

December 2022

HONG LAI HUAT GROUP LIMITED

# SUSTAINABILITY REPORT

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# INTRODUCTION

## Identification of material ESG factors

Hong Lai Huat Group Limited (the "Company") and its subsidiaries (collectively, the "Group") have a regular review, assessment and feedback process in relation to Environmental, Social and Governance (ESG) topics. The key to this is an annual management review exercise which entails the identification, assessment and documentation of material risks and corresponding internal controls. Such material risks include fraud and corruption, environmental, health and safety, and human capital risks which are ESG-relevant. We are continuously improving the adequacy and effectiveness of our Risk Assessment and Control Self-Assessment processes in response to changing business and operation environment.

Through regular stakeholder engagement, we identify and review material issues that are most relevant and significant to us and our stakeholders. For external stakeholders, priority is given to issues important to the society and those applicable to us. Then, we prioritize our sustainability efforts and report issues that are most material to its business and stakeholders. Considering that stakeholders and material issues are specific in countries and locations, we are reporting the stakeholder engagement and material issues for our Singapore and Cambodia operations in this report.

# SUSTAINABILITY REPORT

## Material ESG factors

Material ESG Factors	Policies, Practices and Performance	Targets	Risks and Opportunities
GHG Emissions	We are committed to maintaining and building on the same stringent environmental policies and standards. We continually seek new and innovative ways to reduce the environmental impact of our products and services while maintaining the highest levels of quality. We recognize our responsibility to protect the environment for the health and wellbeing of the future generations.	We do not set target.  However, we will continue to monitor the status.	Risk impact: potential increase in carbon price could drive up the operating costs affecting profit margins.
Energy Management	The Group's energy consumption is limited to the electricity used in our offices and farm. We have implemented an energy control policy and adopted various energy-saving measures, such as using energy-saving equipment and setting all printers, copiers, and computers to energy-saving mode where possible. To raise the awareness of energy conservation, the Group encourages employees to establish energy-saving habits at the office, such as switching off lights and electronic appliances before leaving the office or switching off the lights in each room when they are not in use.	We do not set target.  However, we will continue to monitor the status.	Risk impact: Potential increase in energy cost could drive up the operating costs affecting profit margins.
Customer Privacy	Ensuring safety and privacy of our customers' data is of great priority to us. We have processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders. Our information security policies ensure our customers' data are managed in accordance to the level of confidentiality. We strictly observe all local laws and internal regulations applicable to personal information protection.	To achieve zero complaints concerning breaches of customer privacy.	Risk impact: breaches of customer privacy.
Labor Practices	Our labor practices focus on maximizing the strength of our employees by providing equal opportunities based on merits, and help our employees to develop strength through our comprehensive training and development programme. We regularly review the performance and development of our employees to effectively match their strength to their job specifications. Our performance-based reward scheme provides guidance and motivation to our employee to perform to their potentials in alignment with the objectives of the company.	To provide training to all employees.  To improve Group's culture of rewarding employees.	Risk impact: staff unable to reach their full potential when their goals are not aligned with the organization goals.

## SUSTAINABILITY REPORT

Material ESG Factors	Policies, Practices and Performance	Targets	Risks and Opportunities
Employee Health & Safety	We are committed to Workplace Safety and Health and we take every precaution to prevent occupational injuries among our employees. We believe that optimum work conditions not only make our employees safer, but also boost morale. As an essential requirement we are in compliance with the Ministry of Manpower's Workplace Safety & Health Act.	To achieve zero fatal accidents.  To achieve minimal accident frequency and severity.	Risk impact: high occupational injuries among employees.
Employee Engagement, Diversity & Inclusion	As our Company grows, effective communications across the organization are crucial to ensure continuous alignment of objectives of the employees and the organizational objectives. We achieve this through our various communication sessions customized based on target employees. Our business thrives on diversity. As such, we leverage on a host of strengths and skills that can only come from a diverse workforce embracing employees of different ethnic group, religion, age and gender. We value our employee's expertise in their areas of responsibilities. Therefore, their feedbacks are important in the improvement of overall management and operation of the organization. Through various established processes of employee engagement, such as employee objective setting, performance review as well as exit interview in the case of resignations, we gather such valuable feedbacks for the continuous improvement of our organization.	To achieve zero reported incidents of discrimination.	Risk impact: employment discrimination
Business Ethics	Being a listed company in the Singapore Exchange, we are managed to the highest standards of corporate governance as required in the listing rules. We strictly conform to local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines which are to be adhered by the officers and employees across the organization. Every new employee is introduced to our Code of Conduct and our policies on ethics and compliances which includes areas such as anti-corruption. Communication channels, are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a dedicated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the management where appropriate.	To achieve zero significant incidents of non-compliance with laws and regulations.  To achieve zero confirmed incidents of bribery or corruption.	Risk impact: noncompliance with the relevant laws and regulations in the jurisdictions in which we do business.

## Stakeholder engagement

The Group has a regular review, assessment and feedback process in relation to Environmental, Social and Governance (ESG) topics. The key to this is an annual management review exercise which entails the identification, assessment and documentation of material risks and corresponding internal controls. Such material risks include fraud and corruption, environmental, health and safety, and human capital risks which are ESG-relevant. We are continuously improving the adequacy and effectiveness of our Risk Assessment and Control Self-Assessment processes in response to changing business and operation environment.

Through regular stakeholder engagement, we identify and review material issues that are most relevant and significant to us and our stakeholders. For external stakeholders, priority is given to issues important to the society and those applicable to us. Then, we prioritize our sustainability efforts and report issues that are most material to its business and stakeholders. Considering that stakeholders and material issues are specific in countries and locations, we are reporting the stakeholder engagement and material issues for our Singapore and Cambodia operations in this report.

# SUSTAINABILITY REPORT

## Board Statement

Hong Lai Huat Group Limited is a reputable real estate and property developer with 35 years of successful track record. Established since 1988, the Group has completed numerous projects in Singapore ranging from public and private residential developments, to commercial and industrial buildings. Some of its notable developments in Singapore include D'Ecosia, D'Fresco, D'Castilia, D'Almira, D'Lithium, D'Kranji Farm Resort and D'Centennial. In 2008, the Group diversified into the agricultural sector in Cambodia and had since completed the development of a 10,000 hectares farmland that cultivates fresh cassava, as well as a cassava starch production factory capable of producing 120 tons of starch on a daily basis. In 2015, the Group expanded its property development division in Cambodia with the successful launched of its first freehold mixed-use project – D'Seaview which is one of the first and largest mixed-use developments in Sihanoukville, D'Seaview comprises 737 residential units and 67 commercial units. The construction of the entire project is fully completed in FY2020. Following the success of D'Seaview, the Group launched its second freehold mixed-use project Royal Platinum in FY2019 which will be developed in Toul Kork district, Phnom Penh, the capital city of Cambodia. The new project shall consist 851 residential units and 50 commercial units and the project site is located just 20 minutes away from Phnom Penh International Airport. The Group subsequently acquired its third piece of land in Russey Keo district, Phnom Penh as well in September FY2020 and acquired a minimal interest in its fourth piece of land in Sihanoukville in FY2022 in which it will be kept for future developments subject to market conditions.

Hong Lai Huat Group Limited was listed on the Mainboard of the Singapore Stock Exchange on 21 June 2000.

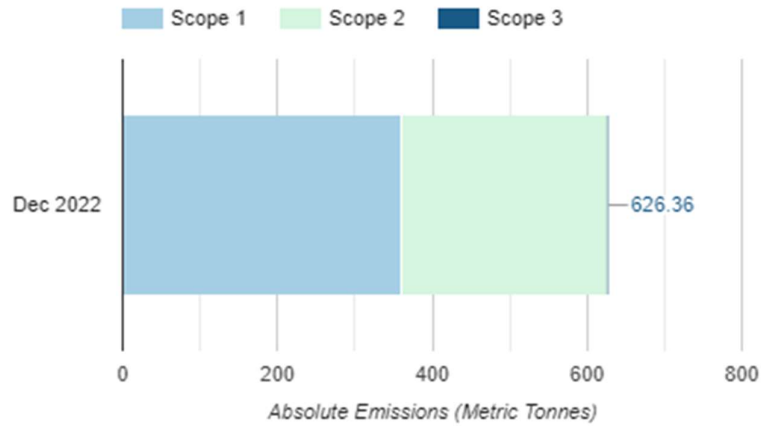
On behalf of the Board of Directors (the "Board"), our Group is proud to present our Sustainability Report for the financial year ended 31 December 2022 ("FY2022"). In our Sustainability Report, we highlight the progress and achievements of our organisation over the previous 12 months, with particular focus on our commitment to working alongside our valued stakeholders to build a sustainable business based on our resilience, adaptability and innovation.

It is our belief that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as its financial performance. The delivery of sustainable results is a critical aspect of our ability to remain strong and financially stable. Acknowledging this helps to put into focus our commitment to principles laid out in our Corporate Sustainability Policy. Our responsibility to society is to ensure that sustainable practices are incorporated into every link of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations.

# ENVIRONMENTAL

## GREENHOUSE GAS ABSOLUTE EMISSIONS

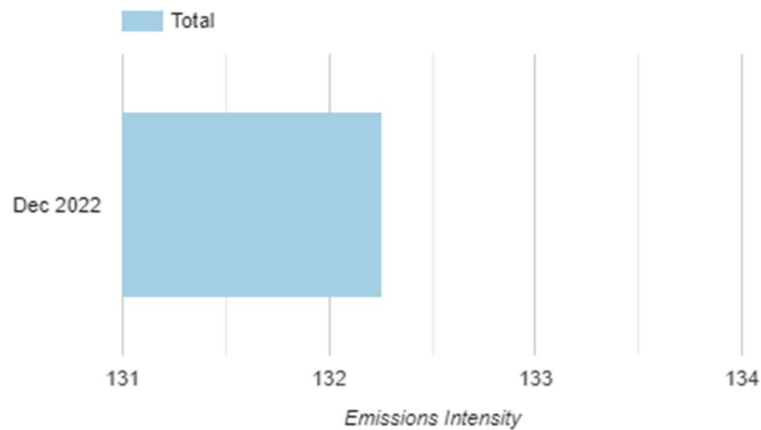
**Greenhouse gas emissions** from human activities strengthen the greenhouse effect, causing climate change. Most is carbon dioxide from burning fossil fuels: coal, oil, and natural gas.



Scope 1 - the emissions that a company makes directly e.g. company vehicles, boilers.  
Scope 2 - The emissions a company makes indirectly e.g. energy purchase, such as electricity.  
Scope 3 - the emissions that are associated with the organisation e.g. business related travel and energy use of staying in hotels, emissions related to purchased goods from suppliers, staff commuting.

## EMISSION INTENSITY

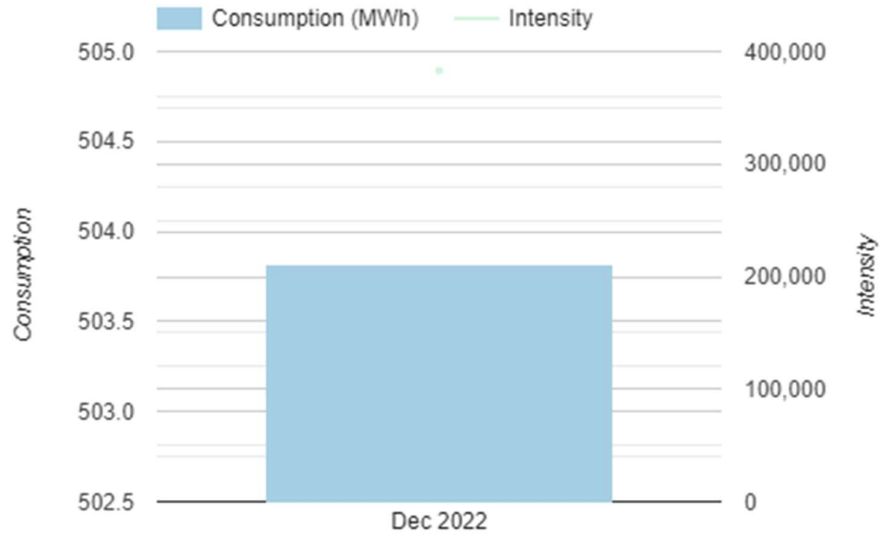
**Emission intensity** is the volume of emissions per unit of GDP. Reducing emission intensity means that less pollution is being created per unit of GDP.





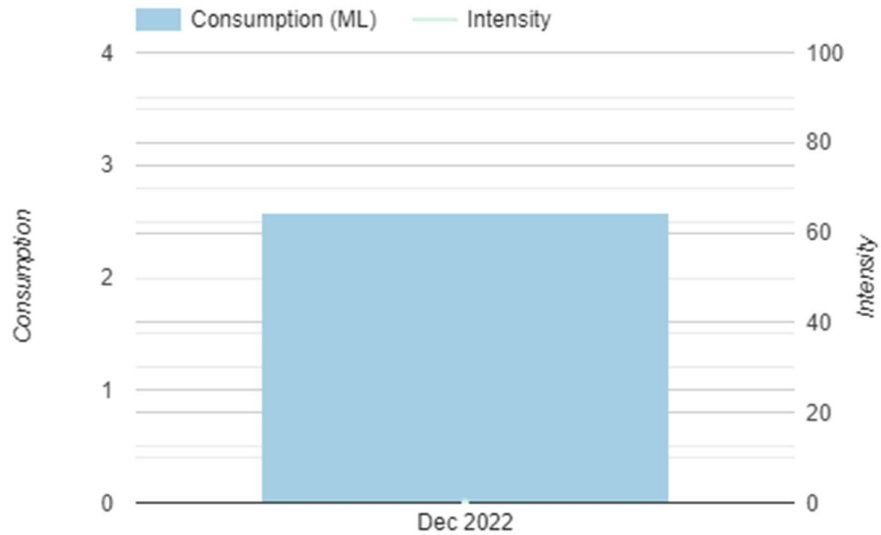
## ENERGY CONSUMPTION AND INTENSITY

**Energy consumption** is the amount of energy or power used, whilst **energy Intensity** is measured by the quantity of energy required per unit output or activity, so that using less energy to produce a product reduces the intensity.



## WATER CONSUMPTION AND INTENSITY

**Water consumption** is the portion of water use that is not returned to the original water source, whilst **Intensity** calculates only the intensity of total water intake of the overhead and production process.



## SGX CORE ENVIRONMENTAL QUESTIONS

### *SGX Core 1a) GHG (CO2) Absolute emissions – total*

Dec 2022
626.36 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 1b) GHG (CO2) Absolute emissions – scope 1*

Dec 2022
359.72 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 1c) GHG (CO2) Absolute emissions – scope 2 (location-based)*

Dec 2022
266.64 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 1d) GHG (CO2) Absolute emissions – scope 2 (market-based)*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 1e) GHG (CO2) Absolute emissions – scope 3*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *SGX Core 2a) GHG (CO2) Emissions intensity – total*

**DATE:** Dec 2022

Total GHG (CO2) Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Total Emissions Intensity (by Revenue)
626.36	Revenue	4.74 SGD	132.26

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 2b) GHG (CO2) Emissions intensity – scope 1*

**DATE:** Dec 2022

Scope 1 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Scope 1 Emissions Intensity (by Revenue)
359.72	Revenue	4.74 SGD	75.95

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 2c) GHG (CO2) Emissions intensity – scope 2*

**DATE:** Dec 2022

Scope 2 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Scope 2 Emissions Intensity (by Revenue)
266.64	Revenue	4.74 SGD	56.3

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 2d) GHG (CO2) Emissions intensity – scope 3*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## SGX Core 3) Total energy consumption

Dec 2022
1,813,733,904,071.87 Joules

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 4) Energy consumption intensity

Dec 2022
382,967.46

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 5) Total water consumption

Dec 2022
2,578 Cubic meters

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 6) Water consumption intensity

Dec 2022
0.00054

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 7) Total waste generated

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SOCIAL

## GENDER DIVERSITY

**Gender diversity** in a workplace means that men and women are hired at a comparable rate, paid evenly, and given the same working opportunities with equal promotions. Women account for c.40% of the global workforce, yet only c.5% of those are in upper management positions.



# SGX CORE SOCIAL QUESTIONS

*SGX Core 8, 10 & 22) Current employees by employee category, gender and age group*

**DATE:** Dec 2022

Employee Category	Number of Employees per Selected Employee Category	i. a) Percentage Male	i. b) Percentage Female	Total Percentage of Employees by Gender	ii. a) Percentage Under 30 Years Old	ii. b) Percentage 30-50 Years Old	ii. c) Percentage Over 50 Years Old	Total Percentage of Employees by Age Group	iii. a) Percentage defined within a Disability Group	iii. b) Percentage defined as a Minority Group
Middle management	13	84.62	15.38	100	7.69	53.85	38.46	100	0	0
Administrative	11	54.55	45.45	100	18.18	72.73	9.09	100	0	0
Non-management	37	59.46	40.54	100	29.73	62.16	8.11	100	0	0
Production	11	100	0	100	45.45	54.55	0	100	0	0
Technical	37	94.59	5.41	100	48.65	32.43	18.92	100	0	0
Senior management	7	85.71	14.29	100	42.86	14.29	42.86	100	0	0

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*SGX Core 9 & 11) New hires by gender and age group*

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

*SGX Core 9, 11 & 12) Employee turnover by gender, age group and total turnover*

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

*SGX Core 13) Total number of employees*

**DATE:** Dec 2022

Gender	Permanent
Female	25
Male	91

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *SGX Core 14 & 15) Average training hours per employee*

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 16, 17 & 18) Work-related injuries and fatalities*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 19) Work-related ill health cases*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.



# GOVERNANCE

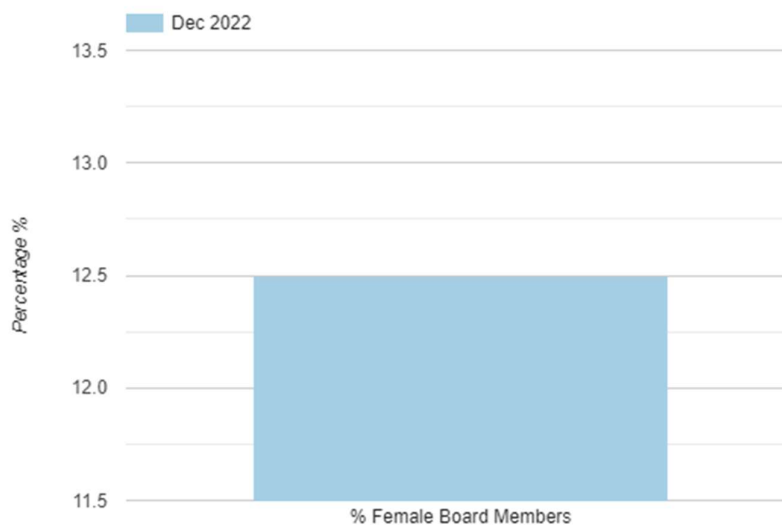
## BOARD INDEPENDENCE

**Board independence** occurs when a board member has not been and is not currently employed by the company or its auditor and the board member's employer doesn't do a significant amount of business with the company.

i) Is Independence a Primary Consideration During the Selection Process for New Board Members of the Company?	Yes
ii) How Many Board Members Does the Company Have?	8
iii) How Many of Those Members are Independent Directors?	4
iv) The Percentage of Directors Who Are Independent Board Members	50

## FEMALE BOARD MEMBERS

**Board diversity** aims to cultivate a broad spectrum of demographic attributes and characteristics in the boardroom. A simple and common measure to promote heterogeneity in the boardroom – commonly known as gender diversity – is to include female representation on the board.



## Assurance of sustainability report

**Level of Assurance** - Internal assurance

We do not seek external assurance. However, we seek internal reviews by our management to validate the accuracy of our reporting. Nevertheless, we plan to seek internal reviews by internal audit in the future.

# SGX CORE GOVERNANCE QUESTIONS

## SGX Core 20a) Board independence

**DATE:** Dec 2022

i) Is Independence a Primary Consideration During the Selection Process for New Board Members of the Company?	ii) How Many Board Members Does the Company Have?	iii) How Many of Those Members are Independent Directors?	iv) The Percentage of Directors Who Are Independent Board Members
Yes	8	4	50

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 20b) Board composition

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 21) Women on the board

**DATE:** Dec 2022

Number of Individuals in the Organization's Governance Body	i. a) Percentage Male	i. b) Percentage Female	Total Percentage of Employees by Gender	ii. a) Percentage Under 30 Years Old	ii. b) Percentage 30-50 Years Old	ii. c) Percentage Over 50 Years Old	Total Percentage of Employees by Age Group	iii. a) Percentage defined within a Disability Group	iii. b) Percentage defined as a Minority Group
8	87.5	12.5	100	25	25	50	100	0	0

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### SGX Core 23a) Anti-corruption disclosures - Operations assessed for risks related to corruption

Dec 2022

Being a listed company in the Singapore Exchange, we are managed to the highest standards of corporate governance as required in the listing rules. We strictly conform to local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines which are to be adhered by the officers and employees across the organization. Every new employee is introduced to our Code of Conduct and our policies on ethics and compliances which includes areas such as anti-corruption. Communication channels, are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a dedicated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the management where appropriate. The Group has put in place a Whistleblowing Policy to provide an avenue for all stakeholders to raise concerns about possible improprieties within the Group, and to provide assurance that whistleblowers will be protected from victimization. Further information on the Policy can be found in the Corporate Governance section of the Annual Report 2022.

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 23b) Anti-corruption disclosures - Communication about anti-corruption policies and procedures

**DATE:** Dec 2022

Region	Employee Category	Total Number of Employees	Total Number of Employees That the Organization's Anti-corruption Policies and Procedures Have Been Communicated	Percentage of Employees That the Organization's Anti-corruption Policies and Procedures Have Been Communicated
Asia (except Japan)	Technical	37	37	100
Asia (except Japan)	Administrative	11	11	100
Asia (except Japan)	Middle management	13	13	100
Asia (except Japan)	Production	11	11	100
Asia (except Japan)	Senior management	7	7	100
Asia (except Japan)	Non-management	37	37	100

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*SGX Core 23c) Anti-corruption disclosures - Confirmed incidents of corruption and actions taken*

**DATE:** Dec 2022

Number of Incidents of Corruption	Nature of Incidents of Corruption
0	Not Applicable.

**2022 Latest Explain / Notes:** No further explanation provided.

*SGX Core 24) Anti-corruption training for employees*

**DATE:** Dec 2022

Region	Employee Category	Total Number of Employees That Have Received Training on Anti-Corruption?	Percentage of Employees That Have Received Training on Anti-Corruption?
Asia (except Japan)	Middle management	13	100
Asia (except Japan)	Non-management	37	100
Asia (except Japan)	Technical	37	100
Asia (except Japan)	Senior management	7	100
Asia (except Japan)	Administrative	11	100
Asia (except Japan)	Production	11	100

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *SGX Core 25) List of relevant certifications*

DATE: Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 26) Alignment with frameworks and disclosure practices*

Dec 2022
<p>The Group is committed working towards sustainable development and establishing, promoting and maintaining a culture in sustainability and environmental and social responsibility within its staff and members. The senior management, management staff across our businesses and operations will foster governance and leadership in sustainability and work collaboratively to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to work with our clients and partners to do the same. We have chosen the Task Force on Climate-Related Financial Disclosures (TCFD) and SGX Core as our framework for Sustainability Reporting. We have chosen SGX ESGenome as our corporate Sustainability Reporting Platform. We do not plan to seek external assurance for our Sustainability Report. Instead, we provide our Board assurance over the Sustainability Report through more effective back-to-back assurance with our businesses and operations as well as internal review by our management.</p>

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 27a) Assurance of sustainability report*

DATE: Dec 2022

Level of Assurance	Describe Scope of Assurance
Internal assurance	We do not seek external assurance. However, we seek internal reviews by our management to validate the accuracy of our reporting. Nevertheless, we plan to seek internal reviews by internal audit in the future.

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *SGX Core 27b) If the report has been externally assured*

Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *SGX Core 28a) Description of firm's sustainability practices - Identification of material ESG factors*

Dec 2022

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SUSTAINABILITY REPORT

*SGX Core 28b) Description of firm's sustainability practices - Material ESG factors*

**DATE:** Dec 2022

Material ESG Factors	Policies, Practices and Performance	Targets	Risks and Opportunities
GHG Emissions	We are committed to maintaining and building on the same stringent environmental policies and standards. We continually seek new and innovative ways to reduce the environmental impact of our products and services while maintaining the highest levels of quality. We recognize our responsibility to protect the environment for the health and wellbeing of the future generations.	We do not set target. However, we will continue to monitor the status.	Risk impact: potential increase in carbon price could drive up the operating costs affecting profit margins.
Energy Management	The Group's energy consumption is limited to the electricity used in our offices and farm. We have implemented an energy control policy and adopted various energy-saving measures, such as using energy-saving equipment and setting all printers, copiers, and computers to energy-saving mode where possible. To raise the awareness of energy conservation, the Group encourages employees to establish energy-saving habits at the office, such as switching off lights and electronic appliances before leaving the office or switching off the lights in each room when they are not in use.	We do not set target. However, we will continue to monitor the status.	Risk impact: Potential increase in energy cost could drive up the operating costs affecting profit margins.
Customer Privacy	Ensuring safety and privacy of our customers' data is of great priority to us. We have processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders. Our information security policies ensure our customers' data are managed in accordance to the level of confidentiality. We strictly observe all local laws and internal regulations applicable to personal information protection.	To achieve zero complaints concerning breaches of customer privacy.	Risk impact: breaches of customer privacy.

## SUSTAINABILITY REPORT

Material ESG Factors	Policies, Practices and Performance	Targets	Risks and Opportunities
Labor Practices	<p>Our labor practices focus on maximizing the strength of our employees by providing equal opportunities based on merits, and help our employees to develop strength through our comprehensive training and development programme. We regularly review the performance and development of our employees to effectively match their strength to their job specifications. Our performance-based reward scheme provides guidance and motivation to our employee to perform to their potentials in alignment with the objectives of the company.</p>	<p>To provide training to all employees.</p> <p>To improve Group's culture of rewarding employees.</p>	<p>Risk impact: staff unable to reach their full potential when their goals are not aligned with the organization goals.</p>
Employee Health & Safety	<p>We are committed to Workplace Safety and Health (WSH) and we take every precaution to prevent occupational injuries among our employees. We believe that optimum work conditions not only make our employees safer, but also boost morale. As an essential requirement we are in compliance with the Ministry of Manpower's Workplace Safety &amp; Health Act.</p>	<p>To achieve zero fatal accidents.</p> <p>To achieve minimal accident frequency and severity.</p>	<p>Risk impact: high occupational injuries among employees.</p>
Employee Engagement, Diversity & Inclusion	<p>As our Company grows, effective communications across the organization are crucial to ensure continuous alignment of objectives of the employees and the organizational objectives. We achieve this through our various communication sessions customized based on target employees. Our business thrives on diversity. As such, we leverage on a host of strengths and skills that can only come from a diverse workforce embracing employees of different ethnic group, religion, age and gender. We value our employee's expertise in their areas of responsibilities. Therefore, their feedbacks are important in the improvement of overall management and operation of the organization. Through various established processes of employee engagement, such as employee objective setting, performance review as well as exit interview in the case of resignations, we gather such valuable feedbacks for the continuous improvement of our organization.</p>	<p>To achieve zero reported incidents of discrimination.</p>	<p>Risk impact: employment discrimination</p>



## SUSTAINABILITY REPORT

Material ESG Factors	Policies, Practices and Performance	Targets	Risks and Opportunities
Business Ethics	Being a listed company in the Singapore Exchange (SGX), we are managed to the highest standards of corporate governance as required in the listing rules. We strictly conform to local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines which are to be adhered by the officers and employees across the organization. Every new employee is introduced to our Code of Conduct and our policies on ethics and compliances which includes areas such as anti-corruption. Communication channels, are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a dedicated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the management where appropriate.	To achieve zero significant incidents of non-compliance with laws and regulations.  To achieve zero confirmed incidents of bribery or corruption.	Risk impact: noncompliance with the relevant laws and regulations in the jurisdictions in which we do business.

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 28c) Description of firm's sustainability practices - Stakeholder engagement

Dec 2022
The Group has a regular review, assessment and feedback process in relation to Environmental, Social and Governance (ESG) topics. The key to this is an annual management review exercise which entails the identification, assessment and documentation of material risks and corresponding internal controls. Such material risks include fraud and corruption, environmental, health and safety, and human capital risks which are ESG-relevant. We are continuously improving the adequacy and effectiveness of our Risk Assessment and Control Self-Assessment processes in response to changing business and operation environment. Through regular stakeholder engagement, we identify and review material issues that are most relevant and significant to us and our stakeholders. For external stakeholders, priority is given to issues important to the society and those applicable to us. Then, we prioritize our sustainability efforts and report issues that are most material to its business and stakeholders. Considering that stakeholders and material issues are specific in countries and locations, we are reporting the stakeholder engagement and material issues for our Singapore and Cambodia operations in this report.

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *SGX Core 28d) Description of firm's sustainability practices - Board statement*

Dec 2022

Hong Lai Huat Group Limited is a reputable real estate and property developer with 35 years of successful track record. Established since 1988, the Group has completed numerous projects in Singapore ranging from public and private residential developments, to commercial and industrial buildings. Some of its notable developments in Singapore include D'Ecosia, D'Fresco, D'Castilia, D'Almira, D'Lithium, D'Kranji Farm Resort and D'Centennial. In 2008, the Group diversified into the agricultural sector in Cambodia and had since completed the development of a 10,000 hectares farmland that cultivates fresh cassava, as well as a cassava starch production factory capable of producing 120 tons of starch on a daily basis. In 2015, the Group expanded its property development division in Cambodia with the successful launched of its first freehold mixed-use project – D'Seaview which is one of the first and largest mixed-use developments in Sihanoukville, D'Seaview comprises 737 residential units and 67 commercial units. The construction of the entire project is fully completed in FY2020. Following the success of D'Seaview, the Group launched its second freehold mixed-use project Royal Platinum in FY2019 which will be developed in Toul Kork district, Phnom Penh, the capital city of Cambodia. The new project shall consist 851 residential units and 50 commercial units and the project site is located just 20 minutes away from Phnom Penh International Airport. The Group subsequently acquired its third piece of land in Russey Keo district, Phnom Penh as well in September FY2020 and acquired a minimal interest in its fourth piece of land in Sihanoukville in FY2022 in which it will be kept for future developments subject to market conditions. Hong Lai Huat Group Limited was listed on the Mainboard of the Singapore Stock Exchange on 21 June 2000. On behalf of the Board of Directors (the "Board"), our Group is proud to present our Sustainability Report for the financial year ended 31 December 2022 ("FY2022"). In our Sustainability Report, we highlight the progress and achievements of our organisation over the previous 12 months, with particular focus on our commitment to working alongside our valued stakeholders to build a sustainable business based on our resilience, adaptability and innovation. It is our belief that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as its financial performance. The delivery of sustainable results is a critical aspect of our ability to remain strong and financially stable. Acknowledging this helps to put into focus our commitment to principles laid out in our Corporate Sustainability Policy. Our responsibility to society is to ensure that sustainable practices are incorporated into every link of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations.

**2022 Latest Explain / Notes:** No further explanation provided.

# ADDITIONAL SCOPE PACK SUBMISSIONS

## TCFD

### *Percentage of Suppliers Who Report on Sustainability*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Investment in Renewable Energy*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Toxic Spills*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Nutrient Monitoring*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Percentage of CAPEX on Sustainable Energy Solutions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Revenue - Low-carbon Products*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### Location of the Organization's Headquarters

Dec 2022

10 Bukit Batok Crescent #13-05 The Spire Singapore 658079

**2022 Latest Explain / Notes:** No further explanation provided.

### Sustainability Statement

Dec 2022

Hong Lai Huat Group is a real estate and property developer with a successful track record spanning over three decades. Established in 1988, the Group has completed numerous projects in Singapore ranging from public and private residential developments to commercial and industrial buildings. In 2008, the Group expanded its footprint into the Kingdom of Cambodia and developed one of the largest privately owned plantation farm. In 2015, the Group launch its first mixed-use property development D'Seaview in Sihanoukville Cambodia, comprising 737 residential units and 67 commercial units. Following the success of D'Seaview, the Group launched its second freehold mixed-use project, Royal Platinum, in 2019 in Toul Kork district, Phnom Penh, the capital city of Cambodia. Located just 20 minutes from Phnom Penh International Airport, this project comprises 851 residential and 50 commercial units. The Group also acquired a third and fourth plot of land in 2020 and 2021 with plans to develop its third and fourth mixed-use project in the Kingdom. Hong Lai Huat Group Limited was listed on the Mainboard of the Singapore Stock Exchange on 21 June 2000. On behalf of the Board of Directors (the "Board"), our Group is proud to present our Sustainability Report for the financial year ended 31 December 2022 ("FY2022"). In our Sustainability Report, we highlight the progress and achievements of our organisation over the previous 12 months, with particular focus on our commitment to working alongside our valued stakeholders to build a sustainable business based on our resilience, adaptability and innovation. It is our belief that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as its financial performance. The delivery of sustainable results is a critical aspect of our ability to remain strong and financially stable. Acknowledging this helps to put into focus our commitment to principles laid out in our Corporate Sustainability Policy. Our responsibility to society is to ensure that sustainable practices are incorporated into every link of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations. This report provides detail about how we have met our responsibilities with our key stakeholders during the FY2022 and beyond.

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *Key Impacts, Risks and Opportunities*

Dec 2022

The Group is committed working towards sustainable development and establishing, promoting and maintaining a culture in sustainability and environmental and social responsibility within its staff and members. The senior management, management staff across our businesses and operations will foster governance and leadership in sustainability and work collaboratively to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to work with our clients and partners to do the same. We have chosen the Task Force on Climate-Related Financial Disclosures (TCFD) and SGX Core as our framework for Sustainability Reporting. We have chosen SGX ESGenome as our corporate Sustainability Reporting Platform. We do not plan to seek external assurance for our Sustainability Report. Instead, we provide our Board assurance over the Sustainability Report through more effective back-to-back assurance with our businesses and operations as well as internal review by our management.

**2022 Latest Explain / Notes:** No further explanation provided.

### *Committees Responsible for Decision-making on ESE Topics*

Dec 2022

Sustainability at the Group is an integral part of the Corporate Culture and behavior in business as described in the Corporate Sustainability Policy. As such each employee is responsible on an individual level for upholding the corporate principles and line management is responsible for ensuring alignment in business activities and processes within their area of responsibility. To ensure a close link to the operational part of the business and a full commitment from management, membership reflects the Group management model of a cross functional team approach using an integrated network within the organization to make use of all relevant resources, experience and knowledge from all levels. The Corporate Sustainability Committee ("CSC") has been defined by Group Management as the responsible body to manage and coordinate the sustainability process. It reports to the Board and submits regular reports to the Board Committee for Corporate Governance and Sustainability.

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Process for Delegation

Dec 2022
<p>The Corporate Sustainability Committee ("CSC") has been defined by Group Management as the responsible body to manage and coordinate the sustainability process. It reports to the Board and submits regular reports to the Board Committee for Corporate Governance and Sustainability. Chairperson. The Chairperson is responsible for conducting the meeting according to the agenda, facilitating the meeting within the correct timeframe and fostering group discussions. Secretariat. The CSC Secretariat is the Governance Support Officer. The Secretariat will perform all functions necessary to ensure successful operation of the CSC, this includes: planning meetings, preparing agendas, recording minutes and distribution of relevant information to CSC members. Committee Members. Individual CSC members are not directly responsible for managing the activities of Corporate Sustainability initiatives, but provide support and guidance for those who do.</p> <p>Individually, CSC members should:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Review the progress of the Corporate Sustainability initiatives.</li> <li><input type="checkbox"/> Consider ideas and issues raised.</li> <li><input type="checkbox"/> Provide guidance to the core team.</li> <li><input type="checkbox"/> Help balance conflicting priorities and resources.</li> <li><input type="checkbox"/> Contribute to the evaluation of the Corporate Sustainability initiatives, and its actual impact on its intended stakeholders.</li> </ul>

**2022 Latest Explain / Notes:** No further explanation provided.

## Executive-level Positions Responsible for Environmental Topics

DATE: Dec 2022(a) Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.	(b) Whether post holders report directly to the highest governance body.
<ul style="list-style-type: none"> <li><input type="checkbox"/> Members and the Chairman of the Committee shall be appointed by the Board and shall be made up of at least 3 members.</li> <li><input type="checkbox"/> Only members of the Committee have the right to attend Committee meetings. However, other persons may be invited to attend from time to time together with other executives responsible for sustainability matters as appropriate.</li> </ul>	<p>Delegating Authority: The Board</p> <p>CSC Authorities:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Formulate and change policies, processes and internal controls pertaining to Corporate Sustainability for Board approval.</li> <li><input type="checkbox"/> Seek any information it requires from any employee of the Group in order to perform its duties.</li> <li><input type="checkbox"/> Obtain, at the Company's expense, outside legal or other professional advice on any matter within its terms of reference.</li> <li><input type="checkbox"/> Call any employee to attend at a meeting of the Committee as and when required.</li> </ul>

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *Highest Governance Bodies Role - Environmental Topics*

Dec 2022

Chairperson. The Chairperson is responsible for conducting the meeting according to the agenda, facilitating the meeting within the correct timeframe and fostering group discussions.

Secretariat. The CSC Secretariat is the Governance Support Officer. The Secretariat will perform all functions necessary to ensure successful operation of the CSC, this includes: planning meetings, preparing agendas, recording minutes and distribution of relevant information to CSC members.

Committee Members. Individual CSC members are not directly responsible for managing the activities of Corporate Sustainability initiatives, but provide support and guidance for those who do. Individually,

CSC members should:

- Review the progress of the Corporate Sustainability initiatives.
- Consider ideas and issues raised.
- Provide guidance to the core team.
- Help balance conflicting priorities and resources.
- Contribute to the evaluation of the Corporate Sustainability initiatives, and its actual impact on its intended stakeholders.

**2022 Latest Explain / Notes:** No further explanation provided.

### *Governance Body: SEE Knowledge*

Dec 2022

Board member has attended SGX required Board Training Session.

**2022 Latest Explain / Notes:** No further explanation provided.



## SUSTAINABILITY REPORT

### Highest Governance Body Role - SEE Risks

Dec 2022
<p>Sustainability at the Group is an integral part of the Corporate Culture and behavior in business as described in the Corporate Sustainability Policy. As such each employee is responsible on an individual level for upholding the corporate principles and line management is responsible for ensuring alignment in business activities and processes within their area of responsibility. To ensure a close link to the operational part of the business and a full commitment from management, membership reflects the Group management model of a cross functional team approach using an integrated network within the organization to make use of all relevant resources, experience and knowledge from all levels. The CSC has been defined by Group Management as the responsible body to manage and coordinate the sustainability process. It reports to the Board and submits regular reports to the Board Committee for Corporate Governance and Sustainability.</p>

**2022 Latest Explain / Notes:** No further explanation provided.

### Highest Governance Body Role: ESE Risks Using Stakeholder Consultation

**DATE:** Dec 2022

i. Economic	ii. Environmental	iii. Social
Yes	Yes	Yes

**2022 Latest Explain / Notes:** No further explanation provided.

### Governance Bodies Role in Reviewing

Dec 2022
Corporate Sustainability Committee

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### Frequency of Review

Dec 2022
Corporate sustainability Committee and Audit Committee review the status at least twice a year.

**2022 Latest Explain / Notes:** No further explanation provided.

### Highest Committee That Reviews Sustainability Report

Dec 2022
The Sustainability Report is reviewed by Corporate Sustainability Committee before approval by the Board.

**2022 Latest Explain / Notes:** No further explanation provided.

### An Explanation of Why the Topic is Material

**DATE:** Dec 2022

Material Topic	Explanation of why the topic is material
Future Generation	Our sustainability agenda for the environment and future generation is embedded into the day-to-day business activities among our staff. We continue to strive to improve from a holistic perspective through the company culture and practices. Within the big picture of sustainability, we take steps to focus on key goals such as curbing global warming, conserving and recycling resources. Such areas are crucial to a sustainability economic ecosystem for our customers which are keys to our business sustainability.

## SUSTAINABILITY REPORT

Material Topic	Explanation of why the topic is material
Customer	The quality and safety of our services and products to our customers are the core focuses of our commitments. Through our quality and safety commitments to our customer, we will, in turn, be contributing to their own successful sustainable development.
Employee	An ethical and professional working environment is crucial in cultivating a corporate culture which motivates and empowers our employees to meet their full potential both professionally and personally.
Supplier	To effectively and meaningfully implement our sustainability agenda, it is important that our suppliers and partners share our values in their business practices in the areas such as the environment, human rights, labour practices and corporate ethics. Such alignment of values is a crucial part of building mutually beneficial relations with supplier and channel partners to enhance both their own competitiveness and that of ours.
Community	In our vision in moving our business to high-value-added business areas, abilities to identify and attract people with knowledge and talent are crucial to sustainability of our businesses. Within a broad range of our community engagements, we focus on the education of today's youth and providing financial and practical support to targeted local and communities, through donation, sponsorship, fundraising and voluntary activities.
Common to All Stakeholder Groups	Legal compliance and ethical practices are the core foundation of our business. Our such culture is established and sustained through strong corporate governance, transparent reporting and open communications with all our stakeholder groups.

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Material Topic - Boundary

**DATE:** Dec 2022

Material Topic	i. Where the impacts occur;	ii. The organization's involvement with the impacts
Future Generation	Singapore and Cambodia operations	Internal Awareness and Education
Customer	Singapore and Cambodia operations	Customer Feedback Process, Competitive Benchmarking survey, Customer Data Protection Awareness and Education Program
Employee	Singapore and Cambodia Operations	Staff Communication Sessions, Staff Feedback Process, Staff Key Performance Indicator (KPI) reviews and Staff Exit Interviews
Supplier	Singapore and Cambodia Operations	Feedback and Communication with Suppliers through Supplier Performance Review
Community	Singapore and Cambodia Operations	CSR Programme, Awards and Accolades, Corporate Rebranding

**2022 Latest Explain / Notes:** No further explanation provided.

## Material Topic - Description

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*An Explanation of How the Organization Manages the Topic*

**DATE:** Dec 2022

Material Topic	An explanation of how the organization manages the topic
Future Generation	Energy conservation
Customer	Customer Relationship Management System, Policies on Quality Assurance, Data Security for Customer Information, Privacy policy
Employee	Code of Conduct, Fair Employment Practices, Training and Career Development
Supplier	Supplier Selection and Regular Review Process
Community	Selection of Community Initiatives in Alignment with Organization Goals

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## A Statement of the Purpose of the Management Approach

**DATE:** Dec 2022

Material Topic	A statement of the purpose of the management approach
Future Generation	<ul style="list-style-type: none"> <li><input type="checkbox"/> Materials, recycling of product material and packaging</li> <li><input type="checkbox"/> Environmental education of our employees and customers</li> <li><input type="checkbox"/> Reduction of carbon emissions</li> <li><input type="checkbox"/> Energy consumption</li> </ul>
Customer	<ul style="list-style-type: none"> <li><input type="checkbox"/> Safety of our customers in our services delivery</li> <li><input type="checkbox"/> Customer data privacy</li> <li><input type="checkbox"/> Customer satisfaction and customer-centric approach</li> </ul>
Employee	<ul style="list-style-type: none"> <li><input type="checkbox"/> Employee well-being through workplace health &amp; safety and work life balance</li> <li><input type="checkbox"/> Regular training of employees on critical skillsets to sustain competitiveness</li> <li><input type="checkbox"/> Competitive compensation scheme to retain talents</li> <li><input type="checkbox"/> Non-discrimination, diversity and equality</li> <li><input type="checkbox"/> Senior management engagement with employees</li> </ul>
Supplier	<ul style="list-style-type: none"> <li><input type="checkbox"/> Environmental, labour and human rights impact in the supply chain</li> </ul>
Community	<ul style="list-style-type: none"> <li><input type="checkbox"/> Impact on communities and local economies, and future generation education</li> <li><input type="checkbox"/> Economic value generated and distributed to local community</li> </ul>

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Material Topic - Statement

**DATE:** Dec 2022

Material Topic	i. Policies	ii. Commitments	iii. Goals and targets	iv. Responsibilities	v. Resources	vi. Grievance mechanisms	vii. Specific actions, such as processes, projects, programs and initiatives of the management approach.
GHG Emissions	We are committed to maintaining and building on the same stringent environmental policies and standards.	We recognize our responsibility to protect the environment for the health and wellbeing of the future generations.	We do not set target.  However, we will continue to monitor the status.	Management	Internal Awareness and Education	Management reviewing usage of petrol and diesel fuel.	We continually seek new and innovative ways to reduce the environmental impact of our products and services while maintaining the highest levels of quality.
Energy Management	The Group's energy consumption is limited to the electricity used in our offices and farm.	To raise the awareness of energy conservation, the Group encourages employees to establish energy-saving habits at the office, such as switching off lights and electronic appliances before leaving the office or switching off the lights in each room when they are not in use.	We do not set target.  However, we will continue to monitor the status.	Management	Internal Awareness and Education	Management reviewing electricity consumption.	We have implemented an energy control policy and adopted various energy-saving measures, such as using energy-saving equipment and setting all printers, copiers, and computers to energy-saving mode where possible.

## SUSTAINABILITY REPORT

Material Topic	i. Policies	ii. Commitments	iii. Goals and targets	iv. Responsibilities	v. Resources	vi. Grievance mechanisms	vii. Specific actions, such as processes, projects, programs and initiatives of the management approach.
Customer Privacy	Ensuring safety and privacy of our customers' data is of great priority to us.	We strictly observe all local laws and internal regulations applicable to personal information protection.	To achieve zero complaints concerning breaches of customer privacy.	Management	Customer Data Protection Awareness and Education Program.	Breaches of customer privacy.	We have processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders. Our information security policies ensure our customers' data are managed in accordance to the level of confidentiality.
Labor Practices	Our labor practices focus on maximizing the strength of our employees by providing equal opportunities based on merits, and help our employees to develop strength through our comprehensive training and development programme.	We regularly review the performance and development of our employees to effectively match their strength to their job specifications.	To provide training to all employees.  To improve Group's culture of rewarding employees.	Management	Staff Communication Sessions, Staff Feedback Process and Staff KPI review.	Management reviewing staff feedback and staff KPI.	Our performance-based reward scheme provides guidance and motivation to our employee to perform to their potentials in alignment with the objectives of the company.



## SUSTAINABILITY REPORT

Material Topic	i. Policies	ii. Commitments	iii. Goals and targets	iv. Responsibilities	v. Resources	vi. Grievance mechanisms	vii. Specific actions, such as processes, projects, programs and initiatives of the management approach.
Employee Health & Safety	We are committed to Workplace Safety and Health and we take every precaution to prevent occupational injuries among our employees.	We believe that optimum work conditions not only make our employees safer, but also boost morale.	To achieve zero fatal accidents.  To achieve minimal accident frequency and severity.	Management	Number of fatalities, number of high-consequence injuries, number of recordable injuries, number of recordable work-related ill health cases.	Management reviewing work-related injuries, fatalities and work-related ill health cases.	As an essential requirement we are in compliance with the Ministry of Manpower's Workplace Safety & Health Act.
Employee Engagement, Diversity & Inclusion	As our Company grows, effective communications across the organization are crucial to ensure continuous alignment of objectives of the employees and the organizational objectives.	We achieve this through our various communication sessions customized based on target employees. Our business thrives on diversity. As such, we leverage on a host of strengths and skills that can only come from a diverse workforce embracing employees of different ethnic group, religion, age and gender. We value our employee's expertise in their areas of responsibilities.	To achieve zero reported incidents of discrimination.	Management	Total number of employees, current employees by gender, current employees by age groups, total turnover, new hires and turnover by gender, new hires and turnover by age groups and staff exit interview.	Management reviewing incidents of discrimination.	Employee's feedbacks are important in the improvement of overall management and operation of the organization. Through various established processes of employee engagement, such as employee objective setting, performance review as well as exit interview in the case of resignations, we gather such valuable feedbacks for the continuous improvement of our organization.

## SUSTAINABILITY REPORT

Material Topic	i. Policies	ii. Commitments	iii. Goals and targets	iv. Responsibilities	v. Resources	vi. Grievance mechanisms	vii. Specific actions, such as processes, projects, programs and initiatives of the management approach.
Business Ethics	Being a listed company in the Singapore Exchange (SGX), we are managed to the highest standards of corporate governance as required in the listing rules	We strictly conform to local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines which are to be adhered by the officers and employees across the organization.	<p>To achieve zero significant incidents of non-compliance with laws and regulations.</p> <p>To achieve zero confirmed incidents of bribery or corruption.</p>	Management	Employee code of conduct and whistleblowing policy.	Management monitoring whistleblowing cases and non-compliance with laws and regulations cases.	Every new employee is introduced to our Code of Conduct and our policies on ethics and compliances which includes areas such as anti-corruption. Communication channels, are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a dedicated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the management where appropriate.

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Management Approach

**DATE:** Dec 2022

Material Topic	i. The mechanisms for evaluating the effectiveness of the management approach;	ii. The results of the evaluation of the management approach;	iii. Any related adjustments to the management approach.
GHG Emissions	Management reviewing usage of petrol and diesel fuel.	No unusual changes in the usage of petrol and diesel fuel.	None.
Energy Management	Management reviewing electricity consumption.	No unusual changes in electricity consumption.	None.
Customer Privacy	Breaches of customer privacy.	No indication in breaches of customer privacy.	None.
Labor Practices	Management reviewing staff feedback and staff KPI.	Gain a deeper understanding of staff feedbacks and turn findings into business action.	None.
Employee Health & Safety	Management reviewing work-related injuries, fatalities and work-related ill health reports.	Zero incident reported.	None.
Employee Engagement, Diversity & Inclusion	Management reviewing incidents of discrimination.	Zero incidents of discrimination reported.	None.
Business Ethics	Management monitoring whistleblowing cases.	Zero whistleblowing case reported.	None.

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *Risks and Opportunities Posed by Climate Change*

**DATE:** Dec 2022

Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

### *Fuel Consumption - Non-renewable Sources*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Fuel Consumption - Renewable Sources*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Energy Consumption - Total Consumption Breakdown*

Dec 2022
i. Electricity consumption 1813733904071.87 Joules

**2022 Latest Explain / Notes:** No further explanation provided.

*Energy Consumption - Total Sold Breakdown*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Total Energy Consumption Within the Organization*

Dec 2022
1,813,733,904,071.87 Joules

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *Total Energy Consumption Within the Organization - Baseline*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *(302-1) Standards, Methodologies, Assumptions, and/or Calculation Tools Used*

Dec 2022
Our energy consumption is calculated based on Greenhouse Gas protocol ("GHG") calculators. The inputs to the calculators are provided and verified by our business and functions, and are reviewed by respective accountable persons.

**2022 Latest Explain / Notes:** No further explanation provided.

### *(302-1) Source of the Conversion Factors Used*

Dec 2022
Location based factor.

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Total Energy Consumption Outside of the Organization

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## (302-2) Standards, Methodologies, Assumptions, and/or Calculation Tools Used

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## (302-2) Source of the Conversion Factors Used

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## Types of Energy Included in the Intensity Ratio

Dec 2022
Fuel Electricity

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Whether the Ratio Uses Energy Consumption Within the Organization, Outside of It, or Both*

Dec 2022
Uses energy consumption within the organization.

**2022 Latest Explain / Notes:** No further explanation provided.

*Reduction Due to Conservation*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Types of Energy Included in the Reduction*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Rationale for Baseline*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.



## SUSTAINABILITY REPORT

### *(302-4) Standards, Methodologies, Assumptions, and/or Calculation Tools Used*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Reduction Sold Products*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Calculation of Energy Reduction*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *(302-5) Standards, Methodologies, Assumptions, and/or Calculation Tools Used*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## *Organizations Interactions With Water*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Organizations Approach to Identify Water-related Impacts*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *How Water-related Impacts Are Addressed*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Water-related Goals Explanation*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Minimum Standards for Quality of Effluent Discharge

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## Total Water Withdrawn From Source

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## Total Stressed Water Withdrawn From Source

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## Total Water Withdrawn From Source - Breakdown

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## *(303-3) Contextual Information Necessary*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *(303-4a) Contextual Information Necessary*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Total Water Discharge to All Areas - Categories*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Total Water Discharge to All Areas With Water Stress - Categories*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Priority Substances of Concern for Which Discharges Are Treated

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## (303-4e) Contextual Information Necessary

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## Total Water Consumption

Dec 2022
2,578 Cubic meters

**2022 Latest Explain / Notes:** No further explanation provided.

## Total Water Consumption- Water Stress

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Change in Water Storage*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Water Storage Context*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Gross Direct (Scope 1) Emissions*

Dec 2022
359.72 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

*Gases Included in (Scope 1)*

Dec 2022
CO2

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

Biogenic CO2 Emissions

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

Base Year - Scope 1

**DATE:** Dec 2022

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2022	<p>FY2022 is our first year of sustainability reporting using the Task Force on Climate-Related Financial Disclosures (TCFD) and SGX Core as our framework, and have chosen SGX ESGenome as our corporate Sustainability Reporting Platform.</p> <p>FY2022 is used as reference against which the performance will be measured in subsequent years.</p>	359.72 Metric Tonnes	Not applicable.

**2022 Latest Explain / Notes:** No further explanation provided.

(305-1) Source of Emissions Factors

Dec 2022
Fuel Consumption (Scope 1) 1) Vehicles 2) Farm Equipment

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *(305-1) Consolidation Approach for Emissions*

Dec 2022
Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

### *(305-1) Standards Used*

Dec 2022
Our Carbon Emission is calculated based on Greenhouse Gas protocol ("GHG") calculators. The inputs to the calculators are provided and verified by our business and functions, and are reviewed by respective accountable persons.

**2022 Latest Explain / Notes:** No further explanation provided.

### *Gross Location-based Indirect (Scope 2) Emissions*

Dec 2022
266.64 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

### *Gross Market-based Energy Indirect (Scope 2) Emissions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.



SUSTAINABILITY REPORT

Gases Included in (Scope 2) Emissions

Dec 2022
CO2

**2022 Latest Explain / Notes:** No further explanation provided.

Base Year - Scope 2

**DATE:** Dec 2022

Base Year	i. The Rationale for Choosing Base Year	ii. Emissions in the Base Year	iii. The Context for Any Significant Changes in Emissions That Triggered Recalculations of Base Year Emissions
FY2022	<p>FY2022 is our first year of sustainability reporting using the Task Force on Climate-Related Financial Disclosures (TCFD) and SGX Core as our framework, and have chosen SGX ESGenome as our corporate Sustainability Reporting Platform.</p> <p>FY2022 is used as reference against which the performance will be measured in subsequent years.</p>	266.64 Metric Tonnes	Not applicable.

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *(305-2) Source of Emissions Factors*

Dec 2022
Electricity Consumption (Scope 2) 1) Office 2) Farm

**2022 Latest Explain / Notes:** No further explanation provided.

### *(305-2) Consolidation Approach for Emissions*

Dec 2022
Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

### *(305-2) Standards Used*

Dec 2022
Our Carbon Emission is calculated based on Greenhouse Gas protocol ("GHG") calculators. The inputs to the calculators are provided and verified by our business and functions, and are reviewed by respective accountable persons.

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Gross Other Indirect (Scope 3) Emissions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Gases Included in (Scope 3) Emissions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Biogenic CO2 Emissions - Scope 3*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Other Indirect (Scope 3) GHG Emissions Categories*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

Base Year - Scope 3

DATE: Dec 2022

Not Applicable

2022 Latest Explain / Notes: No further explanation provided.

(305-3) Source of Emissions Factors

Dec 2022
Not Applicable

2022 Latest Explain / Notes: No further explanation provided.

(305-3) Standards Used

Dec 2022
Not Applicable

2022 Latest Explain / Notes: No further explanation provided.

GHG Emissions Intensity

Dec 2022
0.00013

2022 Latest Explain / Notes: No further explanation provided.

# SUSTAINABILITY REPORT

## Organization-specific Metric - Emissions

Dec 2022
We have chosen Revenue as the base for calculating the ratio.

**2022 Latest Explain / Notes:** No further explanation provided.

## Type of GHG Emissions in Intensity Ratio

Dec 2022
Indirect (Scope 2) Direct (Scope 1)

**2022 Latest Explain / Notes:** No further explanation provided.

## Gases Included in Intensity

Dec 2022
CO2

**2022 Latest Explain / Notes:** No further explanation provided.

## GHG Emissions Reduced Due to Reduction Initiatives

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## *Gases Included*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Base Year - Emissions Reduction*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Scopes for Emissions Reductions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *(305-5) Standards Used*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## *Production, Imports and Exports of Ods*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Substances Included in the Calculation*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *(305-6) Source of the Emission Factors Used*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Significant Air Emissions*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### *(305-7) Source of Emissions Factors*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *(305-7) Standards Used*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *Waste Generated*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### *(306-3) Contextual Information - Waste Generated*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.



SUSTAINABILITY REPORT

*Company Operations at Risk From Lack of Water*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Risk Assessment*

**DATE:** Dec 2022

Do you have an implemented risk assessment process that is integrated into a multidisciplinary company - wide risk process?	Have you communicated the results with your key stakeholders?	Is there continuous monitoring of the risks to companies and stakeholders?
Yes	Yes	Yes

**2022 Latest Explain / Notes:** No further explanation provided.

*Paris Aligned Climate Targets*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## *R&D Low-carbon Technology*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Revenue Generated From Products and/or Services Providing Low-carbon Energy Services*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Carbon Price*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## *Corporate Strategies - Climate Change Adaptation*

**DATE:** Dec 2022

Do you have a strategy to adapt to the changes likely to be caused by climate change?	Is it monitored at a governance level or reported on?
Yes	Yes

**2022 Latest Explain / Notes:** No further explanation provided.

# SUSTAINABILITY REPORT

## Risk Assessment - Facilities

Dec 2022
Not Reporting

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 1a) GHG (CO2) Absolute emissions – total

Dec 2022
626.36 Metric Tonnes

**2022 Latest Explain / Notes:** No further explanation provided.

## SGX Core 2a) GHG (CO2) Emissions intensity – total

**DATE:** Dec 2022

Total GHG (CO2) Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Total Emissions Intensity (by Revenue)
626.36	Revenue	4.74 SGD	132.26

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### SGX Core 2b) GHG (CO2) Emissions intensity – scope 1

**DATE:** Dec 2022

Scope 1 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Scope 1 Emissions Intensity (by Revenue)
359.72	Revenue	4.74 SGD	75.95

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 2c) GHG (CO2) Emissions intensity – scope 2

**DATE:** Dec 2022

Scope 2 GHG Emissions	Organisational Metric Used to Calculate Intensity	Total Revenue	Scope 2 Emissions Intensity (by Revenue)
266.64	Revenue	4.74 SGD	56.3

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 2d) GHG (CO2) Emissions intensity – scope 3

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

## SUSTAINABILITY REPORT

### SGX Core 25) List of relevant certifications

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 26) Alignment with frameworks and disclosure practices

Dec 2022

The Group is committed working towards sustainable development and establishing, promoting and maintaining a culture in sustainability and environmental and social responsibility within its staff and members. The senior management, management staff across our businesses and operations will foster governance and leadership in sustainability and work collaboratively to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to work with our clients and partners to do the same. We have chosen the Task Force on Climate-Related Financial Disclosures (TCFD) and SGX Core as our framework for Sustainability Reporting. We have chosen SGX ESGenome as our corporate Sustainability Reporting Platform. We do not plan to seek external assurance for our Sustainability Report. Instead, we provide our Board assurance over the Sustainability Report through more effective back-to-back assurance with our businesses and operations as well as internal review by our management.

**2022 Latest Explain / Notes:** No further explanation provided.

### SGX Core 27a) Assurance of sustainability report

**DATE:** Dec 2022

Level of Assurance	Describe Scope of Assurance
Internal assurance	We do not seek external assurance. However, we seek internal reviews by our management to validate the accuracy of our reporting. Nevertheless, we plan to seek internal reviews by internal audit in the future.

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*SGX Extended 1) Total waste generation intensity*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*SGX Extended 3) Management team size*

Dec 2022
7

**2022 Latest Explain / Notes:** No further explanation provided.

*Water Risk Assessment*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

SUSTAINABILITY REPORT

*Investment in Water Recycling*

Dec 2022
Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.

*Company Facilities - Water Treatment*

**DATE:** Dec 2022

Not Applicable

**2022 Latest Explain / Notes:** No further explanation provided.