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Corporate Profile

Established in 1981 and listed on the Mainboard of the Singapore Stock Exchange on 1 April 2010, T T J Holdings Limited ("T T J" or the "Group") is one of the largest structural steel fabricators in Singapore.

T T J is a reputed leading structural steel specialist in Singapore. Both of the Group's factories are specially designed around an in-line production concept based on Computerised Numerically Controlled ("CNC") machinery. In addition, T T J's Singapore factory in Pioneer Road has a waterfront loading area which enables the loading of heavy materials and large assemblies onto barges for transport by sea.

T T J has been awarded ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 to certify our robust Quality, Environmental, Occupational Health and Safety management systems. The Group is a certified manufacturer of structural steel works to SS EN 1090-1:2018 with Execution Class 4, and it is also an accredited structural steel fabricator with the highest S1-grading¹ category by the Singapore Structural Steel Society ("SSSS"). The Group has a combined annual production capacity of 42,000 tonnes for normal structural steel at its two fabrication facilities in Singapore and Johor, Malaysia.

T T J's structural steel solutions are used in a wide array of industries ranging from commercial building construction and offshore oil and gas to industrial plants as well as in iconic landmarks such as the National Art Gallery, the Orchard Gateway bridge, the SuperTrees and OCBC Skyway at Gardens by the Bay, The Helix at Marina Bay, Pinnacle@Duxton, Henderson Waves, the Supreme Court and Changi Airport Terminals 2 and 3. The Group has also supplied structural steelworks for several notable projects including Our Tampines Hub, Duo Residences@Ophir-Rochor, Mediapolis@One North, Funan Digital Mall, HomeTeamNS Khatib Clubhouse and PSA Liveable City.

Our noteworthy awards include the Building and Construction Authority ("BCA") Construction Productivity Award in 2019 – Advocates (Specialist Contractor) Gold award, President Awards, and the Construction Industry Council Provisional Certificate of Labelling – Outstanding award, and many more.

The Group's comprehensive manufacturing capabilities include, among others, heavy lifting cranes, ship-lift platforms, structures for high rise buildings and petrochemical complexes, heavy roof trusses, civil defence shelter doors, steel moulds and launching girders for bridges and highways, pressurised vessels and tanks, vehicular aluminium parapets, expansion joints and bearings for highways and roads.

In 2018, the Group expanded its business into waste management and treatment.

For more information, please visit <u>www.ttj.com.sg.</u>

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For works undertaken by our wholly owned subsidiary TTJ Design and Engineering Pte Ltd

Executive Chairman's Message

Dear Stakeholders,

Welcome to the Sustainability Report of T T J Holdings Limited. We are proud to share with you our sustainability efforts and performance from 1 August 2020 to 31 July 2021 ("FY2021" or "the reporting period").

In FY2021, the impacts of the COVID-19 pandemic have persisted in the construction and steel fabrication industry. It has affected the completion of projects and significantly changed the way we live and work. During these unsettling times, we remain committed to prioritising the safety of our employees. We have implemented strict safety protocols and educated all staff and workers on the safety measures. Safe Management Measures ("SMM") have been implemented at our workplace and project sites including SafeEntry scanning, use of the Trace Together app, temperature screening, use of masks, and safe distancing among employees at the workplace to protect the health and well-being of our people. In addition, we encourage vaccination among our employees with all of our staff and workers fully vaccinated to-date.

Our strong commitment towards improving our sustainability performance is reflected in our new initiatives in technological innovation. We have continued to leverage on technology to improve productivity and resource efficiency in our structural steel operations. Robust environmental policies help us measure and mitigate environmental risks.

On behalf of the Board, I would like to express my gratitude to our clients, business partners and shareholders for standing by the Group throughout an extraordinarily challenging year. We look forward to your continual support as we strive to develop a more sustainable environment for all.

Yours sincerely,

Teo Hock Chwee

Executive Chairman

Our Sustainability Story

Our ESG Focus and Strategy

As a responsible corporate citizen, T T J is committed to operating sustainably to ensure the long-term viability of our businesses, the environment and the community at large. Environmental, Social and Governance ("ESG") factors play a pivotal role in our operations and decision making.

The economic landscape for the steel structure fabrication market remains competitive. We will continue to adopt a prudent and cautious approach towards making investment decisions, and we continue to diversify our businesses beyond Singapore to drive growth.

We aim for zero fatality and injuries to foster a safe and healthy workplace environment. Our suppliers are also subjected to more robust assessment regarding their socioeconomic compliance and environmental practices to ensure a sustainable supply chain.

We will continue to develop more meaningful partnerships with charitable organisations and various institutions to improve the welfare of the community. We aim to bring more diversity in terms of gender, race and age groups to build a capable and diverse workforce.

ESG Performance Highlights

The following are some highlights of the Group's sustainability performance during the reporting period.

Maintained ISO 14001:2015 - Environmental Management Systems and ISO 45001:2018 - Occupational Health and Safety Management Systems certifications
Achieved zero incidents of non-compliance with COVID-19 safety laws and regulations and zero occupational health and safety incidents
Achieved zero reported incidents of breaches in governance and ethics in FY2021

Awards and Accreditations

Henderson Waves

– Steel Specialist

The Group has received many noteworthy awards for its excellence in product and service quality. Some of our awards include:

Title of Award/Certification
BCA Construction Productivity Award – Advocates (Specialist Contractor) Gold
award
BCA (Certificate of Licence) - General Builder Class 1
BCA Specialist Builder (Structural Steelwork)
Construction Industry Council Provisional Certificate of Labelling – Outstanding
Award
ISO 9001:2015 - Quality Management Systems
ISO 14001:2015 - Environmental Management Systems
ISO 45001:2018 - Occupational Health and Safety Management Systems
SS EN 1090-1:2018 - Factory Production Control Certification (Execution Class 4)
SSSS Certificate of Accreditation - Accredited Structural Steel Fabricator for
Category S1
SSSS President's Award - Creative and Innovative use of Steel - Project: Kong
Meng San Phor Kark See Monastery

Apart from the awards above, we have received many other awards for our achievements. Our accolades are a testament to our commitment to product quality and innovation as well as excellence in sustainable practices.

SSSS President's Design Awards Singapore – Award of the Year 2009 for

Reporting Practice

This sustainability report is produced in accordance to the Global Reporting Initiative ("GRI") standards "Core" option covering our Group's performance from 1 August 2020 to 31 July 2021. This report covers the Group's Steel Fabrication operations. The Steel Fabrication segment constitutes the most significant portion of the Group's revenue.

The GRI standards were selected as it represents the global best practices for reporting on economic, environmental and social topics. The following principles have been applied to determine relevant topics that define the report content and ensure quality of information: a) GRI principles for defining report content: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; b) GRI principles for defining report quality: Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness.

The report adheres to the sustainability report issuance timeframe and incorporates the primary components of report content as set out by the "Comply or Explain" requirements on sustainability reporting under Rules 711A and 711B of the Listing Manual of the Singapore Exchange Securities Trading Limited ("SGX-ST").

Although the sustainability report has not been externally assured, strong internal controls and reviews are present to ensure the accuracy and completeness of disclosures in the report.

This report supplements the Group's FY2021 Annual Report and may be accessed at T T J's website at the URL www.ttj.com.sg and has also been made available on SGXNet. Detailed section reference with GRI Standards is found at GRI Index Page.

T T J's material topics are identified based on their impacts on our internal and external stakeholders, as outlined in the Stakeholders Engagement section.

As announced on 23 September 2021, revenue contribution from the waste management and treatment business was not significant as market demand, and consequently average selling prices, for wood pellets remained low due to the COVID-19 pandemic. The sustainability performance of this segment is not included in this report. The Group will continue to observe market conditions in this segment to decide its strategic direction.

Stakeholder Engagement

We value input from all our stakeholder groups and use a variety of channels to engage with them as well as receive their feedback. We identify stakeholders as groups that have an impact or have the potential to be impacted by our business, as well as external organisations that have expertise in aspects that we consider material. The feedback we receive from our stakeholders is informative for determining our material topics and identify our focus areas.

Stakeholders	Engagement Platforms	Issues of Concern	Our Responses	Relevant Sections
Customers	Regular dialoguesMeetingsEmails/Telephone communicationsCorporate website	Quality and servicesProductivity and efficiencyHealth and safety	 Engage with customers on health and safety and product quality Take prompt action in responding to customer feedback 	Focus 3: Product Safety and Innovation
Employees	 Regular safety briefings and meetings to discuss safety measures against COVID-19 Open annual performance appraisal Trainings Meetings 	 Transmission of COVID-19 among employees and workers Remuneration and benefit Training and development Welfare and wellbeing 	 Provide adequate training and career development opportunities for all employees Provide timely information to employees on measures and changes related to COVID-19 	• Focus 4: Our People
Suppliers and Subcontractors	Emails/Telephone communications Toolbox meetings	Specifications compliance Safe and conducive workplace Environmental compliance	Engage and evaluate suppliers on their workplace health and safety practices and environmental compliance and provide meaningful feedback	• Focus 2: Our Environment
Community	Community services engagement	Social development	Spot opportunities for social giving and conduct community engagement events for our employees	Focus 5: Community Engagement
Shareholders and investors	 Media release Annual Report Annual General Meeting Analyst briefing and email exchange with shareholders Corporate website 	 Financial performance Dividend payout Risk Management Growth Strategy 	Provide timely and informative communication to shareholders through corporate communications	Focus 1: Governance and Ethics

Focus 1: Governance and Ethics

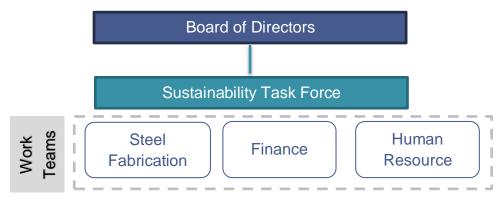
Strong corporate governance practices are important to the Group as it strives to build a viable and resilient business that is capable of adapting to the trends and uncertainties in the industry. Such practices help the Group align its operations and business activities with the interests of all key stakeholders.

Corporate Governance

We adhere to the "comply or explain" regime of the Singapore Code of Corporate Governance. Please refer to the Corporate Governance section of the Annual Report. We comply with the Listing Rules as prescribed by SGX-ST.

Governance and Statement of the Board

The Board has considered sustainability issues as part of the strategic formulation of the Group. We established the Sustainability Task Force comprising of senior management to oversee the efforts of work teams from different business units.



The Sustainability Task Force reviews the Group's sustainability objectives, challenges, targets and progress to align with the strategic direction of the Group, and supervises the work teams in implementing and tracking sustainability data and progress.

The Board incorporates sustainability issues into the strategic formulation of the Group. The Sustainability Task Force determines the material topics after taking into consideration the recommendations of an external ESG consultant. The Board approves the material environmental, social and economic factors, and ensures that the factors identified are well-managed and monitored.

Risk Management

The Group adopts a precautionary approach in strategic decision and day-to-day operation by implementing a comprehensive risk management framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organisation's overall risk management framework.

Please refer to the Corporate Governance Report in our 2021 Annual Report for more information on corporate governance practices and risk management structure.

Ethics and Integrity

Anti-corruption

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

The Group has a strong stance against corruption in our operations, and in our bid to ensure that our employees operate with integrity, we require all employees and directors to declare potential conflicts of interest via the Declaration of Potential Conflict of Interest Form disseminated to all employees and directors.

The Group has put in place a whistleblowing policy. Copies of the "Whistle Blowing" policy have been circulated to employees and are also available at the Company's registered office.

There were zero reported incidents of corruption in FY2021.

Regulatory Compliance

GRI 307-1, 419-1

We ensure that our production practices comply fully with government regulations and industry best practices. Prudent management of regulatory risks is an integral part of our organisational policies and practices.

T J received zero fines in FY2021 relating to environmental and socioeconomic laws and regulations. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

Focus 2: Our Environment

The environment is crucial to the sustainable operations of T T J. Our steel fabrication operations have integrated sustainability into its processes by promoting resource efficiency and full regulatory compliance. Our overarching commitment towards sustainability includes:

- Compliance with regulatory requirements/guidelines;
- Energy efficiency subject to workshop utilisation;
- · Environmentally friendly waste management; and
- Selection of sustainable materials.

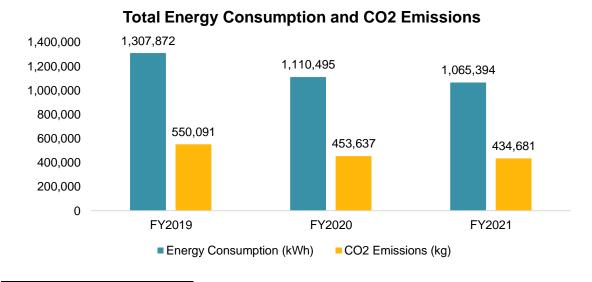
These commitments are beneficial to the operations of the Group as it has the potential to reduce costs and improve financial margins for each project.

Energy and Emissions Management

GRI 302-1, 305-2, 305-4

Steel fabrication is an energy intensive process that involves using the cutting, bending and assembly of steel. We have explored and integrated energy saving features in our workshops to reduce the use of electricity such as utilising skylight roofing which allows natural sunlight to serve as lighting in our workshops. This has led to reduced usage of lighting and improved energy efficiency over the years and a reduction in energy consumption by 4.1% in FY2021 compared to reporting year ended 31 July 2020 ("FY2020"), and a decrease of 18.5% compared to reporting year ended 31 July 2019 ("FY2019").

All reported emissions² in FY2021 were estimated based on internationally accepted methodology using the latest available emissions factors from the Singapore Energy Market Authority ("EMA").



² The CO2 emissions for FY2019 and FY2020 have been restated due to a change in (emissions factor from US to Singapore) as Singapore's EMA factors are more relevant to the nature of the Group's operations. Due to this change, CO2 Emission in FY2019 was restated from 924,718 kg to 550,091 kg and FY2020 was restated from 785,165 kg to 453,637 kg.

Waste Management

GRI 306-1, 306-2

Our steel fabrication operations do not generate any hazardous waste.

We also use alternative cutting gas such as Liquefied Petroleum Gas to reduce the fumes produced. Licensed toxic waste collectors are also engaged to dispose containers for flammable gases, paints and coolant used during our fabrication processes. To ensure the efficient use of steel in our operations and minimise any wastage, the Group's Materials Planning Department uses a wide array of advanced software such as structural steel computer-aided design ("CAD") and Building Information Modelling ("BIM") technology for 3-Dimensional ("3-D") digital representation of the physical and functional characteristics of our structure. In the event of any scrap that remains, it will be disposed and sold to recycling companies.

Sustainable Supply Chain

GRI 308-1, 308-2, 414-1, 414-2

T T J strives to ensure that suppliers throughout the supply chain meet the practices and standards expected by the Group.

Suppliers and subcontractors are required to declare and acknowledge their responsibilities in ensuring compliance to local regulations. Above and beyond, we comply with the ISO 14001 Environmental Management Standards and assess our suppliers and subcontractors based on their environmental and social obligations.

To meet customer requirements and upon customer request, we are able to procure materials from suppliers that source in an environmentally sustainable manner and use green-labelled steel. Where possible, we make a conscientious effort to select suppliers that use recycled materials in their steel production.

We monitor and assess the environmental and social impacts of our suppliers through regular communication and engagement as well as major news and media channels. In the event that any negative impacts are found, the Group shall reassess the supplier relationship and provide guidance on how to manage the relevant social or environmental impact.

In FY2021, there were no instances of potential or actual negative environmental or social impacts along our supply chain. As a result of the COVID-19 pandemic on the supply chain, there have been higher labour and material costs in the construction sector due to prolonged and restrictive border controls.

Environmental Targets and Performance

Environmental Performance in 2021			
FY2021 Targets	Status	Performance Update	
Reduce energy consumption by 10 % (base year 2019)	✓ Met	Energy consumption reduced by 18.5% compared to FY2019.	
Zero incidents of environmental non-compliance	✓ Met	Achieved zero incidents of environmental non-compliance	
Zero incidents of environmental non-compliance	✓ Met	Achieved zero incidents of environmental non- compliance along the supply chain	
Environmental Targets for FY2022			
Maintain our energy efficiency practices			
Maintain ISO 14001:2015 – Environmental Management Systems certification			
Zero incidents of environmental non-compliance			
Zero incidents of environmental non-compliance along the supply chain			

Focus 3: Product Safety and Innovation

Steel structures play a crucial role in the structural integrity and safety of buildings. A comprehensive approach that involves frequent quality inspections and testing ensures that our product quality is fully aligned with the Group's high quality standards and that it meets the highest industry standards.

Product Quality

GRI 416-1, 416-2

T J ensures that each steel component is fabricated in accordance with project specifications and we strictly comply with industrial quality and safety standards. We have independent quality inspections conducted by dedicated Quality Check teams and external inspectors to ensure that product quality is in accordance to required standards and certifications such as SS EN 1090-1:2018.

In FY2021, there was zero non-compliance concerning the health and safety impacts of our products.

Innovation

GRI 203-1

Our Engineering Team, which houses the design and drafting team, consists of 20 experienced structural detailers, design engineers, draftsmen and professional engineers. In addition to their expertise in utilising AutoCad Software, our engineers also utilise extremely intelligent and highly complex software systems such as Tekla Structure and STAAD.Pro in our design and drafting procedures. T T J has one of the most comprehensive engineering facilities in Singapore and in the region.

Tekla Structure is the Structural Building Information Modeling ("SBIM") system covering the entire structural design process from conceptual design to detailing, fabrication and construction. This innovative tool provides the ability to design and create an intelligent building model of any size or complexity with precision. The 3D model contains all the information required for design, fabrication and construction; all drawings and reports are fully integrated within the model.

The Computer Aided Manufacturing ("CAM") data is sent directly to the CNC machinery on the workshop floor, i.e. saw and drill lines and punching machines. This data is complete with all relevant marking, burning, drilling, punching and hard stamping information.

We also use some complete and integrated specialized programs such as "Auto NEST FX" and WinSTEEL, WinBAR, WinCN, WinNEST to maximize and ensure precise material planning for fabrication.

Focus 4: Our People

Our employees are our greatest assets and are key resources to the long-term viability of our business. We greatly value diversity in our workforce and ensure that our employees' well-being and development are well taken care of.

Protection against COVID-19

GRI 403-1, 403-2, 403-4, 403-6, 403-8, 403-10

As the COVID-19 pandemic continues to disrupt normal working conditions, T T J stayed committed to prioritising the safety of our employees and workers. Safety protocols have been implemented and all staff and workers have been trained to fully comply with the safety rules and regulations.

In our effort to combat the COVID-19 pandemic, we established a committee and an outbreak response system to implement and uphold stringent measures at our premises in line with COVID-19 safety guidelines issued by the Ministry of Health ("MOH") and other relevant authorities.

Safe Management Measures are communicated to all employees and are fully complied with to ensure that operations have commenced in a safe manner. The SMMs and outbreak response system will be applicable for 100% of our staff and workers.

In the event of COVID-19 transmission, the affected staff shall be required to adhere to the latest guidelines and government regulations by MOH on COVID-19 to protect others from being exposed to a possible COVID-19 infection. To-date, all of our staff and workers are fully vaccinated.

Workplace Health and Safety

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9

Safety is of utmost importance in T T J. The Group ensures that the conduct of our operations is in accordance with all applicable environmental and occupational health and safety regulations, with an effective Integrated Management System covering Quality, Environmental and Occupational Health & Safety Management to support our Group's growth and emphasize our commitment to meeting customer needs and requirements.

As a testament to our commitment to Quality, Environmental, Occupational Health and Safety management systems, we have been awarded ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Our Safety and Health Management System is regularly updated and audited by both internal and external parties to made sure that the management and staff are committed to continually improving our conduct in this regard in conformance with the established standards set for Quality (ISO 9001:2015), Environmental (ISO 14001:2015) and Occupational Health and Safety (ISO 45001:2018).

Compulsory safety induction briefings with respect to occupational health and safety are provided to onsite staff, workers, contractors and subcontractors prior to their commencement of work. Employees are required to wear personal protection equipment at work sites and in workshops at all times. To minimise the health effects of inhaling the welding fumes produced during the welding process on our employees, we provide respiratory masks and ensure sufficient ventilation in our workshop. Safe work procedures and risk assessments are also required to be in place before the start of a project and are regularly monitored and reviewed. Workers with outstanding safety awareness and behaviour are recognised and awarded to encourage effective implementation of our safety measures.

We carry out daily toolbox meetings with all workers prior to work commencement, and a weekly co-ordination meeting with all contractors/subcontractors on site to address all safety issues. Monthly Safety Committee meetings which consist of site walks are also carried out with the involvement of top management.

Our health and safety performance has significantly improved since FY2019. We have seen a reduced number of injuries and Accident Frequency Rate, as well as zero fatalities in FY2021.

Occupational incidents	FY2019	FY2020	FY2021
No. of fatalities	-	-	-
No. of injury (reportable)	3	-	-
No. of occupational diseases	-	-	-
Accident Frequency Rate ³	4.64	-	-

Promoting Worker Health

GRI 403-6

Even though the pandemic has resulted in a difficult environment for our community of migrant workers, T T J has done its best to do good for our employees and the society. The Group has been providing various support services to our migrant workers to help them better adjust to the working environment in Singapore. Online counselling courses are available to support workers on a variety of issues. As movement restrictions for migrant workers residing in dormitories have eased, the Group has worked with ItsRainingRaincoats and Ministry of Manpower ("MOM") to arrange outings to local locations of interest for our migrant workers.

While the Group usually celebrates International Workers' Day every 1st May with the workers residing in our factory converted dormitory, we did not hold a celebration for them in FY2021 due to the COVID-19 pandemic. However, to lift the morale of our migrant workers, the Group arranged a variety of fun and engaging activities for the day. They include drawing competitions to disseminate information related to COVID-19 Safe Management Measures, singing and dancing video competitions,

Accident Frequency Rate = $\frac{No.of\ Workplace\ Accidents\ Reported}{No.of\ Workplace\ Accidents\ Reported} \times 1,000,000$

along with good food and lucky draws. In addition, T T J's dormitory supervisor was also featured in a short film produced specially for migrant workers by the Migrant Workers' Centre. These events were well received by our workers.



Entries for our drawing competition

We have also provided training to all our workers on the use of Antigen Rapid Test ("ART") self-testing kits to ensure that they are able to self-administer COVID-19 testing on a regular basis.

Employee Diversity

GRI 405-1, 405-2

T J values diversity. In a male-dominated construction industry, we have female representation in our Board of Directors by Ms Chiong Su Been. With gender diversity in our Board representation, we believe that our leadership cultivates fairness and equality with the right tone set from the top. All employees are remunerated fairly, regardless of gender or age.

We have staff of different nationalities and we continuously cultivate interactions and understanding between nationalities. There is also minority representation in our senior management by Mr Elavarasu Somasundaram, who is of Indian ethnicity.

As at 31 July 2021, our total staff strength stood at 128 employees.

	Below 30	Between 30 and 50	Above 50	Total
Male	0.8%	64.7%	13.3%	78.8%
Female	0.8%	14.1%	6.3%	21.2%

Employee Benefits

GRI 401-2, 401-3

All employees and workers of T T J are treated fairly and entitled to a range of employee benefits which include paternal leave, medical and dental benefits, as well as workmen injury compensation insurance.

Employee Development

GRI 404-1, 404-2, 404-3

618 hours

Total hours of staff training

4.8 hours

Average hours of training per employee

T J strives to improve and develop its employees to their fullest potential.

The Group is committed to ensuring it maintains its leadership in structural steel solutions by staying updated on the latest technology and technical know-how in the industry. We are also equally committed in ensuring that our employees, who are our greatest asset, are equipped with the skills and knowledge for us to better serve our customers. The Group sponsors

employees for skills upgrading in areas which are identified to be relevant by their respective Head of Departments and we encourage our employees to develop their skill sets and expertise as well.

Staff remuneration is compensated based on employees' performance, expected roles and responsibilities. This is reinforced by a well-structured and open annual performance appraisal system to link performance with remuneration.

Social Targets and Performance

Soci	Social Performance in FY2021			
FY2021 Targets	Status	Performance Update		
Zero incident of non-compliance with COVID-19 safety laws and regulations	✓ Met	Achieved zero incidents of non-compliance with COVID-19 safety laws and regulations		
Zero occupational health and safety incidents	✓ Met	Achieved zero occupational health and safety incidents		
Zero user safety incidents	✓ Met	Achieved zero user safety incidents		
Zero incidents of socioeconomic non-compliance	✓ Met	Achieved zero incidents of socioeconomic non-compliance		
Social Targets for FY2022				
Maintain ISO 45001:2018 - Occupational Health and Safety Management Systems certification				
Zero incident of non-compliance with COVID-19 safety laws and regulations				
Zero occupational health and safety incidents				
Zero user safety incidents				
Zero incidents of socioeconomic n	Zero incidents of socioeconomic non-compliance			

Focus 5: Community Engagement

GRI 413-1

The Group seeks to contribute to the community not only through its business operations, but also recognises that giving back to our community is an ongoing commitment and a significant part of our efforts to make a difference to society.

In FY2021, we held a few visits to St John's Home for the Elderly. Our employees distributed food and gifts to celebrate Chinese New Year and the Mid-Autumn Festival with the elderly.

The Group has also been channelling a significant part of our efforts and resources into developing the talent pool for our country. In FY2021, the Group has donated educational institutes including the Educational Foundation under Promisedland Community Services and Nanyang Technological University. We endeavour to contribute to the growth of our country through the development of our future.

The Group also invests in the social good through donations to charitable organisations and groups such as Singapore Children Society, Bowling Association for the Disabled (Singapore), Home Nursing Foundation and The National Kidney Foundation.

We endeavour to contribute to the local community through continuous community engagement activities.

Appendix A: SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	Stakeholder Engagement
2	Policies, Practices and	Executive Chairman's MessageOur Sustainability Story
2	Performance	• Focus 1 to 5
3	Board Statement	Focus 1: Governance and Ethics Governance and Statement of the Board
4	Targets	Focus 2: Our Environment Environmental Targets and Performance Focus 4: Our People Social Targets and Performance
5	Framework	Reporting Practice

Appendix B: GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Corporate Profile
102-2	Activities, brands, products, and services	Corporate Profile
102-3	Location of headquarters	Corporate Profile
102-4	Location of operations	Corporate Profile
102-5	Ownership and legal form	Corporate Profile
102-6	Markets served	Corporate Profile
102-7	Scale of the organisation	Corporate Profile
102-8	Information on employees and other	Focus 4: Our People
102-0	workers	 Employee Diversity
102-9	Supply chain	Focus 2: Our Environment Sustainable Supply Chain
102-10	Significant changes to the organisation and its supply chain	Corporate Profile
102-11	Precautionary principle or approach	Focus 1: Governance and Ethics • Governance and Statement of Board
102-12	External initiatives	Corporate Profile
102-13	Membership of associations	Corporate Profile
400.44	·	Executive Chairman's
102-14	Statement from senior decision-maker	Message
102-15	Key impacts, risks, and opportunities	Executive Chairman's Message, Our Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Focus 1: Governance and Ethics • Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Focus 1: Governance and Ethics • Ethics and Integrity
102-18	Governance structure	Focus 1: Governance and Ethics • Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
102-46	Defining report content and topic boundaries	Reporting Practice
203-1	Infrastructure investments and services supported	Focus 3: Product Safety and Innovation Innovation
205-1	Operations assessed for risks related to corruption	Focus 1: Governance and Ethics • Ethics and Integrity
205-2	Communication and training about anti- corruption policies and procedures	Focus 1: Governance and Ethics • Ethics and Integrity
205-3	Confirmed incidents of corruption and	Focus 1: Governance and

actions taken Ethics Ethics and Integrity Focus 2: Our Environment Energy and Emissions Management Focus 2: Our Environment Waste Management Focus 2: Our Environment Waste Management Focus 2: Our Environment Waste Management Focus 2: Our Environment Environment Energy and Emissions Management Focus 2: Our Environment Waste Management Focus 2: Our Environment Environment Energy and Emissions Management Focus 2: Our Environment Energy and Emission
Energy consumption within the organization
Supply chain and actions for non-compliance with environmental laws and regulations ### Supply chain and actions taken benefits provided to full time employees that are not provided to temporary or particular and sogness that are not provided to temporary or particular and sogness that are not provided to temporary or particular and sogness that are not provided to full time employees and to sogness to so coupational health and safety management species. #### Supply chain and safety management species and total number of non-monetary sanctions for non-compliance with environmental laws and regulations and total number of non-monetary sanctions for non-compliance with environmental environment supply chain and actions taken are not provided to full time employees that are not provided to temporary or particular and safety management system
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Supply Chain Supply Chain Supply Chain Supply Chain Parental leave #### Supply Chain Supply
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403-1 Occupational health and safety management system • Employee Benefits Focus 4: Our People • Protection against COVID-19, Workplace
Occupational health and safety management system • Protection against COVID-19, Workplace
management system COVID-19, Workplace
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Focus 4: Our People
Hazard identification, risk assessment
and incident investigation COVID-19, Workplace
Health and Safety
Worker participation, consultation, and Focus 4: Our People
403-4 communication on occupational health and
safety COVID-19, Workplace
Health and Safety Waster training and accurational health Focus 4: Our People
403-5 Worker training on occupational health
and safety Safety
Focus 4: Our People
403-6 Promotion of worker health • Protection against
COVID-19
Promoting Worker Health Provention and mitiration of accumational Facus 4: Our Papelle Provention and mitiration of accumational Facus 4: Our Papelle Provention of the companion of the
Prevention and mitigation of occupational health and safety impacts directly linked • Workplace Health and
health and safety impacts directly linked by business relationships • Workplace Health and Safety
Focus 4: Our People
workers covered by an occupational
health and safety management system COVID-19

GRI Standards	Disclosure Content	Section Reference
		Focus 4: Our People
403-9	Work-related injuries	Workplace Health and Safety
		Focus 4: Our People
403-10	Work-related ill health	 Protection against COVID-19
404-1	Average hours of training per year per	Focus 4: Our People
404-1	employee	Employee Development
404-2	Programs for upgrading employee skills	Focus 4: Our People
404-2	and transition assistance programs	Employee Development
404-3	Regular performance and career	Focus 4: Our People
404-3	development Review	Employee Development
405-1	Diversity of governance bodies and	Focus 4: Our People
405-1	employees	 Employee Diversity
405-2	Ratio of the basic salary and remuneration	Focus 4: Our People
405-2	of women to men	Employee Diversity
	Operations with local community	Focus 5: Community
413-1	engagement, impact assessments, and	Engagement
	development programs	
414-1	New suppliers screened	Focus 2: Our Environment
		Sustainable Supply Chain
414-2	Negative social impacts in the supply	Focus 2: Our Environment
	chain and actions taken	Sustainable Supply Chain
416-1	Assessment of the health and safety impacts of product and service categories	Focus 3: Product Safety and Innovation
		Product Quality Product Quality
416-2	Incidents of non-compliance concerning	Focus 3: Product Safety
	the health and safety impacts of products	and Innovation
	and services	Product Quality Focus 1: Governance and
419-1	Non-compliance with laws and regulations	Ethics
419-1	in the social and economic area	
		Regulatory Compliance