observed. We continuously strive to improve our energy use and efficiency through the following initiatives:

Lever	Key Initiative	Description
Reduce	Reduction in GHG consumption through efficient operations, lighting and cooling	Our initiatives on this front include: ▪ Regular maintenance of machinery and equipment to ensure good working conditions to optimise energy efficiency; ▪ Adopt greener work practices such as switching off appliances when not in use and enabling power saving modes; ▪ Adopt energy-efficient fixtures and fittings such as using energy saving light emitting diode and installing motion sensors in our

		lighting system;
		• Install centralised air conditioning which has a lower consumption rate and higher energy efficiency; and
		• Routine maintenance of filters for air-conditioning systems to reduce air flow resistance.
	Reduction through switching to renewable energy source	We constantly explore opportunities to use clean and/ or renewable energy available in the locations that we operate in.
	Replace diesel fuelled vehicles with electric vehicles	Our motor vehicles are currently fuelled by petrol which emit more carbon dioxide than electric vehicles for each unit of distance travelled. We are considering switching to electric-powered motor vehicles which are environmentally cleaner than petrol-operated vehicles when the need arises.
Produce	Solar energy	We plan to explore the generation of solar energy onsite where practicable.
Neutralise	• REC • Carbon credits	The Group plans to explore the use of REC and carbon credits to offset unavoidable residual GHG emissions when the relevant markets mature.

Our factory operations rely on petrol which produces direct GHG emissions (Scope 1)[10] for the upkeep of motor vehicles. Additionally, we rely on electricity which produces indirect GHG emissions (Scope 2)[11] for: (i) the production of bottled water; and (ii) office environment such as lighting, cooling and office equipment.

The comparison of year-to-year electricity consumption and GHG emissions is shown in the table below:

Performance Indicator	Unit of Measurement	FY2023	FY2022
Energy consumption			
Petrol	litre	2,406	NA[3]
Electricity	kWh	62,990	64,593[12]
GHG emissions			
Direct GHG emissions (Scope 1)	tonnes CO_2e	6	NA[3]
Indirect GHG emissions (Scope 2)	tonnes CO_2e	36	37[12]
Total GHG emissions (Scope 1 and 2)	tonnes CO_2e	42	NA[3]

We are still refining our methodology in deriving the intensity ratios for our energy consumption and GHG emissions. We target to finalise and disclose such ratios in the next sustainability report. As our operations stabilise and more data becomes available, we will track their fluctuation patterns closely and take corrective actions if required.

We started to track our Scope 3 GHG emissions arising from our operations as follows:

Category	Coverage	Unit of Measurement	FY2023[13]
Category 6: Business travel	Business air travel	tonnes CO_2e	3.76
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO_2e	0.82

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[10] GHG emissions from consumption of petrol controlled by the company (Scope 1) are calculated based on the 2006 Intergovernmental Panel on Climate Change ("**IPCC**") Guidelines for National Greenhouse Gas Inventories.

[11] GHG emissions from electricity purchased by the company (Scope 2) are calculated using the location-based methods based on the GHG emissions factors published by the relevant local authorities.

[12] Restated figures due to omissions in the prior year.

[13] No comparative data is available as we started tracking Scope 3 GHG emissions in FY2023. Scope 3 emissions are calculated using calculation tools comprising International Civil Aviation Organization Carbon Emissions Calculator and Carbon and Emissions Recording Tool.

Optimal Waste Management

We recognise that environmental preservation through efficient waste management such as reducing consumption and recycling allows us to operate in a sustainable environment. We are committed to waste reduction in our operations so as to minimise the impact of our operations to the environment.

Waste is generated in both office premises as well as in the process of bottled water production. Common waste such as paper waste, defective plastic bottles and caps, plastic wrappers as well as carton boxes are produced in our daily operation.

Our waste management procedures start by segregating the waste into recyclables and non-recyclables. The recyclables waste is collected by third-party contractors for recycling purposes whilst the non-recyclable waste is collected by an environmental contractor for proper disposal which amounted to 100% of the waste disposal (FY2022: 100%). As part of our commitment to reduce waste generated, we minimise paper usage by adopting green practices such as encouraging the use of emails, working on shared drive and promoting a paperless working environment.

Key statistics on waste generated during the Reporting Period are as follows:

Performance Indicator	Unit of Measurement	FY2023	FY2022
Waste generated	tonnes	1.05	NA[3]
Waste generated intensity	tonnes/ revenue RMB'000	<0.001	NA[3]

For the Reporting Period, we started to track the waste generated from our operations. As our operations stabilises and more data becomes available, we shall track, analyse fluctuation patterns and take corrective actions if required.

SOCIAL

Occupational Health and Safety

Our employee's well-being and safety is of paramount importance to us. We maintain a culture of workplace safety and constantly find ways to enhance workplace safety through raising level of awareness, educating our employees and promoting safe working behaviours.

To stress on the importance of workplace safety standards, health and safety handbook are disseminated to all employees and policies such as mandatory safety trainings for all employees are implemented. Through these trainings, employees can proactively identify existing and potential safety hazards at the workplace, such that actions can be taken before the occurrence of injury.

We abide by the relevant local labour laws to ensure that our employees are working under high health and safety standards, thus creating a safe and comfortable working environment for our employees where they are able to perform with greater productivity and efficiency.

Performance Indicator	FY2023	FY2022
Number of workplace fatalities	-	-
Number of high-consequence work-related injuries[5]	-	-
Number of recordable work-related injuries	-	-
Number of recordable work-related ill health cases[6]	-	-

Employee Retention and Development

We believe that the success and sustainability of the Group are interrelated with employees' growth and development. Therefore, it is important for us to strategically invest in employee development to improve and develop employee competencies to ensure that we stay on the cutting edge of the industry.

Employee turnover affects our productivity and performance. We believe that job satisfaction and employee engagement translate to a low turnover ratio. Successful retention of our talents improves the Group's overall performance. On top of that, we believe that new hires introduce new ideas and fresh perspectives to the business, and welcome new employees joining our Group.

A year-to-year comparison of employee new hires and turnover is shown in the table below:

New Hires

Performance Indicator	FY2023		FY2022	
	Number of New Hire	New Hire Rate	Number of New Hire	New Hire Rate
Overall	2	22%	2	21%
Gender				
Male	1	25%	-	-%
Female	1	20%	2	40%
Age				
Below 30	-	-%	-	-%
30 to 50	1	14%	2	27%
Above 50	1	67%	-	-%

Turnover

Performance Indicator	FY2023		FY2022	
	Number of Turnover	Turnover Rate	Number of Turnover	Turnover Rate
Overall	2	22%	3	32%
Gender				
Male	1	25%	1	22%
Female	1	20%	2	40%
Age				
Below 30	1	100%	-	-%
30 to 50	1	14%	3	40%
Above 50	-	-%	-	-%

As we operate with a lean workforce, a small fluctuation in hiring and turnover in employees will result in a significant impact on the above data points. Nevertheless, we will work towards improving talent retention.

Employee Benefits

We take care of our employees' wellness and achieve greater employee engagement by offering incentives and benefits. Setting the right incentive culture, that meets our employees' needs, encourages and motivates them to strive for better performance. Our employee benefits include:

- A healthcare plan that covers all our full-time employees and includes essential healthcare services such as medical consultation and insurance;
- Employees enjoy 98 days of maternity leave and 3 days of paternity leave. Further, in scenarios whereby: (i) the birth giver experiences dystocia or obstructed labour; or (ii) there is an additional new-born, another 15 days of leave are granted to the eligible employee; and
- Employees are entitled to birthday or festive gifts during their birth month or celebrative seasons such as Chinese New Year or Mid-autumn festival.

To support our employees' personal and professional development, we provide the necessary resources and environment required to upskill our employees. We aim to grow our employees by nurturing a culture of lifelong learning through the conduct of extensive training hours. During the Reporting Period, we provided an average of 32 (FY2022: 32) training hours per employee. Key statistics on training hours provided for our full-time employees are as follows:

Performance Indicator	FY2023	FY2022
Overall		
Total training hours	288	288
Average training hours per employee	32	32
Gender (Male)		
Total training hours	128	128
Average training hours per employee	32	32
Gender (Female)		
Total training hours	160	160
Average training hours per employee	32	32
Management		
Total training hours	128	128
Average training hours per employee	32	32
Executive and below		
Total training hours	160	160
Average training hours per employee	32	32

For new hires and transfer employees, we equip our employees with the necessary skill set through in-house orientations and transfer trainings. Additionally, structured training programmes are implemented for our employees to upgrade both their functional skills as well as their product knowledge. Details are as follow:
- General skills training;
- On-the-job skills training; and
- External training.

For the Reporting Period, the total training hours remained unchanged as the number of employees remained constant. Going forward, we are committed to enhancing the framework of our training programmes to further develop the expertise and capabilities of our workforce.

Performance Management

We aim to maintain a transparent work environment where the management can deliver organisational goals and recognise employees for their achievements. To fulfil these objectives, a performance management system is in place for our management to track the performance as well as to reward our employees. Ongoing reviews, quarterly performance check-ins, annual performance reviews and career development reviews are conducted for our employees, to ensure that our employees are at their peak performance. During the Reporting Period, 100% of our employees received performance reviews and career development reviews (FY2022: 100%).

Performance Indicator	FY2023	FY2022
Overall	100%	100%
Gender		
Male	100%	100%
Female	100%	100%
Management level		
Management	100%	100%
Non-management	100%	100%

In assessing employees' performance, ongoing reviews are conducted by our appointed supervisors. The key performance indicators, evaluation criteria and benchmark performance level are communicated in advance to our employees to facilitate transparency. Our employees are graded twice by separate supervisors and the average assessment score is used to allocate a bonus amount for eligible employees. As advocates of open communications, appraisals and feedback are shared with employees to motivate them and to build a high-performance culture.

At the end of each year, a comprehensive annual performance review is conducted for our employees. Based on the results of the review and parameters set by the management, employees are granted bonuses to motivate them in the following year.

Customer Health and Safety

Market standards and best practices are adopted by our suppliers to ensure the quality and safety of our products. Standards adopted by our suppliers for our range of health and nutrition supplement products include the following:
▪ Hazard Analysis and Critical Control Point system - General Requirements for Food Processing Plant;
▪ National Food Safety Standard General Hygienic Regulation for Food Production;
▪ Halal certification; and
▪ Food production license.

Market standards adopted by our suppliers for bottled water include the followings:
▪ National Food Safety Standard - Bottled water for drinking;
▪ Standard Examination Methods for Drinking Water;
▪ National Food Safety Standard - Hygienic Specifications for Production of Packaging Drinking Water; and
▪ Production license for plastic bottle packaging.

During the Reporting Period, there is zero incident of product returns due to food safety reasons (FY2022: zero).

Performance Indicator	FY2023	FY2022
Number of incidents of non-compliance with regulations resulting in a fine or penalty	-	-
Number of incidents of non-compliance with regulations resulting in a warning	-	-
Number of incidents of non-compliance with voluntary codes	-	2

Workplace Equality and Diversity

We recognise that employees are our greatest asset. We are committed to the goals of diversity and equal opportunity in employment by implementing fair employment practices during the hiring process and ensuring non-discrimination against employees. We have zero (FY2022: zero) reported incident of unlawful discrimination against employees[4] during the Reporting Period. As at 31 December 2023, we have a total number of 8 (FY2022: 9) full-time employees.

Our People

Singapore	China	Total
Overall		
2	7	9
Full-time		
2	6	8
Part-time		
-	1	1

Gender Diversity (%)
We view diversity in the Group as essential in supporting sustainable development. Currently, we have no female representation on our Board. Nonetheless, we will work towards increasing the number of female directors as we believe that a diverse Board helps to enhance decision-making capability and the performance of the Group. Key statistics on gender diversity of our employees are as follows:

Performance Indicator	FY2023		FY2022[14]	
	Male	Female	Male	Female
Employee category				
Managerial	75%	25%	75%	25%
Executive and below	20%	80%	20%	80%
Overall	44%	56%	44%	56%

Age Diversity (%)

On age diversity, matured workers are valued for their experience, knowledge and skills. Key statistics on age diversity of our employees are as follows:

Performance Indicator	FY2023			FY2022[14]		
	Below 30	30 – 50	Above 50	Below 30	30 – 50	Above 50
Employee category						
Managerial	-%	75%	25%	-%	75%	25%
Executive and below	-%	80%	20%	20%	80%	-%
Overall	-%	78%	22%	11%	78%	11%

Educational Diversity (%)

We seek to create an inclusive environment for employees from different educational background. Key statistics on educational background diversity of our employees are as follow:

Performance Indicator	FY2023		FY2022	
	Tertiary	Non-Tertiary	Tertiary	Non-Tertiary
Performance of employees by educational diversity	44%	56%	67%	33%

Ongoing Community Engagement

We strive not only to set a good example but also to encourage individuals and other corporations to embrace the spirit of giving. We recognise that long-term success of the business is closely related to the health and prosperity of the communities.

During the Reporting Period, we embarked on various activities to engage the local communities as follows:

Dr. Blue's bottled water donation initiatives

Donation to WuPing No. 1 High School

Dr. Blue's water donation initiative is dedicated to the welfare of students and the nurturing of the succeeding generation. To develop a culture of donation and empowerment of the youth, we donated Dr. Blue's bottled water to the students of WuPing No. 1 High School for their freshman year training.

Summer Heatwave Relief Programme

As part of our contribution back to society, we donated bottled water to our local firefighting brigade. By delivering bottled water, we aim to convey our deep appreciation and provide a measure of relief to

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[14] Data were restated to due to improvements in our data compilation methodology and definitions.

these diligent heroes.

In Support for Healthy Living for the Local Community Gym

By providing sponsorship of bottled water to the local gymnasium community, we aim to promote a healthy and active lifestyle for the gymnasium members.

GOVERNANCE

Robust Corporate Governance Framework

A robust corporate governance framework with effective internal policies and practices is crucial to support a progressive corporate culture. The 2018 Code of Corporate Governance is used as a guide to support our effort to uphold high standards of governance in our business operations.

We aligned our corporate governance and risk management approach with the Three Lines Model published by the Institute of Internal Auditors ("**IIA**"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third-line roles) and the relationship among them are defined as follows:
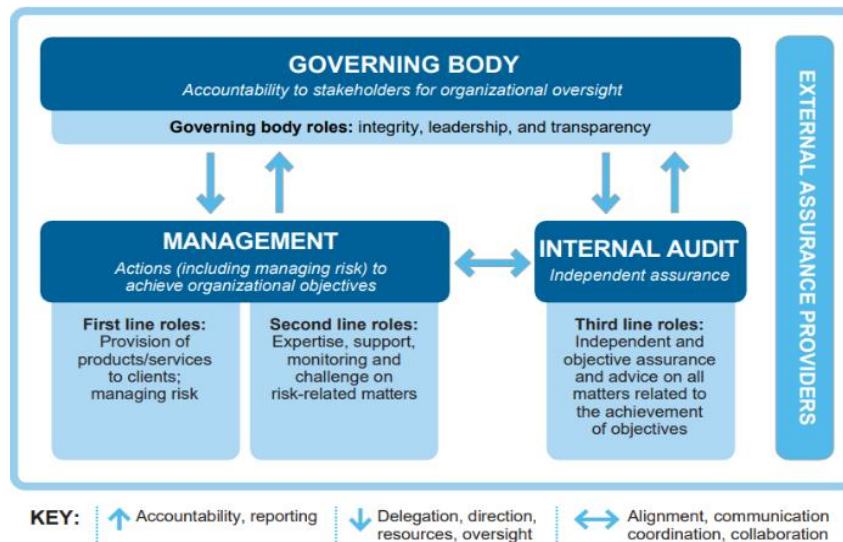
Source: Three Lines Model of the IIA

We are committed to uphold ethical business practices and maintain a strong reputation as an ethical company by complying with the Criminal and Anti-Money Laundering laws of China. This approach ensures adherence with relevant laws and regulations related to insider trading, fraud, bribery and extortion. To reinforce anti-corruption practices, we provided employees with relevant handbooks and training on the consequences of such unethical practices.

We implemented a whistle-blowing policy to encourage unethical conduct reporting in the workplace. Reporting channels are available and provided through confidential emails sent out to all employees on the procedures for

reporting violation of laws and misconduct. Internal audit on accounting and finance, management and third-party services are conducted periodically to check compliance with internal policies and external regulations.

In dealing with interested persons transactions, the Board oversees the review and approval procedures of this process. To prevent insider trading when dealing in securities, all directors and employees are required to abide to insider trading laws.

During the Reporting Period, there were no reported incident of serious offence[7] (FY2022: 0) and no incidents of non-compliance with laws and regulations for which fines and/or non-monetary sanctions were incurred (FY2022: 0).

TARGETS AND PERFORMANCE HIGHLIGHTS

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets related to our key sustainability issues. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress Tracking
○○○	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	Key Sustainability Factor	Target[15]	Current Year Performance
Economic			
1	Sustainable Business Performance	Short-term Maintain or improve economic value generated subject to market conditions	●●●
Environmental			
2	Water Conservation	Short-term Maintain or reduce water consumption intensity	●●●
3	Energy Conservation and GHG Emissions Reduction	Short-term Maintain or reduce GHG emissions intensity by FY2025, with FY2022 as our baseline Medium-term Reduce absolute Scope 1 and 2 GHG emissions by 6% and by FY2035, with FY2022 as our baseline	●●●
4	Optimal Waste Management	Short term Maintain or reduce the waste generated intensity	○○○
Social			
5	Occupational Health and Safety	Ongoing and long-term Maintain zero incident of workplace fatalities, high-consequence work-related injuries, recordable work-related injuries and ill health cases	●●●
6	Employee Retention and Development	Short-term ▪ Maintain or improve training hours per employee ▪ Maintain the percentage of employees who received regular performance and career development review	●●●
7	Customer Health and Safety	Ongoing and long-term Maintain zero incident of product return due to food safety reason	●●●

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[15] Time horizons for target setting are (1) short-term: before FY2025; (2) medium-term: FY2025 – FY2035; (3) long-term: after FY2035; and (4) On-going: short, medium and long-term time horizons.
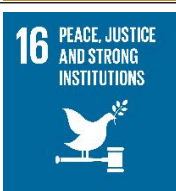
S/N	Key Sustainability Factor	Target[15]	Current Year Performance
8	Workplace Equality and Diversity	<u>Ongoing and long-term</u> Maintain zero incident of unlawful discrimination against employees	●●●
9	Ongoing Community Engagement	<u>Ongoing and long-term</u> Continue to engage in community campaigns	●●●
Governance			
10	Robust Corporate Governance framework	<u>Ongoing and long-term</u> Maintain zero incident of serious offence	●●●

For certain key Sustainability Factors identified above, we are still in the process of setting the related medium and long-term targets as their historical data trends have yet to stabilize. We will disclose such targets in our future sustainability reports when the data trends have stabilized and subject to market trends.

SUPPORTING THE SDGS

The 2030 UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays an important role in advancing sustainable development and in order to align our business objectives with the SDGs, we identified a number of SDGs which we can contribute through our business practices, products and services. The SDGs that we focus on and the related Sustainability Factors are as follows:

SDGs		Our Effort
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages.	<u>Occupational Health and Safety</u> We create a safe working environment by implementing initiatives such as mandating employees to attend pre-employment safety training.
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	<u>Employee Retention and Development</u> We offer employee incentives and benefits that are rewarding and motivates them to strive for better performance.
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	<u>Water Conservation</u> We implement checks and measures to reduce water wastage, which in turn help us to work towards achieving sustainable water management and efficient use of natural resources.
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	<u>Energy Conservation and GHG Emissions Reduction</u> We adopt measures to reduce our energy consumption and to maximise energy use efficiency, while reducing GHG emissions.
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<u>Sustainable Business Performance</u> We contribute to economic growth through the creation of long-term economic value for our shareholders. <u>Customer Health and Safety</u> We review and work closely with our suppliers to ensure they

SDGs	Our Effort
	can meet our quality requirements.
10 REDUCED INEQUALITIES — Reduced inequality within and among countries	Workplace Equality and Diversity We are committed to having a diverse workforce with equal employment opportunities through fair employment and hiring practices.
11 SUSTAINABLE CITIES AND COMMUNITIES — Make cities and human settlements inclusive, safe, resilient and sustainable	Ongoing Community Engagement We embrace the spirit of giving and contributing back to the society through community involvement.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Ensure sustainable consumption and production patterns	Optimal Waste Management We constantly enhance our waste management systems to move towards a paperless working environment and ensure proper management of recyclable waste.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Robust Corporate Governance Framework We maintain a high standard of corporate governance to safeguard our shareholders' interest and maximise long-term shareholder value.

SUPPORTING THE TCFD

We are committed to support the recommendations by the TCFD and disclosed our climate-related financial disclosures in the following key areas as recommended by the TCFD:

Governance

a. Describe the board's oversight of climate-related risks and opportunities.
The Board oversees the management in the development of the sustainability strategy and performance targets while monitoring the Sustainability Factors of the Group as well as climate-related issues and takes them into consideration in the determination of the Group's strategic direction and policies.

b. Describe management's role in assessing and managing climate-related risks and opportunities.
Our SC, headed by the Chief Sustainability Officer and supported by all senior management staff across different business units and corporate functions, guides our sustainability strategy as part of the Group's overall business strategy. The SC is responsible for the management and monitoring of our Sustainability Factors, including working with the various business units to ensure that climate-related issues are considered in the development of sustainability strategy, target setting, as well as collection, monitoring and reporting of performance data.

Strategy

a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.
b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.
The climate-related risks and opportunities identified by the Group during a climate-related risk assessment exercise are as follows:

- **Increased severity of extreme weather events** - Adverse changes in climate patterns such as rising temperatures and extreme weather events (such as floods and droughts) may disrupt supply chains and consequentially delay procurement processes. For instance, rising temperatures may disrupt precipitation

patterns and leads to water scarcity hence affecting the extraction of groundwater. As a result, the Group's financial performance may be adversely impacted for its bottled water segment. Conversely, this risk presented an opportunity for the Group to review and assess its supply chain;

- **Shifting consumer preferences for environmentally friendly products** - With rising concerns over the effects of climate change and demands for energy efficiency, consumers may demand for more environmentally friendly products such as biodegradable packaging. We are constantly exploring opportunities to switch to environmentally friendly packaging materials; and

- **Enhanced GHG emissions-reporting obligations** - With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are demanding for greater disclosure of climate-related information. Failure to comply with the relevant climate reporting requirements may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, enhanced GHG emissions reporting obligations raise climate awareness amongst our employees and with more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising needs and expectations of regulators and our shareholders on the environment.

The Group's assessment on potential implications of the above climate-related risks was undertaken based a range of climate scenarios using the Representative Concentration Pathway ("**RCP**") adopted by the IPCC.

Scenario	Description
IPCC RCP 2.6/1.5°C	This scenario is in line with Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as key mitigation strategy
IPCC RCP 8.5/4°C	The 'business-as-usual' scenario assumes that GHG emissions continue to rise with significant increases in global temperatures of about 4.3°C by 2100, as no concerted efforts are made to reduce GHG emissions

Based on the scenarios above, we identified the potential impact of climate change, both physical and transitions risk on our business as well as climate-related opportunities which the Group can capitalise on as follows:

Warming scenario 1: 1.5°C warming (RCP 2.6)

Risk	Significance of financial impact[16]		
	Short-term	**Medium-term**	**Long-term**
Key transition risk identified			
Shifting consumer preferences for environmentally friendly products	🟢	🟡	🟡
Enhanced GHG emissions-reporting obligations	🟢	🟡	🟡
Key physical risk identified			
Increased severity of extreme weather events	🟢	🟢	🟢

Warming scenario 2: > 4°C warming (RCP 8.5)

Risk	Significance of financial impact		
	Short-term	**Medium-term**	**Long-term**
Key transition risk identified			
Shifting consumer preferences for environmentally friendly products	NA[17]		🟢
Enhanced GHG emissions-reporting obligations	NA[16]		🟢
Key physical risk identified			
Increased severity of extreme weather events	NA[16]		🔴

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[16] Significance of financial impact is determined based on the risk appetite established in accordance with the Group's climate scenario assessment.
[17] Not applicable as this scenario is unlikely in the short and medium term.

Legend

● Minor ● Moderate ● Major

In terms of our business strategy and financial planning based on the scenarios above, we will continue to formulate adaptation and mitigation plans and explore allocating resources towards transitioning to low-carbon practices. We strive to minimise the climate risks associated with our business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

Strategy

c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities.

Through our climate scenario analysis, we concluded that unmitigated climate risks (under warming scenario > 4°C warming) may result in a severe financial impact by 2035. Under the warming scenario 1.5, the vast majority of the impact will be attributable to transition risks from the cost increase and enhanced GHG emissions-reporting obligations. To address the risks and capitalise on opportunities associated with climate change, we will continuously build on our strategy to remain resilient as we progress in our sustainability journey.

Risk Management

a. Describe the organisation's processes for identifying and assessing climate-related risks.
b. Describe the organisation's processes for managing climate-related risks.
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.

The Group's climate related risks and opportunities are identified and assessed during a climate-related risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators.

Metrics and Targets

a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.

Our environmental performance, including water consumption and GHG emissions, are tracked, measured, and its related metrics are subsequently disclosed in our sustainability reports. Monitoring and reporting of these metrics assist us in identifying areas with key climate-related risks and enable us to track our progress towards reaching our goals.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.

To support the climate change agenda, we disclosed our Scope 1 and 2 GHG emissions in this Report and set climate-related targets such as those related to GHG emissions.

We recognised the importance of monitoring our indirect Scope 3 GHG emissions and started tracking and disclosing indirect Scope 3 GHG emissions from business travel (category 6) and employee commuting (category 7) in FY2023. We will assess our Scope 3 GHG emissions and expand the reporting coverage of our Scope 3 GHG emissions on categories, where applicable and practicable.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

As a commitment towards mitigating climate change, we set climate-related targets related to GHG emissions. For further details, please refer to the section on 'Targets and Performance Highlights'.

GRI CONTENT INDEX

Statement of use	Suntar has reported the information cited in the GRI content index for the period from 1 January 2023 to 31 December 2023 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI standard	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	5, AR 2
	2-2 Entities included in the organisation's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	14, 18
	2-5 External assurance	5
	2-6 Activities, value chain and other business relationships	5-6
	2-7 Employees	18-19
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	8, AR 6-7
	2-10 Nomination and selection of the highest governance body	AR 12-23
	2-11 Chair of the highest governance body	8, AR 3, AR 16
	2-12 Role of the highest governance body in overseeing the management of impacts	8, 23, AR 3, AR 6-7, AR 12-23
	2-13 Delegation of responsibility for managing impacts	8, 23, AR 3, AR 6-7, AR 12-23
	2-14 Role of the highest governance body in sustainability reporting	8, 23
	2-15 Conflicts of interest	AR 9-12
	2-16 Communication of critical concerns	20-21, AR 30
	2-17 Collective knowledge of the highest governance body	8, AR 9-11
	2-18 Evaluation of the performance of the highest governance body	AR 9-12, AR 17-23
	2-19 Remuneration policies	AR 24-26
	2-20 Process to determine remuneration	AR 24-26
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	3, AR 4
	2-23 Policy commitments	4-5, 7-10, 20-25, AR 38-39
	2-24 Embedding policy commitments	4-5, 7-10, 20-25, AR 38-39
	2-25 Processes to remediate negative impacts	20-21, AR 27-31
	2-26 Mechanisms for seeking advice and raising concerns	20-21, AR 30
	2-27 Compliance with laws and regulations	18, 20-21
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	7-10, AR 34
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7-10
	3-2 List of material topics	10
	3-3 Management of material topics	11-21
Sustainable Business Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	11
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	11
	201-2 Financial implications and other risks and opportunities due to climate change	23-25
	201-3 Defined benefit plan obligations and other retirement plans	AR 63-64
	201-4 Financial assistance received from government	AR 74
Robust Corporate Governance Framework		
GRI 3: Material	3-3 Management of material topics	20-21

GRI standard	Disclosure	Location
Topics 2021		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	20-21
	205-2 Communication and training about anti-corruption policies and procedures	20-21
	205-3 Confirmed incidents of corruption and actions taken	20-21
Energy Conservation and GHG Emissions Reduction		
GRI 3: Material Topics 2021	3-3 Management of material topics	12-14
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	14
	302-2 Energy consumption outside of the organization	14
	302-3 Energy intensity	We are still refining our methodology in deriving the intensity ratios for our energy consumption and GHG emissions. We target to finalise and disclose such ratios in the next sustainability report.
	302-4 Reduction of energy consumption	12-14
	302-5 Reductions in energy requirements of products and services	12-14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	14
	305-2 Energy indirect (Scope 2) GHG emissions	14
	305-3 Other indirect (Scope 3) GHG emissions	14
	305-4 GHG emissions intensity	We are still refining our methodology in deriving the intensity ratios for our energy consumption and GHG emissions. We target to finalise and disclose such ratios in the next sustainability report.
	305-5 Reduction of GHG emissions	12-14
	305-6 Emissions of ozone-depleting substances (ODS)	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations
Water Conservation		
GRI 3: Material Topics 2021	3-3 Management of material topics	11
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	11
	303-2 Management of water discharge-related impacts	Disclosure is not applicable as we do discharge a material amount of wastewater or effluents in our operations.
	303-3 Water withdrawal	11
	303-4 Water discharge	Disclosure is not applicable as we do discharge a material amount of wastewater or effluents in our operations.
	303-5 Water consumption	11
Optimal Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	15

GRI standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	15
	306-2 Management of significant waste-related impacts	15
	306-3 Waste generated	15
	306-4 Waste diverted from disposal	15
	306-5 Waste directed to disposal	Moving forward, we plan to develop a tracking mechanism and report on our waste directed to disposal wherever practicable.
Employee Retention and Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	15-18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	16
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	16
	401-3 Parental leave	Disclosure is not applicable as we do not have employees who are eligible for Parental Leave for the Reporting Period.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	15-18
	404-2 Programmes for upgrading employee skills and transition assistance programmes	15-18
	404-3 Percentage of employees receiving regular performance and career development reviews	15-18
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	15
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	15
	403-2 Hazard identification, risk assessment, and incident investigation	15
	403-3 Occupational health services	15
	403-4 Worker participation, consultation, and communication on occupational health and safety	15
	403-5 Worker training on occupational health and safety	15
	403-6 Promotion of worker health	15
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	15
	403-8 Workers covered by an occupational health and safety management system	15
	403-9 Work-related injuries	15
	403-10 Work-related ill health	15
Workplace Equality and Diversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	18-19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18-19, AR 11-15
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	18
Ongoing Community Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	19-20
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	19-20
	413-2 Operations with significant actual and potential negative impacts on local communities	11-15
Customers Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	18
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	18

GRI standard	Disclosure	Location
2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	18