



SOUP
RESTAURANT

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Sustainability Report 2021

CORPORATE PROFILE

Founded in 1991, Soup Holdings Limited has its humble beginnings as a niche restaurant in Chinatown serving herbal soups and home-cooked dishes at affordable prices.

Today, the Company is listed on the Mainboard of the Singapore Exchange Limited and operates a portfolio of well-known food and beverage brands. The Group currently has 17 restaurant outlets in Singapore and Malaysia, as well as one franchised outlet in Indonesia.

The Company has through the years expanded its business into other areas including the distribution of sauces, central kitchen operations and a social enterprise.

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Celebrating *30 years* of heart-warming heritage cuisine

Soup Restaurant has come a long way from our humble roots of operating out of our first shophouse at Smith Street with just 6 tables. Like how the Samsui women have toiled through laborious work in building our nation brick by brick day after day, Soup Restaurant has similarly progressed steadily over the last 30 years. Through our focus, solid foundations and expertise, we have tided over many storms to stand at where we are today.

In today's everchanging world, our core values and resilience continue to be our guiding beacon. Our passion and commitment to provide a place of respite where people can bond over our authentic and traditional home-style food burns bright.

Soup Restaurant is a place where relationships are formed and where reunions take place. We will persevere in preserving, passing on and expanding the heirloom of our invaluable culinary tradition, our Samsui heritage and values while achieving long-term sustainable growth.



TOGETHER 相伴

BOARD STATEMENT

On behalf of the Board, we are pleased to present our Sustainability Report (the “**Report**”) for the financial year ended 31 December 2021 (“**FY2021**”). The COVID-19 pandemic has brought the importance of transparency and sustainability in business development to the forefront. The Group’s initiatives in the past year have a common focus on the health, safety and well-being of both our customers and our employees, fulfilling our Group’s Vision of “百年三盅- 百年精神，造福人群”. Our fifth Sustainability Report continues to address issues that are relevant to our stakeholders and industry, both positive and negative, and track our performance on the Group’s initiatives undertaken in the past year, against the background of the Covid-19 pandemic and its far-reaching impacts.

Notwithstanding the restrictions caused by the pandemic, the Board and senior management reaffirm our commitment to establish and maintain effective sustainability management framework. Our direct engagement with stakeholders enabled the Group to identify and disclose our Environmental, Social and Governance (“**ESG**”) practices and performances to stay relevant to our stakeholders and demonstrate a strong will to act upon our long-term and continuing commitment to better future performance and improve positive impacts, progressing towards achieving our Group’s vision.

We are pleased to share our sustainability journey through this report and would like to thank all our stakeholders for your unstinting support through the years. We will continue to work towards creating meaningful value for stakeholders while managing the risks and expectations to ensure the Group stays competitive under the current crisis.

ABOUT THIS REPORT

The Report describes the sustainability performance of the Group for the financial year ended 31 December 2021.

REPORTING FRAMEWORK

The Report is prepared in accordance with the internationally accepted Global Reporting Initiative (GRI) Standards: Core Option and published pursuant to 711(A) and 711(B) Singapore Exchange (“**SGX-ST**”) Listing Rules.

REPORTING PERIOD AND COVERAGE

The Report is applicable for the Group’s financial year ended 31 December 2021.

The Report covers our business activities in Singapore which contributed approximately 99% (FY2020: 99%) for the reporting period by considering the significance of ESG factors.







FEEDBACK

We welcome feedback from all stakeholders on this Report as a way to improve our sustainability practices. You may send your comments or feedback to our investor relations email account at email@souprestaurant.com.sg

STAKEHOLDERS' ENGAGEMENT

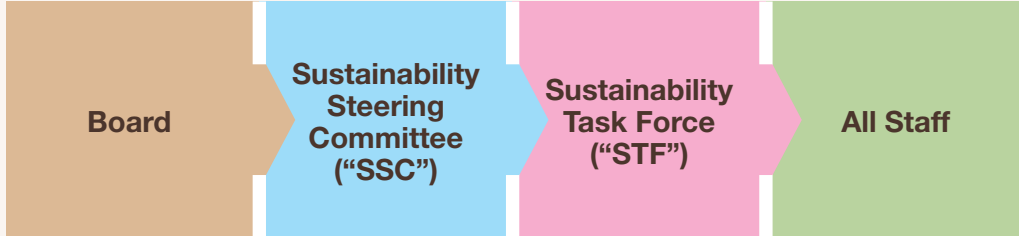
An important step for the success of our sustainability practices is having identified the stakeholders. Regular engagement with the stakeholders has enabled us to better understand the material issues that affect them and helps us direct our focus on creating the desired sustainable value.

We have identified the key stakeholders who affect and/or could be affected by our organisation's activities, products or services and we engage them in a variety of formal and informal ways through the following channels:

S/N	Key Stakeholder	Engagement Channel	Frequency of Engagement
1	CUSTOMERS 	<p>We encourage customers to provide their feedback, primarily through emails to our sales and services team and social media platforms such as Facebook. All the feedback are circulated to the Management team, including the Executive Directors. Customer satisfaction is important to us and the feedback collected enables our Group to improve our services, operations and business.</p>	Daily
2	EMPLOYEES 	<p>Executive Directors and senior management personnel visit our restaurants and central kitchens regularly to discuss the work schedule, progress and to understand first-hand the working conditions of our employees. During these sessions, Management is able to communicate with employees directly and share the business goals and values of the Group. Employees are encouraged to express their views and provide insights and information. Direct communication with our staff aligns the employees with our organisation's goals and values, and they are motivated to contribute to organisational success, with an enhanced sense of their own well-being. Other channels used include emails, regular meetings and annual staff evaluation sessions.</p>	Throughout the year
3	COMMUNITY 	<p>We work closely with various charity organisations and voluntary welfare homes to provide nutritious meals to their beneficiaries. We leverage on our core competency in the food and beverage ("F&B") sector to do good for the community. We also facilitate employment for the under-served segments in our community, such as ex-convicts and persons with disabilities. We launched a new subsidiary to focus on training persons with disabilities and prepare them for careers in the F&B sector. We strive to create an ecosystem for doing good as we believe this promotes sustainable positive vibes in the community.</p>	Throughout the year
4	REGULATORS 	<p>We regularly attend training sessions and seminars organised by regulators, auditors and consultants to raise awareness of changes in laws and regulations that impact our business and to ensure compliance with them.</p>	Throughout the year
5	SHAREHOLDERS 	<p>We announce quarterly and full year results and any material and price-sensitive information to the public via SGXNET on a timely basis. Shareholders are encouraged to participate at annual general meetings and communicate their views on various matters affecting the Company.</p>	<p>Throughout the year</p> <p>Annually</p>
6	SUPPLIERS 	<p>We maintain a good relationship with our suppliers and work closely with them. Suppliers are assessed and evaluated in terms of pricing, quality, delivery reliability and service performance. Feedback on any quality issues arising is communicated to suppliers immediately to ensure transparency. This is also to ensure the quality of products or services delivered to our Group.</p>	Throughout the year

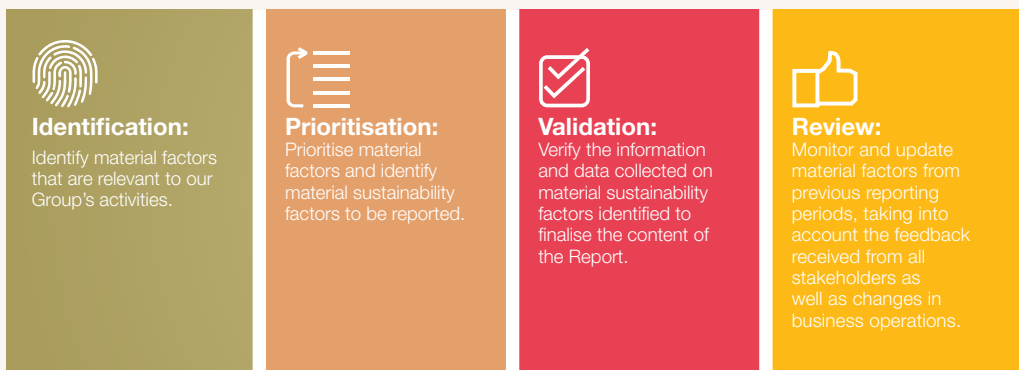
SUSTAINABILITY GOVERNANCE

The Board oversees and manages the direction, approach and performance of sustainability of the Group, supported by the SSC which comprises of senior management executives led by the Managing Director. The SSC is tasked to develop the sustainability strategy, set goals and targets, conduct materiality assessment and identify the high impact sustainability areas towards which we drive our efforts.



SUSTAINABILITY REPORTING PROCESSES

The sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised as material factors which are then validated. The end result of this process is a list of material factors identified and disclosed in the Report. The chart below shows the processes involved.



MATERIALITY ASSESSMENT

Under our Group Policy, each sustainability factor is assigned a reporting priority that determines the actions required as illustrated in the table below:

S/N Reporting Priority	Description	Criteria
I	High	Factors with high reporting priority are reported in detail.
II	Medium	Factors with medium reporting priority are considered for inclusion in the Report. They may not be included in this Report if not material.
III	Low	Factors with low reporting priority may be reported to fulfill regulatory or other reporting requirements. They are not included in this Report if not material.

MATERIAL FACTORS

The material factors selected for sustainability reporting are listed below.

	Material Factor	Reporting Priority	Stakeholder
Social	Food Safety and Hygiene	I	Customers
	Diversity and Equal Opportunity	I	Employees
	Employee Retention	I	Employees
	Occupational Health and Safety	I	Employees
	Giving Back to Community	II	Community
Environmental	Energy and Water Conservation	II	Community
Economic	Sustainable Business Performance	I	Shareholders
Governance	Corporate Compliance	I	All Stakeholders and Regulators

Social



I) FOOD SAFETY AND HYGIENE

Our Group's principal activities are in the operations of restaurant outlets and central kitchen food processing facilities. There is absolutely no room for any compromise in food safety. The health and safety of our customers is our top priority, and we are committed to produce and serve safe and clean quality food with high standards of food safety best practices that conform to all regulatory requirements.

For our customers, we strive to serve healthy and nutritious food reminiscent of home-style cooking of the Samsui Women of yesteryear. Most of our dishes originate from family recipes and are distinctive and traditional. We aim to offer our customers delectable cuisines that are prepared in home-cooked style. As we pride ourselves on serving homemade goodness in every dish, our chef-designed menus focused on less salt and less oil to ensure that the meals we serve from both our restaurants and central kitchens are healthy, and nutritious.

In terms of operations, the Group established a set of Standard Operating Procedures ("SOPs") to govern and monitor the day-to-day food preparation and food-handling processes. From time to time, we conduct a review of the SOPs to update and improve our practices.

Our centralised procurement team sources from responsible suppliers. They select, monitor and assess suppliers according to the Group's SOPs, which include carrying out interviews, periodic performance reviews, sample tests and visits to suppliers' storage locations.

To uphold our high standards of product quality and safety, the following policies are in place:

1. In-house audit team conducts regular Branch Quality Checks to ensure strict compliance with our SOPs.
2. Central kitchens implement a manual for the Hazard Analysis Critical Control Point ("HACCP"), a globally recognized system used to identify, reduce and eliminate potential food safety hazards.
3. A third party laboratory service is engaged to perform periodic testing of food products to ensure food safety and quality.
4. All staff handling food at the outlets and central kitchens must attend courses on food and beverage safety and hygiene.
5. All food will be stored and processed under safe conditions and within the specified range of temperature according to statutory requirements and recommended approved guidance.

As at 31 December 2021, we have 23 (2020: 20) certified food hygiene officers and will continue to train and promote more employees to qualify as food hygiene officers.

There was no major food safety incidents* in FY2021.

* A Major Food Safety Incident is defined as an incident whereby at least 5 unrelated customers (within the same period) are affected from consuming food items by the Group.

MATERIAL FACTORS

continued

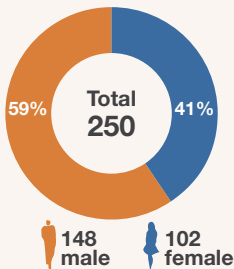
Notwithstanding our best efforts, there were 2 (2020: 1) incidents of non-compliance with regulations resulting in a warning issued by the Singapore Food Agency (“SFA”) in FY2021. We take it very seriously and brought it to the attention of our Executive Directors.

To address the incident and to prevent recurrence, we conduct meetings with the persons in charge of our outlets and central kitchens to understand the course of incidents and what corrective actions should be undertaken. In addition, we continuously reinforce our internal processes and practices to ensure compliance with the regulations.

II) FAIR EMPLOYMENT

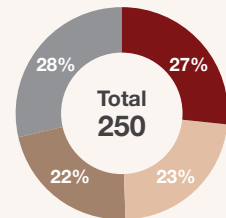
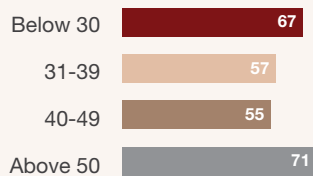
We recruit across different demographics and believe that a diverse team can boost problem-solving capabilities and lead to greater productivity with varied skills and working experiences. We work as a family and there is no differentiations regardless of age, gender, race, religion, nationality, disability or family status. Inclusive hiring has become a tenet of our Group’s values and we have included it as a policy statement in our Employee Handbook.

DIVERSITY OF GENDER



DIVERSITY OF AGE

AGE GROUP



As at 31 December 2021, the percentage of female to total employees has increased to 41% (2020: 39%), with two out of four departments in our organisation led by female heads. The Group also has a good spread of employees from different age groups and is moving towards a more balanced age ratio. We value senior workers for their experience and knowledge and support our government’s policy of offering re-employment to eligible employees who turn 62 (the current retirement age in Singapore), as long as their health permits and they fulfil the job requirements. The Group will also be raising the retirement and re-employment ages as and when they are raised under Singapore law.

We have signed and affirmed the Employer’s Pledge of Fair Employment Practices, promoted under the Tripartite Alliance for Fair and Progressive Employment Practices (“TAFEP”). We are committed to practise the 5 principles of Fair Employment Practices as set out:-

1. Recruit and select on the basis of merit (such as skills, experience or ability to perform the job) regardless of age, race, gender, religion, marital status and family responsibilities, or disability.
2. Treat our employees fairly and with respect and put in place progressive human resource management systems.
3. Provide employees with equal opportunities to be considered for training and development based on their strengths and needs, to help them achieve their full potential.
4. Reward our employees fairly based on their ability, performance, contribution and experience.
5. Comply with labor laws and abide by the Tripartite Guidelines on Fair Employment Practices.

Our Group has 2 (2020: 3) ex-convicts and 18 (2020: 11) employees with disabilities, in addition to some employees from underprivileged backgrounds, working in varied positions within the Group. As part of our commitment, we will continue to design and create job opportunities for underprivileges wherever possible.

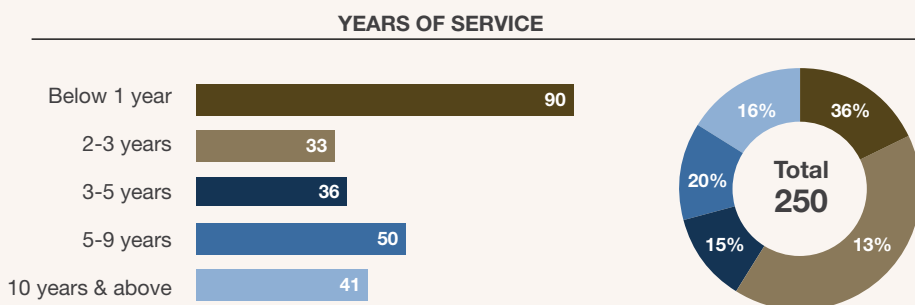
MATERIAL FACTORS

continued

III) EMPLOYEE AND TALENT RETENTION

We recognise that employees are valuable assets to a company, especially in the F&B sector, which is labor-intensive. A low turnover and stable workforce enable us to develop more skilled employees, reduce recruitment and training costs while maintaining a high standard of quality service, which is critical for the success of our organisation.

Despite the challenges posed by the pandemic, the Group succeeded in retaining most of our employees, with the support of the government. As at 31 December 2021, approximately 51 % (2020: 41%) of our employees have more than 3 years of service with the Group, increased by approximately 10% as compared to last year.



Our Group also conducts regular in-house training for our employees by harnessing a unique training framework STAR as follows:



As the Group has an in-house Training Department, which was set up in FY2015, and is accredited as an Approved Training Organization (“ATO”) by Workforce Singapore Agency (“WSG”), we took the opportunity during the lull period for F&B companies due to the pandemic, to continue investing in our employees through appropriate training programmes. In FY2021, the Company has awarded an additional 27 (2020: 120) Statement of Attainment certificates to our staff, which is recognised nationwide.

MATERIAL FACTORS

continued

Last year, the Group has successfully conducted a series of training sessions under the Job Redesign Place-and-Train Programme to cross-train our kitchen and service staff for interchangeable roles and greater job flexibility. This year, the Group focuses on the leaderships training, a great way to identify new leaders and to enable employees at all levels to improve their capabilities. With this, the Group was able to decrease employee turnover and retain talents, creating a strong and united team.

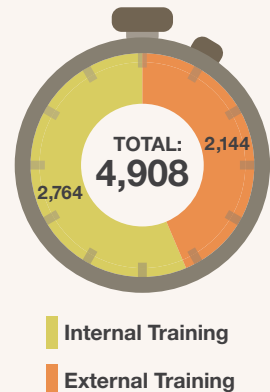
The Group also continued offering both traineeships and internships to students from the Institute of Technical Education (“ITE”), which we had offered since 2018. In FY2021, 15 (FY2020: 27) students have completed their traineeships and internships.

The Company continues to assess the training needs of all employees across the organization and will design the training programme internally or engage external trainers where necessary. The average training hours per employee per year is approximately 20 (2020: 17) hours.



ITE's Alumni Seminar – Industry Partner Sharing

HOURS OF TRAINING



IV) OCCUPATIONAL HEALTH AND SAFETY

Health and Safety of our employees have been considered important for businesses and COVID-19 has led to a more profound change to the operating models. We are committed to provide a safe and healthy workplace environment for our employees, especially in a pandemic period, including reconceptualising the workplace and rendered full support to employees who are diagnosed with COVID-19 and facing difficulties.

Regardless of the circumstances, the following steps were implemented at all time for the Group's workplace health and safety:

1. Inculcate an “everybody plays a part to create a safe and healthy working environment” mind-set in all staff through orientation programmes and training sessions. Staff are also given a workplace safety and health handbook for easy reference.
2. Create awareness of workplace safety issues by sharing workplace accident cases through regular newsletters and team-sharing sessions.
3. All outlets are provided with a Risk Management File with risk assessment questionnaires on respective critical areas.
4. Enhance safety measures by installing the following in all our kitchens:
 - a. Automatic Trip System - to ensure electrical system shut-down once there is a gas leak.
 - b. Gas Leak Detector - to shut down the gas inflow once a leak is detected.
 - c. Exhaust Control System – to shut down the gas inflow if the exhaust system malfunctions.

MATERIAL FACTORS

continued

There was no workplace injury resulting in a fatality or permanent disability in FY2021.

In addition to the above, the Group also implemented strict sanitation and hygiene practices at all its restaurant outlets to counter the risks of Covid-19 since FY2020. The Group was one of the first few companies to be certified with the “SG Clean” quality mark at all our restaurant outlets.

V) GIVING BACK TO COMMUNITY

A cornerstone of our Group’s values is to look after the people we come into contact with. We adhere to this value by serving simple healthy and nutritious meals, but without compromising on taste, to beneficiaries of the nursing homes and voluntary welfare organisations (“VWOs”) that we cater to. These chef-designed meals adhere to the Health Promotion Board’s guidelines and cater to a variety of diets such as diabetic, low-salt, easy-chew, blended and vegetarian. In this way, the Group strives to build a sustainable and inclusive ecosystem to do good.

Meal Deliveries for Seniors Living Alone

Our subsidiary, Samsui Supplies & Services Pte Ltd (“SSS”) took on the arduous task of catering door-to-door delivery of meals to these seniors since 2018. Tapping on resources such as central kitchens, restaurant outlets, taxi-drivers, Grab drivers and volunteers, we ensure the meals were delivered on time. This initiative was especially important during the Circuit-Breaker period. At the height of the Covid-19 pandemic, the Group catered up to 6,000 meals per day for seniors who had to stay home.

Place-And-Train (PnT) Programmes for Person With Disabilities

Our subsidiary - Samsui Centre of Hospitality Pte Ltd (“SCH”) – managed to complete another training courses for 2 batches of trainees who are persons with disabilities (“PWDs”) despite the pandemic and the restrictions of physical training sessions. SCH continues to support our PWDs in securing employment either within our Group, complementing the activities of SSS which operates central kitchens whose core purpose is to engage and train underserved segments of our community, or with our network of partner organisations.



MATERIAL FACTORS

continued

Environmental



ENERGY AND WATER CONSERVATION

As a socially responsible company, we recognise the importance of preserving our natural environment. It is everyone's responsibility to commit to the responsible usage of energy and water in our Group.

As part of our efforts, we have been adopting the following conservation initiatives:

- ✓ Optimise the use of lighting control circuits to offer flexibility in lighting the premises at specific areas for more efficient energy use
- ✓ Replace T5 lighting with LED lighting gradually
- ✓ Introduce water efficiency labelling for basins, taps and sinks
- ✓ Track and monitor energy and water consumption regularly to control usage
- ✓ Introduce green technologies such as UVC emitters and electronic air filtration devices.

Level of consumption for energy and water:

Resource	Unit of Measurement	Purposes	Consumption Rate (Consumption/Revenue)	
			FY2021 Unit/S\$	FY2020 Unit/S\$
Electricity	kWh	Used for refrigerator, lighting, coldroom, chiller and office work	0.085	0.071
Liquefied petroleum gas ("LPG")	kWh	Operating cooking equipment	0.135	0.144
Water	Cu M	<ul style="list-style-type: none"> • Food preparations such as thawing of frozen meat • Food ingredients such as soup base • Cleaning and Dishwashing 	0.002	0.006

FOOD WASTAGE AND PAPER CONSUMPTION

The Group embarked on business process redesign and data automation in the areas of procurement, inventories and human resource management and has substantially completed the projects. The digitalisation efforts enable us to track and manage the food wastage and reduce the consumption of paper significantly. This is in line with Singapore commitment to Green Plan 2030 to advance Singapore's national agenda on sustainable development as the studies have shown that paper accounts for large percentage of total waste at landfills.

Economic



SUSTAINABLE BUSINESS PERFORMANCE

The Group is committed to keeping our vision alive moving towards our 100th year and beyond as a Singapore iconic brand. This year, Soup Restaurant celebrating 30th anniversary and is proud to be listed as a Singapore “Made with Passion” Brand – a national initiative that showcases and celebrates local lifestyle brands who bring to life the Singapore spirit of turning possibilities into reality.



We uphold our core values: integrity, diligence, learning and creativity and believe these values have brought us to where we are today and will continue to lead us to greater heights of success. As was stated by our Managing Director, “It is the spirit and values that drive our business. We place our core values above all else.”

The past year had been a difficult year. Despite facing many challenges and decreased revenue, the Group had managed to remain profitable for FY2021. The Group's revenue decreased by 4.8% to \$29.6 million (FY2020: \$31.1 million) and our profit before income tax decreased by 13.1% to \$0.7 million (FY2020: \$0.8 million).

The Board of Directors of the Company is recommending a dividend payout to our shareholders. The Group has consistently declared dividends comprising at least 70% of the profits attributable to owners of the Company.

Please refer to the Financial Statements of the Annual Report 2021 for the details of our economic performance.

Revenue	\$29.6m
Profit before income tax	\$0.7m
Net cash from operating activities	\$7.2m

Governance

CORPORATE GOVERNANCE AND COMPLIANCE



We are committed to high standards of corporate governance and adhere to the applicable laws and regulations. Our objective is not merely to be a profitable organisation, but we view maintaining public trust and balancing the interests of our stakeholders as our utmost priority.

The Board and Management believe that good corporate governance provides the framework for attaining our Group's objectives in a structured and robust manner. We use the framework in practically every sphere of management, from action plans and internal controls to performance measurement and corporate disclosure. Our corporate governance practices are set out in detail in the Corporate Governance Report of our Annual Report 2021.

In FY2021, there was no incident related to non-compliance with any law or regulation.

MATERIAL FACTORS

continued

OUR COMMITMENTS & TARGETS

Our Group is committed towards better practices for environmental, social and governance factors. The Group keeps track of our performance for the material factors which were identified in the reporting process and has set qualitative and quantitative targets for FY2022 as shown in the table below.

S/N	Material factors	Performance measure	2021 Performance	Commitments & Targets
1	Food Safety and Hygiene	Incidents of non-compliance	<p>Target partially met as follows:</p> <p>Zero food safety incidents in FY2021 and FY2020.</p> <p>Two (2020: one) incidents of non-compliance with regulations resulting in a summons issued by SFA.</p>	<p>Comply with food safety and hygiene related regulations and maintain best practices in operations.</p> <p>-maintain zero food safety incidents.</p> <p>-achieve zero incidents of non-compliance with regulations resulting in fines and warnings issued by SFA.</p>
2	Fair employment	Diversity of gender and age	<p>Target met as follows:</p> <p>Percentage of female to total employees increased from 39% to 41%.</p> <p>Good spread of employees with at least approximately 20% from different age groups.</p>	<p>Adhere to the principles of Fair Employment Practices.</p> <p>Move towards more balanced gender and age ratios.</p>
3	Employee Retention	Years of service	<p>Target met as follows:</p> <p>51% (2020: 41%) of employees have more than 3 years of service with the Group.</p>	<p>Improve employee retention.</p>
4	Occupational Health and Safety	Workplace injury incidents	<p>Target met as follows:</p> <p>Zero workplace injuries resulting in a fatality or permanent disability.</p>	<p>Maintain zero workplace injury incidents resulting in a fatality or permanent disability.</p>
5	Giving back to community	Community projects	<p>Target partially met as follows:</p> <p>SCH completed training for 2 (2020: 7) batches of trainees who are PWDs.</p> <p>The Group has 2 (2020: 3) ex-convicts and 18 (2020: 11) PWDs</p>	<p>-Improve on our various projects to give back to the community.</p> <p>-Increase the number of trainees at SCH.</p> <p>-Increase the number of employees from vulnerable groups.</p> <p>-Increase number of projects to give back to the community.</p>
6	Energy and Water conservation	Energy and Water consumption	<p>Target partially met as follows:</p> <p>Higher level of consumption for electricity.</p>	<p>Committed to responsible usage of energy and water:</p> <p>-Reduce level of consumption for energy and water.</p>
7	Sustainable Business Performance	Revenue, profit before income tax and operating cash flow	<p>Target not met as follows:</p> <p>Revenue - \$29.6 million (FY2020: \$31.1 million).</p> <p>Profit before income tax - \$0.7 million (FY2020: \$0.8 million).</p> <p>Final dividend of 0.20 (2020: 0.20) cents per share.</p>	<p>Improve the Group's financial performance.</p>
8	Corporate Governance	Non-compliance incidents	<p>Target met as follows:</p> <p>Zero incidents related to non-compliance with any law or regulation.</p>	<p>Maintain zero incidents of non-compliance with laws and regulations.</p>

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GRI Standard Disclosure Number	Disclosure Title	Report Section	Page Reference
Organisational Profile			
102-1	Name of organisation	Soup Holdings Limited	-
102-2	Activities, brands, products, and services	Annual Report - Our Brands	18-19
102-3	Location of headquarter	Annual Report -Corporate Information	9
102-4	Location of operations	Annual Report -Our Footprint	20
102-5	Ownership and legal form	Annual Report - Corporate Structure - Notes to the Financial Statements > Investments in subsidiaries	8 77
102-6	Markets served	Annual Report - Our Footprint	20
102-7	Scale of the organisation	Annual Report - Our Brands - Financial Highlights - Operating & Financial Review - Corporate Structure	18-19 14 15-16 8
102-8	Information on employees and other workers	Sustainability Report - Fair Employment - Employee and Talent Retention - Occupational Health and Safety	6 7-8 8-9
102-9	Supply chain	Sustainability Report - Food Safety and Hygiene	5
102-10	Significant changes to the organisation and its supply chain	No significant changes	-
102-11	Precautionary Principal or approach	Not applicable	-
102-12	External initiatives	None	-
102-13	Membership of associations	None	-
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report - Board Statement	2
Ethics and Integrity			
102-16	Values, principles, standards and norms of behaviour	Sustainability Report - Board Statement	2
Governance			
102-18	Governance structure	Annual Report - Corporate Governance Report Sustainability Report - Sustainability Governance	21-37 4

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GRI Standard Disclosure Number	Disclosure Title	Report Section	Page Reference
Stakeholder Engagement			
102-40	List of stakeholders groups	Sustainability Report - Stakeholder Engagement	3
102-41	Collective bargaining agreements	Not applicable	-
102-42	Identifying and selecting stakeholders	Sustainability Report - Stakeholder Engagement	3
102-43	Approach to stakeholder engagement	Sustainability Report - Stakeholder Engagement	3
102-44	Key topics and concerns raised	Sustainability Report - Stakeholder Engagement	3
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Annual Report - Corporate Structure - Notes to the Financial Statements > Investments in subsidiaries	8 77
102-46	Defining report content and topic boundaries	Sustainability Report - Board Statement - Sustainability Reporting Process	2 4
102-47	List of material topics	Sustainability - Material factors	5-11
102-48	Restatements of information	None	-
102-49	Changes in reporting	None	-
102-50	Reporting period	1 January 2021 – 31 December 2021	-
102-51	Date of most recent report	31 December 2020	-
102-52	Reporting cycle	Annual	-
102-53	Contact point for questions regarding the report	Sustainability Report - Feedback	1
102-54	Claims of reporting in accordance with GRI Standards	Sustainability Report - About this Report	1
102-55	GRI content index	GRI Content Index	13-15
102-56	External assurance	Soup Holdings Limited has not sought external assurance for this reporting period.	-

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GRI Standard Disclosure Number	Disclosure Title	GRI Standard Disclosure Number	Disclosure Title
Management Approach			
103-1	Explanation of the material topic and its boundary	Sustainability Report - Material Factors	5-12
103-2	The management approach and its components	Sustainability Report - Material Factors	5-12
103-3	Evaluation of the management approach	Sustainability Report - Material Factors	5-12
Category : Economic			
201-1	Direct economic value generated and distributed	Annual Report - Financial Highlights - Operating & Financial Review - Statements of Financial Position - Consolidated Statement of Comprehensive Income	14 15-16 52 53
Category : Environmental			
302-3	Energy intensity	Sustainability Report - Material Factors: Energy and Water Conservation	10
303-1	Water withdrawal by source	Sustainability Report - Material Factors: Energy and Water Conservation	10
Category: Social			
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report - Material Factors: Employee and Talent Retention	5
405-1	Diversity of governance bodies and employees	Sustainability Report - Material Factors: Fair Employment	5
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report - Material Factors: Giving back to communities	7
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report - Material Factors: Food Safety and Hygiene	4



Soup Holdings Limited

150 Kampong Ampat

#04-01 KA Centre

Singapore 368324

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