



**META HEALTH LIMITED**

(Incorporated in the Republic of Singapore on 22/12/1988)  
(Company Registration Number: 198804700N)

## **Sustainability Report 2022**

# Sustainability Report

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## 1 MESSAGE FROM THE CEO AND CHAIRMAN/BOARD STATEMENT

Meta Health Limited (“Meta Health” or the “Company”, and together with its subsidiaries, the “Group”), previously known as Metal Component Engineering (“MCE”), was founded in Singapore in 1987. The Company’s strategic focus on engineering quality and innovation resulted in successful expansion of its customer base to include numerous MNCs (multinational corporations), EMSs (electronic manufacturing services), and SMEs (small and medium enterprises), globally. In 2021, the Company diversified into the healthcare sector, and re-branded to Meta Health, to include: a network of licensed clinics with-pharmacy, an online self-branded e-commerce portal, as well as product placements on regional e-commerce portals. As Meta Health, we are committed to strengthen our vertical integration and recent investments into GainHealth Pte Ltd., a direct-to-consumer and high growth omnichannel health and wellness platform, and will manifest this.

In this Sustainability Report, we highlight the progress and achievements of our organisation over the last 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 our 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 step 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.

Additionally, aligned with global focus on climate related risks, opportunities and its impact to businesses, the Company have in FY2022 adopted a phased approach for climate related disclosure in accordance with the recommendations of Task Force on Climate-Related Financial Disclosures (TCFD).

In adapting to the recommendations of TCFD, the Group is taking a phased approach by firstly understanding the overall climate related risks & opportunities, as well as Scopes 1 and 2 carbon emissions. Moving forward, with the reinforce understanding of the carbon emissions footprint in its value chain, the Company will evaluate quantitative financial impacts analysis and set and describe targets (where applicable) to manage climate related risks.

In line with this, the board of directors of the Company (“Board” or “Directors”) has adopted the Board Diversity Policy (“Policy”). The Policy sets out the Company’s approach to achieve diversity at the Board level, for instance, on the appointment of Directors and composition of the Board. The objective of the Policy is to have an effective and diverse Board to support the long-term success of the Group.

Meta Health is once again pleased to present our sustainability report for the financial year ended 31 December (“FY”) 2022.

**Dr. Bernard Ng**

Chairman and Group CEO

14 April 2023



## **2 ABOUT THE REPORT**

This report articulates the Group's commitment to sustainability, transparency, interests of key stakeholders and pragmatic responses to these interests. Comprehensive and accessible information on the Group's strategy towards sustainability, key issues and data (reported in accordance with recognized standards) are presented in this report.

### **2.1 Report Scope**

This report covers the performance of the Company's consolidated entities in FY2022, focusing on the sustainability performance, activities and initiatives under the Company's direct control. Such entities include the Company's headquarters, regional operations, local supply chain as well as overseas activities associated directly with the Company.

Material issues covered in this report are selected according to their significance to the Company's operations (material operations in Singapore, Malaysia, China and Thailand), sustainability context and expectations of stakeholders. The scope and material topics disclosed in this report are relevant to the activities in these countries. Corporate governance and sustainability approaches are drawn from the policies and practices set at the Group level.

This report focuses on the Group's sustainability strategies and practices whilst highlighting the economic, environmental, and social and governance aspects of the Group's activities and developments. It also aims to provide an overview of the Group's approach, priorities, targets and a performance review of key sustainability areas.

### **2.2 Report Methodology**

The Group has reported the information cited in the Global Reporting Initiative ("GRI") content index for the period ended 31 December 2022 with reference to the GRI Standards. The GRI Standards offers an international reference for the disclosure of governance approach and the environmental, social and economic performance and impacts of organizations. This report is also prepared in accordance to Rule 711B of the Singapore Exchange Securities Trading Limited's ("SGX-ST") Listing Manual Section B: Rules of Catalist ("Catalist Rules") as well as Practice Note 7F of the Catalist Rules. The Company's data are reported in good faith and to the best of our knowledge. The Company strives to continually improve the data collection processes.

Additionally, aligned with global focus on climate related risks, opportunities and its impact to businesses, the Group have in FY2022 adopted a phased approach for climate related disclosure in accordance with the recommendations of Task Force on Climate-Related Financial Disclosures (TCFD).

The Group is taking a phased approach in adopting the recommendations by TCFD. Moving forward, with the reinforce understanding of the GHG footprint, the Group will perform quantitative financial impacts analysis, and set and describe targets (where applicable) to manage climate related risks.

No restatement were made from the previous report. The Company did not seek external assurance for this report. Notwithstanding, the Company has subject its sustainability reporting process for internal review, pursuant to Rule 711B(3) of the Catalist Rules.

## *Sustainability Report*

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### **2.3 Report Structure**

This report is structured in the following manner:

1. Interests of key stakeholders<sup>1</sup> and management approaches in governing, prioritizing and managing material issues;
2. The Company's initiatives in addressing environmental, social and economic issues relevant to interests identified in point (1); and
3. Information of the Group's key performance indicators, performance targets and outcomes.

The information regarding the basis for report boundaries and our materiality assessment is provided in section 4 of this report.

Together, this report provides the basis for our responses and disclosures with reference to the Global Reporting Index (GRI) standards. Relevant sections in the report are referenced in the GRI Content Index provided in section 7 of this report.

### **2.4 Report Contact and Feedback**

Thank you for your interest in the sustainability report. We welcome and value your feedback on the content of this report and encourage you to contact us through the following channels:

- In writing to:

Corporate Social Responsibility Department  
META HEALTH LIMITED  
Braddell House  
1 Lorong 2 Toa Payoh #02-02  
Singapore 319637

This report is provided in PDF format only and is available for download at our corporate website: <http://metahealth.sg/investor-relations/>

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<sup>1</sup> Key stakeholders are:

1. Employees;
2. Customers;
3. Suppliers;
4. Communities;
5. Shareholders & Investors; and
6. Regulators & Government Authorities

# Sustainability Report

## 3 CORPORATE PROFILE

### 3.1 Vision and Values

The Company’s mission is to pioneer clutter-breaking ideas through excellence in innovation, design and technology that enables us to revolutionise and redefine customer engagement. Our vision is to be a world-class mechanical engineering solutions provider as well as committed to excellence in providing value based and outcome driven healthcare to one and all.

Our employees operate according to a set of core values that guide all aspects of our business. We recognise that cooperation, communication and trust are essential for us to collaborate to compete, and that care and concern through respect, patience, empathy and consideration are essential, both between each other and among the communities in which we operate.

Value	Description
<b>Commitment</b>	We shall always contribute our 100% work effort with passion and enthusiasm. We conduct our business professionally just like a life-long marriage, with the “can-do” attitude.
<b>Communication</b>	It is important that listeners understand and accept our view. We always ensure two-way interaction is carried out with clarity, precision and be quantifiable. We always strive to master this art to ensure a timely and regular communication.
<b>Creativity</b>	We must always think ahead, be bold to make a difference and to accept changes. We are always dynamic, flexible, continuously making improvement and accountable.
<b>Trust</b>	We will trust others first, followed by check and balance. We shall always respect all individuals the same way we want to be respected. We empower people, but are aware of cross cultural differences and each other’s strength and weakness.
<b>Team</b>	We share a common goal, strive to understand each other’s strength and weakness, work together with a balanced approach, to bring the Company towards its winning state.

### 3.2 Governance

The Board oversees all corporate governance and operational matters relating to our business. For corporate sustainability, the Board is supported by the Corporate Sustainability Committee (“CSC”) chaired by the Chairman and Group Chief Executive Officer, Dr Bernard Ng. Other members of the CSC include designated senior executives of the Group. The CSC provides leadership and approval over corporate sustainability matters such as Corporate Social Responsibility (“CSR”) plan, community investment and environmental initiatives. Supported by the CSC, our Corporate Sustainability Champion (the “Champion”) is our Subject Matter Expert (“SME”) in corporate sustainability who pro-actively raises awareness through education and training across the organization. Through the Corporate Sustainability Work Group, our Champion engages the businesses and functions in collectively executing the CSR plan, identifying and managing the Environmental, Social and Governance (“ESG”) factors as well as engaging sustainability stakeholders. The businesses and functions provide back-to-back assurance over the quality of the information for sustainability reporting.

We have engaged our internal auditors to perform an internal review of our sustainability reporting process.



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The Board recognizes the importance and benefits of having members with a diverse mix of skills, experience, knowledge, gender, age, tenure, nationality, background and perspective to enhance its overall effectiveness.



### 3.3 Ethics and Compliance

Being listed on the Catalist Board of the SGX-ST, the Company has to uphold high standards of corporate governance as required in the listing rules. The Company strictly conforms to local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines to be adhered by the officers and employees across the organization. New employees are briefed on our Code of Conduct and our policies on ethics and compliances such as anti-bribery, fraud and anti-corruption. Communication channels are in place to enable all employees engaged in the business to report complaints of unethical behaviour. The Company has a designated officer who maintains a register of incidences on ethics and compliance issues, and escalates to the management where appropriate.



## **4 INTEGRATING SUSTAINABILITY INTO OUR BUSINESS**

The Company believes that corporate social responsibility is a key driver towards long-term sustainability. Such responsibility is pragmatically integrated into our business practices as one of the core values in our corporate culture. Embedding such responsibility into our management processes across the value chain allows us to establish credibility among our stakeholders. Through our action today, we play a part in influencing the environment for our future generations. Through integrating the notion of sustainability in our business, we ensure that our business strategy and operations are in line with a long-term vision towards a conducive and sustainability future.

### **4.1 Sustainability Management Framework**

In July 2017, the Company established the sustainability reporting framework and performed an analysis on the business and operation model as the basis for stakeholder mapping and materiality assessment. Through this analysis, the Company identified five key stakeholder groups within our sustainability context and their respective material issues to be shown later in this report.

### **4.2 Key Stakeholders and Material Issues**

The Company regularly reviews, assesses and collects feedback on ESG issues through regular risk assessments, which entails the identification, assessment and documentation of material risks (for example, fraud, corruption, environmental, health & safety, and ESG relevant human capital risks) and corresponding internal controls. The Company continuously improves the adequacy and effectiveness of its risk assessment process in response to the changing business and operation environment.

The Company identifies and reviews material issues most relevant and significant to its stakeholders. For external stakeholders, priority is afforded to issues important to the society and applicable to us. Thereafter, the Company prioritizes sustainability efforts and report issues that are most material to the business and the stakeholders. In consideration of specific stakeholders and material issues which are country specific, this report focuses on stakeholder engagement and material issues for all operations.

In FY2022, with the help of an Independent External Consultant (“Consultant”), the Company reviewed and defined our approach to sustainability management. We have reviewed the main aspects and existing non-financial topics for FY2022 reporting disclosure and performed a peer analysis on the topics of interest of the industry.

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Stakeholders	Material Issues Identified	Existing Policies & Action(s)
<b>Employees</b>	<ul style="list-style-type: none"> <li>Employee well-being</li> <li>Workplace health &amp; safety</li> <li>Employee training</li> <li>Competitive compensation scheme</li> <li>Non-discrimination, diversity and equality</li> </ul>	<ul style="list-style-type: none"> <li>HR Policies (remuneration, benefits, staff selection, career development and training)</li> <li>Code of Conduct</li> <li>Work health and Safety framework</li> <li>Tripartite Guidelines on Fair Employment Practices</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Customer safety and service levels</li> <li>Customer data protection</li> <li>Customer Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Customer relationship management system</li> <li>Policies on quality assurance, Data security for customer information, privacy policy</li> <li>ISO 9001 certification, IATF 16949 certification</li> <li>Pilot testing of automated drug dispensation</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Environmental, labour and human rights impact in the supply chain</li> <li>Ethical business practices</li> </ul>	<ul style="list-style-type: none"> <li>Supplier selection and procurement policy</li> <li>Supplier evaluation process</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Impact on communities, local economies and education</li> </ul>	<ul style="list-style-type: none"> <li>Selection of community initiatives in alignment with organization goals</li> </ul>
<b>Shareholders/ Investors</b>	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>Board, Audit &amp; Risk Committee</li> <li>Enterprise Risk Management Framework/Manual</li> <li>Risk Assessment and Internal Audit</li> <li>Financial Controls &amp; Policies</li> </ul>
<b>Regulators &amp; Government Authorities</b>	<ul style="list-style-type: none"> <li>Compliance with prevailing laws and regulations</li> <li>Reduction of carbon emissions</li> <li>Energy Consumption</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of GHG Emissions for all locations (with targets/ commitment to reduce emission)</li> <li>Digitalisation and reduction in use of paper</li> </ul>

## 4.3 Alignment with International Initiatives

### 4.3.1 Sustainable Development Goals



Established in 1945 under the Charter of the United Nations (the “Charter”), the general assembly occupies a central position as the chief deliberative, policymaking and representative organ of the United Nations. Comprising all 193 Members of the United Nations, it provides a unique forum for multilateral discussion of the full spectrum of international issues covered by the Charter. It also plays a significant role in the process of standard-setting and the codification of international law.

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On 25 September 2015, the United Nations General Assembly adopted the 17 Sustainable Development Goals (“SDGs”) to end poverty, protect the planet, and ensure prosperity for all as part of a new sustainable development agenda. Each goal has specific targets to be achieved over the next 15 years. Although the SDGs are primarily aimed at governments, they represent an important opportunity for businesses to also act for a more sustainable world. We will use SDGs as one of the guiding principles for our sustainability initiatives.

We acknowledge that our participation in reaching the SDGs has room for improvement. As we advance on our sustainability journey, we will continue to assess our alignment with the SDGs and, whenever possible, redirect our internal priorities and sustainability strategy to more effectively and comprehensively address the goals.






SDGs Logo Source: <http://www.un.org/sustainabledevelopment/news/communications-material/>

SDG Goal	Relevant Targets to Our Businesses <i>(Source: <a href="http://sustainabledevelopment.un.org">http://sustainabledevelopment.un.org</a>)</i>	Our Participation
	13.3: Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	We have our own internal processes and environmental policies to reduce electricity and fuel consumption. Our approach to mitigating climate change includes staff training and implementing energy-efficient measures. We monitor and report our Greenhouse Gas (“GHG”) emissions and set reduction targets.
	15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	All the paper used in our offices is Forest Stewardship Council (“FSC”) certified. We actively promote the use of FSC paper across our organization.

				The following SDG goals are relevant to our business, operations and value chain. They are addressed in our various policies at the Group level. Such goals are also embedded in various initiatives carried out across the organization.
				
				



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   	<p>We do not believe these goals are relevant to our business or industry. They are not within our boundaries and scope of influence, and therefore, we are currently unable to make noticeable contributions to such goals.</p>
	

## 4.3.2 United Nation Global Compact

The United Nations Global Compact (“UNGC”) is a United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The UNGC is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption.

Below are the references of our report to the 10 principles of the UNGC.

Principle		Report Section
<b>Human Rights</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	5.2.2.1 and 5.2.6
Principle 2	Make sure that they are not complicit in human rights abuses.	5.2.2.1 and 5.2.6
<b>Labour</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	5.2.2.1 and 5.2.6
Principle 4	Elimination of all forms of forced and compulsory labour.	5.2.2.1 and 5.2.4.1
Principle 5	Effective abolition of child labour.	5.2.1 and 5.2.6
Principle 6	Elimination of discrimination in respect of employment and occupation.	5.2.2.1 and 5.2.6
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	5.1.1
Principle 8	Undertake initiatives to promote greater environmental responsibility.	5.1.2, 5.1.3 and 5.1.4
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	5.1.2, 5.1.3 and 5.1.4
<b>Anti-Corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	3.3



# Sustainability Report

## 4.4 Awards and Achievements

Year	Description	Year	Description
2002	Awarded Enterprise 50	2003	Awarded Enterprise 50
2007	Awarded ISO 9001 certification	2010	Awarded ISO/TS 16949 certification
2014	Awarded ISO 14001 certification	2017	Awarded IATF 16949 for plant 1 in Thailand
2019	Awarded IATF 16949 for plant 2 in Thailand		

## 5 STAKEHOLDER ENGAGEMENT

Good CSR practices goes hand-in-hand with corporate management. It is vital that the Company's management approaches are adaptable to the business dynamics and operational environment in ways which the Company is able to continuously assess the impact, develop sustainability objectives and respond in an appropriate manner to meet stakeholders' expectations. The Company's CSR framework is based on our approach to sustainability which includes policies and measurement mechanisms to monitor the impact made by the Company's businesses and operations.

The key to the Company's success of the sustainability programme is via regular and up-to-date communications on CSR policies and activities to our stakeholders. Stakeholders are encouraged to provide feedback (through the appropriate channels) on the Company's performance. This sustainability report forms a critical component to the continuous cycle of communication and evaluation. The overall sustainability context of stakeholder engagement is managed through the CSR plan for the Company's sustainability governance oversight.

Stakeholders	Engagement Initiatives
<b>Employees</b>	<ul style="list-style-type: none"> <li>Quarterly Management Meeting with Employees</li> <li>Annual Appraisal</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Customer Feedback Forms</li> <li>On-Going Engagement by Customer Service Officer</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Regular Suppliers Engagement by Materials Team</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Regular Corporate Social Responsibility Events</li> </ul>
<b>Shareholders/Investors</b>	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Investor Relations Platform and Communications</li> </ul>
<b>Regulators &amp; Government Authorities</b>	<ul style="list-style-type: none"> <li>Ad-Hoc Meetings with Regulators by Management</li> <li>Ad-Hoc Regulatory Communications and Guidelines</li> </ul>

# Sustainability Report

## 5.1 Protecting Our Environment for the Future Generations

### 5.1.1 Our approach

The Company is committed to maintain and enhance the adopted environmental policies and standards. We continually seek new and innovative ways to maintain the quality of our products and services and reduce the environmental impact, as it is our responsibility to protect the health and wellbeing of the future generations.

### 5.1.2 Reduction in carbon footprint

The Company recognizes that effective management and monitoring of the carbon footprint may potentially reduce operating costs, raise brand profile and increase stakeholder value. Our carbon footprint is measured in terms of GHG emission which is an absolute measure of the amount of carbon dioxide equivalent (CO<sub>2</sub>e) emitted<sup>1</sup>.

GRI305 Emission are identified as the metrics used to assess climate related risks & opportunities. The operational control approach is used for consolidation of data based on GHG protocol. Scopes 1 and 2 CO<sub>2</sub> emissions are detailed below:

The Company targets to achieve an absolute improvement in GHG CO<sub>2</sub> emission (tonnes) efficiency by 10% to 15% from the base, set in 2017, by 2030<sup>2</sup>. The GHG CO<sub>2</sub> emission (tonnes) increase to 8,453 for the FY2022, approximately 108% increase. The increase in emission is due to FY2022 being the initial year that the Company have expanded its scope of assessment to include Scope GHG Emission. The Company has only been assessing Scope 2 emission from FY2017.

Please refer to Exhibit 1 for an analysis of FY2022 GHG emission.

#### Exhibit 1

	FY2022	FY2021
Total carbon emission, (tonnes CO <sub>2</sub> equivalent) <sup>1,2</sup>	8,453	4,053
<b>Scope 1 Emission(s)</b>		
• Stationary fuel combustion <sup>3</sup>	290	Refer to <b>Note</b>
• Mobile fuel combustion <sup>4</sup>	92	
• Fugitive emissions (refrigerants & gas) <sup>5</sup>	5,061	
<b>Scope 2 Emission(s)</b>		
• Electricity (Location Based) <sup>6</sup>	3,010	4,053
GHG Emission Intensity Scope 1 & 2 (t CO <sub>2</sub> /Revenue per million SGD)	225.0	94.2

**Note:** FY2022 is the initial year that the Company is evaluating and disclosing Scope 1 Green House Gas Emission, as such, there are no comparative numbers provided for FY2021.

<sup>1</sup> GHG emissions are derived in accordance with the requirements of the “GHG Protocol Corporate Accounting and Reporting Standard”. The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report and equivalent CO<sub>2</sub> emission for electricity based on the operating margin factors from the respective national grid information.

<sup>2</sup> UK Government GHG Conversion Factors for Company Reporting” is used for all unit conversion calculations.

<sup>3</sup> Stationary fuel combustion are primarily liquefied petroleum gas (LPG) and lubricants used for machines.

<sup>4</sup> Mobile fuel combustion are primarily diesel fuel and motor gasoline used by assets of the Group.

<sup>5</sup> Fugitive emissions are loss of refrigerants from air-conditioning system and Nitrous Oxide gas from laser machines.

<sup>6</sup> Electricity are location based with data derived consumption of electricity from the national grid (i.e. Singapore, Malaysia, Thailand, China)

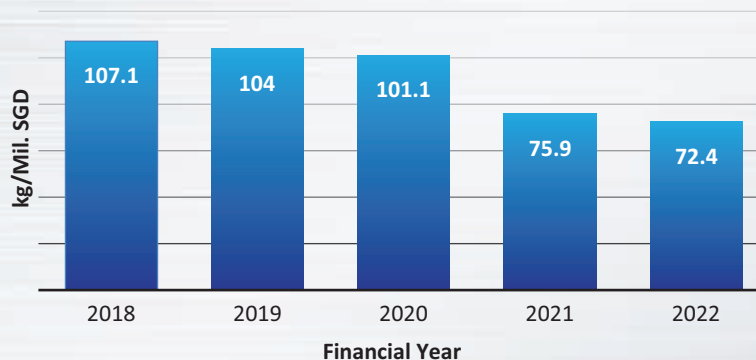
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## 5.1.3 Reduction in paper consumption

All employees are encouraged to minimize paper wastage and adhere to the Internal Paper Usage Reduction Guidelines such as (i) having double-sided printing as default, (ii) lower grammage papers used for daily printing and (iii) paper recycling. The Company targets to reduce paper consumption by 10% to 15% from the base, set in 2017, by 2030<sup>3</sup>. Although paper consumption varies amongst differing business lines, objectives of each business line have been aligned with the targeted consumption improvements.

The Company had a further 45.9% decrease in paper consumption in weight from FY2021 to FY2022. Paper consumption index stands at 72.4 (kg/million SGD) in FY2022, which is a decrease of 4.67% as compared to FY2021 at 75.9 (kg/million SGD). We normalize the amount of weight of paper consumed by the amount of our revenues which we use as a proxy of the size of our activities. The paper consumption index is measured in kilograms per SGD million. The Company continues to promote the use of less paper and rely on digitisation.

### Paper Consumption Index



## 5.1.4 Promoting green practices

The Company adopted the ISO 14001 certification that specifies requirements for an effective environmental management system. This standard provides assurance to our management, employees and external stakeholders that these standards are adopted to minimize operations which may have a negative impact to the environment.

**Note:** FY2022 is the initial year that the Company is evaluating and disclosing Scope 1 Green House Gas Emission, as such, there are no comparative numbers provided for FY2021.

<sup>3</sup> Average paper reduction per year is approximately 5% in absolute quantity for the past two years.

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### 5.1.5 Climate Risks & Opportunities

To further strengthen the Group's awareness and understanding of climate change impact, the Group have in FY2022 adopted a phased approach for climate related disclosure in accordance with the recommendations of The Task Force on Climate-Related Disclosure (TCFD). In managing climate related risks and opportunities:

Governance	Risk Management
<ul style="list-style-type: none"> <li>The Board of Directors maintains overall responsibility and provide oversight on sustainability matters (including material ESG factors, climate related risks and opportunities). Sustainability topics, climate risks and opportunities are considered as part of the overall business strategy.</li> <li>The Sustainability Committee led by the Chief Executive Officer and senior management from all business unit is responsible for formulation, implementation and review of the Group's sustainable policies and practices, sustainability development programs and initiatives to the Sustainability Committee.</li> </ul>	<ul style="list-style-type: none"> <li>Climate risks &amp; opportunities have been integrated into the overall risks management process. The Group's risks, impact and action plans are reviewed at least annually.</li> </ul>
Strategy	Metrics
<ul style="list-style-type: none"> <li>Climate related risks have been embedded in the Group's risks assessment, identifying the relevant physical and transition risks applicable to the business.</li> <li>Risks identified are reviewed by the Board of Directors and Sustainability Committee and the impact to the Group assessed from a short, medium and long term basis.</li> </ul>	<ul style="list-style-type: none"> <li>For FY2022, Scopes 1 and 2 green house gas emission have been identified across the business to understand the Group's emission.</li> </ul>



## Sustainability Report

The relevant physical and transition risks and associated financial impact are described below. The risk ratings are aligned with the Group's risk parameters and definition of risk ratings:

Climate Risk Category & Description		Impact	Short (< 1 year)	Medium (1 – 3 years)	Long (>3 years)
Physical (Acute)	Delivery delays from suppliers/to customers from disruption in logistics/supply chain	Reduction in revenue	Likelihood: Unlikely Impact: Insignificant	Likelihood: Unlikely Impact: Insignificant	Likelihood: Unlikely Impact: Insignificant
Physical (Acute)	Access disruption to facilities/production capacity due to climate related events	Reduction in revenue	Likelihood: Unlikely Impact: Medium	Likelihood: Moderate Impact: Medium	Likelihood: Moderate Impact: Medium
Physical (Chronic)	Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism)	Reduction in revenue	Likelihood: Medium Impact: Moderate	Likelihood: Medium Impact: Insignificant	Likelihood: Medium Impact: Insignificant
Transition (Policy & Legal)	Tightening regulations on local Greenhouse Gas Emission – carbon pricing, energy standards & disclosure reporting	Increase in operation costs	Likelihood: Medium Impact: Moderate	Likelihood: Medium Impact: Moderate	Likelihood: Medium Impact: Moderate
Transition (Market)	Increased production or operating costs due to changing input prices (e.g., energy, water) and output requirements (e.g., waste treatment)	Increase in operation costs	Likelihood: Medium Impact: Moderate	Likelihood: Medium Impact: Moderate	Likelihood: Medium Impact: Moderate

## 5.2 Caring for Our Employees

### 5.2.1 Our approach

People are the most valuable resource and an investment to the professional development is vital to the Company's business sustainability. The Company's goal is to establish positive work ethics amongst our employees, in line with the Company's core values and code of conduct. Such values are the foundation upon which the Company builds all its business initiatives and conducts its day-to-day activities.

A motivated workforce conveys a positive and powerful message to the Company's key stakeholders. By attracting, nurturing, empowering and rewarding our employees, we create a conducive environment for innovation and inspiration to flourish and boost our competitiveness. These commitments to our employees promote a corporate culture of passion, quality, excellence and trust within the organization, reflecting in the Company's ability to create value for our stakeholders.

## *Sustainability Report*

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Human Resource (“HR”) management principles and policies are developed and established on fair employment practices with the goal of attracting, developing and retaining a robust motivated workforce. The Company’s HR policies cover key areas such as remuneration, benefits, staff selection, career development and training. These policies are communicated to all employees through our comprehensive Employee Handbook regularly reviewed by our management. The digital HR Policy is published in the SharePoint where all employees have easy access. The Company constantly seeks feedback from our staff to ensure that our decisions are aligned as much as possible with their needs.

The Company’s business operates in an environment comprises of diverse races, cultures and geographic locations. HR policies implemented across the organization takes into consideration of the prevailing laws and regulations, local culture, norms and racial sensitivity.

### **5.2.2 Employment practices**

The Company’s employment practices provide equal opportunities based on merits, comprehensive training and development. We regularly review employee’s competency gaps and developments match their strength to the job requirements. Our performance-based reward scheme provides guidance and motivation to employees to perform to their potential, in line with the Company’s objectives.

#### **5.2.2.1 The Tripartite Guidelines on Fair Employment Practices**

The Company proactively pursue and adopt best practices in HR management. HR practices are guided by the Singapore Tripartite Alliance for Fair and Progressive Employment Practices. The Tripartite Alliance formulated guidelines (covering recruitment, training, treatment and employees’ rewards) on fair employment practice to be adopted by employers in Singapore. We signed the Employers’ Pledge of Fair Employment Practices in February 2021 to show our support for fair and progressive employment practices. In November 2021, we adopted the Tripartite Standards to show our commitment to build a better work environment for our employees, thus paving the way to be an Employer of Choice.

#### **5.2.2.2 Communications**

Effective communication across the organization is crucial to ensure the alignment of employee’s and organizational objectives. This is achieved through communication sessions with specific group of employees. Agendas covered at these sessions are customized to the employee’s targeted functional scope.

#### **5.2.2.3 Employee feedback**

We value our employees’ expertise in their areas of responsibility and their feedback is important to the improvement of the overall management and operation of the organization. Through various established processes of employee engagement (such as employee objective setting, performance review and exit interview), the Company gathers valuable feedback. Coffee With Boss is a quarterly event with a randomly selected group of workers and on a rotation basis with the sites.

## Sustainability Report

Other feedback channels are available for areas relating to the specific business functions and the Company has also established a whistle-blowing policy on control and compliance issues. Feedback escalation procedures to the senior management are also in place. The Audit Committee of the Company reviews arrangements by which staff of the Group may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters and ensures that arrangements are in place for the independent investigation of such matters and for appropriate follow-up action. The Company has put in place a formal whistle-blowing policy for staff to report and raise any concerns which they may have in relation to the foregoing matter. There were no reports of such matters for FY2022.

### 5.2.2.4 Career development and training

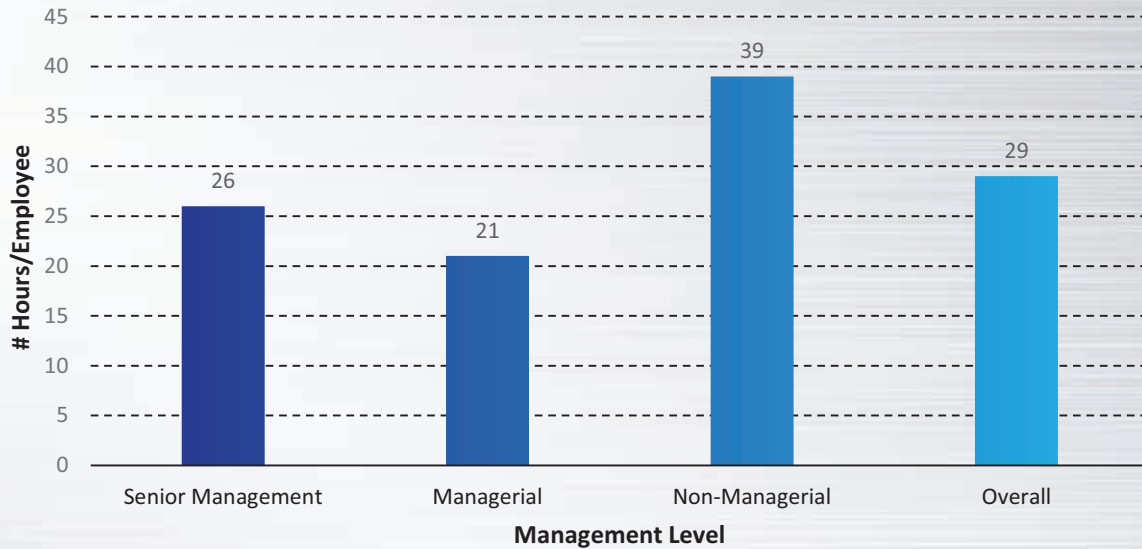
The Company recognises that consistent and ongoing education is critical to maintain a competitive, skilled, productive and motivated workforce. Employee career development and performance management are based on merits and contributing skill sets towards the organization's objectives through objective settings and regular performance reviews. The Company continues to review and improve the people development and learning process in light of the changing business and operation environment.

The Company's training programme covers a variety of business areas and cater to employees with different job scopes and skills set requirements. Core training curriculum and contents are developed and guided by well-established industry and international standards such as ISO 9100, ISO 14000 and IATF 16949. Specific training curriculums are developed on the specific requirements of the businesses. Training topics ranges from soft skills development (such as communication and leadership) to technical programmes (such as project management and office productivity tools).

The following table presents the total training hours for the respective financial year:

Category	Training hours in FY2018	Training hours in FY2019	Training hours in FY2020	Training hours in FY2021	Training hours in FY2022
Senior Management	9	6	9	5	26
Managerial	14	9	2	7	21
Non-Managerial	6	6	0	2	39
Overall	5	4	0	1	29

### Average Training Profile



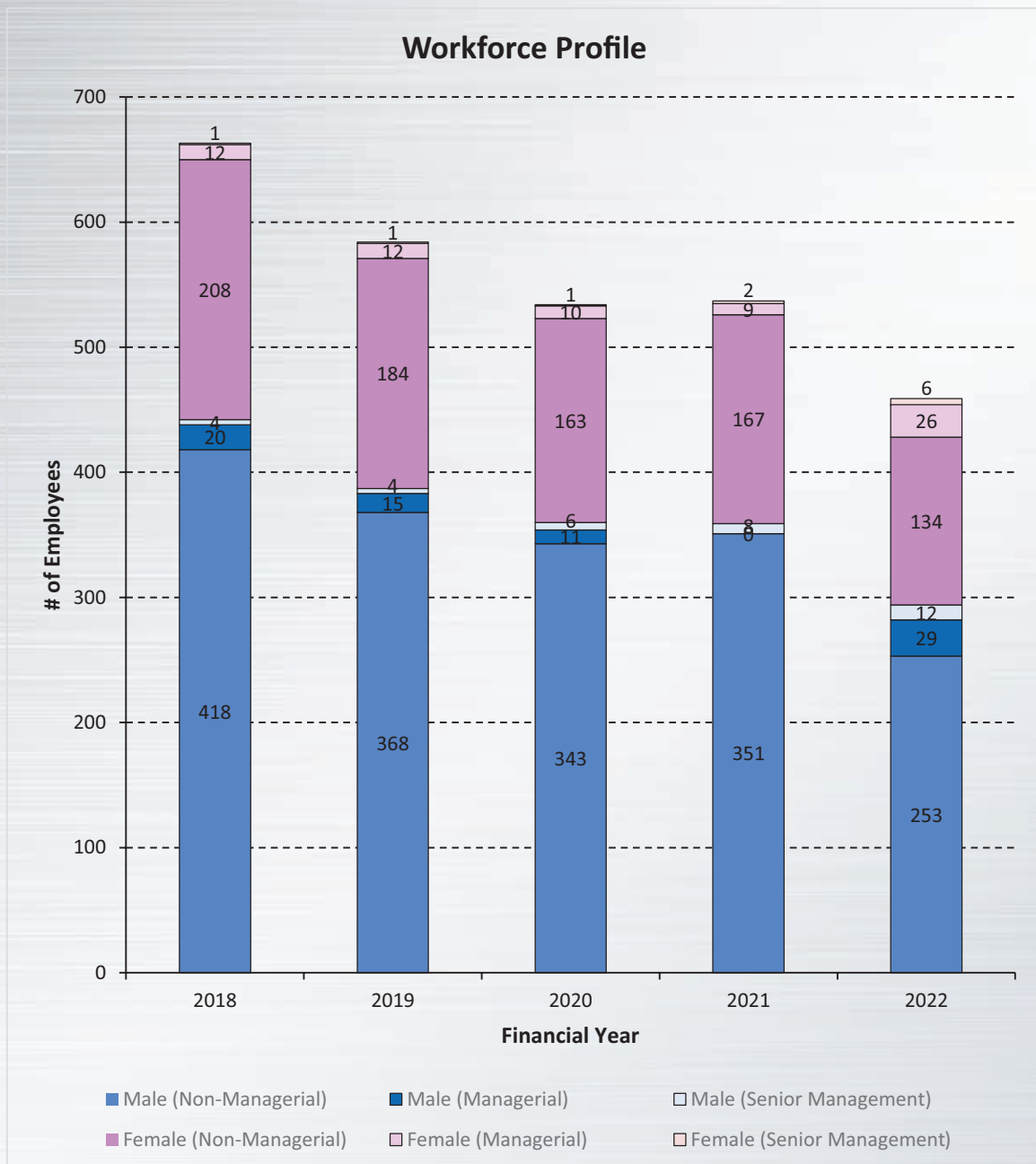
#### 5.2.3 Workforce diversity

The Company’s business thrives on diversity as it leverages on a host of strengths and skills from a diverse workforce consisting of employees from various ethnic groups, religion, age and gender.

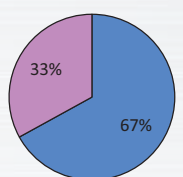
As at 31 December 2022, the Company has the following employment statistics:

1. Total employee count: 294 male employees (64% of total employees) and 166 female employees (36% of total employees);
2. Employees in senior managerial function: 12 male employees (2.6%) and 6 female employees (1.3%). Employees in managerial function: 29 male employees (6.3%) and 26 female employees (5.7%);
3. Employees in non-managerial function: 253 male employees (55%) and 134 female employees (29.1%);
4. Employees categorised by age:
  - a. Below 30 years old: 124 (27%)
  - b. Between 30 to 50 years old: 294 (63.9%)
  - c. Above 50 years old: 42 (9.1%)

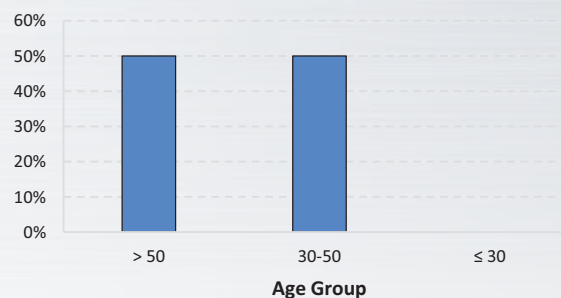




### Senior Management

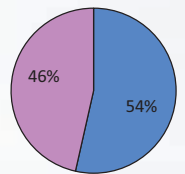


Male Female

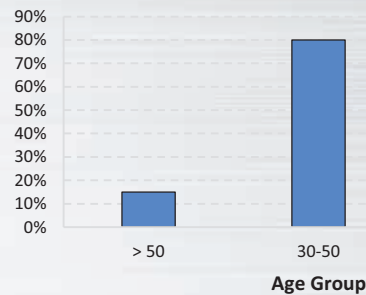


# Sustainability Report

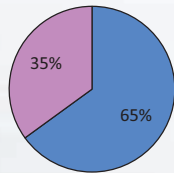
## Managerial Staff



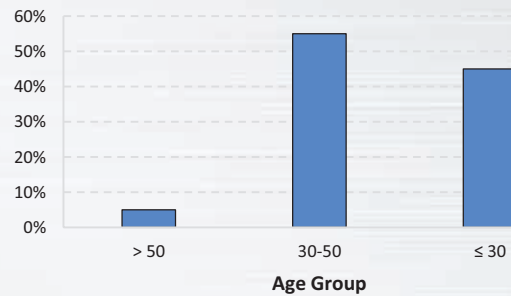
■ Male ■ Female



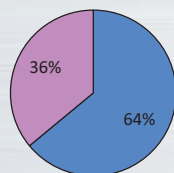
## Non-Managerial Staff



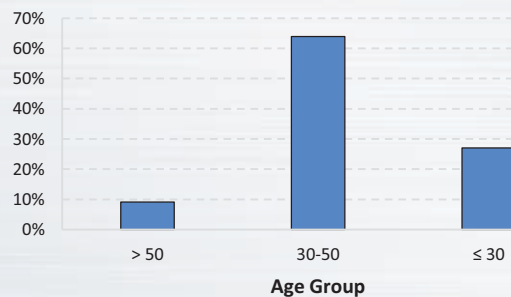
■ Male ■ Female



## Overall



■ Male ■ Female

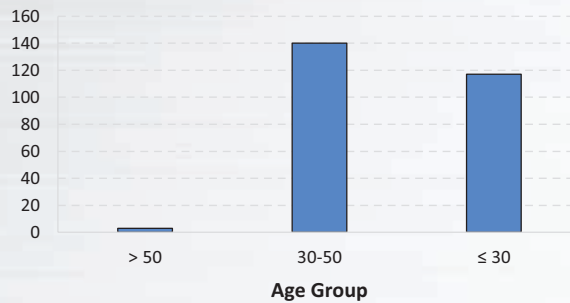
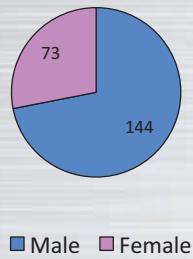


In FY2022, the Company hired a total of 217 new employees, while 294 employees resigned or were terminated as part of the internal restructuring and cost cutting measures in the same period. This resulted in a net decrease of 77 employees from the workforce. Out of the new hires, 45% of the new employees are below 30, 54% are between 30 and 50 years old, while 1% are above 50 years old.

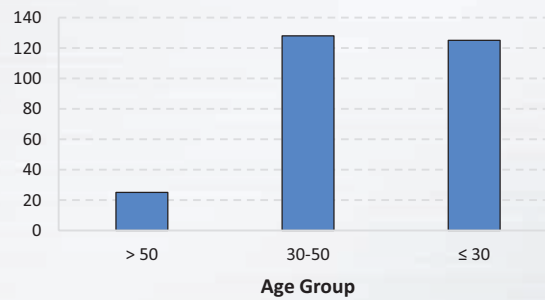
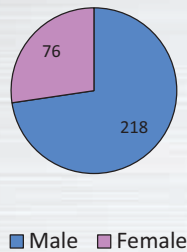
The gender ratio of new hires is 144 males to 73 female employees. For employees who resigned or were terminated, 45% are below the age of 30, 46% between 30 to 50 years old and 9% above 50 years old. The gender ratio of employees who resigned or retrenched was 218 males to 76 female employees.

# Sustainability Report

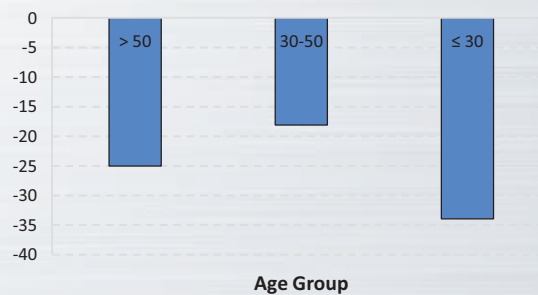
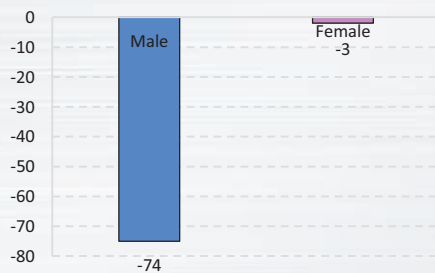
## New Hire



## Resignee



## Net Employee Movement



The above data refers to the number of employees in each of New Hires, Resignee and Net Employee Movement.

External contracted companies such as cleaners and security guards working in the Company's premises are not included in the head count.

The Company expects all contracted companies to share its core HR management practices. During the vendor selection process, the Company considers the vendor's HR management practices as one of the key selections and performance criteria. Regular review of the vendor's performance is conducted as one of the determining factors to continue the engagement of the service.

## *Sustainability Report*

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### **5.2.4 Employee benefits**

All non-managerial employees in Singapore are covered by the Employment Act, which provides the basic employment terms and working conditions (such as contract requirements, remuneration, hours of work, overtime, rest days and annual leave entitlement).

In addition to the statutory benefits outlined in the Employment Act, we provide beyond-compliance-level benefits to our fulltime employees. Examples of these benefits include birthday, service, marriage and compassionate leaves.

#### **5.2.4.1 Work-life balance**

The Company recognizes that the well-being and contentment of its employees are pivotal to the success, business sustainability and performance. In support of employees to strike a work-life balance, the Company aims to create an environment that allows the harmony in their personal and professional life. The Company intends to adopt a flexible approach to work arrangements and offer programmes to support health and wellness.

We understand that the workplace could be stressful due to the competitiveness of our workforce and our business. To support our employees in their pursuit of excellence, we will launch various programmes and initiatives to balance their work with fun and develop an environment and culture of mutual support.

#### **5.2.4.2 Retirement and healthcare**

We have presence in various geographic locations where there are various local laws and regulations on pension and healthcare for employees. Our HR management ensures that it complies with such laws and regulations. In Singapore, the Company participates in the Central Provident Fund (“CPF”) personal savings scheme, which helps employees to fund their retirement, home ownership, healthcare and education. Under this scheme, monthly deductions from the employees’ gross salaries are paid into their CPF savings accounts. The Company makes employer contributions to these accounts, according to the rates stipulated by the CPF Act. In addition to CPF contributions, the Company provides comprehensive medical coverage for all employees. In other countries such as China, Malaysia and Thailand where we have operations in, we abide by the respective countries’ labour compensation regulations in this regard.

Please refer to [www.cpf.gov.sg](http://www.cpf.gov.sg) for more information on the CPF scheme and contribution rates.

### **5.2.5 Health and safety in the workplace**

The Company is committed to workplace health and safety, and take precaution to prevent occupational injuries among employees. We believe that optimum work conditions boost morale and increase employee’s safety.



## *Sustainability Report*

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### **5.2.6 Individual rights**

Respecting and protecting basic human rights is fundamental to all our operations and deeply ingrained in the Company's Code of Conduct. Labour rights, prohibition of discrimination & harassment, protection of privacy, prohibition of forced and child labour, workplace health & safety are strictly observed within the work environment. Discrimination and harassment of any kind is not tolerated by the Company.

We also respect our employees' rights to freedom of association as well as their membership of trade unions and other professional bodies.

In FY2022, none of our workforce was covered by a collective bargaining agreement; no incidents of forced labour, child labour or young workers were identified across the organisation, and no human rights-related grievances have been reported.

### **5.2.7 Data Safety and 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 product 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.

### **5.2.8 Compliance with law and regulations**

Regulations in all the jurisdiction where the Group have operations. The relevant heads of departments are responsible to oversee compliance to applicable rules based on ongoing activities. A compliance checklist have been developed to provide regular reminders on the type of regulations that needs to be complied with.

In FY2022, there were 3 instances of non-compliance with law and regulations where fines was incurred, 2 incidents in China and 1 in Malaysia amounting to CNY243,750 and MYR180,000, respectively. All incidents relates to the operations of the business and were one-off incidents. The Company had put in certain measures to prevent further incident from happening.

## **5.3 Partnering Our Suppliers**

### **5.3.1 Our Approach**

As part of our ambition to realize sustainability throughout the Company's value chain, we extend the application of responsible business practices to the local partners and suppliers. We recognize that we are only at the early stages of our journey to integrate sustainable business practice throughout our supply chain and we commit in our pragmatic approach to continuous improvement. We aim to identify new opportunities for collaboration with our suppliers, gradually increase transparency and continue to build shared capacity to minimise our indirect environmental and social impacts.

### **5.3.2 Supplier Selection**

The Company's key suppliers are selected through a supplier selection process, taking into account the financial health, quality of products and services, pricing competitiveness and overall sustainability policies adopted. The final decision is based on the overall assessment, taking a balanced view over the selection criteria.

# Sustainability Report

## 5.3.3 Supplier Review

The Company regularly reviews the performance of key suppliers to determine whether to extend our partnership with them. During the key supplier review process, the Company engages with key suppliers to communicate our expectations and provide mutual feedback. Such review process ensures alignment of our key suppliers' services and products to our business and sustainability objectives through pragmatic and continuous improvement in our partnership with our key suppliers.

## 5.4 Supporting for Our Community

### 5.4.1 Our Approach

We provide support to the communities. The key motivation driving all our community engagement initiatives is to enable and empower young people. By supporting young people today and helping to educate them about the world they are to inherit, our goal is to benefit not only the current generation, but also the next. We welcome school educational visit to our plant and support student internship and attachment where appropriate.

We also recognize that meeting the needs of today's youth goes beyond their own education, security and well-being, extending to that of their families, homes and neighbourhoods as well. To this end, our engagement programmes also encompass financial and practical support in carefully selected communities, through fundraising and voluntary activities.

Our community initiatives are selected according to how closely they are aligned with our own community engagement goals of "enabling and empowering young people", the anticipated staff participation rate, and the tangible impact on the beneficiary. Separately, we will also engage on other community initiatives on an ad hoc basis. All our business units and some of our channel partners are involved in our community engagement programmes.

The culture and spirit of giving back to our society are ingrained into our business visions, and reflected our commitments under our various brands.

### 5.4.2 Our Community Initiatives Highlight

#### 5.4.2.1 Community Initiative

On 23 September 2022, our Singapore Head Office donated S\$5,000 to Children Cancer Foundation. On top of that, on 18 November 2022, distributed 500 boxes of First Aid Kits to the residents of Compassvale Walk in collaboration with PAP Sengkang North.





## Sustainability Report

On 15 August 2022, our China subsidiary donated S\$2,000 to Suzhou Industrial Park Charity Organisation to show our care and concern for the financially disadvantaged elderly folks in the city. This organisation donates rice to them, takes care of them during emergencies, by sending them to the hospital, cleaning up their homes, caring and counselling them when needed.



On 27 April 2022, our Thailand subsidiary donated industrial fans to Phetchaburi Provincial office of labour protection and welfare due to the shortage of industrial fans. This is a National Labour day event.



On 28 December 2022, our subsidiary in Malaysia donated S\$304 to Persatuan Kebajikan Orang Kurang Upaya Xi Le Er.



# Sustainability Report

## 6 PERFORMANCE TABLE

### 6.1 Energy Usage and CO<sub>2</sub> Emissions

Direct and indirect CO<sub>2</sub> emissions in GHG emissions are measured in tonnes (t-CO<sub>2</sub>) and kilowatt hours (kWh), from electricity and fuel consumed. The electricity and fuel we purchase are both from non-renewable sources.

Our business and function grow over time, and the GHG emissions and electricity consumption vary. To ensure consistency and comparability of the GHG emission and electricity consumption measures over time, we create a GHG emission index and electricity consumption index for our performance monitoring. The index adjusts the GHG emissions and electricity consumption for the size of our activities. We normalize the amount of GHG emissions and electricity consumption by the amount of our revenues which we use as a proxy to the size of our activities. The GHG emission index is measured in t-CO<sub>2</sub> per SGD million and the electricity consumption index is measured in kWh per SGD million.

	Performance					Target
	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
GHG Emission Index (t-CO <sub>2</sub> /million SGD)	105.5	91.9	112.8	94.2	225.0	214.0
Electricity Consumption Index (kWh/million SGD)	163,130	151,748	185,167	151,965	143,805	136,615

#### FY2022 Performance

For FY2022, the GHG Emission Index registered an increase of 108%. The GHG CO<sub>2</sub>e Emission (tonnes) increased from 4,053 in FY2021 to 8,453 in FY2022. The significant increase in emission is due to FY2022 being the initial year that the Company is evaluating and disclosing Scope 1 Green House Gas Emission as it is a new requirement. The Company has only been assessing Scope 2 emission since FY2017. The Electricity Consumption Index registered a decrease in quantity of 5.4% from FY2021. The decrease was due to reduction in operations and sales. We will continue to look for opportunities and cost-benefit solutions, for example, exploring the use of alternative and complimentary power sources.

### 6.2 Paper Consumption

We captured the data for paper consumption by the number of reams of paper used (where one ream is equivalent to 500 sheets of paper). To ensure consistency and comparability across various paper sizes, such as A3 and A4 papers, we measured the paper consumption by the weight of paper used which is adjusted for the various sizes and quality of papers.



## Sustainability Report

Our business and function grow over time and the paper consumption patterns vary. We devise a paper consumption index for our performance monitoring. The index adjusts the paper consumption for the size of our activities. We normalize the amount of weights of paper consumed by the amount of our revenues which we use as a proxy of the size of our activities. The paper consumption index is measured in kilograms per SGD million.

	Performance					Target
	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Total Weight of Paper from KHAN-NA or Forest Stewardship Council (FSC) Paper Consumed (kg) (%)	5,020 100%	4,729 100%	3,260 100%	3,265 100%	2,718 100%	2,582 100%
Paper Consumption Index (kg/million SGD)	107.13	104.02	101.14	75.90	72.40	69.00

### FY2022 Performance

In FY2022, the Paper Consumption Index decreased by 4.6% with a reduction in usage quantity in kg by 16.8%. This was due to a reduction in operations and sales. In FY2022, the Company has incorporated a policy to go paperless.

## 6.3 Employment Profile

### FY2022 Performance

In FY2022, men-to-women ratios in managerial positions and non-managerial positions stand at 41:32 and 253:134 (FY2021; 18:11 and 351:167) respectively.

This indicates an overall decrease in the number of employees as compared to FY2021, due to an overall reduction in headcount.

## 6.4 Employees Engagement and Training

	Performance						Target
	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Average Training Hours per Employee	2.9	4.6	3.7	0.3	1.2	3.3	3.3

### FY2022 Performance

For FY2022, the average training hours per employee registered at 3.3, with more staff sent for training as compared to FY2021.

Overall, the increase is an average of 2.1 training hours per employee. We will continue to provide for staff learning opportunities in upskilling, generic skills and personal development.

## Sustainability Report

### 6.5 Supplier Screening Using Environmental Criteria

Since FY2018, we have started evaluation of key suppliers for sustainability criteria. Following is the evaluation for FY2022:

Environment Protection Management	
ISO14001EMS established or not (attach EMS organization chart)?	Yes, EMS in place since 8 October 2018
What are the major pollution sources? How to control? (state with attached pages)	No reported incidents
Any self-made environment rules and regulations? (state with attached pages)	NIL
Are there any environment protection equipment and facilities? And environment performances? (state with attached pages)	Work in progress to improve related facilities.
Is “three simultaneous” system implemented? (attach “three simultaneous” report)	Yes, already in the supplier evaluation form, put into practice
Any punishment by the local environment protection bureau?	No reported cases
Company has a Sustainability Policy in place to govern company’s sustainability initiatives? State: Yes/No	Yes

### 6.6 Community Contribution

	Date	Location	Activities/Visits	Number of Staff Participation	Donation (S\$)
<b>FY2022 Performance</b>	23 September 2022	Singapore	Donation to Children Cancer Foundation	NA	5,000
	28 December 2022	Malaysia	Donation to Persatuan Kebajikan Orang Kurang Upaya Xi Le Er	NA	304
	15 August 2022	China	Elder Foundation through Suzhou Industrial Park	NA	2,000

In FY2022, we made a total donation of S\$7,304 in cash. Please refer to section 5.4.2.1 of this report for further information on our community initiative.

# Sustainability Report

## 7 GRI CONTENT INDEX

N.B.: AR = Annual Report, SR = Sustainability Report (i.e. this report)

<b>Statement of use</b>	Meta Health Limited has reported the information cited in this GRI content index for the period starting from 1 January 2022 to 31 December 2022, with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 4
	2-2 Entities included in the organization's sustainability reporting	Page 4
	2-3 Reporting period, frequency and contact point	Page 4
	2-4 Restatements of information	Page 4
	2-5 External assurance	Page 4
	2-6 Activities, value chain and other business relationships	Page 3  Refer to Annual Report: Corporate Profile (Page 1) and Group Structure (Page 3)
	2-7 Employees	Page 16
	2-8 Workers who are not employees	None Applicable.
	2-9 Governance structure and composition	Refer to Annual Report: Corporate Governance Statement (Page 16)
	2-10 Nomination and selection of the highest governance body	Refer to Annual Report: Corporate Governance Statement (Page 16)
	2-11 Chair of the highest governance body	Refer to Annual Report: Corporate Governance Statement (Page 17)
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Annual Report: Corporate Governance Statement (Page 18)
	2-13 Delegation of responsibility for managing impacts	Refer to Annual Report: Corporate Governance Statement (Page 18)

## Sustainability Report

GRI STANDARD	DISCLOSURE	LOCATION
	2-14 Role of the highest governance body in sustainability reporting	Refer to Annual Report: Corporate Governance Statement (Page 18)
	2-15 Conflicts of interest	Refer to Annual Report: Corporate Governance Statement (Page 35)
	2-16 Communication of critical concerns	Refer to Annual Report: Corporate Governance Statement (Page 31)
	2-17 Collective knowledge of the highest governance body	Refer to Annual Report: Corporate Governance Statement (Page 19)
	2-18 Evaluation of the performance of the highest governance body	Refer to Annual Report: Corporate Governance Statement (Page 19)
	2-19 Remuneration policies	Refer to Annual Report: Corporate Governance Statement (Page 23)
	2-20 Process to determine remuneration	Refer to Annual Report: Corporate Governance Statement (Page 23)
	2-22 Statement on sustainable development strategy	Page 6-12
	2-23 Policy commitments	Page 6-12
	2-24 Embedding policy commitments	Page 6-12
	2-25 Processes to remediate negative impacts	Refer to Annual Report: Corporate Governance Statement (Page 35)
	2-26 Mechanisms for seeking advice and raising concerns	Refer to Annual Report: Corporate Governance Statement (Page 31)
	2-27 Compliance with laws and regulations	None Applicable.
	2-28 Membership associations	None Applicable.
	2-29 Approach to stakeholder engagement	Page 8-9 & 12
	2-30 Collective bargaining agreements	None Applicable.



GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 8
	3-2 List of material topics	Page 8-9
	3-3 Management of material topics	Page 8-9
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Refer to Annual Report: Finance Statements
	201-3 Defined benefit plan obligations and other retirement plans	Page 23
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 7 & 11
	205-2 Communication and training about anti-corruption policies and procedures	Page 7 & 11
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 13
	302-4 Reduction of energy consumption	Page 13
	302-5 Reductions in energy requirements of products and services	Page 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 13 & 26
	305-2 Energy indirect (Scope 2) GHG emissions	Page 13 & 26
	305-4 GHG emissions intensity	Page 13 & 26
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 24
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 17-22
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 23
	401-3 Parental leave	Page 23
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Page 17
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 23

## Sustainability Report

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 18 & 28
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 18 & 28
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 18 & 28
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 19
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 24 & 28

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

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

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