



A-SMART HOLDINGS LTD.

JOURNEY TO A SUSTAINABLE FUTURE

SUSTAINABILITY REPORT 2023



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ABOUT US

Headquartered in Singapore, A-Smart Holdings Ltd. (“A-Smart” or the “Group”) is a multifaceted solution provider operating mainly in the areas of print manufacturing, smart technologies, real estate, and investment. Listed on the SGX Mainboard since 28 June 1999, the Group was rebranded in 2016 under A-Smart following a restructuring of its management team and expansion of core businesses, to better reflect the change in corporate profile and business strategies. The Group currently has four key business segments, namely:

- Property Development and Real Estate Investment;
- Print and Media;
- Smart Technologies and
- Other Investments.

Today, the Group’s printing arm continues to operate under the Singapore subsidiary, Xpress Print Pte Ltd (“Xpress Print”), offering a complete spectrum of integrated print solutions from pre-press processes to production systems as well as global distribution and delivery. Publishing services were added to the printing division to enhance its position within the economic value chain. In 2016, the Group also integrated a fresh media events enterprise, A-Smart Media Pte Ltd, which specialises in organising large-scale events and performances, into the current Print and Media segment.

The Group further expanded its core businesses

to include Property Development and Property Investment in 2018 and has since acquired two parcels of land for property development in Timor-Leste, a potential emerging market that is situated close to Australia and Indonesia. Its maiden property development project, Timor Marina Square, a landmark mixed property development of two buildings comprising retail, residential, office and serviced apartments, is currently in progress in Dili, the capital city of Timor-Leste.

Other business segments include that of Smart Technologies and Investments. Smart Technologies segment include the subsidiary, A-Smart Life Pte. Ltd., which develops its own food waste digester systems, is listed as one of the few authorised agents (endorsed by the Singapore Government) for waste recycling.

The Group’s Investments segment holds a 10% stake in Sheng Siong (China) Supermarket Co Ltd, a supermarket chain stores start-up in 2018 and which now operates five stores in Kunming, Yunnan, China.

The Group has membership in the following associations:

- Singapore Chinese Chamber of Commerce and Industry;
- Singapore Business Federation;
- Print & Media Association, Singapore; and
- Singapore-China Business Association.

ORGANISATION SCALE

Number of key operating entities	10
Revenue	S\$6.34 million (from 1 August 2022 to July 2023 (“FY2023”))
Total Assets	S\$28.22 million (at 31 July 2023)
Total Liabilities	S\$8.11 million (at 31 July 2023)
Total Equity	S\$20.11 million (at 31 July 2023)



ABOUT US



VISION AND MISSION

The Group's values are as follows:

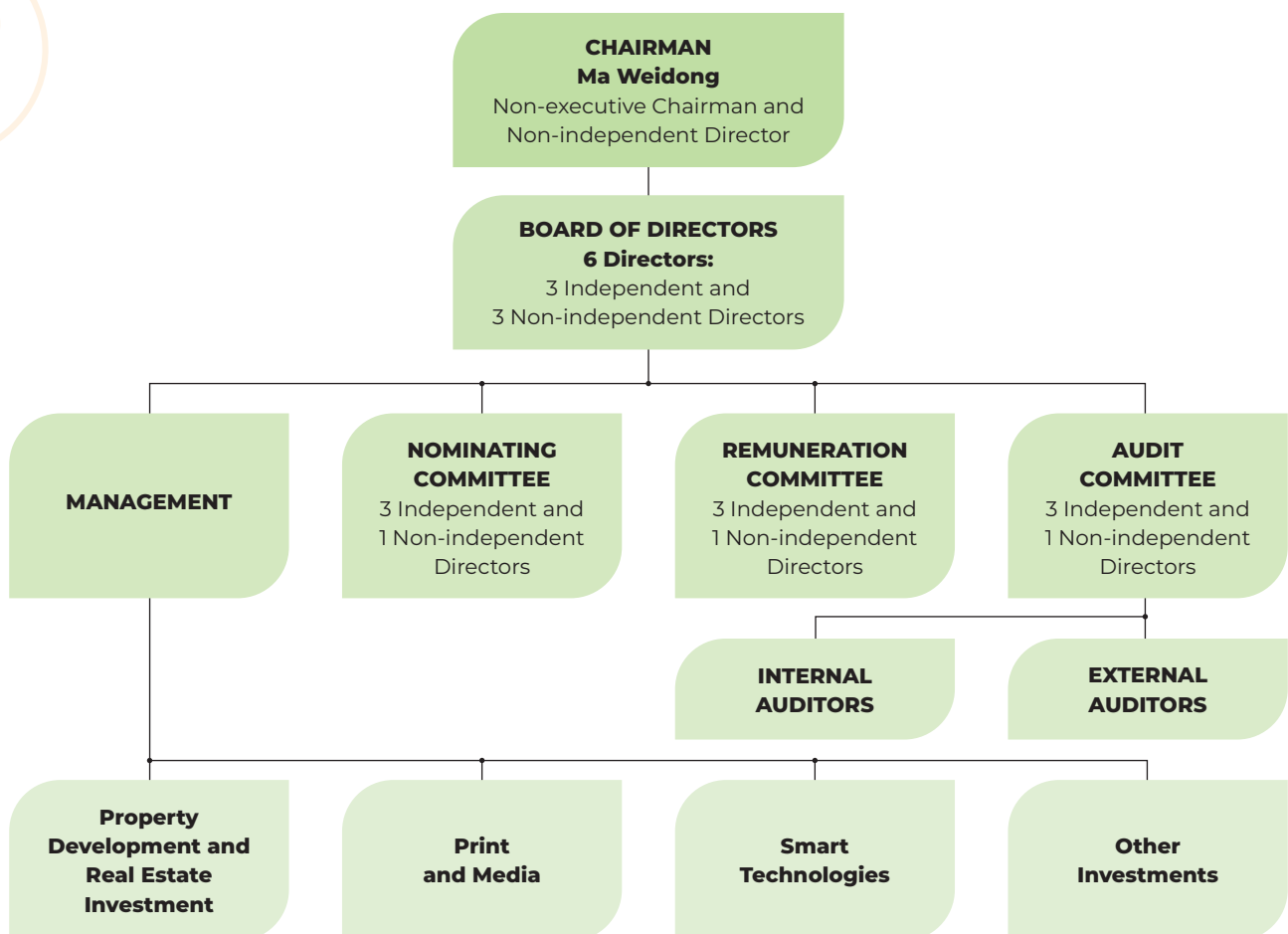
Vision:

To lead the way in building smart solutions – creating smarter businesses, smarter cities.

Mission:

- Exceed customers' expectations through service excellence and product innovation; and
- Reach and surpass shareholders' expectations by striving for new growth and cost efficiencies; and
- Develop employees' potential by providing a challenging, but safe and happy work environment; and
- Be fair and considerate to suppliers' needs; and
- Be socially and environmentally conscious, and where possible, to positively contribute back to society.

GOVERNANCE STRUCTURE



ABOUT US

UPDATES ON PROPERTY DEVELOPMENT AND REAL ESTATE INVESTMENT BUSINESS SEGMENT

The Group acquired controlling stakes in two newly incorporated property development companies in Timor-Leste, namely Timor Marina Square S.A. and Timor City Square S.A. The Group holds a 79% stake in both Timor Marina Square S.A. and in Timor City Square S.A. Both the property development projects have yet to commence operations. Thus, this Sustainability Report does not include this business segment into consideration.

TIMOR MARINA SQUARE Dili, Timor-Leste

Timor Marina Square ("TMS"), occupying a 3,204 square meter freehold land area, is located along the coastal stretch of Lecidere in Dili, directly facing the Port of Dili. Its strategic location places TMS in immediate vicinity of key establishments like the World Bank office, foreign embassies, and Timor government offices, all situated along the same coastal area.

The development will encompass two mixed-use property blocks of 23-storey and 19-storey comprising a combination of retail spaces, office areas, serviced apartments, and high-end residential apartments. TMS is currently at the initial stages of piling and foundation works.

Upon completion, targeted in August 2026, the development will yield more than 25,000 square meters of saleable floor area and an estimated gross sales value of between US\$80 million to US\$85 million.

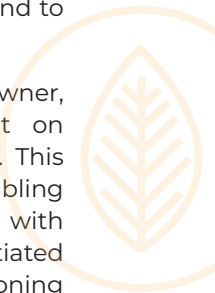
The Group increased its equity stake in TMS from 69% in FY2022 to 79% in FY2023.

TIMOR CITY SQUARE Dili, Timor-Leste

Strategically positioned adjacent to the vibrant Central Business District and alongside the automotive hub in downtown Dili, the project site spans a total area of 5,310 sqm. Timor City Square S.A. ("TCSS") currently holds a 99-year leasehold Surface Rights over the project site. In compliance with Timor-Leste laws, these Surface Rights empower companies, including TCSS, to establish a horizontal property regime, allowing properties on the land to be sold and owned by third-party buyers.

Under a contractual commitment to the landowner, TCSS is obligated to initiate development on the project site within nine years from 2019. This timeframe provides a generous window, enabling strategic alignment of development plans with favorable market conditions. The Group has initiated the planning phase for Timor City Square, envisioning the construction of cost-effective, low-rise apartment buildings to cater to the accommodation needs of the middle-class workforce within Dili's central business district. To augment the project's appeal, retail spaces will be incorporated at the ground level.

The Group increased its equity stake in TCSS from 60% in FY2022 to 79% in FY2023.





ABOUT THIS REPORT

A-Smart’s sustainability endeavours for FY2023, spanning from August 1, 2022, to July 31, 2023, are detailed in this Sustainability Report (the “Report”). Unless explicitly stated otherwise, the scope of the Report encompasses the Group’s most significant businesses primarily based in our Singapore headquarters. This Report serves to present and condense the Group’s environmental, social, and governance (“ESG”) policies, practices, and performance. The Group remains committed to furthering sustainable practices across our operations and broadening the scope of disclosure.

REPORTING FRAMEWORK

This report adheres to the guidelines set forth in Practice Note 7.6 Sustainability Reporting Guide issued by the Singapore Exchange Securities Trading Limited. It also incorporates the latest Global Reporting Initiative (“GRI”) Standards established by the GRI Global Sustainability Standards Board. Our deliberate choice to adopt the GRI standards stems from its standing as an internationally recognized reporting framework, encompassing a comprehensive range of sustainability disclosures. The meticulous preparation of this report aligns with the principles outlined in Practice Note 7.6, supplemented by the relevant insights derived from the most recent GRI Standards.

The Singapore Exchange (“SGX”) has mandated that effective for the financial year commencing on or

after 1 January 2022, all issuers must include climate-related disclosures on a “comply or explain” basis in their annual sustainability reports. Such disclosures must follow the Task Force on Climate-related Financial Disclosures’ (“TCFD”) recommendations. For issuers in the Materials and Buildings industry, climate reporting will only become mandatory for all financial years commencing 1 January 2024 onwards. As the Group does not belong to the industries prioritized by SGX for mandatory TCFD disclosures, the Group did not include climate-related disclosures pursuant to Rule 711B(1)(aa) and Practice Note 7F Paragraph 4.11 in this report but the Group has plans to gradually incorporate them in future sustainability reports.

In specific, this Report references to the following topic-specific disclosures:

GRI 102: General Disclosure 2016	GRI 307: Environmental Compliance 2016
GRI 103: Management Approach 2016	GRI 401: Employment 2016
GRI 201: Economic Performance 2016	GRI 403: Occupational Health and Safety 2016
GRI 204: Procurement Practices 2016	GRI 404: Training and Education 2016
GRI 205: Anti-corruption 2016	GRI 405: Diversity and Equal Opportunity 2016
GRI 302: Energy 2016	GRI 416: Customer Health and Safety 2016
GRI 303: Water 2016	GRI 418: Customer Privacy 2016
GRI 305: Emissions 2016	GRI 419: Socioeconomic Compliance 2016

CONTACT US

We greatly value input and suggestions from all stakeholders on this Report and our sustainability performance. Your feedback is essential in aiding the enhancement of our sustainability practices. If you have any questions, opinions, comments, or suggestions, please email us at hr@a-smart.sg.

BOARD MESSAGE

Dear Stakeholders,

On behalf of the Group, the Board of Directors (the “Board”) is pleased to present our sustainability report for the financial year ended 31 July 2023. This report offers a comprehensive overview of the Group’s dedication and approach to sustainability, outlining its commitment and practices within the industry. It provides insight into how the Group integrates sustainability considerations into its business operations.

The Board firmly believes that sustainability is one of the main factors for the Group’s continuous success and the Board shoulders the responsibility of overseeing the Group’s performance by integrating sustainability into its core business operations. Playing a pivotal role, the Board actively identifies material sustainability factors crucial to the Group’s business, with valuable input from stakeholders enriching the sustainability reporting process. The effective management and monitoring of these sustainability factors are achieved through a collaborative effort between the Board and management.

Recognizing the dynamic nature of sustainability standards, compliance requirements, and best practices, the Board remains proactive in regularly reviewing our sustainability framework. This ongoing evaluation ensures the identification of pertinent

economic, environmental, social, and governance factors impacting our business. We are committed to tracking these material factors continuously and managing them effectively. The Board is committed to a long-term perspective in the responsible and consultative management and growth of our business. We recognize that organizational sustainability is becoming increasingly pivotal, serving as a strategic tool to effectively manage risks and bolster resilience in the face of external business shocks.

Our primary focus in upcoming year is to unwaveringly continue our commitment to sustainable business practices, particularly in the face of volatility and uncertainty. We are steadfast in our dedication to inclusive and constructive engagement, advancing our fundamental principles of environmental protection, prioritizing the well-being of our employees, and ensuring responsible business operations. This commitment reflects our resilience and unwavering determination to make a positive contribution to both our stakeholders and the wider community.

MA WEIDONG

Non-executive Chairman





STAKEHOLDER ENGAGEMENT

The success of the Group hinges on the support we receive from our stakeholders. Our focus involves engaging and collaborating with stakeholders to comprehend their expectations and proactively address any concerns they might encounter. We acknowledge that the concerns and recommendations expressed by our stakeholders are invaluable in pinpointing potential areas for sustainable development that may be pertinent to the Group in the long term. We have incorporated the following goals in our stakeholder engagement activities:

- Understand stakeholders' priorities and values in sustainable development; and

- Align our goals and values with that of the stakeholder group; and
- Continuous improvement on ESG matters that our activities have an impact on.

The Group has identified major stakeholders encompassing customers, employees, regulators, industry associations, shareholders, investors, media, and suppliers. Prioritization was given to stakeholders demonstrating best practices and exerting significant influence on the Group's business. In addition to researching the sustainability objectives of our stakeholders, we actively maintain close relationships and engage with them through the following methods:

STAKEHOLDERS	COMMUNICATION CHANNELS	FREQUENCY OF ENGAGEMENT	SUSTAINABILITY CONCERNS
Customers	<ul style="list-style-type: none"> • Customer inspection visits • Two-way dialogue sessions • Customer feedback surveys • Company's website 	<p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Optimal usage of paper materials Utilize design and layout techniques that optimize the use of paper materials efficiently.</p> <p>Source of paper materials Encourage customers to choose paper materials produced from environmentally friendly sources, such as those certified by the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC).</p> <p>Customer privacy Safeguard customers' personal data and strive for zero information leakage</p>
Employees	<ul style="list-style-type: none"> • Performance appraisals • Staff meetings • Trainings 	<p>Annually</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Workplace health and safety</p> <ul style="list-style-type: none"> • Ensure that the Group's operations strictly adhere to rigorous safety management standards. • Safe management measures at workplace. <p>Training and education Implement training and development policies aimed at motivating staff to enhance their knowledge and skills.</p>

STAKEHOLDER ENGAGEMENT

STAKEHOLDERS	COMMUNICATION CHANNELS	FREQUENCY OF ENGAGEMENT	SUSTAINABILITY CONCERNS
Regulators	<ul style="list-style-type: none"> • Forum and dialogue • Networking events • Seminars • Bilateral communication • Briefing and consultation 	<p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Proper disposal of effluent</p> <ul style="list-style-type: none"> • Ensure proper disposal of waste chemicals by National Environment Agency (“NEA”) licensed waste management company • Develop an emergency response plan that outlines the various measures and operational steps to be taken in the event of a fire or other emergencies. <p>Compliant operation Adhere to all laws and regulations concerning economic, environmental, and social aspects.</p>
Industry associations	<ul style="list-style-type: none"> • Forum and dialogue • Networking events • Seminars 	<p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Responsible management of raw materials Monitor paper usage, supplier certifications, and recycle unused materials and disposable packaging.</p>
Shareholders, investors and media	<ul style="list-style-type: none"> • Annual general meeting • Annual reports • Extraordinary shareholder meetings • Media release • Company’s website at www.a-smart.sg 	<p>Annually</p> <p>Annually</p> <p>As and when required</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Anti-corruption Implement corporate communication policies</p>
Suppliers	<ul style="list-style-type: none"> • Trade fair • Site visits and inspections • Supplier performance feedback • Company’s website 	<p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p> <p>Throughout the year</p>	<p>Responsibly-sourced raw materials To obtain paper sourced using sustainable methods, consider suppliers certified by Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).</p> <p>Fair and open procurement Select suppliers based on fair trade requirements and a transparent sourcing process</p>



STAKEHOLDER ENGAGEMENT

MATERIALITY ASSESSMENT

In our previous reports, we extensively evaluated the significant ESG (Environmental, Social, and Governance) factors that were considered. Further, we conducted an engagement process with stakeholders, during which they highlighted key issues they faced. From this engagement, we identified material sustainability factors that hold substantial economic, environmental, social, and governance implications, significantly influencing stakeholders' decision-making processes. The material topics covered in this Sustainability Report encompass:

CATEGORIES	MATERIAL TOPICS
Economic	<ul style="list-style-type: none">• Anti-corruption
Environmental	<ul style="list-style-type: none">• Environmental Compliance• Energy Consumption• Waste Management
Social	<ul style="list-style-type: none">• Socioeconomic Compliance• Recruitment and Dismissal• Diversity and Non-discrimination• Occupational Health and Safety• Training and Education• Procurement Practice• Customer Privacy

This Report will present the Group's performance concerning relevant aspects, considering these results as critical benchmarks for shaping the Group's sustainability management strategy moving forward.





ECONOMIC

ANTI-CORRUPTION

A-Smart is unwavering in our commitment to conducting business with the utmost ethical standards, ensuring strict compliance with all relevant laws and regulations. Our employees are mandated to adhere to the Group’s “Code of Conduct and Ethics,” including the anti-corruption and anti-bribery guidelines and policies.

We are dedicated to eradicating corrupt practices across all facets of our operations, maintaining transparent and honest conduct in all activities. Thus, the Group has established whistle-blowing and anti-corruption policies to safeguard the interests of our stakeholders while concurrently protecting the Group’s interests.

Moreover, we expect our business partners to share and uphold this commitment, promoting similar values and standards. As an entity unwavering in business integrity, we maintain a zero-tolerance policy towards any form of bribery or corruption which intended to influence business judgments or compromise ethical standards. Every employee is obligated to strictly adhere to these policies, ensuring that all business activities are conducted legally, ethically, and with the utmost integrity.

The composition of employees and details of business partners that the Group’s anti-corruption policies and procedures have been communicated to are as follows:

EMPLOYEE CATEGORY	FEMALE	MALE
Management	1	3
General staff	20	34

TYPE OF BUSINESS PARTNER	REGION	NUMBER
IT Solutions	Singapore	3

In FY2023, the Group successfully achieved the targets set in FY2022 with zero incidents of corruption. Our ongoing objective is to sustain a zero-incident status perpetually.

WHISTLE-BLOWING POLICY

The Audit Committee (AC) has implemented a robust whistle-blowing policy, offering employees a confidential platform to report concerns or provide feedback directly to the AC Chairman through anonymous channels. This policy is designed to empower whistle-blowers to express their apprehensions regarding potential misconduct or actions that could negatively impact the Group. Its primary aim is to ensure that there are established mechanisms for conducting independent investigations into such matters, followed by appropriate actions.

We want to assure whistle-blowers that they will be safeguarded against any unjust treatment or retaliation for reporting concerns in good faith. The policy is in place to encourage transparency and accountability within the organization, emphasizing our commitment to ethical conduct and the well-being of our employees.

All complaints are handled with the utmost confidentiality and are promptly brought to the attention of the Audit Committee (AC). The AC, as required, oversees the assessment, investigation,

and evaluation of these complaints, and if deemed necessary or appropriate, independent advisors may be engaged at the Group’s expense. Following the AC’s investigation and evaluation, suitable disciplinary or remedial actions are proposed before being presented to the Board or the relevant senior executive staff for authorization or implementation.

The AC plays a pivotal role in reporting serious offenses and criminal activities within the Group during Board meetings. If deemed appropriate or necessary, reports are promptly submitted to the relevant government authorities for further investigation or action. Furthermore, the AC stays abreast of any changes to accounting and financial reporting standards through regular updates provided by external auditors. It’s noteworthy that no former partner or director from the Group’s existing auditing firm serves as a member of the AC.

We are pleased to report that there were no instances of corruption reported during FY2023.



ENVIRONMENTAL

The Group is acutely aware of the pressing environmental issues, especially the climate change. Climate change represents an existential challenge for Singapore, and its effects are no longer a distant concern. The reality is that Singapore has already begun to experience the tangible impacts of climate change. For instance, on May 13, the nation witnessed its hottest day in four decades, with temperatures soaring to 37 degrees Celsius. Additionally, the year 2022 stands out as one of the wettest years Singapore has encountered since 1980.

We firmly believe that environmentally responsible practices not only align with business efficiency but also exemplify our commitment to corporate social responsibility with regards to the environment, seamlessly woven into our day-to-day operations. As a socially responsible corporation, we hold ourselves to the highest standards of compliance with environmental regulations. Every member of our team plays an active role in monitoring and safeguarding our environmental performance. We foster a culture where employees are encouraged

to report any suspected violations, and our management takes these reports with utmost seriousness, conducting thorough investigations and corrective actions where necessary.

In FY2023, the Group is pleased to report that we have not identified any instances of material non-compliance with environmental laws and regulations, including but not limited to Singapore's "Environmental Protection and Management Act" and "Environmental Public Health Act." This achievement reflects our unwavering commitment to conducting our operations in an environmentally responsible manner.

As an environmentally conscious company, we understand the importance of staying informed about the ever-evolving landscape of environmental laws and regulations. We are dedicated to keeping ourselves updated on the latest developments in this area, ensuring that we remain compliant and continue to fulfil our responsibilities in safeguarding the environment.

ENERGY CONSUMPTION

Electricity accounts for a significant portion of our overall energy consumption in the day-to-day operation of our business. Thus, we have developed related energy management plans and measures as one of the Group's fundamental policies to achieve energy conservation and efficiency. The usage of electricity is closely monitored. We have taken proactive steps, such as prominently displaying signage promoting water and electricity conservation to remind employees to avoid wastage and switch off lights and air conditioning when not in use, especially outside of working hours.

Furthermore, we have transitioned our electricity supply from SP Group to Keppel Electric. Keppel Electric is dedicated to assisting commercial customers in reducing their environmental footprint

by leveraging the comprehensive ecosystem of Keppel Infrastructure. Keppel Infrastructure's parent company is pioneering the Energy-as-a-Service approach, which empowers businesses to implement sustainable and energy-efficient solutions. These solutions encompass the deployment and operation of efficient chiller systems, photovoltaic solar panels, and electric vehicle (EV) charging infrastructure in a scalable manner over the long term.

During FY2023, 20% of total power consumption is clean energy generated from solar systems by Sunseap Energy. The Group's electricity consumption was approximately 411,809 kWh and its intensity was approximately 64,984 kWh per S\$ million revenue. We target to maintain or reduce the electricity consumption intensity in FY2024.

ENVIRONMENTAL



The detailed summary of the electricity consumption of the Group is as follows:

INDICATOR	AMOUNT CONSUMED (kWh)	Intensity ¹ (kWh/S\$ million revenue)
Electricity from power station	329,448	51,988
Electricity from solar energy	82,361	12,996
Total electricity consumed	411,809	64,984

Note:

¹ The total revenue of the Group during FY2023 is S\$6.34 million. This number would also be used for calculating other intensity data in this Report.

WASTE MANAGEMENT

Waste represents a consequential by-product of our business operations, with the potential for significant environmental impact if not managed responsibly. As a responsible corporate entity, The Group is dedicated to the proper handling and disposal of all waste generated by our activities.

The conscientious management and disposal of chemical waste are of paramount importance, given our status as a printing business reliant on substantial quantities of ink chemicals for our print products. In light of this, the Group only engaged with NEA licensed waste management companies for the disposal of chemical waste. This commitment underscores our pledge to ensure the responsible disposal of waste chemicals, thereby safeguarding the environment and the well-being of the communities in the areas where we operate. Our priority is to conduct our business in a manner that does not compromise the health and safety of our local communities.

Our team of experienced handlers are responsible for meticulously storing chemicals in designated secure areas, which are specifically designed to minimize the risk of any potential chemical leaks or incidents. These designated safe areas are subject to constant surveillance and can only be accessed by authorized personnel, ensuring the highest level of control and security. We have obtained the Petroleum and Flammable Materials Storage License from the Singapore Civil Defence Force, a testament to our stringent adherence to safety protocols and our commitment to responsibly storing chemicals in these designated areas.

Our Emergency Response Plan comprises a comprehensive set of guidelines and instructions designed to outline appropriate responses to accidents or hazardous events, including those involving chemical spills or fires. We prioritize the safety and well-being of all our employees, and as part of our commitment, every team member undergoes thorough briefing and training to equip them with the necessary skills and knowledge to effectively handle emergency situations.





ENVIRONMENTAL

GREENHOUSE GAS (“GHG”) EMISSIONS

The primary source of the Group’s indirect greenhouse gas (GHG) emissions (Scope 2) stems from our electricity consumption within office operations. In our commitment to reducing the carbon footprint associated with the Group’s activities, as outlined in the “Energy Consumption” section, we have proactively implemented measures and initiatives aimed at promoting efficient electricity usage throughout our workforce.

For FY2023, the Group’s total GHG emissions amounted to approximately 137.3 tCO₂e, with an intensity of approximately 21.7 tCO₂e per S\$ million in revenue. Our target is to either maintain or further reduce this GHG emissions intensity in FY2024, demonstrating our dedication to environmental sustainability.

The detailed summary of the GHG emissions of the Group is as follows:

INDICATOR	EMISSION (tCO ₂ e)	INTENSITY (tCO ₂ e/S\$ million revenue)
Scope 2 – Indirect GHG emissions	137.3	21.7

Note:

2. GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, the latest released Singapore’s Grid Emission Factor, “Global Warming Potential Values” from the IPCC Fifth Assessment Report, 2014 (AR5).

WATER CONSUMPTION

The Group has implemented an extensive array of water conservation measures aimed at reducing water consumption. We have intensified our efforts in water-saving initiatives. Besides promoting the culture of conscious water conservation among all employees, we also displayed water-saving slogans and had comprehensive employee education on the responsible use of water. Employees are consistently reminded to turn off taps when they are not in use and are encouraged to report any leaking faucets or

pipes to the appropriate authorities promptly.

In FY2023, the Group’s water consumption totaled approximately 167.3 m³, with an intensity of approximately 26.4 m³ per S\$ million in revenue, achieving water saving of 7.2% as compared to FY2022.

The detailed summary of the water consumption of the Group is as follows:

INDICATOR	AMOUNT CONSUMED (m ³)	INTENSITY (m ³ /S\$ million revenue)
Total water consumption	167.3	26.4



ENVIRONMENTAL

RAW MATERIAL

Paper serves as the primary raw material for our Group, constituting a substantial portion of our input resources. It is crucial to acknowledge that the pulp and paper industry has a profound influence on global forests, as pulpwood is cultivated in diverse landscapes and communities around the world.

Our production team prioritizes eco-friendly practices by designing print jobs that minimize paper usage. To achieve this, our sales team diligently communicates with customers to fully understand their needs. Upon customer request, we consider using recycled paper for printing. Our skilled employees are proficient in efficient cutting, binding, and precise printing colour control. These skills not only ensure the highest quality output but also contribute to reducing paper wastage during the production process. Any paper deemed unusable is handled responsibly, labelled as non-Forest Stewardship Council (FSCTM) compliant, and sold to scrap dealers for recycling.

The Forest Stewardship Council (FSC) is a global non-governmental organization with a primary mission of advocating for responsible forest management worldwide. The FSC system is designed to offer assurance to consumers that products like wood and paper have been sourced and harvested in a manner that is both socially and environmentally responsible. We uphold a steadfast commitment to responsible sourcing, particularly when it comes to paper procurement. We exclusively purchase our paper from reputable and certified suppliers, including those who hold certifications from FSCTM and PEFC (Programme for the Endorsement of Forest Certification). These certifications are indicative of suppliers who have secured their paper through sustainable forest management practices.

Our dedication to responsible sourcing extends beyond mere compliance; it is rooted in our core belief that responsible procurement practices can play a pivotal role in averting the loss of biodiversity and mitigating the impact of climate change stemming from deforestation.





SOCIAL

SOCIOECONOMIC COMPLIANCE

Socioeconomic compliance stands as a pivotal element in our Group's commitment to fulfilling its corporate social responsibility. Our management team consistently engages in reviews of our business operations, proactively establishing transparent policies and procedures to pre-empt any potential breaches of pertinent laws and regulations. We actively foster an environment where employees are encouraged to report any suspected violations of these laws and regulations.

In the FY2023, we proudly recorded zero instances of non-compliance with relevant material socioeconomic laws and regulations. We remain dedicated to sustaining this commendable trend in the upcoming year and beyond. Our unwavering commitment to socioeconomic compliance underscores our commitment to responsible corporate citizenship.

CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

The Group fronts its corporate social responsibility efforts through its wholly owned subsidiary, A-Smart Media Pte Ltd. Since organizing its maiden event in January 2017 for the President's Challenge Charity Fund, the Group has since gone on to organize multiple events and functions, ranging from concerts to business and marketing conferences

to even large-scale outdoor events in Singapore. In FY2023, the Group organized an acrobatic ballet performance at the Esplanade Theatre, titled "Swan Lake", where part of the proceeds for the performance amounting to S\$400,000 were donated to the President's Challenge.

RECRUITMENT AND DISMISSAL

At A-Smart, our employees are the foundation of our success. Prioritizing employee well-being not only boosts morale but also ensures the retention of talented individuals who contribute to enhanced work performance. It is imperative for us to nurture our human capital assets to remain competitive and effectively tackle the challenges in our industry. While we actively retain our core team of experienced professionals, we continuously seek out new talents capable of contributing to our growth and complementing our existing team members.

We have implemented policies that align with our vision of people-oriented management. Our human resources management policies are officially

documented within the Employee Handbook, encompassing areas such as employment contracts, promotions, performance evaluations, transfers, training, working hours, employee welfare, and compensation. These policies undergo periodic reviews to ensure their alignment with current fair employment practices.

In our recruitment processes, we maintain a commitment to non-discrimination and strive to uphold fair employment practices. Notably, during the FY2023, there were no instances in which a substantial portion of our organization's activities were carried out by non-employee workers.



SOCIAL

The composition of the Board is as follows:

AGE GROUP	HEADCOUNT
<30 years old	0
30-50 years old	2
>50 years old	4

GENDER	HEADCOUNT
Male	5
Female	1

The composition of the Group's employees is as follows:

AGE GROUP	HEADCOUNT
<30 years old	3
30-50 years old	35
>50 years old	16

GENDER	HEADCOUNT
Male	34
Female	20

EMPLOYMENT CONTRACT	MALE	FEMALE
Permanent	34	20
Temporary	0	0

EMPLOYMENT TYPE	MALE	FEMALE
Full-time	33	19
Part-time	1	1





SOCIAL

During FY2023, there were 16 new employees and an employee turnover of 16.

The employment performance of the Group is as follows:

INDICATOR	HEADCOUNT	ANNUAL RATE
New employee hires	16	29%
Employee turnover	16	29%

The composition of new-hired employees is as follows:

AGE GROUP	HEADCOUNT
<30 years old	0
30-50 years old	13
>50 years old	3

GENDER	HEADCOUNT
Male	8
Female	8

NATIONALITY	HEADCOUNT
Singaporean	7
Malaysian	4
Chinese	5

The composition of employees that have left the firm is as follows:

AGE GROUP	HEADCOUNT
<30 years old	1
30-50 years old	12
>50 years old	3

GENDER	HEADCOUNT
Male	9
Female	7

NATIONALITY	HEADCOUNT
Singaporean	5
Malaysian	4
Chinese	6
Burmese	1



SOCIAL

The termination of any employment contract will be carried out in accordance with justifiable and legal reasons as outlined in the Employee Handbook's internal policies. In cases of subpar job performance, employees will initially receive verbal warnings prior to the issuance of a formal warning letter. During the verbal warning, the supervisor

will provide a clear explanation to the employee regarding the reason for the warning and will also convey that repeated poor performance may lead to dismissal. If there is no substantial improvement in their work performance, the company will proceed with the termination process in compliance with applicable laws.

REMUNERATION AND BENEFITS

Our employees are the most valuable assets and fundamental to the Group's overall success. We firmly believe that a high rate of talent retention and a fair remuneration and reward system not only cultivates a positive work environment but also fosters a deep commitment among employees to the organization. Attracting and retaining top talent are integral components of the Group's strategy to ensure the sustainable growth and continued success of our business.

The Group also offers healthcare benefits, such as outpatient medical and dental treatment, life insurance, a group travel insurance policy, and an insurance plan that pays for maternity costs, hospital stays, and surgery costs. Besides that, the Group has also provided accommodation for foreign employees as well as workers who have lower salary. Other benefits and protection for our full-time employees include the Central Provident Fund ("CPF"), allowance for overseas business trips, reimbursement claims, and the Long Service Awards given to employees with at least 5 years of service.

The Group assesses its remuneration policies by benchmarking grades, positions, and salary levels against publicly available industry salary reports. Additionally, employees who demonstrate the ability to multitask and upscale, taking on extra responsibilities, are duly rewarded with additional pay incentives.

The Group implemented the A-Smart Employee Share Option Scheme 2018 ("A-Smart ESOS") to motivate employees by giving our workers and directors of the Group an opportunity to participate in the equity of the Group. The ultimate goal of the ESOS is to secure more commitment, loyalty, and higher standards of performance from our workers and to recognize and reward those who have made a major contribution to the development and success of the Group.

At the end of FY2023, a cumulative total of 2,069,500 share options had been granted, of which 1,878,500 share options remained unexercised and 191,000 share options had lapsed due to staff resignations. In FY2023, 6 employees were granted a total of 16 days of child care leave.

DIVERSITY AND NON-DISCRIMINATION

We are deeply committed to cultivating a work environment that promotes principles of fairness, equity, and a profound respect for social and cultural diversity. Our unwavering pledge is to establish a workplace completely devoid of discrimination based on race, gender, religion, national origin, age, disability and marital status. We actively support and empower women, minorities, veterans, and individuals with disabilities, endeavouring to unlock the full potential of every member of our workforce. This not only grants us access to a rich and diverse

pool of talent but also serves as a driving force for our business growth.

We firmly believe that a diverse and inclusive workforce is not only advantageous to our organization but also crucial for achieving social and economic development objectives within our nation. Our recruitment and hiring processes are firmly rooted in merit, skills, and experience, ensuring that all candidates are evaluated fairly and transparently.

SOCIAL

OCCUPATIONAL HEALTH AND SAFETY

The Group has Occupational Health and Safety (OHS) policy that undergoes an annual review. This policy is designed to safeguard all employees against potential occupational risks and to proactively prevent workplace accidents. Information regarding the OHS policy is provided to all employees, and new hires are briefed on the policy. Various proactive measures, including training, the development of management plans, and regular site inspections, are implemented to prevent workplace injuries and fatalities, exemplifying our dedication to employee well-being and safety.

The Group has achieved level 3 certification under the bizSAFE program by the Ministry of Manpower, a capacity-building initiative designed to enhance workplace safety and health capabilities for businesses. We have established an Occupational Health and Safety and Security Policy, which is strictly adhered to by our employees and overseen by managers and supervisors. The policy aims to prevent both occupational injuries and illnesses, with a focus on the following objectives:

- Identifying and mitigating the risks associated with all work activities that have the potential to cause personal injury.
- Providing clear instructions, comprehensive training, and effective supervision to individuals to enhance their understanding of workplace hazards, including safe work practices and emergency procedures.
- Engaging individuals in occupational health and safety matters, seeking their input on ways to recognize, evaluate, and control workplace hazards.
- Ensuring that everyone, including visitors and subcontractors, adheres to appropriate workplace standards and guidelines to safeguard their own and others' health and safety.
- Providing adequate systems and resources to manage rehabilitation and facilitate effective return-to-work processes.

To enhance risk assessment at our operational sites, we have established a Risk Management team consisting of personnel from diverse roles and departments. This team, led by our Office Support Executive, is tasked with modifying Safe Work Procedures and developing a comprehensive Risk Management Implementation Plan. We have enrolled eligible employees in Occupational First Aid Courses at government-approved centres and designated them as safety personnel. Furthermore, we conduct regular reviews of our Emergency Response Plan. We are pleased to report that our office has been granted certification by the Singapore Civil Defence Force for the successful implementation of fire safety measures in accordance with the criteria outlined in the Fire Safety Act.

To ensure ongoing improvement in health and safety, the Group conducted its annual review and inspection of the laser cutting machines utilized in the printing business for FY2023. The fumes generated by laser cutting devices can potentially impact the health of our employees. Thus, we have enhanced our safety protocols, specifically focusing on ensuring that plastic doors remain closed during the laser cutting process.

We are pleased to report that in FY2023, there were no fatalities, and there were no instances of workplace injuries leading to a loss of man-days. Furthermore, the Group has not identified any significant non-compliance with laws and regulations pertaining to workplace health and safety.

Our goal for FY2024 is to uphold our track record of zero incidents of non-compliance, ensuring that we do not breach any relevant health and safety legislation. To achieve this, we remain steadfast in our commitment to ramping up our efforts in workplace safety, continuously striving to create a safe and secure working environment for all our employees.

SOCIAL

The performance of the Group regarding health and safety is as follows:

INDICATOR	UNIT	FY2023	FY2022
Total man hours worked	Hours	123,552	140,016
Injury	Times	-	-
Injury rate*	Rate	-	-
Occupational disease	Times	-	-
Occupational disease rate	Rate	-	-
Lost day	Days	-	-
Lost day rate	Rate	-	-
Absentee	Days	-	-
Absentee rate	Rate	-	-
Work-related fatalities	Number	-	-

* Calculated based on per million hours worked

TRAINING AND EDUCATION

We firmly believe that investing in the personal growth of our employees not only benefits them individually but also translates into improved organizational performance. This, in turn, contributes to our long-term business growth and sustainability. Thus, our belief in nurturing talent is at the core of our approach to building a capable and agile workforce.

We actively promote and support our employees in pursuing relevant job-related skill courses to enhance their skills and knowledge. We offer on-the-job training opportunities whenever feasible and actively seek external training courses. These training programs are designed to empower our employees to stay current and adaptable in response to the evolving demands of their roles and responsibilities. Additionally, as part of our commitment to continuous learning and development, we provide employees with access to job-related subscriptions and educational materials. This access equips them with valuable news, articles, and other pertinent information that empowers them to perform their jobs more effectively.

As part of our onboarding orientation process, we provide new employees with a valuable opportunity to familiarise their roles, our work environment, and our company's culture. This comprehensive orientation covers essential aspects of our organization, including key policies and

procedures. Specifically, we introduce our Group's policies on employee welfare and benefits, along with an overview of our integrated management system. This system encompasses our health and safety programs, ensuring that all employees are well-informed about these crucial aspects of our operations. Additionally, we provide a safety orientation that familiarizes new hires with site security procedures to maintain a secure working environment.

As a comprehensive print management services company, we take pride in our commitment to sustainability. To this end, we have obtained certification based on the FSCTM standards, underscoring our dedication to responsible sourcing and operations. In addition to this, we have taken proactive steps to empower our workforce through FSCTM training, providing our employees with essential knowledge encompassing FSCTM principles, job folder management, and cutting ticket procedures.

The training initiatives rolled out to employees this year encompassed crucial programs such as the Occupational First Aid Course, CPR+AED Course, and the Abbott Training Course. Looking ahead to the upcoming year, our focus for training will shift towards in-house Enterprise Resource Planning (ERP) and Electronic Invoicing (E-Invoicing) to further enhance the skill set and knowledge base of our workforce.

SOCIAL



During FY2023, total employee training hours were 36 hours. The detailed summary is as follows:

INDICATOR	MALE	FEMALE	TOTAL IN FY2023
Total number of training hours	35	-	36
Total employees sent for training	3	-	3
Average hours of training	12	-	12

A total of six employees received regular performance and career development review, with the respective gender composition as follows:

EMPLOYEE CATEGORY	MALE	FEMALE
Management	0	0
General staff	3	0

PROCUREMENT PRACTICE

The Group places a paramount importance on maintaining a robust and well-regulated procurement practice, ensuring a resilient and sustainable supply chains. Our commitment extends to selecting suppliers with a proven history of sound business practices and a strong reputation for their commitment to environmental and social responsibility. To uphold the highest standards of procurement, we adhere to stringent due diligence checks established in alignment with the Group's procurement policies before entering into any supplier relationships. New suppliers are evaluated in accordance with the procurement policy whilst existing key suppliers are regularly assessed by respective work teams based on established criteria. We have established an approved list of paper suppliers, all of whom hold FSCTM Chain of Custody (COC) certification. This certification meticulously

traces the journey of products from their origins, through the entire supply chain, and finally to the end user. In order to verify that our suppliers align with our stringent standards concerning quality, environmental responsibility, and social standards, our Purchasing Executive is tasked with maintaining comprehensive supplier records and extracting information about FSCTM certified suppliers from the FSCTM Database.

Furthermore, as part of our quality assurance process, samples of FSCTM paper are obtained directly from certified paper merchants for reference purposes. This comprehensive approach ensures that we continue to source paper products that not only meet our high-quality standards but also adhere to stringent environmental and social criteria.



SOCIAL

LOCAL PROCUREMENT

As an integral part of the Group’s commitment to fulfilling its social responsibilities, we actively seek out opportunities to engage local suppliers in our business operations. By doing so, we aim to contribute to the growth of local businesses, foster job creation within the community, and stimulate local economic development whenever feasible.

Sourcing from local suppliers offers distinct advantages. These local suppliers can provide quicker delivery times and cost-effective solutions.

Additionally, engaging in face-to-face meetings with them enables us to promptly address any concerns and maintain a higher level of control over the standards and quality of the products and services they deliver to us. This strategy optimizes efficiency and ensures that we can consistently meet our operational needs.

We aim to continue our local procurement practices in the long term. The composition of our local suppliers are suppliers in Singapore in FY2023 is as follows:

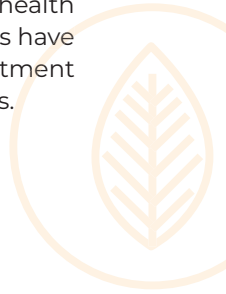
INDICATOR	PERCENTAGE
Proportion of spending on local suppliers	78%

CUSTOMER HEALTH AND SAFETY

The Group places a strong emphasis on the health and safety impacts that may arise from our services and products for our valued customers. To ensure the well-being of our customers, we have implemented comprehensive policies and measures aimed at upholding the quality and safety of our offerings.

Furthermore, we have established relevant

policies and procedures to guide our employees in delivering consistent and appropriate service to our customers. In FY2023, the Group is pleased to report that no instances of non-compliance with regulations or voluntary codes related to the health and safety effects of our products and services have been identified. This underscores our commitment to the safety and satisfaction of our customers.



SOCIAL

CUSTOMER PRIVACY

The safeguarding of our members' data privacy is our top priority, and we are firmly dedicated to ensuring the protection of our customers' personal information. Therefore, it is imperative that we fortify our information technology systems against cybercrimes, which pose a significant threat to the security of highly sensitive data and can result in unauthorized access or reuse of this information.

We have implemented a comprehensive set of measures to proactively address the risks associated with non-compliance and the potential leakage of personal data. These measures encompass strict adherence to both off-site and on-site shredding protocols established by certified professionals, and we hold the Certification of Destruction as a testament to our commitment to data security. In Singapore, we adhere to the Personal Data Protection Act (PDPA), which encompasses a set of regulations governing the collection, utilization, disclosure, and secure handling of personal data.

In alignment with our unwavering commitment to preserving customer privacy and upholding PDPA

compliance, we have enlisted the services of a professional company. This company is responsible for securely erasing our customers' personal information in strict accordance with privacy laws and regulations.

The Group has established its Information Labelling Procedure, designed to ensure that all staff members understand and uphold their individual responsibilities concerning the correct labelling and classification of information. This procedure offers precise guidance on how to handle restricted documents and delineates the varying levels of confidentiality specific to each department. Any employee discovered to be in breach of this procedure may be subject to disciplinary measures, including but not limited to termination.

During FY2023, the Group has achieved the target of maintaining zero breaches and substantiated complaints of customer privacy and losses of data, and we aim to maintain this record for the forthcoming year.



SGX CONTENT INDEX

PRIMARY COMPONENT	SECTION REFERENCE
Material Topics	<ul style="list-style-type: none">• Materiality Assessment
Policies, Practices and Performance	<ul style="list-style-type: none">• Economic• Environmental• Social
Board Statement	<ul style="list-style-type: none">• Board Message
Targets	<ul style="list-style-type: none">• Economic• Environmental• Social
Framework	<ul style="list-style-type: none">• Reporting Framework



GRI CONTENT INDEX

GRI INDICATOR	DESCRIPTION	SESSION/EXPLANATION
GRI 102: General Disclosures		
102-1	Name of the organization	A-Smart Holdings Limited
102-2	Activities, brands, products, and services	Sustainability Report 2023 – About Us, P.1
102-3	Location of headquarters	Sustainability Report 2023 – About Us, P.1
102-4	Location of operations	Sustainability Report 2023 – About Us, P.1
102-5	Ownership and legal form	Sustainability Report 2023 – About Us, P.1
102-6	Markets served	Sustainability Report 2023 – About Us, P.1
102-7	Scale of the organization	Sustainability Report 2023 – About Us, P.1
102-8	Information on the employees and other workers	Sustainability Report 2023 – Recruitment and Dismissal, P.14-17
102-9	Supply chain	Sustainability Report 2023 – Procurement Practice, P.20-21
102-11	Precautionary principle or approach	Sustainability Report 2023 – Procurement Practice, P.20-21 Sustainability Report 2023 – Customer Health and Safety, P.21 Sustainability Report 2023 – Anti-corruption, P.9
102-12	External initiatives	No participation in externally-developed economic, environmental and social initiatives
102-13	Membership of associations	Sustainability Report 2023 – About Us, P.1
102-14	Statement from senior decision-maker	Sustainability Report 2023 – Board Message, P.5
102-16	Values, principles, standards, and norms of behavior	Sustainability Report 2023 – Vision and Mission, P.2 Sustainability Report 2023 – Board Message, P.5
102-18	Governance structure	Sustainability Report 2023 – About Us, P.1
102-40	List of stakeholder groups	Sustainability Report 2023 – Stakeholder Engagement, P.6-8
102-41	Collective bargaining agreements	No collective bargaining agreements are in place during FY2023
102-42	Identifying and selecting stakeholder	Sustainability Report 2023 – Stakeholder Engagement, P.6-8
102-43	Approach to stakeholder engagement	Sustainability Report 2023 – Stakeholder Engagement, P.6-8
102-44	Key topics and concerns raised	Sustainability Report 2023 – Stakeholder Engagement, P.6-8





GRI CONTENT INDEX

102-45	Entities included in the consolidated financial statements	Annual Report 2023 – Notes to Financial Statements, P.F-44 to F-45
102-46	Defining report content and topic boundaries	Sustainability Report 2023 – About This Report, P.4 Sustainability Report 2023 – Materiality Assessment, P.8
102-47	List of material topics	Sustainability Report 2023 – Materiality Assessment, P.8
102-48	Restatements of information	No information restatements
102-49	Changes in Reporting	Sustainability Report 2023 – Board Message, P.5
102-50	Reporting period	Sustainability Report 2023 – About This Report, P.4
102-51	Date of most recent report	29 December 2022
102-52	Reporting cycle	Sustainability Report 2023 – About This Report, P.4
102-53	Contact point for questions regarding the report	Sustainability Report 2023 – About This Report, P.4
102-55	GRI content index	Sustainability Report 2023 – GRI Context Index, P.24-27
102-56	External assurance	This Report has undergone the internal review process of the Group, and was reviewed by the Board. The Group has also sought external assurance for the FY2023 Sustainability Report.
GRI 103: Management Approach		
103-1	Explanation of the material topic and its Boundary	Sustainability Report 2023 – About This Report, P.4
103-2	The management approach and its components	Sustainability Report 2023 – Environmental, P.10-13 Sustainability Report 2023 - Social P.14-20
103-3	Evaluation of the management approach	Sustainability Report 2023 – Environmental, P.10-13 Sustainability Report 2023 - Social P.14-22
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	Annual Report 2023 – Consolidated Income Statements, P.F-15
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Sustainability Report 2023 – Procurement Practice, P.20-21

GRI

CONTENT INDEX

GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	Sustainability Report 2023 – Anti-corruption, P.9
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report 2023 – Anti-corruption, P.9
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2023 – Anti-corruption, P.9
GRI 302: Energy		
302-1	Energy consumption within the organization	Sustainability Report 2023 – Energy Consumption, P.10-11
302-3	Energy Intensity	Sustainability Report 2023 – Energy Consumption, P.10-11
GRI 303: Water		
303-1	Water withdrawal by source	Sustainability Report 2023 – Water Consumption, P.12
303-3	Water recycled and reused	Sustainability Report 2023 – Water Consumption, P.12
GRI 305: Emissions		
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2023 – GHG Emissions, P.12
305-4	GHG emissions intensity	Sustainability Report 2023 – GHG Emissions, P.12
GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report 2023 – Environmental Compliance, P.10
GRI 401: Employment		
401-1	New employee hires and employee turnover	Sustainability Report 2023 – Recruitment and Dismissal, P.14-17
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2023 – Recruitment and Dismissal, P.14-17
401-3	Parental leave	Sustainability Report 2023 – Remuneration and Benefits, P.17
GRI 403: Occupational Health and Safety		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report 2023 – Occupational Health and Safety, P.18-19



GRI CONTENT INDEX

GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Sustainability Report 2023 – Training and Education, P.19-20
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2023 – Training and Education, P.19-20
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2023 – Training and Education, P.19-20
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Sustainability Report 2023 – Recruitment and Dismissal, P.14-17
GRI 416: Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report 2023 – Customer Health and Safety, P.22
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2023 – Customer Privacy, P.22
GRI 419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2023 – Socioeconomic Compliance, P.14





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