# GLOBAL DRAGON LIMITED

## SUSTAINABILITY REPORT 2018

*This Sustainability Report has been reviewed by the Company's sponsor, SAC Capital Private Limited (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange 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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## MESSAGE FROM THE BOARD

**GRI 102-14**

Global Dragon Limited and its subsidiaries (the "Group") is pleased to present its first Sustainability Report (the "Report") for the financial year ended 30 June 2018 ("FY2018").

As disclosed in the Annual Report 2018, the Group has expanded its market presence into the property development segment in FY2018, reinforced its foundation in property investment as well as enhanced its financial position for sustainable growth.

For the property development segment, the Group had secured three site acquisitions during FY2018, which comprised a leasehold property at Jalan Demak in March 2018, the collective purchase of freehold properties at East Coast Road in April 2018 and the freehold properties at Lorong Mydin in May 2018 for a total purchase consideration of S$57.84 million.

For the property investment segment, the Group tenanted approximately 90% of our 999-year leasehold office units in the Central Business District area during FY2018.

The Group will monitor the property market closely and continue to seek suitable opportunities to ensure sustainable long-term growth for the Group as well as to enhance shareholders' value.

## ABOUT THIS REPORT

**GRI 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-55, 102-56**

This Report covers the activities and Environmental, Social, and Governance ("ESG") performance of the Group from 1 July 2017 to 30 June 2018, comprising the performances derived from operating, managing, and constructing all residential, commercial, and investment properties owned by the Group.

This Report has been prepared in compliance with the requirements of the Sustainability Reporting requirements of the Singapore Exchange ("SGX"), specifically Catalist Rules 711A and 711B as well as in accordance with the Global Reporting Initiative ("GRI") Standards: Core option. For a full disclosure of the specific content aligned with GRI Standards, refer to the GRI Content Index shown on pages 7 and 8 of this Report.

In preparing this Report, the Group has applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders. As this is the Group's first report, there are no reinstatements of information and changes from previous reports of scope and aspect boundaries. External independent assurance for this Report's content has not been sought at this juncture.

An electronic version of this Sustainability Report will be made available on the SGX-ST website. We welcome your feedback to improve our sustainability practices and reporting at gdl@globaldragon.com.sg.

## ABOUT THE ORGANISATION

**GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-12, 102-13**

**GLOBAL DRAGON LIMITED** (the "Company") (UEN No.198102945K) is a public limited company incorporated in Singapore on 25 June 1981 and listed on the Catalist Board of the Singapore Exchange Securities Trading Limited (the "SGX-ST") since 27 September 1999. On 23 March 2018, the Company has adopted the Chinese name "**騰龍國際集團**" for identification purposes. The Group's headquarters is located in Singapore and its principal activities are those relating to property development and property investment. The Company is a member of Singapore Business Federation ("SBF") and Singapore National Employers Federations ("SNEF"). During FY2018, the Company has been awarded the Singapore 1000 Company - Public Listed Companies 2018 by DP Information Group.

As at 30 June 2018, the Group's property investment portfolio consists of 25 units of the 999-leasehold prime office located in Singapore's Central Business District and the Group's property development portfolio in Singapore is valued at a total Gross Development Value ("GDV") in excess of S$90 million.

Information on the Group can also be found in its Annual Report 2018, made available on the SGX-ST website.

## SUSTAINABILITY GOVERNANCE STRUCTURE

**GRI 102-11, 102-18**

Sustainability is a vital part of the Group's corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much determine our financial performance.

The Group is headed by a board of directors (the "Board"), which is entrusted to lead, supervise and oversee the Company, with the fundamental principle to act in the best interests of the Company. The Board comprises five (5) members, three (3) of whom are Independent Directors and two (2) are Executive Directors. None of the Independent Directors has served the Company for more than nine (9) years from his/her date of first appointment to the Board.

The Board regularly reviews the Group's strategic business plans, assesses key risks, operational and financial performance of the Group to enable the Group to meet its objectives. The Board has the overall responsibility for establishing and maintaining a framework of good corporate governance in the Group, including the risk management systems and internal controls to safeguard shareholders' interests and the Group's assets.

Apart from its statutory duties and responsibilities, the Board oversees the business affairs and dealings of the Group, determines the Group's corporate strategies and sets its directions and goals. It also monitors and evaluates the Group's operations and financial performance, establishes targets for the management of the Company, which comprises the Executive Chairman, Chief Operating Officer ("COO") and Chief Financial Officer ("CFO") (collectively, the "Management") and monitors the achievement of these targets.

## SUSTAINABILITY GOVERNANCE STRUCTURE (CONT'D)
**GRI 102-11, 102-18**

The Board has delegated certain matters to the Audit Committee ("AC"), the Nominating Committee ("NC") and the Remuneration Committee ("RC") (collectively, the "Board Committees") to assist the Board in carrying out and discharging its duties and its responsibilities efficiently and effectively. Each Board Committee has its own terms of reference and operating procedures, which are reviewed periodically by the Board.

The Group considers sustainability issues as part of the Group's business strategy formulation and group sustainability growth. In order to implement our sustainability efforts, a Sustainability Task Force Team consisting of the Board, Executive Chairman, COO and CFO has been established to oversee the sustainability performance of the Group. Please refer to the Corporate Governance Report in our Annual Report 2018 for more information on the Group's corporate governance practices, precautionary measures and risk management structure.

## STAKEHOLDER ENGAGEMENT
**GRI 102-40, 102-42, 102-43, 102-44**

It is important for the Group to listen to its stakeholders, both internal and external, to integrate their views in determining the Group's material ESG factors. The Group engages with them on an ongoing and ad hoc basis. An overview of the Group's approach and rationale, together with the feedback the Group has received, is summarised below in alphabetical order.

| Key Stakeholders | Stakeholder Engagement Methods | Material Factors |
|---|---|---|
| Business partners and suppliers | • Regular assessment on products and services provided<br>• Regular feedback sessions and meetings | • Economic performance<br>• Employee welfare and development<br>• Good corporate governance and regulatory compliance<br>• Supply chain and quality management |
| Employees | • Employee Handbook<br>• Staff training<br>• Internal updates and communication | |
| Government and regulatory authorities | • Building and development regulations<br>• Regular updates and communication<br>• Reports and compliance<br>• SGX Listing Rules | |
| Property buyers | • Property road shows<br>• Sales brochures<br>• Show flat units | |
| Shareholders and investors | • General meetings<br>• Annual report and circulars<br>• Investor relations management<br>• Regular updates and communication<br>• SGX announcements | |

## MATERIALITY ASSESSMENT
GRI 102-47

In identifying the most relevant ESG factors, the Group has taken on a business approach that addresses growing stakeholders' expectations by consulting with the stakeholders periodically. Using a materiality index, the Group aligns its responsible business priorities with the Group's principal business and operational risks, as illustrated in the table below.

| Materiality Assessment | | Relevance to the Group | | |
|---|---|---|---|---|
| | | **Low** | **Medium** | **High** |
| **Importance to stakeholders** | **Low** | | | |
| | **Medium** | | • Employee welfare and development<br>• Supply chain and quality management | • Good governance and regulatory compliance |
| | **High** | | | • Economic performance |

## ECONOMIC PERFORMANCE
GRI 201-1

For FY2018, the Group operated two reportable business segments, comprising the property development segment and property investment segment in a single principal geographical segment in Singapore, which form the Group's strategic business units. The strategic business units each offer different products and services, and are managed separately because they are located in different geographical areas and require different marketing strategies. For each strategic business unit, the Group's Executive Chairman reviews internal management reports at least on a monthly basis.

The following summary describes the operations of each of the Group's reportable business segments:

(a) "Property investment" segment relates to holding of investment properties to earn rentals and for capital appreciation; and

(b) "Property development" segment relates to development of residential and commercial properties.

Performance is measured based on segment profit for the year, as included in the internal management reports that are reviewed by the Group's Executive Chairman. Segment profit is used to measure performance as management believes that such information is the most relevant in evaluating the results of certain segments. For more information on our financial performance in FY2018, please refer to the Annual Report 2018.

As at 30 June 2018, the Group's property investment portfolio consists of 25 units of the 999-leasehold prime office located in Singapore's Central Business District and the Group's property development portfolio in Singapore is valued at a total GDV in excess of S$90 million. The Group will continue to seek an optimal mix and capital allocation between our property development segment and property investment segment and balance our assets portfolio for sustainable growth.

## EMPLOYEE ENGAGEMENT

**GRI 102-8, 102-41, 401-2, 401-3, 404-1, 404-2, 404-3**

The Group pledges to create a workplace with mutual respect, fairness and equality for our employees.

The Group acknowledges that the success of the Group rests upon the quality and dedication of our employees. The Group is supportive of diversity in cultures, nationalities, age group and gender, while at the same time, are aware of the need to support local communities, including hiring post-retirement employees above 62 years old. The remuneration packages for employees are determined based on performance, service, seniority, experience and scope of responsibility. As at 30 June 2018, 25% of our workforce are women at our headquarters.

The Group also believes in full-time and permanent employment as this will give employees a sense of belonging and will allow employees to fully develop their careers at the Group. As at 30 June 2018, the Group does not have any part-time and temporary employee.

The Group reviews its employee handbook which covers all information that employees need, including work ethics, working hours, remuneration, training, performance review, employee share option scheme, insurance, leave and benefits regularly so that employees are always clear on the Group's policies. As at 30 June 2018, the Group has conducted annual performance and career development review for all employees of the Group. Although parental leave is implemented within the Group, no employee has claimed the parental leave during FY2018.

For staff development, the Group provides opportunities to employees for continuous learning and skills improvement. Employees are encouraged to attend training courses relating to soft skills and technical skills to improve themselves with the updated industry practices and regulations as well as relevant professional courses. The Group's average training hours which include structured and unstructured training was 6 hours for FY2018. The Group will endeavour to further improve on this in the coming years.

The Group will strive towards our goals of having a more diverse and inclusive workforce, with people from all nationalities, age groups, gender and all walks of life. To the best of the Group's knowledge, there are no employees covered by collective bargaining agreements in FY2018.

## SUSTAINABILITY SUPPLY CHAIN & QUALITY MANAGEMENT
**GRI 102-9, 307-1, 416-2**

Through this Report, the Group hopes to identify opportunities for improvement and explore ways to improve sustainable practices across all aspects of our businesses. For supply chain sustainability management, the Group has implemented the vendor assessment and selection criteria to mitigate and prevent negative impacts resulting from our supply chain. All contractors and suppliers are reviewed and selected based on performance, workplace health and safety, environmental and social criteria. New contractors are assessed based on their track records and workplace health and safety practices before awarding the contracts. The Group strives to foster positive business relationships with business partners who are responsible and committed in their works.

During the construction period, the Group requires all contractors to adhere to Workplace Safety and Health as required by Building & Construction Authority ("BCA"). The Group conducts onsite inspection and attends site meetings regularly to ensure that the construction sites are in compliance with relevant construction rules and regulations. There had been no incident of non-compliance with environmental laws and regulations and no workplace health and safety incident at our project sites during FY2018.

## TRANSPARENT GOVERNANCE & ANTI-CORRUPTION
**GRI 102-16, 205-3**

The Group has implemented the whistle-blowing policy since 2006. The policy aims to provide an avenue for employees and external parties to raise concerns about misconducts in the Group and at the same time assure them that they will be protected from victimisation for whistle-blowing in good faith. The Company's employees and any external parties may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle-blowing report to whistleblow@globaldragon.com.sg. There have been no incidents pertaining to whistle-blowing for FY2018 and the Group will strive to maintain this clean record.

In addition, the Group adheres to the strong stance against any form of corruption within the Group. In the event that there is incident of corruption reported, the Group will conduct investigation, review and implement effective mitigating measures to prevent such recurrence. There was no reported incident of corruption for FY2018.

## GRI CONTENT INDEX

This Report has been developed in reference to Global Reporting Initiative ("GRI") Standards 2016. For a full disclosure of the specific content aligned with GRI Standards, refer below.

| GRI Standard | Disclosure Title | Page Reference & Remarks |
|---|---|---|
| | | |
| | **GENERAL DISCLOSURE** | |
| | **ORGANISATIONAL PROFILE** | |
| 102-1 | Name of the organisation | About the Organisation, Page 2 |
| 102-2 | Activities, brands, products, and services | About the Organisation, Page 2 |
| 102-3 | Location of headquarters | About the Organisation, Page 2 |
| 102-4 | Location of operations | About the Organisation, Page 2 |
| 102-5 | Ownership and legal form | About the Organisation, Page 2 |
| 102-6 | Markets served | About the Organisation, Page 2 |
| 102-7 | Scale of the organisation | About the Organisation, Page 2 |
| 102-8 | Information on employees and other workers | Employee Engagement, Page 5 |
| 102-9 | Supply chain | Sustainability Supply Chain & Quality Management, Page 6 |
| 102-10 | Significant changes to the organisation and its supply chain | Not applicable. No significant change. |
| 102-11 | Precautionary principle or approach | Sustainability Governance Structure, Pages 2&3 |
| 102-12 | External initiatives | Not applicable. No such initiative. |
| 102-13 | Membership of associations | About the Organisation, Page 2 |
| | | |
| | **STRATEGY** | |
| 102-14 | Statement from senior decision-maker | Message from the Board, Page 1 |
| | | |
| | **ETHICS AND INTEGRITY** | |
| 102-16 | Values, principles, standards, and norms of behaviour | Employee Engagement, Page 5<br>Transparent Governance & Anti-Corruption, Page 6 |
| | | |
| | **GOVERNANCE** | |
| 102-18 | Governance structure | Sustainability Governance Structure, Pages 2&3 |
| | | |
| | **STAKEHOLDER ENGAGEMENT** | |
| 102-40 | List of stakeholder groups | Stakeholder Engagement, Page 3 |
| 102-41 | Collective bargaining agreements | Employee Engagement, Page 5 |
| 102-42 | Identifying and selecting stakeholders | Stakeholder Engagement, Page 3 |
| 102-43 | Approach to stakeholder engagement | Stakeholder Engagement, Page 3 |
| 102-44 | Key topics and concerns raised | Stakeholder Engagement, Page 3 |
| | | |
| | **REPORTING PRACTICES** | |
| 102-45 | Entities included in the consolidated financial statements | Annual Report 2018, Pages 10, 56-59 |
| 102-46 | Defining report content and topic boundaries | About this Report, Page 1 |
| 102-47 | List of material topics | Materiality Assessment, Page 4 |
| 102-48 | Restatements of information | Not applicable. This is the first Report. |
| 102-49 | Changes in reporting | Not applicable. This is the first Report. |
| 102-50 | Reporting period | About this Report, Page 1 |
| 102-51 | Date of most recent report | Not applicable. This is the first Report. |
| 102-52 | Reporting cycle | Annually. |
| 102-53 | Contact point for questions regarding the report | About this Report, Page 1 |
| 102-54 | Claims of reporting in accordance with the GRI Standards | About this Report, Page 1 |
| 102-55 | GRI content index | GRI Content Index, Pages 7-8 |
| 102-56 | External assurance | About this Report, Page 1 |

## GRI CONTENT INDEX (CONT'D)

| GRI Standard | Disclosure Title | Page Reference & Remarks |
|---|---|---|
| | | |
| | **GENERAL DISCLOSURE (CONT'D)** | |
| | **MANAGEMENT APPROACHES** | |
| 103-1 | Explanation of the material topic and its Boundary | • Economic Performance, Page 4<br>• Employee Engagement, Page 5<br>• Sustainability Supply Chain & Quality Management, Page 6<br>• Transparent Governance & Anti-Corruption, Page 6 |
| 103-2 | The management approach and its components | |
| 103-3 | Evaluation of the management approach | |
| | | |
| | **MATERIAL TOPICS** | |
| | **ECONOMIC PERFORMANCE** | |
| 201-1 | Direct economic value generated and distributed | Economic Performance, Page 4 |
| | | |
| | **EMPLOYEE ENGAGEMENT** | |
| 401-2 | Benefits which are standard for full time employees including life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, and stock ownership | Employee Engagement, Page 5 |
| 401-3 | Total number of employees entitled to, took, and/or returned to work post parental leave | Employee Engagement, Page 5 |
| 404-1 | Average hours of training that employees have undertaken | Employee Engagement, Page 5 |
| 404-2 | Type and scope of programs implemented to upgrade employee skills, and transition assistance programs resulting from retirement or termination | Employee Engagement, Page 5 |
| 404-3 | Percentage of total employees by gender and employee category who received a regular performance and career development review | Employee Engagement, Page 5 |
| | | |
| | **ENVIRONMENTAL COMPLIANCE AND PRODUCT QUALITY** | |
| 307-1 | Fines and non-monetary sanctions for non-compliance with environmental laws and regulations | Sustainability Supply Chain & Quality Management, Page 6 |
| 416-2 | Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services | Sustainability Supply Chain & Quality Management, Page 6 |
| | | |
| | **TRANSPARENT GOVERNANCE AND ANTI-CORRUPTION** | |
| 205-3 | Number and nature of confirmed incidents of corruption | Transparent Governance & Anti-Corruption, Page 6 |