



TRITECH GROUP LIMITED

CREATING SUSTAINABLE VALUE
SUSTAINABILITY REPORT FY2022

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ABOUT THIS REPORT

Tritech Group Limited (hereafter referred to as “**Tritech**” or “**Company**”, and together with its subsidiaries, the “**Group**”) has always considered the importance of sustainability for long-term growth and the subsequent environmental impacts of our operations. We are pleased to report on our Sustainability Practices for the financial year from 1 April 2021 to 31 March 2022 (“**FY2022**”).

The scope of the report covers information on material sustainability aspects of the Group from 1 April 2021 to 31 March 2022. This report provides our stakeholder adequate information on the key sustainability issues in the business operations of the Group.

We prepared our Sustainability Report for FY2022 with reference to the *Global Reporting Initiative (“GRI”) – G4 Sustainability Reporting Guidelines* issued by the Global Sustainability Standards Board. We are also guided by Practice Note 7F of the *Sustainability Reporting Guide* under the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”). Based on the GRI’s recommended approach to sustainability reporting and SGX-ST’s *Sustainability Reporting Guide*, this report covers key areas of sustainability that include environmental, social and governance (“**ESG**”) factors. In preparing our report, we applied the GRI’s principles for defining report content and report quality by considering the Group’s activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

The key material ESG factors for the Group have been identified and were reviewed by the Chairman and the Managing Director (“**MD**”). The Board of Directors (the “**Board**”) of the Company oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies. Sustainability is a part of the Group’s wider strategy to create long term value for all its stakeholders.

BOARD STATEMENT

Tritech provides one-stop services that spans across the entire value chains of smart urban development and water & environment. The Group serves a broad range of industries, such as urban infrastructure, oil & gas, commercial & high-end residential buildings, water products and wastewater treatment facilities. Over the years, the Group has established a strong foothold in projects for government statutory boards such as the Jurong Town Corporation, Land Transport Authority, Housing and Development Board and Public Utilities Board. Since inception, Tritech has built an excellent reputation as a specialist engineering group with capabilities to provide a full range of engineering services based on our technical expertise and proprietary technologies. The Group continues to develop and build its capabilities in water and environmental protection.

Tritech continually creates long-term value and safeguards the sustainability of our operations with the support of our trusted partners and business communities. We continue to form and maintain deep, authentic and respectful relationships with all of our stakeholders. Sustainability is one of our core values and we do so by putting the health and safety of our employees first, being environmentally responsible and supporting local communities through ways such as providing free VaVie™ bottled water to frontline organizations.

The business environment was challenging in FY2022 as the COVID-19 pandemic and resurgence of new COVID-19 variants around the world continued to disrupt business operations. As we adapt to the new normal amid the COVID-19 pandemic, the Group has stepped up our safe management measures for the well-being of our people and to comply with the government regulations.

The persistent COVID-19 pandemic in FY2022 has caused significant shifts in overall social behaviour with greater emphasis on personal hygiene and environment cleanliness, spurring the growth of sanitisers and disinfectant products globally.

Leveraging on our entrenched expertise in water and membrane technologies, the Group has expanded our product lines into sanitisers and disinfectants. We developed and successfully produced small batches of environmentally friendly cleaning solutions with high alkalinity called VaVie™ Clean Wash Sanitize (“CWS”) since September 2020. This addition to our existing product lines will not only provide a new revenue stream to the Group, but also extends the penetration of our water technologies beyond municipals and industrial factories to cover retail, commercial and industrial markets.

TARGETS

Tritech has identified key factors necessary for sustainability. The Group has successfully met the targets set since the inception of its first Sustainability Reporting in FY2018, with the exception of FY2021.

Due to the COVID-19 pandemic, most businesses were significantly affected and adjustments were made to adapt to the changed environment. New technologies in automated data processing, storage and retrieval had emerged and these technologies has enabled the Company to achieve higher efficiency, lesser paper consumption and operational cost reduction. In line with the adoption of technology, Tritech had developed an Artificial Intelligence-based Data Analytics System (“**ADAS**”) to digitalise our engineering, water-related and environmental businesses in FY2021 and has benefited from it.

We shall continue to develop new ADAS features to manage our engineering, water and environmental projects and businesses. The Group has already integrated the ADAS modules into our daily operations for the monitoring, automating, reporting, analysis, and management of our projects, and aims to gradually transform our overall operation into a self-sustaining ecosystem. There has also been interest shown by other companies to collaborate with or implement ADAS systems.

We shall continue this strategy of building up more competent teams involving management and employees that are committed towards excellence. A new initiative had also been implemented with the introduction of the Employee Share Allocation Scheme with an aim to retain and further motivate our key employees in carrying out their responsibilities with excellence.

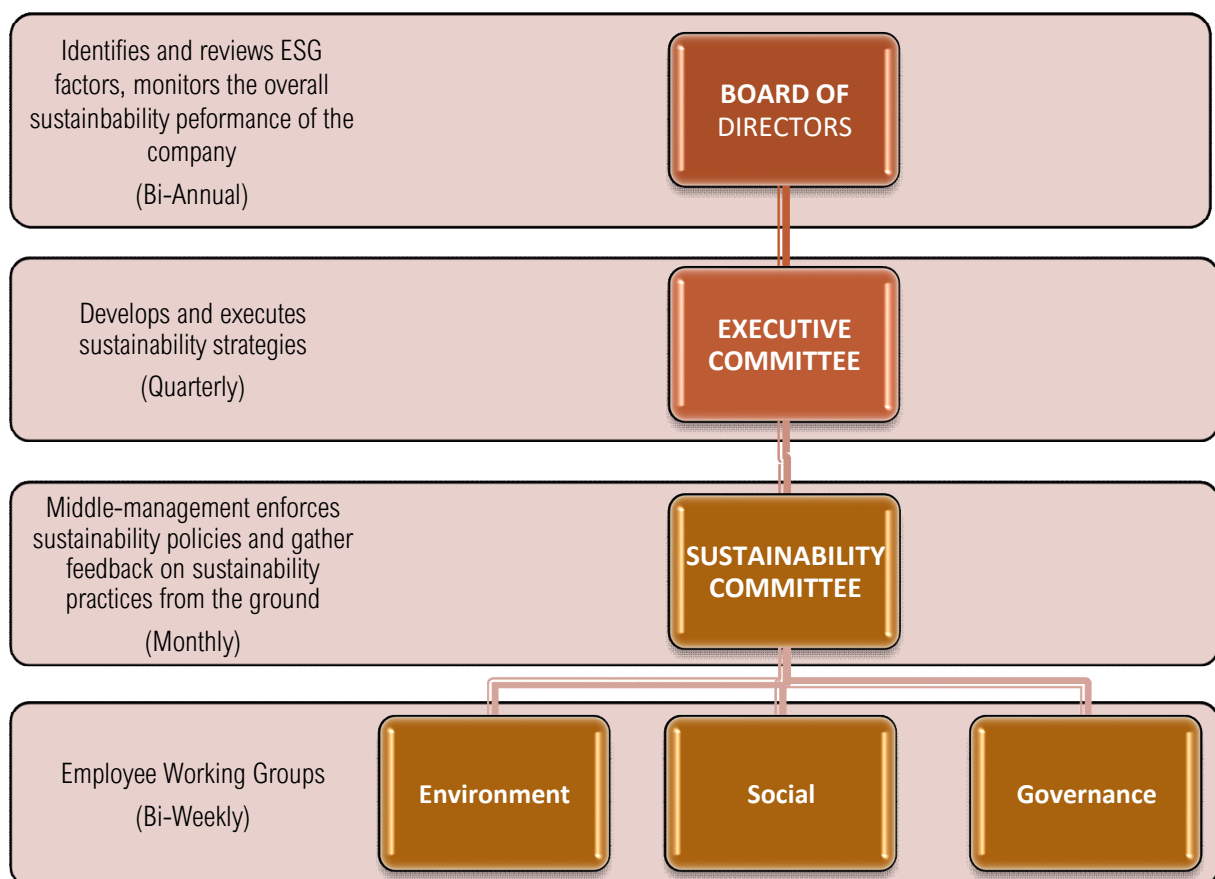
Finally, the Group will continue to upgrade our staffs’ skills and knowledge in their work to strive for higher quality outputs and explore sustainability opportunities such as lesser paper and water consumption.

SUSTAINABILITY REPORTING FRAMEWORK

The Group has adopted the GRI framework as it is currently the most widely adopted sustainability reporting framework. The GRI reporting framework provides flexibility to the reporters so that they can connect reporting to their strategic targets and sustainability impacts.

This reporting process helps us to gain a comprehensive understanding of the risks and opportunities for the business. Sharing information about policies and performance on environmental, social and governance issues helps the Group to build trust with our customers and partners, monitor and mitigate risk, and find ways to improve efficiency, resulting in a positive impact on the financial results.

We show below the sustainability reporting framework which involves all the key personnel of the Group to systematically design, develop and implement our sustainability goals.



STAKEHOLDER ENGAGEMENT

We engage and involve all our key stakeholders to align our sustainability strategies with their expectations and contribute together in meeting challenges and better understand the material factors that may affect them, to achieve success for the Group.

Key Stakeholders	Key Issues Raised	Methods of Engagement
Employees	<ul style="list-style-type: none"> • Employment and career developments. • Skill and Professional Training • Health and safety 	<ul style="list-style-type: none"> • Performance reviews. • Professional trainings • Workplace health and safety activities • Whistle-blowing mechanism
Suppliers and Contractors	<ul style="list-style-type: none"> • Past Performance • Procurement Practices • Quality Assurance 	<ul style="list-style-type: none"> • Regular on-site visits • Requirement and progress meetings. • Conformance to requirements
Government and Regulatory Bodies	<ul style="list-style-type: none"> • Regulatory compliance 	<ul style="list-style-type: none"> • Meeting with authorities • Attendance at seminars and workshops organised by regulatory bodies
Investors and Shareholders	<ul style="list-style-type: none"> • Economic Performance • Growth strategy and future outlook 	<ul style="list-style-type: none"> • Annual General Meeting • Annual report • SGXNet announcements • One-on-one investor meeting
Customers	<ul style="list-style-type: none"> • Customer satisfaction • Warranty programmes 	<ul style="list-style-type: none"> • Customer surveys • On-time Completion • Zero defects & Safety

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material factors which are aligned with our principal business and operational risks and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram in the following section below.

OUR MATERIAL FACTORS

We plan our sustainability strategy for the long-term growth of our organisation. Hence, we have identified the material factors that are important to the sustainability of our organisation, namely environmental, social and governance. We seek to address sustainability issues by aligning our business practices to these material ESG factors. At the same time, we remain vigilant in mitigating the risks that may come with changes in our external environment. The COVID-19 pandemic had changed the business landscape significantly and we must be vigilant in adapting to the evolving trend.

The Group has identified the following material ESG factors for the current and mid-term operations. In the coming years, the Group will continue to adjust and introduce new processes to enhance these material ESG factors. Human resource excellence, stakeholder loyalty, quality of our products and services are the key success factors that the Group believes are paramount for our sustainability in the changing world.

Environmental	Social	Governance
<ul style="list-style-type: none">• Environmental Impact• Energy Conservation• Waste Management	<ul style="list-style-type: none">• Employee Welfare• Employee Development• Gender and Race Equality• Vendor Qualification• Customer Satisfaction• Stakeholders and Community	<ul style="list-style-type: none">• Board Diversity• Business Ethics• Anti-Corruption• Whistle-blowing Policy

POLICIES, PRACTICES AND PERFORMANCE

ENVIRONMENTAL

1.1 Environmental Impact and Energy Conservation

The Group business had expanded and grown stronger in FY2022. The Group's revenue gained \$4.5 million from \$22.9 million in FY2021 to \$27.4 million in FY2022. The team members and resources required for work increased after the gradual recovery from COVID lockdown.

Comparison of the Group's consumption trends between FY2021 and FY2022

Category	FY2022 (S\$)	FY2021 (S\$)	% Variance
Electricity consumption	66,017	76,598	-13.8%
Paper consumption	7,063	7,050	0.2%
Water consumption	37,862	41,605	-9.0%

The significant deviation of the forecasted electricity and water consumption targets versus the actual FY2022 figures were due to two main factors:

- [i] Postponement of the new facility project; and
- [ii] Reduction of electrical charge rates from a new electricity provider.

The Group achieved a significant reduction in the FY2022 electrical consumption due to an improvement in new contractual terms and more internal power saving programs. The overall electricity consumption was reduced by 13.8% due to the favourable electricity rate and more conservation actions as elaborated below.

The reduction in water consumption for FY2022 was mainly due to delay in the new factory, further tightening of water consumption and the introduction of NEWater for some applications. We shall continue to evaluate our internal processes to take advantage of the use of NEWater since the difference in pricing as compared to water supplied by PUB is lower by approximately 15%.

The FY2023 targets are set out as below:

Group's Electricity, Paper & Water Consumption Targets for FY2023

Category	FY2023 (S\$)
Electricity consumption	60,000
Paper consumption	7,250
Water consumption	37,000

The above FY2023 targets do not include the consumption arising from the new facility.

The Group had planned to start mass production of our water-based sanitiser products in FY2022. However, the plan was delayed due to the global market situation. Hence, the Group had decided to postpone the decision for a new facility until the Group has completed an overall global business analysis and evaluation of whether to relocate the manufacturing facilities to countries with the higher demands.

Depending on the global economic outlook in FY2023, the Group may set up a semi-automated facility in our existing building or overseas to produce a range of water-based products. The plan is to gradually increase our production capacity to 2,000 bottles per hour by the last quarter of FY2023. If the facility is built, there will be significantly higher requirements of electricity and water consumptions. The estimated increase in electricity will be 95% and water consumption is expected to be increased by 375% over FY2023 should the facility be set up.

Electricity Management and Efficiency

The Group had the opportunity during FY2023 to renew its electrical supply contract with another electricity provider. In October 2022, we negotiated a new contract with Tuas Power Supply Pte Ltd for the reduction of electricity charge rate per kWh. The newly negotiated unit price was 17.4% lower than the previous unit price. The Group has also implemented other initiatives to reduce its electricity consumption during FY2022 as follows:

- Installed timers for perimeter lighting at more locations.
- Replaced office areas with low energy consumption LED light tubes.
- Ensure unnecessary light and air-conditioning were turned off at 7pm and complete shut down at 10pm.

- Deployment of more motion sensors to turn lights on when required and turn lights off soon after the last occupant has left the area.

The Group had also initiated an electrical power distribution review and if possible, intends to redesign its power systems within the Group. We also intend to improve the power factor efficiency using the latest electric saver technology in FY2023.

1.2 Waste Management

Paper Management and Efficiency

In FY2022, there was a slight increase in paper consumption due to an increase in business proposals and engineering documentation. The price of photostat papers had increased substantially too. Notwithstanding the foregoing, we have been encouraging our staff to reduce paper consumptions in their work.

The implementation of ADAS into more applications and electronic filing also offer opportunities to reduce future paper consumption in the Group.

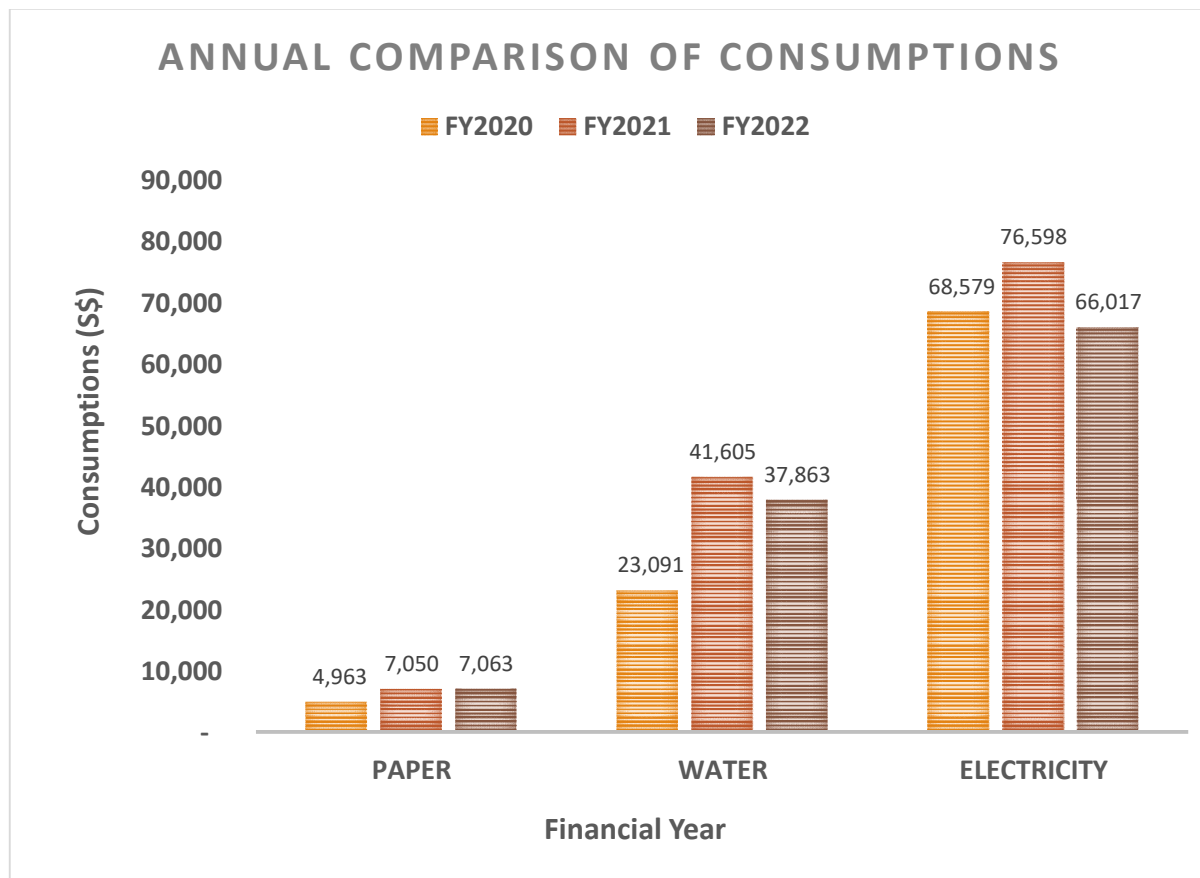
Water Management and Efficiency

Our core business is in water resources and management. The Group understands the importance of water conservation and has continuously explored new conservation processes and monitored relevant developments in the industry. The introduction of NEWater into our operations was a key factor in achieving a 9% reduction in the cost of water consumption in FY2022.

The following were some of the additional implementations installed by the Group to minimise water wastage:

- Frequent inspection of flow regulators to ensure proper functioning.
- Regular check and adjustments of self-closing delayed action faucets/motion-activated faucets; and
- Replacements of PUB water with NEWater for appropriate applications.

The chart below shows the comparison of various key resource consumptions in the Group and changes from FY2020 to FY2022.



SOCIAL

2.1 Employee Welfare and Development

We place great emphasis on our employees' progress and development within the Group and strive to enhance their capabilities and work prospects through various internal and external skill development programmes.

The Group had always adopted a learning culture to develop willing staff to their fullest potential. With an increase in new team members and due to COVID-19 restrictions during FY2022, we have enrolled them to online courses in safety and professional proficiency trainings and certifications. In FY2022, we have organised several new training courses as shown in Appendix A for our Group's employees.

All staff are required to sign employment contracts with the key employment terms and conditions clearly spelt out. This allows our staff to fully understand their rights and obligations as well as those of the Group, thus minimising potential employment disputes in the future. Key employment terms specified in the employment contract include job title and description, duration of employment, working hours, salary and allowances, contributions/deductions, leave entitlements, probation and notice periods, key insurance and medical benefits.

All regular full-time staff undergo an annual performance review where there is an open discussion on the staff's performance, areas for improvement, developmental needs and career plans.

Our employees are encouraged to participate in training and development programmes such as professional training, executive and leadership development as well as technical seminars for career growth and personal development.

In FY2023, the Group will continue to develop more staff with the latest advancements in technologies and with relevant certifications for skilled works.

Positive Work Environment

The Group recognises that a positive work environment is essential to attract, motivate and retain talented staff. A total upgrading programme has been designed to promote personal development, health and work-life harmony. Our staff enjoy a flexible medical and benefits plan, flexible work arrangements and staff engagement initiatives. The Group advocates a pay-for-performance philosophy to drive ownership of collective goals leading to a high-performance culture which creates long-term shareholder value. Its robust performance management system ensures that all staff receive regular performance and career development reviews.

Central Provident Fund (“CPF”) Scheme and Contributions

In Singapore, the CPF is a comprehensive social security savings plan introduced by the Singapore government to enforce savings by salaried workers for a more secured retirement. Under the CPF scheme, the Group and its staff make monthly contributions to the staff's CPF account in accordance with the prevailing regulations. Apart from complying with Singapore's statutory requirements on making monthly contributions to staff's CPF accounts, the Group also adheres to the respective social security contribution or pension plan obligations of the countries it operates in.

The safety and health of our Group's employees and workers may affect their performance and productivity. It is therefore important to manage occupational health and safety risks whilst promoting healthy lifestyles and holistic wellness at the workplace. We are committed to ensuring a safe workplace environment for all our employees and workers.

As most of the Group activities are outdoors (construction sites), efforts have been made to control incidents/accidents rate to within two cases per year.

In FY2022, there was one minor incident. A worker had a minor cut on his left-hand palm while carrying out drilling work. He was sent to the clinic for first aid treatment and given two days of medical leave. An additional day was later granted to ensure full recovery. The target for FY2023 is zero-harm and MOM-reportable accident in the year.

To prevent the recurrence of such incidents, the following recommendations were implemented in a timely manner after the incidents:

- a. The worker was coached to adhere to the Standard Operating Procedure and not to deviate with other methods. He was reminded not to take any unnecessary risk.
- b. Briefing of the activity's risk assessment and relevant safety procedures by the departmental managers.
- c. The Group follows proper incident management procedures that establish guidelines for carrying out thorough investigation after the occurrence of any accident, incident or emergency.
- e. Ensure every worker in the Group attends a relevant work safety course before commencement of the work and annually for updated information or regulations.

The Group also organised an updated quality, environmental, health and safety campaign. Through these safety awareness events, the management hopes to raise the risk awareness levels within the workforce and to improve our benchmark in quality standards.

The Group's care is not only restricted to our employees but also to their family members, their health and well-being. All our employees and their family members have access to annual complimentary basic health screenings. They are also offered comprehensive health screening packages at preferential corporate rates. We assist our employees in achieving work-life balance by observing a five-day work week, having regard to the requirements of the Group and the exigencies of the business.

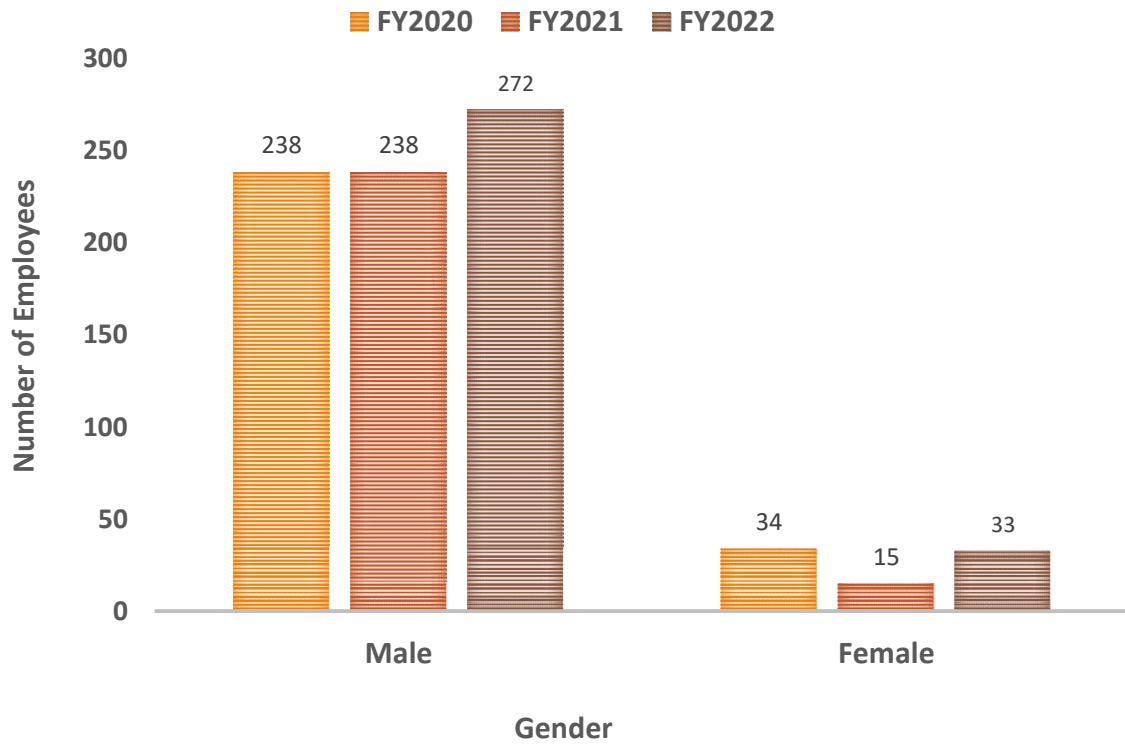
2.2 Diversity – Gender and Race Equality

We maintained a reasonable balance in important societal aspects namely gender, educational level, age group, and race. This model enables us to create a more flexible working environment for the Group and its workforce.

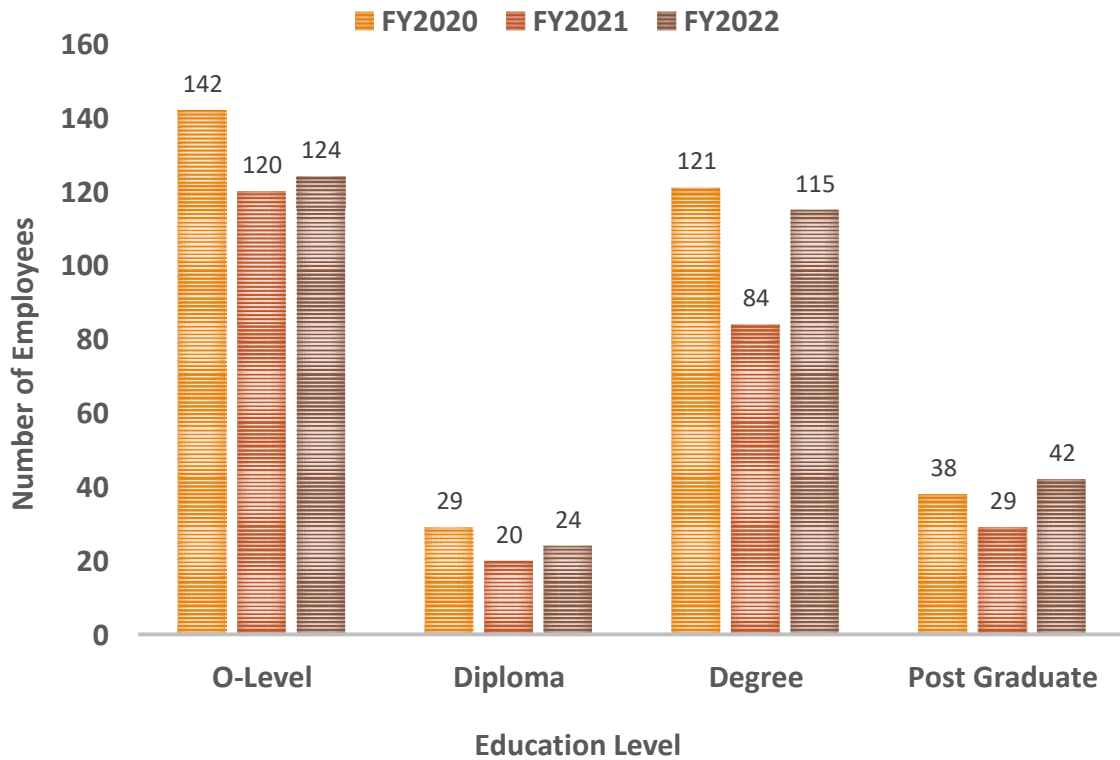
The following graphs show our current progress in meeting our diversity goals.

- i) Gender
- ii) Educational level
- iii) Age group
- iv) Race

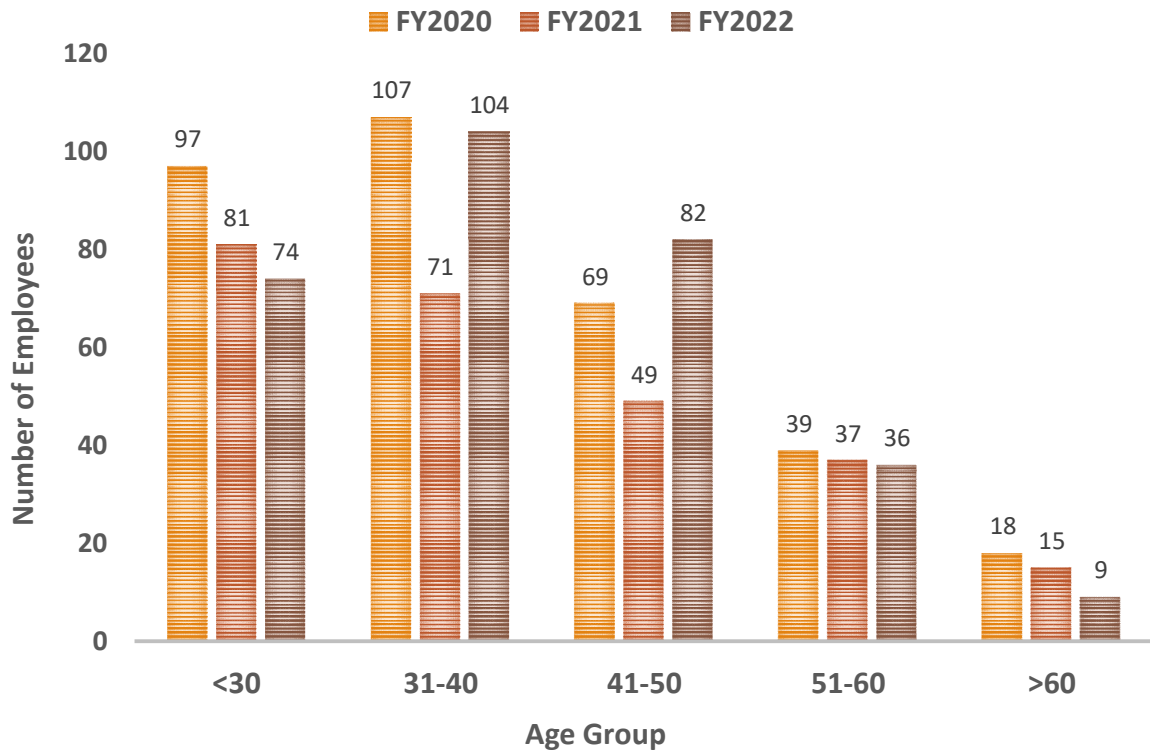
EMPLOYEE GENDER



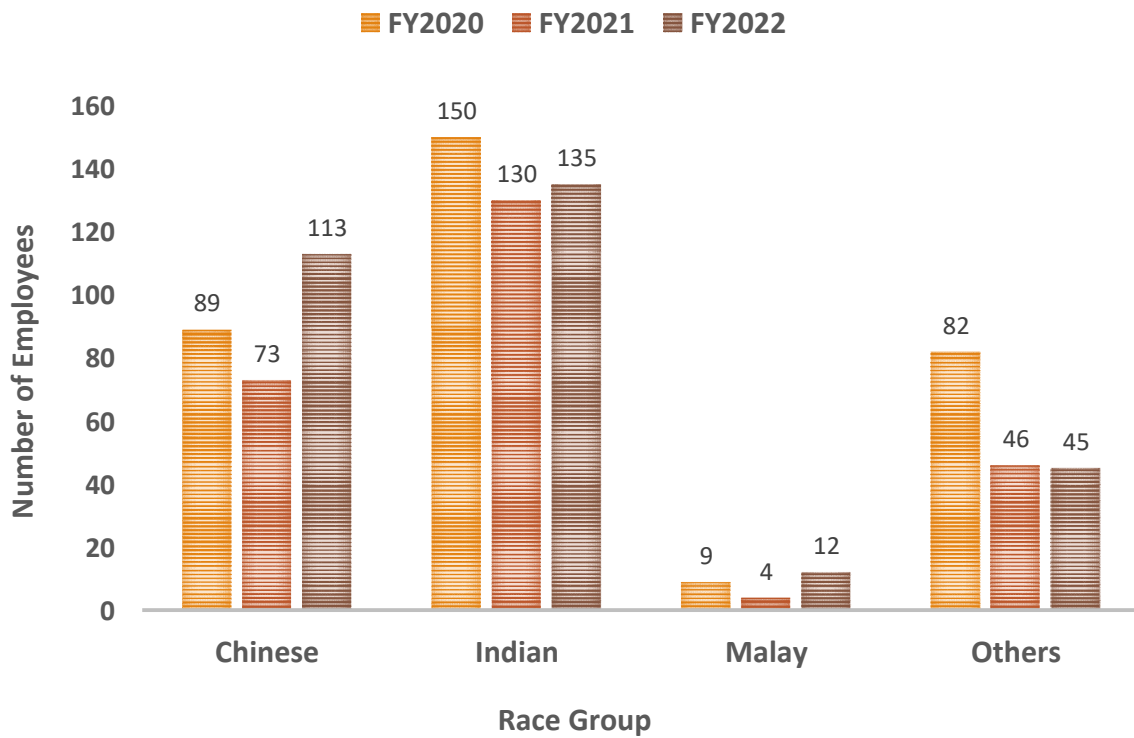
EMPLOYEE EDUCATION



EMPLOYEE AGE GROUP



EMPLOYEE RACIAL DIVERSITY



Inclusion and diversity

We believe that every employee should be given the opportunity to fulfil his/her ambition to strive for excellence in a conducive workplace. This human management concept allows our employees to be motivated and innovative within the Group. We employ, develop and promote people based on their merits and discourage any form of discrimination. Our human resource systems are designed to practise fair treatment to all.

Work Benefits

The COVID-19 pandemic intrusion in FY2022 continued to cause significant disruptions in many businesses. The Group had responded to this challenge with flexi-hours, Work from Home procedures and the employment of enhanced Safety Management System. Our IT department had also assisted staff in remote data communication and Zoom conferencing.

2.3 Vendor Qualification

We strive to embed sustainability principles at all points within our supply chain, to grow long-term environmental, social and economic value for all stakeholders.

To achieve our mission, we have implemented purchasing processes, quality control procedures and guidelines to operate an effective and efficient purchasing system and ensure the quality of our suppliers based on the latest ISO 9001:2015 standards in our Singapore subsidiaries. The Group's vendors are evaluated and qualified based on their competitive pricing, workmanship/quality, service/support, on time delivery and Quality Environmental Health and Safety ("QEHS") compliance, to assess their reliability and past performance records on an annual basis. Only approved external providers are allowed to provide goods and services for our projects.

2.4 Customer Satisfaction

The Group remains strongly committed to our customers. We have been providing competent professionals and expertise to execute our operations safely and we believe that a systematic Operational Health & Safety ("OHS") system will help uphold the company's reputation with our employee and customers.

Qualified safety professionals and an operations team are deployed for every project to analyse and mitigate the associated hazards and risks by carefully studying the project site-specific operations, surrounding environment and OHS expectations of our customers.

Collectively, the QEHS policy sets out our targets towards maintaining the highest quality standards and guides our practices towards satisfying our customers' needs. Employees and customers are encouraged to discuss concerns and grievances relating to our quality and safety of their work.

The Group management welcomes feedback as invaluable to further improving our services and operations. We had collected more feedbacks from key project clientele and used them to plan for better execution of future projects and to adjust or improve our operations.

The Group's management is aware that our customers are the most important assets and shall continue to execute our customer requirements diligently to ensure that our customers get their deliverables on schedule and with assured satisfaction.

2.5 Stakeholders and Community

We seek to build good relationships with our stakeholders based on mutual respect and transparency over our business activities with open communication. Our practitioners use a range of tools that are tailored to the needs of our stakeholders. We plan, implement, evaluate and document stakeholder engagement activities which include a range of culturally and socially inclusive engagement activities and update our plans annually. Tools include stakeholder mapping, complaints and grievance reporting procedures, perception surveys, social impact and opportunity assessments and human rights impact assessments.

Through these, we gain valuable insights into what we do well and where we need to improve our performance. We also seek opportunities to actively participate in forums and discussions on themes that span our global communities such as environment, sustainable development, transparency and human rights.

During the FY2022, we participated in community service by providing our branded VaVie CWS to the local community. We distributed our quality product to 100 quarantine facilities (Appendix C) and received good feedbacks from the visited facilities.

GOVERNANCE

3.1 Board Diversity

The Board's policy with regard to diversity in identifying director nominees is primarily to have an appropriate mix of members with complementary skills, core competencies and experiences for the Group, regardless of gender. The Board is mindful that diversity is not specific to gender or certain personal attributes and will strive to ensure the diversity to enhance the long-term success of the Group. The objective of the policy is to avoid groupthink and foster constructive debate and ensure that composition is optimal to support the Group's needs in the short and long term. Although the Company has not adopted the board diversity policy, the Company has embraced all aspects of diversity in the current Board composition, including of right blend of skills and industry knowledge diversity. The Company will adopt and maintain a board diversity policy that addresses gender, skills and experience and any other relevant aspects of diversity moving forward.

With regards to the Board composition, the Nominating Committee evaluates the diversity and balance of skills, gender, knowledge, experience and size of the Board which would facilitate decision-making. In light of such evaluation and consultation with management, the Nominating Committee assesses if there is any

inadequate representation in any of those attributes and if so, determines the role and the desirable competencies for a particular appointment.

Notwithstanding the above, the Nominating Committee recognises the merits of gender diversity in relation to the composition of the Board and in identifying candidates for new appointment to the Board, would consider suitable female candidates. Having said that, while gender is one aspect of diversity, new directors will continue to be selected based on an objective criteria set as part of the process for appointment of new directors and Board succession planning. For more information on the process of appointment of new directors, please refer to the Group's FY2022 Annual Report.

The Group conducts business with uncompromising honesty and integrity, adhering to laws, regulations, and our written code of conduct. Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programmes.

3.2 Business Ethics and Anti-Corruption

The Group is committed to maintaining high standards of corporate governance and executing its corporate governance processes and systems to ensure greater transparency and accountability.

We are committed to contributing to the fight against corruption and working with businesses, the government and civil society to support this effort. We have a specific anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached.

The Group resolves to continue its strict corporate governance on illegal matters or malpractices. We prohibit authorising, offering, giving or promising anything of value directly or indirectly to a government official to influence official actions, or to anyone in encourage them to perform their work disloyally or improperly. A breach of these requirements can result in disciplinary action, including dismissal.

There was no corruption case involving the Group in FY2022 and as at the date of this report, the Group is not the subject of any charges or investigations or has been interviewed or asked to assist in any investigations.

The Group will continue striving to maintain zero corruption cases in FY2023.

3.3 Whistle-blowing Policy

The Group has a zero-tolerance policy towards fraud and corruption and has established whistle-blowing procedures for employees and other persons to raise, in confidence, concerns of possible improprieties and provides assurance to all our stakeholders including investors and customers.

Integrity and ethical behaviour remain as the fundamental elements in the context of our code of conduct and this has been cascaded from top to bottom and across all levels within the Group. In addition, we have a whistle-blowing policy in place to enable our employees and external parties such as suppliers and customers to report any non-compliance or dishonest practices or notify serious matters that they may be aware of.

The key details on the Group's whistle-blowing policy are as follows:

- The Audit Committee (“AC”) has authority to investigate any matter including whistle-blowing within its terms of reference.
- All whistle-blowing complaints will be reviewed by the AC to ensure independent and thorough investigation and adequate follow-up.
- The Group has maintained a whistle-blowing register to record all the whistle-blowing incidents.

- Reports made anonymously will not be considered unless as directed by the AC. The AC will consider factors such as the severity of the matters raised to determine if the AC may accept anonymous disclosures. If accepted by the AC, anonymity and confidentiality will be honoured throughout the process.
- There was no reported case of incidents in the register during the AC quarterly review meetings.

In addition, the Group's staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle-blowing report to the members of the AC via email: whistleblow@tritech.com.sg.

To date, there have been no whistle-blowing reports received. The Group will continue striving for the highest level of governance and continue the zero incidence of whistle-blowing for FY2023.

Appendix A: List of the Group's Training Courses (FY2022)

S/N	Course (Staff)	Month
	In 2021	
1	Workplace Safety & Healthy Management Construction industry BCSS	April
2	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	April
3	Registered Earthwork Supervisor	May
4	Confined Space Rescue Training	June
5	Perform Work in Confined Space Operation	July
6	Internal Audit Course and Inspection Body Course	July
7	Occupational First Aid Course Refresher	August
8	Workplace Safety & Healthy Management Construction industry BCSS	August
9	Soil Drilling & Instrumentation Course	September
10	Workplace Safety & Healthy Management Construction industry BCSS	September
11	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	September
12	IES- Managing Fire Safety at Construction Site 2nd Run	October
13	IES-Supervision of Underground Projects with Deep Excavation & Bored Tunnelling 2nd Run	October
14	360 Virtual Site Inspection	October
15	Geological Webinar	October
16	Workplace Safety & Healthy Management Construction industry BCSS	December
17	Perform Work in Confined Space Operation	December
18	Perform Rigger and Signalman Tasks	December

S/N	Course (Staff)	Month
	In 2022	
19	Geological Workshop	January
20	Workplace Safety & Healthy Management Construction industry BCSS	January
21	Registered Earthwork Supervisor	February
22	Perform Work in Confined Space Operation	March
23	ART Test Supervisor Course	March
24	Foreign Worker Settling-In Programme	March
25	Apply Workplace Safety and Healthy in Construction Sites	March

S/N	Course (Non-Staff)	Month
	In 2021	
1	Apply Workplace Safety and Healthy in Process Plant-AWSHPP-BEN	April
2	Apply Workplace Safety and Healthy in Process Plant-AWSHPP-TAM	April
3	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	April
4	Supervise Workplace Safety and Health in Process Plant	April
5	Soil Drilling and Instrumentation Course	May
6	Apply Workplace Safety and Health in Construction Sites -ACS-TAM	May
7	Apply Workplace Safety and Health in Construction Sites -ACS-Ben	May
8	Perform Work in Confined Space Operation	June
9	Perform Work in Confined Space Operation	July
10	Occupational First Aid Course for Safety	August
11	Apply Workplace Safety and Healthy in Process Plant-AWSHPP-TAM	August

S/N	Course (Non-Staff)	Month
12	Apply Workplace Safety and Healthy in Process Plant-AWSHPP-TAM	September
13	Apply Workplace Safety and Healthy in Process Plant-AWSHPP-TAM	October
14	Apply Workplace Safety and Health in Construction Sites -ACS-Ben	November
15	Apply Workplace Safety and Health in Construction Sites -ACS-TAM	November
16	Perform Work in Confined Space Operation	November
17	Soil Drilling & Instrumentation Course	November
18	Perform Rigger and Signalman Tasks (Tamil)	December
	In 2022	
19	Apply Workplace Safety and Healthy in Construction sites-ACS-ENG	January
20	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	January
21	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	February
22	Apply Workplace Safety and Healthy in Construction sites-ACS-TAM	March
23	Perform Work in Confined Space Operation	March

Appendix B

GLOBAL REPORTING INITIATIVE CONTENT INDEX

(Sources: Sustainability Report (SR) and Annual Report (AR) FY2022)

Category	Disclosure	Description	Page Reference and Remarks
GRI 102 Organizational Profile	102-1	Name of Organization	SR Cover Page
	102-2	Activities, brands, products and services	AR Page 2
	102-3	Location of headquarter	AR Page 20
	102-4	Location of operations	AR Page 20
	102-5	Ownership and legal form	AR Page 73
	102-6	Markets served	AR Page 125 -127
	102-7	Scale of organization	AR Page 1
	102-8	Information on employees and other workers	SR Page 12-18
	102-10	Significant changes to the organization and its supply chain	No significant change
	102-11	Precautionary Principle or approach	AR Page 21 - 55
GRI 102 Strategy	102-14	Statement from senior decision-maker	AR Page 4 - 7

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(Sources: Sustainability Report (SR) and Annual Report (AR) FY2022)

Category	Disclosure	Description	Page Reference and Remarks
GRI 102 Ethics and integrity	102-16	Values, principles, standards and norms of behaviour	AR Page 22
GRI 102 Governance	102-18	Governance structure	AR Page 21
	102-20	Executive-level responsibility for economic, environmental and social topics	AR Page 24
	102-22	Composition of the highest governance body and its committee	AR Page 21
	102-23	Chair of the highest governance body	AR Page 21
	102-25	Conflict of interest	AR Page 22
	102-26	Role of the highest governance body in setting purpose, values and strategy	AR Page 29
	102-29	Identifying and managing economic, environmental and social impacts	SR Page 7
	102-32	Highest governance body's role in sustainability reporting	SR Page 5
	102-33	Communicating critical concerns	SR Page 7
	102-34	Nature and total number of critical concerns	SR Page 7
	102-35	Remuneration policies	AR Page 35

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GLOBAL REPORTING INITIATIVE CONTENT INDEX

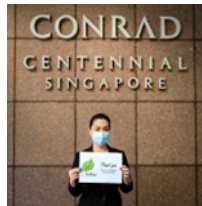
(Sources: Sustainability Report (SR) and Annual Report (AR) FY2022)

Category	Disclosure	Description	Page Reference and Remarks
GRI 102 Stakeholder engagement	102-40	List of stakeholder groups	SR Page 6
	102-42	Identifying and selecting stakeholders	SR Page 6
	102-43	Approach to stakeholder engagement	SR Page 6
	102-44	Key topics and concerns raised	SR Page 6
GRI 102 Reporting practice	102-45	Entities included in the consolidated financial statements	AR Page 3
	102-47	List of material topics	SR Page 7

Appendix C

COMMUNITY SERVICE

三泰 VaVie Donations to frontline warriors with the Singapore Tourism Board



Donation of Vavie CWS to protect frontline warriors, in about **100** quarantine facilities as an appreciation for their effort in the fight against Covid 19