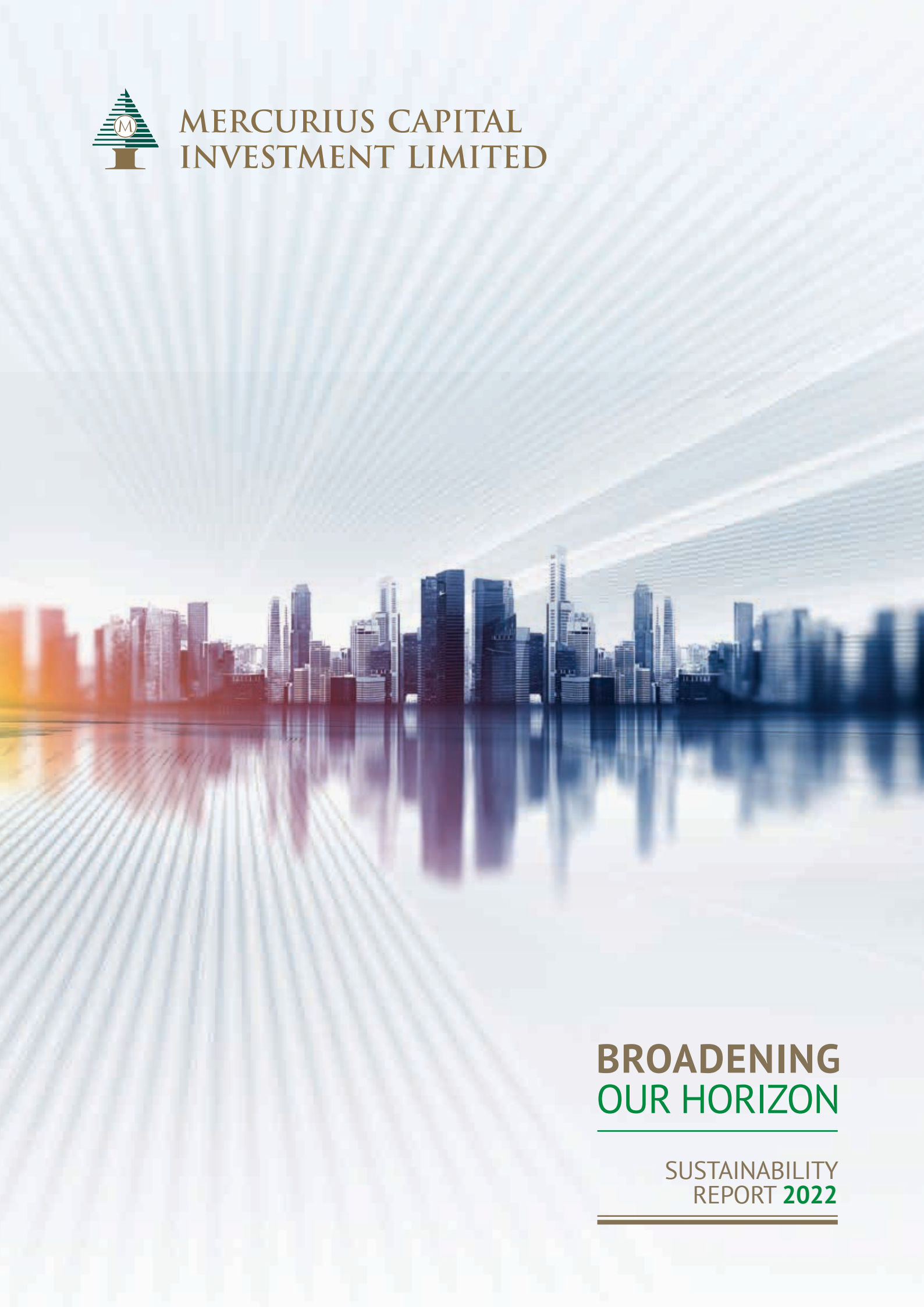




MERCURIUS CAPITAL
INVESTMENT LIMITED



BROADENING OUR HORIZON

SUSTAINABILITY
REPORT 2022

SUSTAINABILITY REPORT 2022

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MERCURIUS CAPITAL
INVESTMENT LIMITED

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This sustainability report has been prepared by the Company and reviewed by the Company's sponsor, Novus Corporate Finance Pte. Ltd. (the "Sponsor") in compliance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalyst.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made, or reports contained in this sustainability report.

The contact person for the Sponsor is Mr. Pong Chen Yih, Chief Operating Officer, 7 Temasek Boulevard, #18-03B Suntec Tower 1, Singapore 038987, telephone (65) 6950 2188.

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EXECUTIVE CHAIRMAN STATEMENT

Dear Stakeholders,

It is with great pleasure and a sense of responsibility that we present to you the Sustainability Report of Mercurius Capital Investment Limited (“**Mercurius Capital**” or the “**Company**”, and together with its subsidiaries, the “**Group**”) for the financial year ended 31 December (“**FY**”) 2022, outlining the environmental, social, and governance (ESG) practices of the Group. As the Executive Chairman of the Company, we firmly believe that sustainability is not just a buzzword, but a fundamental aspect of our business strategy and our commitment to creating a better future.

The Group’s businesses in FY2022 included (i) a joint venture (“**JV**”) with Apex Development Public Company Limited (“**Apex**”) and Grand Bay Hotel Co., Ltd (“**Grand Bay**”) to jointly develop a hotel property under the name of Sheraton Phuket Grand Bay Resort (the “**Sheraton Resort**”) in Phuket, Thailand and (ii) a wholly-owned subsidiary corporation, Songmart Holdings Sdn. Bhd. (“**Songmart Holdings**”), principally engaged in the business of trading of foodstuff, groceries, sundry goods and daily necessities under the brand “Tan Lee Heng” as well as the operation of mini-marts and convenience stores under the brand “Songmart”, and a premium supermarket under the brand “Granville” in Johor, Malaysia.

Since the end of FY2022, the Group has faced challenging situations and changes in relation to the Group’s operations. In particular, Songmart Holdings’ operations have not been in a state that the Group had expected it to be, and the Songmart Holdings group of companies is currently the subject of winding up petitions. In addition, the Company has announced its intention to sell Songmart Holdings’ assets to repay amounts owed to a bank, and has ceased its business operations as of 30 June 2023. Material updates relating to these matters can be found on SGXNet, via the Company’s announcements.

Nonetheless, the Company is issuing this sustainability report in respect of its FY2022 efforts. The Group seeks shareholders’ patience as it tides through this difficult period, and looks forward to more positive updates for the current FY2023.

As part of the Group’s sustainability efforts, we plan to establish a framework to conduct thorough assessments on its joint venture partner for economic, environmental and social compliance once the property development commences. We will continue to work with our joint venture partner to ensure that sustainable measures and practices are implemented, especially when the development of the Sheraton Resort commences.

We understand the critical importance of minimising our impact on the environment, contributing to the well-being of our community, and maintaining the highest standards of corporate governance. Our dedication to sustainability is rooted in our belief that business success and responsible practices can and must coexist.

Environmental stewardship is a key pillar of our sustainability agenda. Our Company is considering investments in energy-efficient technologies, such as lighting and HVAC systems, and closely monitor and optimize our energy consumption. We are committed to implement actions that will reduce our environmental impact.

Corporate governance is a cornerstone of our business philosophy. We maintain a diverse and independent board of directors, ensuring transparency, accountability, and strategic guidance. Our governance practices are designed to foster trust, integrity, and ethical conduct at all levels of our organization. We constantly evaluate and manage risks, adhering to rigorous standards that safeguard the interests of our stakeholders.

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We understand the importance of engaging with our stakeholders, listening to their feedback, and incorporating their perspectives into our decision-making processes. We are committed to open and transparent communication, ensuring that our stakeholders are informed about our sustainability performance and progress. We welcome your input, suggestions, and concerns, as they play a vital role in shaping our sustainability journey.

As we look ahead, we remain steadfast in our commitment to sustainability. We will continue to invest in innovative solutions, technologies, and partnerships that drive positive change. Our sustainability objectives will remain integral to our business strategy, guiding our actions and decisions as we navigate the challenges and opportunities of the future.

On behalf of the Board of Directors (the “**Board**”) and management, we express our gratitude to our dedicated employees, business partners, customers and shareholders for their continued trust and collaboration. We look forward to growing the Group’s business strategically to provide greater value to our shareholders.

MR CHANG WEI LU
Executive Chairman



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ORGANISATION PROFILE

Mercurius Capital is an investment holding company listed on the Catalist board of the Singapore Exchange Securities Trading Limited, and in FY2022, was principally engaged in (1) property development, (2) property investment and (3) groceries business.

(1) Property Development

The Group's property development business involves a joint venture (“**JV**”) with Apex Development Public Company Limited (“**Apex**”) and Grand Bay Hotel Co., Ltd (“**Grand Bay**”) to jointly develop a hotel property under the name of Sheraton Phuket Grand Bay Resort (the “**Sheraton Resort**”) in Phuket, Thailand.

The Covid-19 pandemic had affected our JV with Apex and Grand Bay to jointly develop the Sheraton Resort in Phuket, Thailand and the efforts to conclude the procurement of construction loans and other viable financing options in FY2021. With the ease of Covid-19 restrictions in Thailand, the Group and Apex are continually assessing their options, including among others, seeking funding with favourable terms to resume the development of the Sheraton Resort. Additionally, new drawings with an updated design of the Sheraton Resort was completed on 1 March 2023, for consideration of an efficacious approach to take to the development of the Sheraton Resort. The updated design, which is subject to the approval of the board of directors of Grand Bay, includes thirty (30) villas that are being planned for sale. The board meeting of Grand Bay, held on 21 March 2023, had discussed, among others, favourable funding options with the financial institutions and/or other investors to assess its best options for the development on Sheraton Resort. As at the date of this sustainability report, the Company has proposed the development plans to the Marriott group and is currently in the midst of detailed discussions and negotiations with the aim of reaching an agreement that aligns the interests and objectives of both parties. The collaborative effort seeks to ensure a comprehensive and successful development project, with careful consideration of all aspects involved. The Company remains committed to fostering a constructive and mutually beneficial partnership with the Marriott group throughout the entire process. We shall update the shareholders on the status of the Sheraton Resort and meaningful details of fixed milestones and timeline to completion when there is greater clarity.

(2) Property Investment

The Group's property investment business involves (i) activities such as real estate-related investments and property development activities (including acquisition, development and/or sale of real estate) and holding of investments in real estate and residential, hospitality (including hotels and/or serviced residences), commercial (retail and office), industrial and any other suitable types of properties (including mixed development properties) (“**Property Related Assets**”); (ii) acquisition and holding of investments in Property Related Assets, as well as trading in and holding the same for long term investment purposes.



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(3) Groceries Business

The Group's groceries business involves (i) the manufacture, wholesale, distribution, warehousing and logistics, retention of and trading of groceries products; and (ii) in connection with the aforementioned, the operation of supermarkets and convenience stores as well as manufacturing, warehousing and logistics facilities in Johor, Malaysia.

In FY2022, the total issued share capital of the Company increased from 1,326,306,667 shares to 1,392,973,333 shares resulting from the issuance and allotment of a total 66,666,666 new ordinary shares in the Company on 16 November 2022 pertaining to the first tranche of consideration shares in the total issued share capital of the Company as consideration for the proposed acquisition of Songmart Holdings, which were issued to the vendors of Songmart Holdings.

On 28 October 2022, the Company completed the acquisition of all the ordinary shares of Songmart Holdings, representing 100% of the entire issued and paid-up capital of Songmart Holdings. Songmart Holdings is principally engaged in the business of trading of foodstuff, groceries, sundry goods and daily necessities under the brand "Tan Lee Heng" as well as the operation of mini-marts and convenience stores under the brand "Songmart", and a premium supermarket under the brand "Granville" in Johor, Malaysia.

As set out in the Executive Chairman's Statement of this report, Songmart Holdings has, as of 30 June 2023, ceased operations. Please also refer to the Company's announcement dated 27 July 2023 for further details.

ABOUT THIS REPORT

Mercurius Capital presents its annual Sustainability Report (the "**Report**") which covers the Group's performance from 1 January 2022 to 31 December 2022.

This Report provides information about Mercurius Capital's key sustainability topics, its management approach as well as its performance across the Group's operations. The Group has chosen the Global Reporting Initiative Standards ("**GRI Standards**") as it is the most established international sustainability reporting standard. This Report is prepared in accordance with the "Core" option of the GRI Standards and incorporates the primary components of the report content as set out by the "comply or explain" requirements on sustainability reporting under Rule 711B of the SGX-ST Listing Manual Section B: Rules of Catalist ("**Catalist Rules**"). As a responsible constituent of the SGX Catalist, our Company is dedicated to complying with all applicable laws and regulations. The SGX has introduced a mandate that requires issuers to include climate reporting in their sustainability reports, following a 'comply or explain' approach, starting from the financial year commencing on 1 January 2022. We have adopted an 'explain' basis for FY2022 as we will not be making climate-related disclosures because we are still in the process of establishing our climate reporting framework. Following the completion of the acquisition of Songmart Holdings, the Group's businesses fall under the (a) real estate and (b) food and beverage industries. As such, the mandatory climate reporting requirement would apply to the Group for the financial year commencing on 1 January 2023. During this period, our dedication lies in enhancing

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our comprehension of the framework and mobilizing adequate resources to guarantee a successful and efficient implementation of climate reporting consistent with the TCFD recommendations for the issuance of the sustainability report from FY2023 onwards.

Pursuant to Catalist Rule 720(6), all directors have completed the training on sustainability matters as prescribed by the Exchange. The sustainability reporting processes of the Group for FY2022 have been reviewed internally.

The material topics applicable to the Group are identified based on their impact on the Group's internal and external stakeholders, as outlined in the "Key Stakeholder's Engagement" section. Detailed section reference with GRI Standards can be found under the "GRI Standards Content Index" section of this Report. The Sustainability Task Force has assessed that external assurance is not required at this stage as the Group wishes to continue strengthening its sustainability reporting framework for the next few years as the Group commences its business in property development and property investment.

The Company welcomes feedback from stakeholders with regard to its sustainability efforts as this will enable the Company to improve its policies, systems and results. Please send your comments and suggestions to Mr. Chang Wei Lu, Executive Chairman at enquiry@mercuriuscapital.com.

BOARD STATEMENT

Mercurius Capital is committed to integrating sustainability into its strategic decision-making process, and the Group considers it an essential element in shaping the future of its organization.

The Group's Sustainability Task Force, consisting of the Executive Chairman, the Chief Executive Officer and the Financial Controller of the Group, reviews the Group's sustainability objectives, challenges, targets and progress to align with its strategic direction. The Group's Sustainability Task Force is led by the Executive Chairman, Mr. Chang Wei Lu, who together with the Board, consider sustainability issues as part of its strategic formulation and business, to determine the material environmental, social and governance factors and oversees the management and monitoring of these factors. It plays a pivotal role in ensuring that sustainability issues are integrated into our strategic formulation, enabling us to make informed decisions that address environmental, social, and governance concerns. The following table illuminates the different responsibilities, underscoring the significance of each individual in the Group's Sustainability Task Force in promoting positive environmental change.



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Designation	Responsibilities
Executive Chairman	Monitors the potential impacts of climate-related risks and opportunities on the Group’s pursuit of sustainable development
Group Chief Executive Officer	Supervises the Group’s plans and grants approval for its strategies, metrics, and targets aimed at mitigating climate-related risks
Financial Controller	Assesses the financial performance of climate-related risks and opportunities undertaken by the Group

The Group has adopted a precautionary approach to its strategic decision-making process, recognizing the importance of managing risks associated with sustainability. The Group has established an appropriate risk appetite and risk tolerance to identify and mitigate material risks to acceptable levels in order to ensure that its operations are resilient and aligned with its sustainability goals.

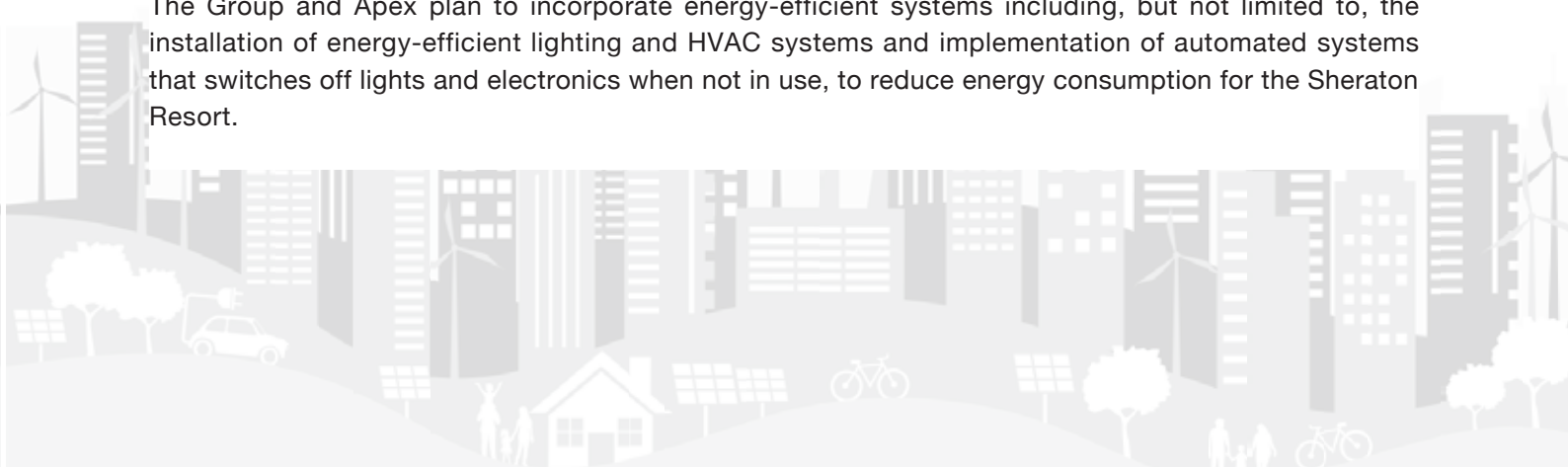
SUSTAINABILITY TARGETS

The Group will adopt a prudent approach in managing its business and continue to encourage diversity in its workforce. The Group continues to comply with applicable laws, regulations and professional codes of conduct and committed to continuously improving our sustainability performance to drive positive change.

The Group aims to maintain zero social and economic non-compliance in FY2023 and will act in strict compliance with applicable laws, regulations and professional codes of conduct. In FY2022, the Group did not receive any whistle-blowing or discrimination reports.

The Group outlines the sustainable practices of the principal businesses that the Group is presently in (i.e. property development, property investment).

The Group, together with its JV partner, Apex, plan to implement eco-friendly practices to reduce environmental impact such as reducing energy consumption in the Sheraton Resort, the Group’s investment in a JV. Energy consumption is a significant contributor to the carbon footprint of hotels. The Group and Apex plan to incorporate energy-efficient systems including, but not limited to, the installation of energy-efficient lighting and HVAC systems and implementation of automated systems that switches off lights and electronics when not in use, to reduce energy consumption for the Sheraton Resort.



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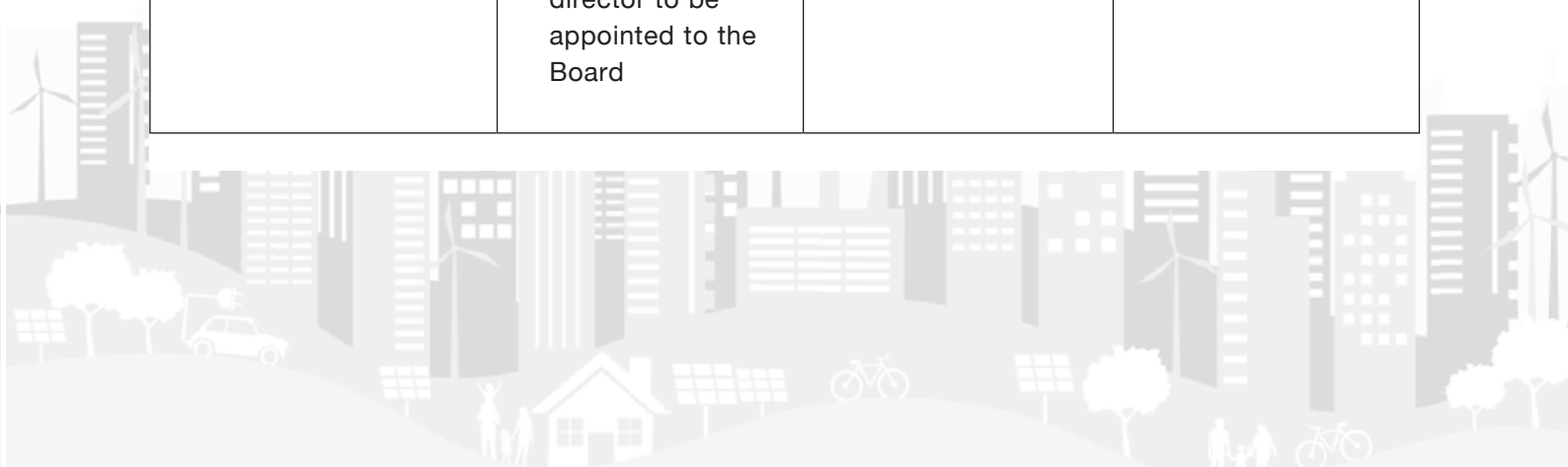
Another area is the reduction of water usage. Water is a precious resource, and implementing practices to reduce water usage, such as low-flow showerheads, low-flow toilets, and water-efficient washing machines, are being considered. The Group and Apex will be considering the installation of rainwater harvesting systems to collect rainwater for use in landscaping and other non-potable uses for the Sheraton Resort.

The Group also plans to promote sustainability by promoting eco-friendly practices to the hotel guests of the Sheraton Resort such as encouraging the reuse of towels and linens to reduce water usage.

Material Topics	Short-Term Targets (1-3 years)	Medium-Term Targets (by 2030)	Long-Term Targets (by 2050)
Environmental compliance	<ul style="list-style-type: none"> Develop and implement a sustainability management plan that outlines specific environmental compliance targets and actions. Regularly review and update the sustainability management plan to reflect changing circumstances and emerging appropriate practices. 	<ul style="list-style-type: none"> Zero incidence of non-compliance with environmental laws and regulations upon commencement of the hotel's construction and operations 	<ul style="list-style-type: none"> Integrate compliance requirements into the agreements with suppliers and contractors, ensuring that the suppliers and contractors of the Group adhere to the relevant environmental laws and regulations. Regularly assess supplier compliance by conducting regular reviews and assessments of the Group's suppliers and contractors to support them in meeting sustainability expectations.
Energy consumption and water use	<ul style="list-style-type: none"> Installation of at least 20% energy-efficient lighting and HVAC systems when the project commences 	<ul style="list-style-type: none"> Implement the adoption of at least 10% more energy-efficient features and fittings. 	<ul style="list-style-type: none"> Achieve 50% of features and fitting that are energy efficient and environmentally friendly.

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Material Topics	Short-Term Targets (1-3 years)	Medium-Term Targets (by 2030)	Long-Term Targets (by 2050)
Diversity and Equal Opportunities and Non-Discrimination	<ul style="list-style-type: none"> • Ensuring the Board members constitute a majority of independent directors • To maintain the current diversity of the Board, with a consideration to enhance the composition of the Board to possess a variety of skill sets, including in core competencies, domain knowledge and a mix of industry experience in term of management experience • At least one member of the Board has extensive experience in the industry in relation to the Company's principal activities • At least a female director to be appointed to the Board 	<ul style="list-style-type: none"> • To set targets to include Board members with expertise and experience in various industries relevant to the company's operations and growth plans. 	<ul style="list-style-type: none"> • Ensure Board members represent different geographical regions where the company operates, reflecting the global nature of business.



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As mentioned in the Executive Chairman's statement of the Report, the Group is in the midst of changes in relation to its operations. In particular, the Songmart Holdings group of companies is currently the subject of winding up petitions. Further to the Company's announcement on its intention to sell Songmart Holdings' assets to repay amounts owed to a bank (the "**Proposed Disposal**"), the groceries business operations has ceased as of 30 June 2023. As such, it would not be meaningful for the Group to set targets for its groceries business at this point of time. Notwithstanding this, should business operations resume prior to the completion of the Proposed Disposal, the Group aims to reduce the energy and water intensity usage of its groceries operations by considering the implementation of energy-efficient systems and continue to implement the plans of phasing out all single-use plastics and achieving plastic free packaging in the short run.

GOVERNANCE

The Board is committed to maintaining a high standard of corporate governance to ensure the sustainability of the Group's business and operations. In FY2022, the Company continues to adhere to the principles and guidelines set out in the Code of Corporate Governance 2018 (the "**Code**"), providing explanations where there are deviations to the Code. The Company aims to maintain this level of compliance every year. Please refer to the Company's annual report for FY2022 ("**Annual Report 2022**") for the details of the Group's corporate governance practices.

KEY STAKEHOLDERS ENGAGEMENT

Mercurius Capital engages with all its stakeholders through a variety of channels to gather their feedback and to update them on the Group's business developments. The Company identifies stakeholders as groups that have an impact or have the potential to be impacted by its business, as well as external organisations that have expertise in topics that the Company considers material. The feedback received from its stakeholders helps the Group to determine its material topics and the following focus areas have been identified:



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Stakeholders	Areas of Concern	Means of Engagement	Section Reference
Employees	<ul style="list-style-type: none"> Ethics and conduct Remuneration and benefits Training and development 	<ul style="list-style-type: none"> Identification of employees' training needs Trainings Performance appraisal Sustainability reporting 	<ul style="list-style-type: none"> Anti-Corruption Social Topics
Shareholders and investors	<ul style="list-style-type: none"> Economic performance Anti-corruption 	<ul style="list-style-type: none"> SGX-ST announcements Annual reports Investor relations management Whistle blowing channels Sustainability reporting 	<ul style="list-style-type: none"> Anti-Corruption Social Topics
Government and regulatory bodies	<ul style="list-style-type: none"> Regulatory and industrial requirements 	<ul style="list-style-type: none"> Sustainability reporting Ongoing dialogues 	<ul style="list-style-type: none"> Social Topics Environmental Topics

MATERIAL TOPICS AND BOUNDARIES

The Company has applied the GRI Standards for defining the Report content to identify material topics which are relevant to the business and to its stakeholders. The Company has conducted a materiality assessment based on the guidelines of GRI Standards. The following table summarises topics which were determined to be currently of most significance to the Group:

Material Topics	Boundaries (where the impact occurs)
ECONOMIC	
GRI 205: Anti-Corruption	The Group
ENVIRONMENTAL	
GRI 2-27: Compliance with laws and regulations	Property Development and Groceries Business
GRI 308: Supplier Environmental Assessment	
SOCIAL	
GRI 406: Non-Discrimination	The Group
GRI 414: Supplier Social Assessment	Property Development
GRI 2-27: Compliance with laws and regulations	The Group

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ECONOMIC TOPICS

Anti-corruption

GRI 205-1, 205-2, 205-3

The Group takes a strong stance against corruption in all operations and does not tolerate any malpractice, impropriety, statutory non-compliance or wrongdoing by staff in the course of their work. The Company has put in place a whistle-blowing policy. The whistle-blowing policy encourages employees and any other person to raise concerns, in confidence, about possible irregularities to the whistle-blowing committee, which comprises the AC. It seeks to provide an avenue for employees and external parties to raise concerns and offer reassurance that they will be protected from reprisals for whistle-blowing in good faith within the limits of the law. Employees of the Company are aware of the whistle-blowing policy and have access to the Lead Independent Non-Executive Director's contact details to provide any feedback. The identity of the whistleblower will be kept confidential. External parties can raise their concerns through the email address, chongtong@singnet.com.sg.

The AC oversees the administration of the policy and for independent investigations to be carried out, if required, and for the appropriate follow-up action to be taken. Reports, if any, are periodically discussed during the AC meeting(s), or as necessary, stating the number and the nature of complaints received, the results of the investigations, follow-up actions and unresolved complaints. There was no whistleblowing report received by the AC in FY2022.

ENVIRONMENTAL TOPICS

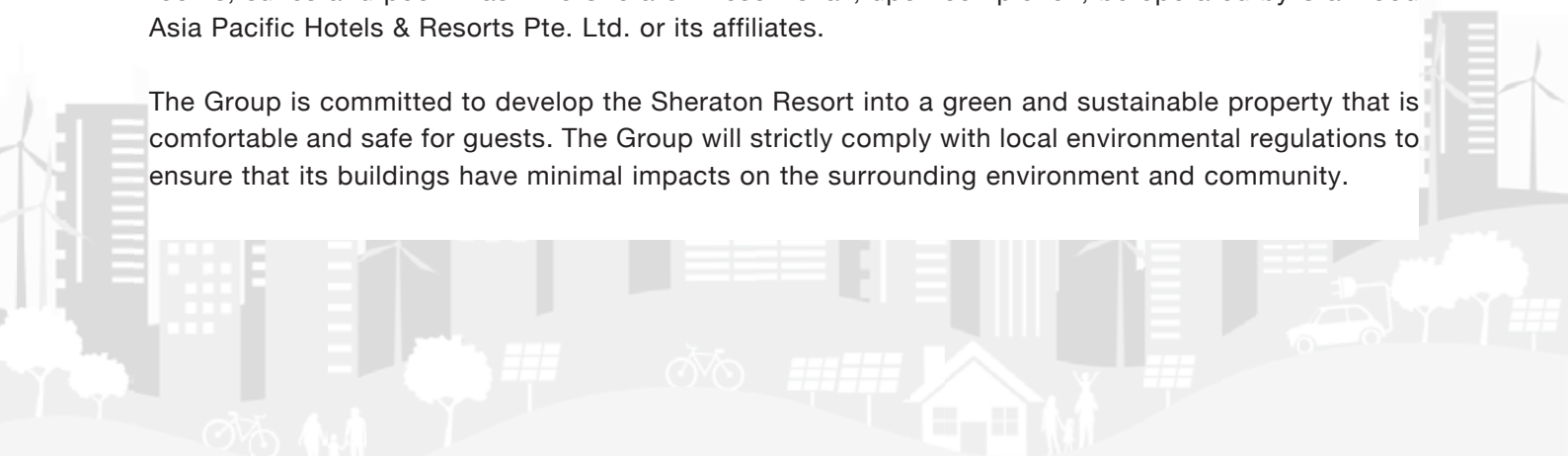
Compliance with laws and regulations

GRI 2-27

The Sheraton Resort is part of an integrated development of Sheraton Phuket Grand Bay Resort and Residences situated with an exclusive hillside setting at Po Bay, east coast of Phuket, overlooking the beautiful Po Bay Grand Marina, Phang Nga National Park and Phi Phi Islands.

The Sheraton Resort will feature a host of five-star facilities for guests including all-day dining, specialty restaurants, infinity pool, spa and fitness centre, banquet hall, and 183 rooms comprising of hotel rooms, suites and pool villas. The Sheraton Resort shall, upon completion, be operated by Starwood Asia Pacific Hotels & Resorts Pte. Ltd. or its affiliates.

The Group is committed to develop the Sheraton Resort into a green and sustainable property that is comfortable and safe for guests. The Group will strictly comply with local environmental regulations to ensure that its buildings have minimal impacts on the surrounding environment and community.



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Following the completion of the acquisition of the groceries business as at 28 October 2022, the Group had worked towards achieving its sustainability target for the groceries business by minimizing the usage of single-use plastics and implement carrier bag charges throughout the outlets. The Group further aimed to train its employees in sustainability best practices, to foster a culture of responsible operations and community engagement. By integrating sustainability procedures into every aspect of the groceries business from time to time, the Group strived to make a positive impact on the environment, support local communities, and provide its customers with a responsible shopping experience they can be proud of. Notwithstanding that the groceries business was acquired in the last quarter of the financial year ended 31 December 2022, the Group had managed to reduce the single-use plastics and implement carrier bag charges throughout the outlets. The Group has decided to put its sustainability training plans on hold for the employees of the groceries business in view that Songmart Holdings has ceased its business operations as of 30 June 2023.

Supplier Environmental Assessment

GRI 308-1

The Group is dedicated to cultivating a sustainable supply chain by thoroughly assessing its suppliers and contractors on the basis of their quality, expertise, and environmentally conscious practices. It is a priority for the Group to ascertain that its suppliers align with its environmental and social criteria and operate in strict adherence to local environmental and social laws and regulations. The first priority of the Group is to implement a comprehensive supplier code of conduct that outlines the sustainability expectations of the Group's suppliers and contractors in relation to the environmental laws and regulations. The Group will aim to utilise its supplier code of conduct across all businesses and incorporate compliance requirements into the contracts with suppliers and contractors, ensuring that they adhere to the applicable environmental laws and regulations as required by the Group as well as consistently evaluate supplier compliance through regular reviews and assessments, while providing support to help them meet the sustainability expectations.

SOCIAL TOPICS

Diversity and Equal Opportunities and Non-Discrimination

GRI 406-1

The Group embraces diversity and offers employees an environment of equity and inclusiveness, and does not discriminate its employees in any aspect, including gender, race, religion or age. All employees are remunerated fairly and treated with respect. The Board has in place a Board Diversity Policy. Key considerations in the Board Diversity Policy include the scope and nature of the Group's business and operations and the benefits of all aspects of diversity, including but not limited to a diverse mix of skills, expertise, industry and business experiences, background, gender, age, ethnicity, nationalities and other aspects of diversity as may be relevant. Further details of the Company's Board Diversity Policy can be found in the Annual Report 2022.

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There was no reported incident of discrimination in FY2022. The Group believes in fostering a diverse and inclusive workplace that celebrates individuality and harnesses the power of diverse perspectives. The Group will strive to promote inclusivity across all dimensions, including ethnicity, race, age, religion, disability, and sexual orientation. The Group will continue to focus on diversity and shall endeavour to meet the diversity target in FY2023 which include to ensure that the Board, possess a variety of skill sets, including in core competencies, domain knowledge and a mix of industry experience in term of management experience.

Supplier Social Assessment

GRI 414-1

The Group recognizes the crucial role that suppliers play in contributing to our social and ethical commitments. The Group will aim conduct assessments that encompass a range of factors apart from the environmental aspects, but also including labour practices, human rights, health and safety, and community engagement in the screening of new suppliers and contractors on top of its existing suppliers and contractors. Through regular reviews and assessments, the Group will actively monitor and evaluate the suppliers' and contractors' compliance with relevant social regulations and standards. By engaging in continuous improvement and open dialogue with the suppliers and contractors, the Group will strive to cultivate a sustainable and socially responsible supply chain.

Compliance with Laws and Regulations

GRI 2-27

As the Group embarks on its journey of business diversification, it will actively pursue partnerships and consistently evaluate the environmental and social impacts of its major collaborators using the GRI Standards as a framework. This evaluation encompasses the disclosure of their adherence to pertinent international and local laws, the implementation of mitigating measures to address any identified impacts, and the occurrence of fines, sanctions, or penalties against them.

The Group is committed to upholding labour standards and strictly complying with local laws. It fosters a transparent and open communication while adhering to the Group's policies and procedures. Throughout FY2022, there was no instance of fines or non-monetary sanctions related to non-compliance with social and economic laws and regulations, and no grievances or concerns that were raised to the attention of the Company in these regards. In FY2023, the Company intends to maintain its unwavering commitment to full compliance with social and economic laws and regulations.



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SGX PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material environment, social and governance factors	<ul style="list-style-type: none"> • Governance • Key Stakeholders Engagement • Material Topics and Boundaries • Economic Topics • Environment Topics • Social Topics
2	Climate-related disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures	About This Report
3	Policies, Practices and Performance	<ul style="list-style-type: none"> • Economic Topics • Environment Topics • Social Topics • Governance
4	Board Statement and associated governance structure for sustainability practices	<ul style="list-style-type: none"> • Board Statement • Governance
5	Targets	Sustainability Targets
6	Sustainability Reporting Framework	About This Report

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosure Content	Report Section Reference
2-1	Organisational details	Organisation Profile
2-2	Entities included in the organisation's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	About this Report
2-4	Restatements of information	Not Applicable
2-5	External Assurance	Company has not sought external assurance for this Sustainability Report
2-6	Activities, value chain and other business relationship	Annual Report 2022
2-7	Employees	Social Topics

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GRI Standards	Disclosure Content	Report Section Reference
2-9	Governance structure and composition	Annual Report 2022 – Corporate Governance Report
2-10	Nomination and selection of the highest governance body	
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflict of interest	
2-16	Communication of critical concerns	
2-17	Collective knowledge of the highest governance body	
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	
2-23	Policy commitments	Annual Report 2022 – Corporate Governance Report
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	
2-26	Mechanism for seeking advice and raising concerns	Environmental Topics and Social Topics
2-27	Compliance with laws and regulations	
2-28	Membership associations	Not applicable
2-29	Approach to stakeholder engagement	Key Stakeholder Engagement
2-30	Collective bargaining agreements	Not applicable

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GRI Standards	Disclosure Content	Report Section Reference
3-1	Process to determine material topics	Materials Topics and Boundaries
3-2	List of material topics	
3-3	Management of material topics	
205-1	Operations assessed for risks related to corruption	Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption
308-1	New suppliers that were screened using environmental criteria	Supplier Environmental Assessment
406-1	Incidents of discrimination and corrective actions taken	Diversity and Equal Opportunities and Non-Discrimination
414-1	New suppliers that were screened using social criteria	Supplier Social Assessment





MERCURIUS CAPITAL INVESTMENT LIMITED

138 Robinson Road ■ #26-03 Oxley Tower ■ Singapore 068906

Tel: (65) 6236 9354

Email: enquiry@mercuriuscapital.com