



SUSTAINABILITY REPORT 2022

Together We Can Achieve
Extraordinary Things

VersaLink INTERNATIONAL

VERSALINK HOLDINGS LIMITED
(201411394N)

INSIDE THIS REPORT

3	About This Report
5	ESG Performance Highlights
9	Our Approach To Sustainability
11	ESG Goals and Targets
12	Stakeholders Engagement
13	Vision, Mission and Core Values
14	People
16	Environment
19	Economic Performance
20	GRI Content Index

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 Catalist (the "**Catalist Rules**").

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.

The contact person for the Sponsor is Ms. Goh Mei Xian, Director, ZICO Capital Pte. Ltd. at 77 Robinson Road #06-03 Robinson 77, Singapore 068896, telephone (65) 6636 4201.



ABOUT THIS REPORT

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (**GRI**) standards: Core option as the GRI framework is an established international sustainability reporting standard. This report complies with Rules 711A and 711B of the Catalyst Rules, as well as Practice Note 7F of the Catalyst Rules on Sustainability Reporting Guide.

Reporting Process

We have used the GRI Standards (GRI 101: Foundation and GRI 102: General Disclosures) to identify the material economic, environmental and social impacts for Versalink Holdings Limited (the “**Company**” or “**Versalink**”, and together with its subsidiaries, the “**Group**”). Using the topic-specific GRI Standards, we have selected the most relevant disclosures for this report.

Report Content and Quality

This report covers the reporting period for a 12-month period from 1 March 2021 to 28 February 2022 (“**FY2022**”). We have determined the content of this report by applying GRI’s principles of stakeholder inclusiveness, sustainability context, materiality, and completeness. The content of this report has been prepared using GRI’s principles of accuracy, balance, clarity, comparability, reliability and timeliness to help stakeholders assess our sustainability performance.

The environmental, social and governance (“**ESG**”) data provided in this report covers our offices and manufacturing facilities in Malaysia. The majority of data is collected from primary sources.

“We have relied on internal verification to ensure the accuracy of data”

Restatements

There is no restatement.

Assurance

We have not obtained external assurance for this sustainability report. We have relied on internal verification to ensure the accuracy of data.

Availability

This report, published independently from our Annual Report, is available in PDF form for download on SGXNet and our corporate website at www.versalink.com.

Feedback

We welcome stakeholders’ input on this report at sustainability@versalink.com.



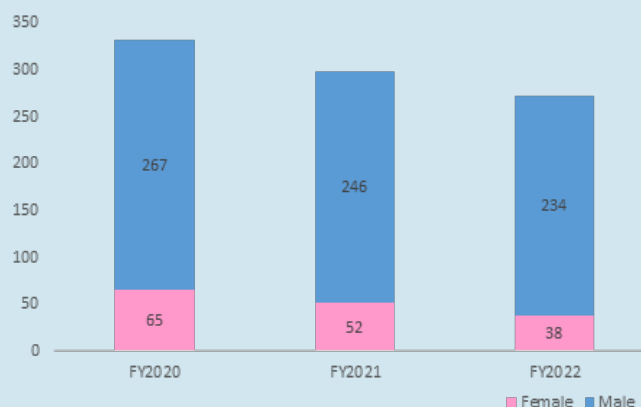
Acoustic Room
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ESG PERFORMANCE HIGHLIGHTS

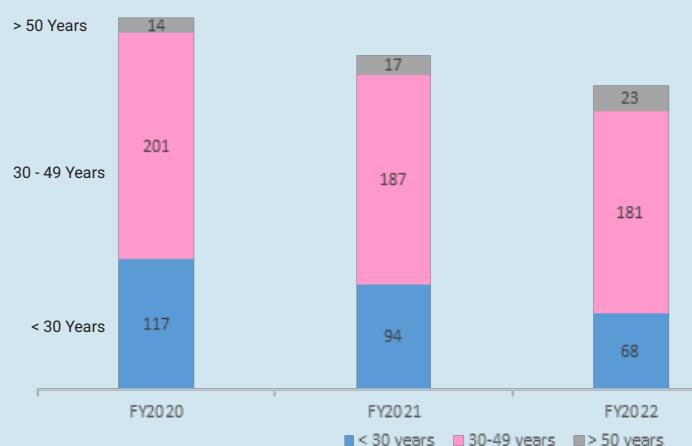
ESG PERFORMANCE SUMMARY

ESG FACTORS	FY2020	FY2021	FY2022
SOCIAL			
Total Employees By Gender :			
Male	267	246	234
Female	65	52	38
Total employees	332	298	272
Total Employees by Employment Contract and Gender :			
Regular employees (Male)	267	232	204
Contract employees (Male)	0	14	30
Regular employees (Female)	65	51	38
Contract employees (Female)	0	1	0
Total Regular Employees by Employment Type and Gender :			
Full time (Male)	267	246	234
Part time (Male)	0	0	0
Full time (Female)	65	52	38
Part time (Female)	0	0	0
Total Employees by Age Group :			
< 30 years old	117	94	68
30 - 49 years old	201	187	181
> 50 years old	14	17	23
Gender Mix by Employee Category (% Female) :			
Operations, Support, Workers	253	238	221
Executive	50	32	29
Middle Management	25	25	18
Top Management	4	3	4

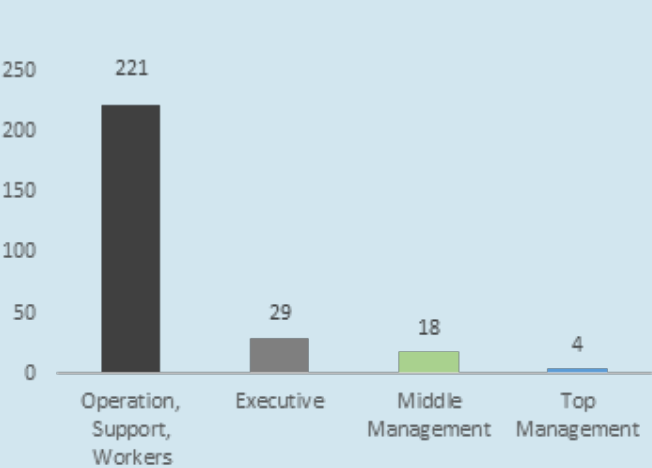
Total Number of Employees



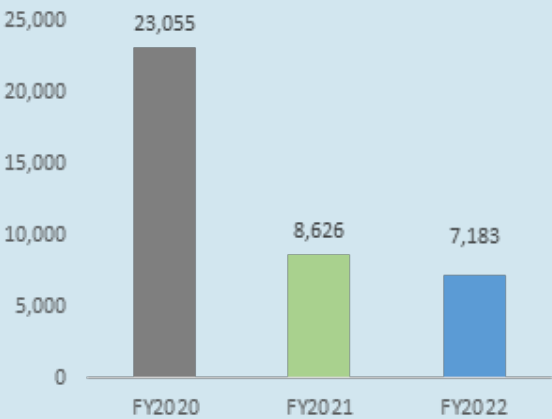
Employees by Age



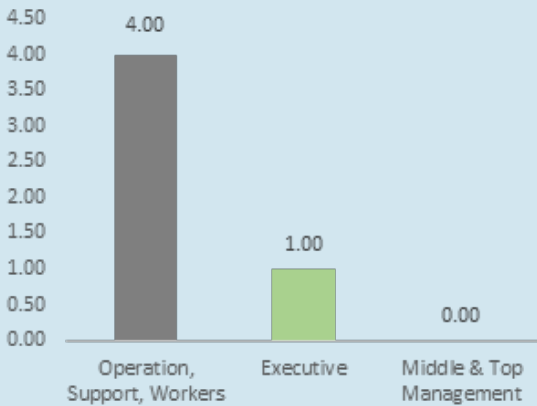
Employees by Category in FY2022



Total Training Investment (RM)



Average Training Hours by Employee Category in FY2022



ESG PERFORMANCE HIGHLIGHTS

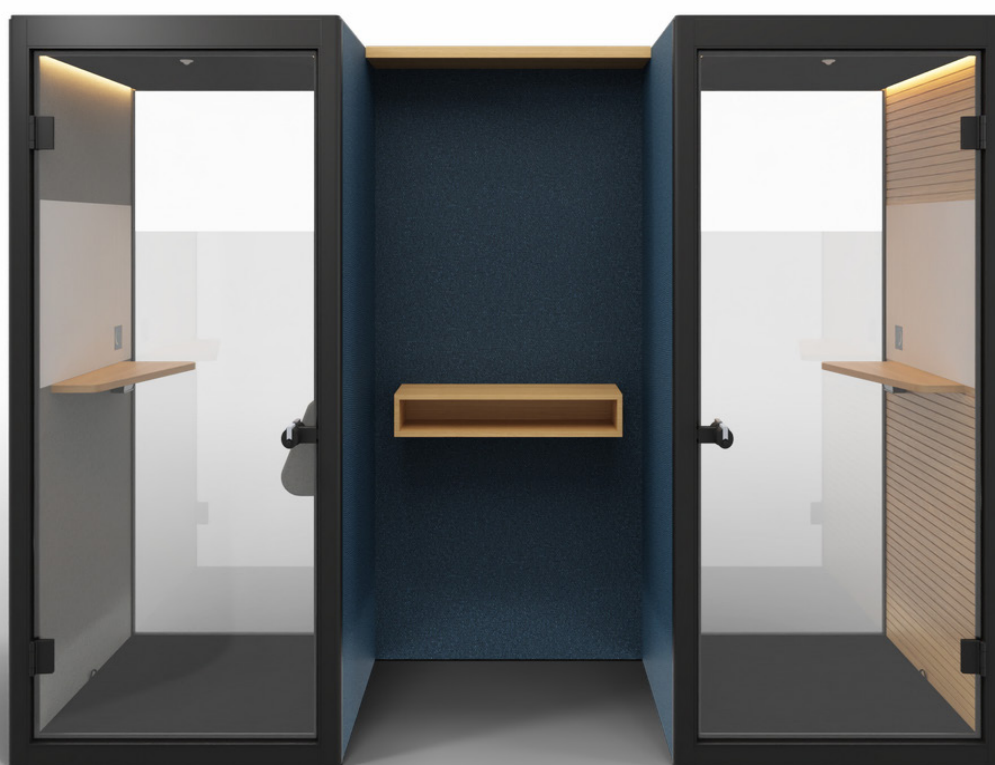
ESG FACTORS	FY2020	FY2021	FY2022
New Employee Hires by Age :			
< 30 years old	53	26	6
30 - 49 years old	45	61	14
> 50 years old	0	3	2
Employee Turnover by Gender :			
Male	74	74	20
Female	24	16	2
Total new employee hires	98	90	22
Employee Turnover by Age :			
< 30 years old	38	51	8
30 - 49 years old	40	75	8
> 50 years old	1	2	3
Employee Turnover By Gender :			
Male	48	89	18
Female	31	39	1
Total Employee Turnover	79	128	19
Total Training Investment (RM) :			
Total Training Investment (RM)	23,055	8,626	7,183
Average Training Hours by Employee Category :			
Operations, Support, Workers	0.1	0.0	4.0
Executive	0.5	0.0	1.0
Middle & Top Management	0.7	2.0	0.0
Workplace Injury Frequency Rate :			
Male	20	5	13
Female	0	0	0
Absenteeism Rate :			
Male	0.19%	0.48%	0.64%
Female	0.04%	0.04%	0.00%
Fatalities Rate :			
Fatalities	0	0	0

ENVIRONMENT

ESG FACTORS	FY2020	FY2021	FY2022
Total Energy Consumption (GJ)	6,599	5,771	5,178
Electricity Used (kWh)	1,848,674	1,602,935	1,438,557
Greenhouse Gas Emission / CO2 emission (tonnes)	1,283	1,106	1,017
Fuel consumption (litre)	16,000	12,000	10,000
Water consumptions (m3)	10,655	10,146	1,297
General Waste (m3)	124	101	108
Hazardous Waste (kg)	2,482	922	200
Recycle / Reuse (kg)	50,516	40,367	31,291

FINANCIAL (RM'000)

Revenue	49,357	35,442	37,775
Loss, net of tax attributable to owners of the Company	(1,388)	(4,201)	(2,354)
Employee wages	15,054	10,774	10,040
Income tax expense	(42)	(46)	(36)
Dividends to shareholders	0	0	0



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OUR APPROACH TO SUSTAINABILITY

Over the years, Versalink is committed to fostering a corporate culture that includes ethical, integrity, fairness and eco-logical responsibility that makes us a winning pioneer in terms of sustainability as these characteristics are increasing crucial for tomorrow's world while conducting our day-to-day business activities.

Our sustainability approach is international. Environmental responsibility starts from product development stage during which we place emphasis in our design and choosing the right materials efficiency that not only enables high-quality products but with high usage value. We make our products repair friendly with durable spare parts and they are easy to disassemble, constituting an effective process and usage of the resources.

We also monitor our supply chain regularly to ensure that we are committed to practice the correct principles that impact our environmental performances. We take into consideration the expectations of our key stakeholders and actively work with our trade customers to understand and respond to their sustainability priorities globally. Our business goal is to improve the products' life sustainability thus obtaining customer's satisfaction.

- ✓ **Work closely with our customers to shape a better future**
- ✓ **Invest in high quality materials and create durable products**

Board Statement

Versalink is committed to upholding the highest standards of ethics and integrity while conducting its business activities. The Group takes its ESG responsibility seriously and ensures compliance with the applicable laws and regulations.

The Board of Directors of the Company (the **"Board"**) considers sustainability issues as part of strategic formulation. The Board endorses the material ESG factors presented in this report, while the management of the Company is responsible for ensuring that these material ESG factors are monitored on an ongoing basis and properly managed. The Board also provides oversight of the management and monitoring of these material ESG factors, through periodic review of the key performance indicators.

Materiality

We have conducted an assessment of the most significant economic, social and environmental impacts, including risks and opportunities, of our business activities. Based on the assessment, we have identified our priority material ESG factors for reporting.

We have offered a detailed account of how we manage these issues throughout the report. A snapshot of our material ESG factors and their boundaries is provided in the table on page 10.

ESG Goals and Targets

We have indicated our broad goals and targets for each material ESG factor in the table on page 11 as well as throughout the report where we have described our sustainability policies, programmes and initiatives.



OUR APPROACH TO SUSTAINABILITY

	Material Factors	Impact Boundary	Our Involvement	Management Approach and Goals
Environment	Energy Consumption	Use of electricity in offices, factories and retail stores Diesel and petrol consumption of on-site equipment and company vehicles	Direct	Minimise our energy consumption
	Greenhouse Gas (GHG) Emissions	Our carbon dioxide emissions are attributable to electricity and fuel consumption	Direct	Minimise our carbon emissions footprint
	Waste	Waste is generated mainly in our manufacturing facilities	Direct	Reduce, recycle and reuse waste safe disposal of hazardous waste
	Environmental Compliance	Applicable across the Group	Direct	Ensure compliance with applicable environmental regulations
Social	Attract, Develop and Retain Talent	Applicable across the Group	Direct	Hire the best talent Provide ongoing employee training and development
	Occupational Health and Safety	Mainly applicable to our manufacturing operations	Direct and Indirect	Ensure health and safety of all employees at work
	Human Rights (non-discrimination, forced labour, child labour, freedom of association and collective bargaining)	Mainly relevant to our manufacturing operations and supply chain	Direct and Indirect	Committed to protect human rights in accordance with applicable national laws and international conventions
Communities	Local Communities	Applicable across the Group	Indirect	Be a responsible corporate citizen
Economic	Economic Performance	Applicable across the Group	Direct	Long-term sustainable growth of business with consistent value creation
	Anti-Corruption	Applicable across the Group	Direct	Maintain zero-tolerance to corruption
	Socio-Economic Compliance	Applicable across the Group	Direct	Ensure compliance with applicable laws and regulations

ESG GOALS AND TARGETS

MATERIAL ESG FACTORS	GOALS AND TARGETS FY2022	GOALS AND TARGETS FY2021
Energy Consumption	<ul style="list-style-type: none"> • Use of LED lightings in production areas • Replace older devices with new energy efficient ones 	✓ Target Met
Greenhouse Gas (GHG) Emissions	<ul style="list-style-type: none"> • Optimizing delivery trips, the loading volume of each lorry will be increased • Better packing sizes that allow safe and volume-optimized dispatch 	✓ Target Met
Waste	<ul style="list-style-type: none"> • Continue to practice Reduce, Recycle and Reuse waste 	✓ Target Met
Environmental Compliance	<ul style="list-style-type: none"> • No incident of non-compliance with applicable environmental laws 	No Reported Incident (✓ Target Met)
Attract, Develop and Retain Talent	<ul style="list-style-type: none"> • Ongoing training and career advancement opportunities to employees • Provide a good working environment to employees • Provide competitive remuneration package 	✓ Target Met
Occupational Health and Safety	<ul style="list-style-type: none"> • Zero-accident workplace 	No Reported Incident (✓ Target Met)
Human Rights (non-discrimination, forced labour, child labour, freedom of association and collective bargaining)	<ul style="list-style-type: none"> • No incident of non-compliance with our human rights policies 	No Reported Incident (✓ Target Met)
Local Communities	<ul style="list-style-type: none"> • Contribute to the development of local communities through Corporate Social Responsibility Activities 	✓ Target Met
Economic Performance	<ul style="list-style-type: none"> • Improve financial performance to achieve profit 	✓ Target Met
Anti-Corruption	<ul style="list-style-type: none"> • No incidents on non-compliance with anti-corruption regulations 	No Reported Incident (✓ Target Met)
Socio-Economic Compliance	<ul style="list-style-type: none"> • No incident of non-compliance with applicable socio-economic regulations 	No Reported Incident (✓ Target Met)



STAKEHOLDERS ENGAGEMENT

We engage with our key stakeholders throughout the year in the course of our business. We consider our trade and retail customers, suppliers, employees, government and regulators, local communities and shareholders as our significant stakeholders as their opinion may have a material impact on our business.

We maintain ongoing engagement with our key stakeholders. Feedback from stakeholders helps us respond to their expectations and concerns more effectively. We have summarized our stakeholder engagement in the table below.

STAKEHOLDERS	THEIR EXPECTATIONS	HOW WE ENGAGE	HOW WE RESPOND
<ul style="list-style-type: none"> Trade Customers and their end customers Retail Customers 	<ul style="list-style-type: none"> Value for money Stylish and aesthetic design High-quality material Green material Good craftsmanship Timely delivery 	<ul style="list-style-type: none"> Regular meetings and communication Regular visits to trade customers Factory audits Visits to our stores (retail customers) Marketing communications, website, and digital media 	<ul style="list-style-type: none"> Investment in research and development Well-equipped design studio and talented designers Stringent quality assurance process
<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Personal and professional development Workplace safety 	<ul style="list-style-type: none"> Performance appraisal Training Team meetings Company events 	<ul style="list-style-type: none"> HR policies to promote a conducive work environment, fair employment practices and people development Occupational health and safety system
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Regular business Long-term relationship Clarity of specifications Timely payment 	<ul style="list-style-type: none"> Meetings and electronic communications Purchase orders and agreements 	<ul style="list-style-type: none"> Establish fair selection process Pay as per agreement
<ul style="list-style-type: none"> Government and Regulators 	<ul style="list-style-type: none"> Regulatory compliance Taxes 	<ul style="list-style-type: none"> Inspections and meetings Circulars and notices Regulatory filings 	<ul style="list-style-type: none"> Adhere to the applicable laws and regulations Maintain the necessary records
<ul style="list-style-type: none"> Local Communities 	<ul style="list-style-type: none"> Support for local communities Responsible business operations 	<ul style="list-style-type: none"> Community development initiatives 	<ul style="list-style-type: none"> Commitment to corporate social responsibility
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Return on investment Sustainable business growth Good governance 	<ul style="list-style-type: none"> Board meetings Annual General Meeting Investor Relations briefings 	<ul style="list-style-type: none"> Ensuring good corporate governance Prudent business and financial planning Risk management

Membership of Associations

We engage with the following relevant trade associations through membership and attending their events. We play an active role in the Kuala Lumpur and Selangor Furniture Association, the official representative body of Malaysia's furniture and furnishings industry.

- Malaysian Furniture Council
- Malaysian Timber Industry Board
- Federation of Malaysian Manufacturers
- Kuala Lumpur and Selangor Furniture Association

Our Executive Director and Group Chief Executive Officer, Mr. Matthew Law, is currently on the Board of Trustee of the Malaysian Timber Council and he is also the Secretary General of the Malaysian Furniture Council and the President of the Kuala Lumpur and Selangor Furniture Association.

VISION, MISSION AND CORE VALUES

Vision

Our Ultimate Vision is to become a conscious-centred ethical global company, where we incorporate social goals in all our business goals, so as to maximise improvements in financial, social and environment wellbeing for all our stakeholders and the Mother Earth.

Mission

Our Mission is to create good impact in all that we do, through conscious business ethics where we develop best business practices and policies that lead us to operate based on Higher Consciousness decision-making and actions, and to experience higher levels of success, a more satisfied workforce, growth and longevity. We practice mindful awareness and do what is best for the whole by considering the impact on our employees, customers, suppliers, shareholders, the environment, and our community for each choice we made, so as to ensure a strong foundation of integrity, support, good-will and ethical behaviour in businesses.



CORE VALUES

Act with Integrity

We believe that everything starts with integrity. We act with integrity and being honest, doing the right thing even when no one is watching.

Respect Ourselves and Others

We treat ourselves and others with dignity and respect, while being tolerant and accepting of differences. We are mindful of our own thoughts, words and action at all times.

Keep Our Commitments

We keep our commitments by leading ourselves to do our best. We persevere and never give up.

Being Responsible

We believe that we ourselves are responsible for everything that we do and every outcome of our own thoughts, words and actions. We do not blame others. We work together to achieve our goals as a team towards our common vision and goals.

Positive Attitude

We believe that with the right mental attitude while staying positive at all times, everything is possible. With this, we would then be able to achieve prosperity in our lives, not only financially, but also love, health and happiness for ourselves and the people around us.

Sharing and Caring

It is our nature and joy to share and care. We believe that we have the abundance of wealth, knowledge, skills and experiences to share with everyone.

Strive to Be More

We always strive to be more through action, learning, experiencing and growing.



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PEOPLE

Employees

As at the end of FY2022, we employed 272 people across our operations in Malaysia. There were 30 contract employees and there were no temporary or part-time employees in the reported year.

Training

It is crucial that our employees have the right skills and opportunities to continuously upgrade their skills and knowledge to be productive and efficient. We have implemented a comprehensive training policy to ensure ongoing learning and development of our employees at all levels. Continual on-job training is practiced in the whole Company throughout the year.

The HR department prepares an annual training plan for all employees in consultation with the respective head of departments. The training program includes topics based on a need assessment.

Benefits and Welfare

We comply with the local minimum wage regulations where we operate our factories. Versalink's full-time employees are eligible for a host of benefits in accordance with local laws. The employee benefits include annual leave, marriage leave, maternity leave, paternity leave, medical leave and insurance.

The Company also organises multiple recreational activities that include corporate social responsibility activities, annual dinner and team building. We also host events to celebrate various festivals and year-end party.

Human Rights

We respect and uphold human rights in accordance with national laws and international conventions including the International Labor Organization's (ILO) standards. Our policies prohibit child labor, forced labor and discrimination in our operations as well as in our supply chain.

There were no known or confirmed incidents of child labor, forced labor, discrimination or violation of workers' right to freedom of association in the reported period.

Grievance Resolution

We have implemented a grievance resolution mechanism in our facilities to ensure fair and transparent resolution of grievances filed by workers. We also encourage open communication between the managers and workers to promote harmonious working relations and to minimize complaints.

Employee Turnover

Our approach is to attract and retain the most suitable talent to support our business growth and to ensure quality and productivity to meet our customers' expectations.

Performance Management

We recognize and objectively reward performance of our employees. We have implemented a comprehensive appraisal system to assess the performance which covers all employees.

Diversity

We are committed to building a diverse, inclusive and collaborative culture. We recognize and embrace the benefits of diversity on the Board, and view diversity at the Board level as an essential element in supporting the attainment of our strategic objectives and our sustainable development. The current Board comprises Directors who as a group provide an appropriate balance and mix of skills, knowledge, experience and other aspects of diversity such as age and gender so as to avoid group thinking and foster constructive debate.

For our workforce, we employ qualified candidates without any discrimination against age, gender, race, marital status, nationality or religion. We are committed to maintaining a talented, dedicated and diverse workforce and to providing equal opportunities in employment.

Local Communities

We regularly support various services and activities within our community. We have made donations and provided sponsorships to, amongst others, schools, orphanages and old folks homes. Further, we are also involved in annual community services projects at various charitable organisations.

We have also helped to cultivate the wellbeing of diverse communities that were affected by the recent floods in Peninsular Malaysia. Our corporate social responsibility initiative in collaboration with the Malaysia Furniture Council (MFC) enabled us to do our part to help bring much-needed relief to the flood victims whose homes and livelihoods were severely impacted by the natural disaster.

Our contributions included:

- (i) provision of free replacement of furniture and financial aids;
- (ii) donations of basic living necessities to the flood victims; and
- (iii) provision of assistance to our employees to help ease the burden in the aftermath of the floods by providing free furniture and leave benefits to our employees who were affected by the flood.

“To help ease the burden in the aftermath of the floods by providing free furniture and leave benefits to our employees who were affected by the flood”

HEALTH AND SAFETY

Versalink's approach to managing safety and health at work place is driven by a core belief in being a responsible business. Our senior management and managers are responsible for continuing to reduce risk and improving our performance in these areas. A committee has also been set up to monitor the compliance of the safety and health standards with regular structured interactions with the management team. Maintaining a strong focus on safety, health and hazards that could result in serious injuries or fatalities continues to be key for us.

This reporting period we worked tirelessly to provide a conducive and safe work environment for our people amid the COVID-19 pandemic and have undertaken various initiatives in compliance with the Occupational Safety and Health Act 1994 and other applicable laws and regulations. With the current COVID-19 situation, operational procedures for SOPs were developed as the safety and health of our employees at our workplace is our top priority to prevent any spread of the contagion.

The Group is committed:

- **To provide a safe and healthy working environment for all the workers**
- **To enhance the safety and health awareness among the workers and contractors towards safety practices within the company**
- **To avoid unintended incidents/accidents and meeting the applicable safety and health regulations**
- **To comply with the local safety and health regulations**

We have implemented a health and safety management system aimed at prevention of risks by taking appropriate measures and adopting safe work practices. In our furniture manufacturing facilities, the potential health and safety issues arise from use of machinery and tools, movement of bulky items, wood dust and chemical fume from spraying operations.

We provide the necessary personal protective equipment such as face masks, respiratory masks, safety glasses and safety gloves to employees engaged in manufacturing operations. Our facility employees receive regular training in operational safety.

To minimize the health effects of wood dust, our facilities are fitted with dust collector system and local exhaust ventilation mechanisms. Spraying operations are conducted in a secure booth to minimize the health hazards. We ensure all machinery, tools and equipment remain in good working order through regular maintenance and periodic inspections.

We have implemented procedures to collect and monitor health and safety data including the injury rate, accident frequency rate, occupational disease rate and fatality rate.

Chemical Safety

We carefully choose chemicals such as paints, resins, lacquers and solvents with lower led-content for our production processes to minimise the harmful effects on the health of our workers. We maintain Material Safety Data Sheets (MSDS) for all chemicals that are used in our production processes to ensure safety procedures are followed while handling these chemicals.



ENVIRONMENT

We are committed to the responsible use and protection of the natural environment through conservation and sustainable practices. We strive to reduce the environmental impact of our manufacturing operations by substituting raw materials with environmentally friendly alternatives. Besides adopting environmentally friendly internal guidelines on electricity, water, power and paper conservation, we also issue periodic internal newsletters that feature articles on environmental preservation.

We have implemented a comprehensive environmental management system in our facilities to protect the environment and make continuous improvement. Assessing environmental risks, taking preventive measures, employee training, setting goals and targets are integral parts of our environmental management efforts. We strive to adopt environmental best practices aimed at pollution control, process improvement and efficient utilization of materials and to reduce and recycling of waste in all our activities and products. We have programmes in place to increase employee awareness about environmental issues through training.

Sustainable Materials

Versalink aims for forest sustainability. To minimise the impact on the environment, we use raw material ethically sourced from sustainably managed forests. We also use recycled materials where possible. We have also removed banned chemicals, identified by the industry as harmful to human health or the environment, from our production processes. We use high-grade lacquers, paints, coatings and solvents with low lead content. We use high-quality resins and glue in our production processes to minimise formaldehyde emissions.

The Group has obtained PEFC requirement and is committed to:

- Assure the integrity and validity of the PEFC COC system and its certified products
- Avoid purchase and sales of the timber products from the controversial source
- Sustain the forest resources through the implementation and maintenance of PEFC system practices
- Provide employment opportunities and given the job to local people living within the vicinity of the manufacturing plant
- Provide equal opportunities to all and avoid discrimination of gender, job treatment, forced labour and child labour
- Maintain and reserved the right of the workers according to the Convention 87 & 98 of the ILO
- Create the awareness among the employees who perform activities related to PEFC and provide adequate training to ensure the compliance with the PEFC COC requirement
- Utilize the PEFC logo according to the requirement of MTCS/PEFC as specified in the document of MTCC/PEFC logo

Versalink has also obtained the following certificates:

CERTIFICATIONS

Versalink are the certificate holders of ISO9001 and ISO14001. We use raw material ethically sourced from sustainably managed forest for certified chipboards from reputable certification bodies such as the **Forest Stewardship Council (FSC)** and **Programme for the Endorsement of Forest Certification (PEFC)** to show our commitment to environment preservation and sustainability.



ISO 9001
Quality Management System
for Manufacture of Office
System Furniture



ISO 14001
Environmental Management
System for Manufacture of
Office System Furniture



FSC
Chain of Custody



PEFC
Chain of Custody



MFC
Membership

Energy

Our approach is to continuously improve our energy efficiency to reduce our environmental footprint and to lower costs. Our energy consumption includes electricity, petrol and diesel. We use electricity in our offices, warehouses and stores for lighting, air-conditioning and to run equipment and all employees are taught to conserve energy by turning off the light and airconditioning during breaks and after working-hour. Petrol is used in company vehicles, and diesel is used in company vehicles and equipment such as backup power generators.

Greenhouse Gas (GHG) Emissions

Our GHG emissions result from the use of electricity, petrol and diesel. We strive to minimise our GHG footprint by improving energy efficiency. We have started measuring and monitoring the carbon dioxide (CO₂) emissions from our energy consumption.

Waste

In line with our eco-design philosophy, all our products are designed to minimise waste. Waste is generated primarily in our manufacturing facilities.

Our hazardous waste includes chemical waste consisting of solvents, paints, inks, lacquer, contaminated cotton rags and chemical drums. We have procedures in place for the segregation, storage and disposal of wastes as required by local regulations. The Company practices Reduce, Reuse, and Recycle in the Company.

Water

Our operations do not require significant amount of water. However, we understand the importance of conserving water. We monitor our water use and strive to use it more efficiently.

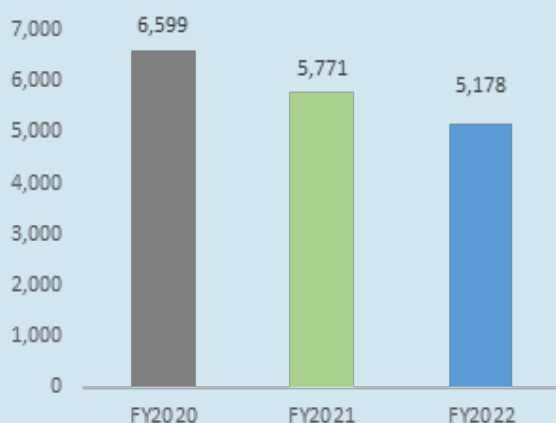
Environmental Compliance

We are committed to complying with applicable environmental laws and regulations in countries where we have operations. There were no known or reported breaches or violations of environmental rules in the reported period.

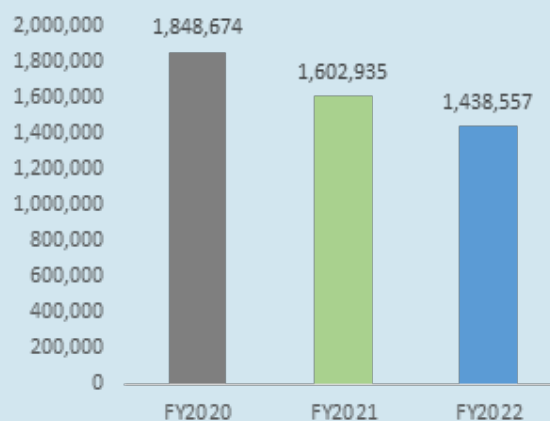
Versalink is committed to sustainable growth of its business by leaving a positive footprint in the communities where we operate our business. The welfare of the local communities is an integral part of our approach to sustainability. We believe in nurturing trusted partnerships with the local communities where we operate our business.

“We support various community programmes under our corporate social responsibility initiatives”

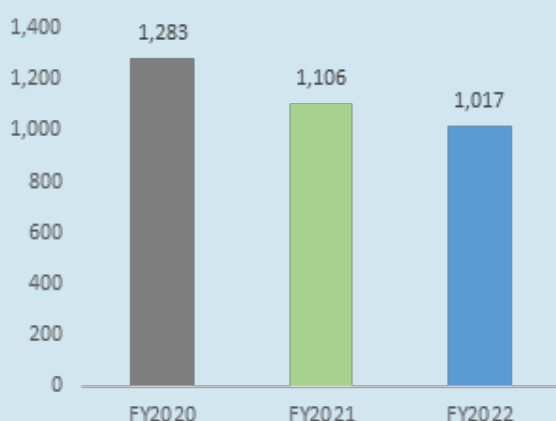
Total Energy Consumption (GJ)



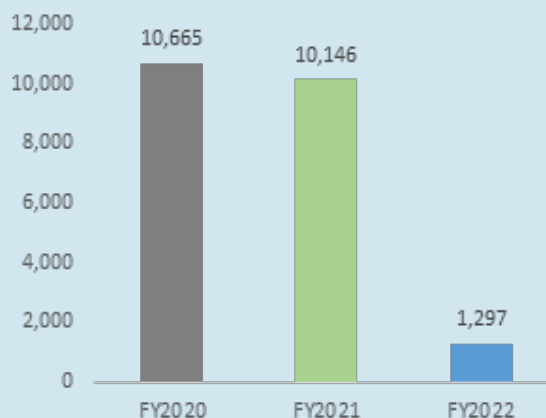
Electricity Used (kWh)



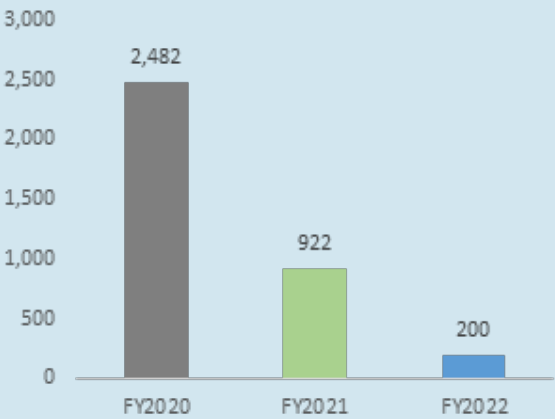
Greenhouse Gas Emission / CO₂ emission (tonnes)



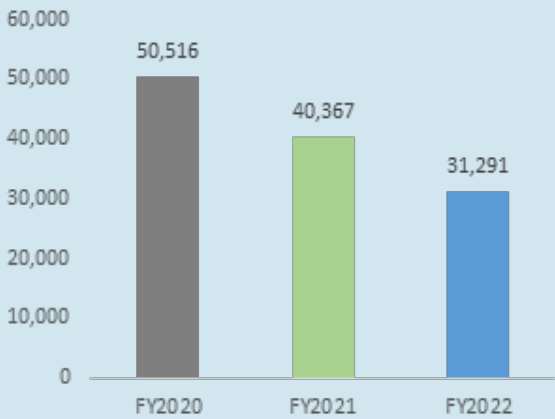
Water Consumption (m3)



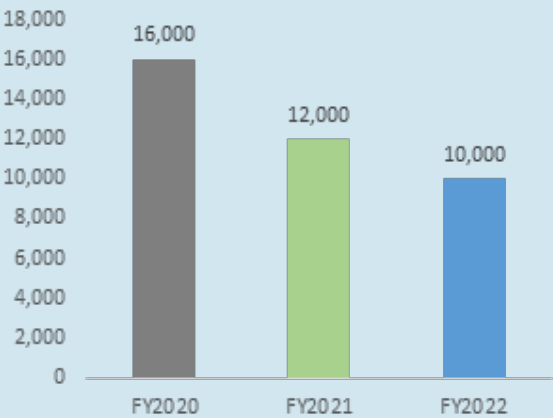
Hazardous Waste (kg)



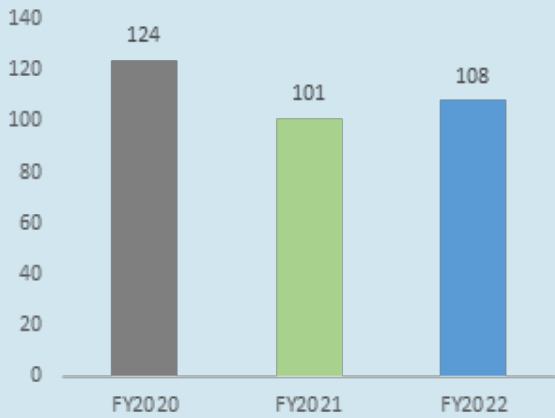
Recycle / Reuse (kg)



Fuel Consumption (litre)



General Waste (m3)



“Save for the future”

ECONOMIC PERFORMANCE

Our commitment is to generate long-term economic value for our shareholders and stakeholders including our customers, employees, suppliers and the local communities.

Direct Economic Performance

A summarized version of our economic performance, obtained from the financial statement, is provided in the table below.

For our complete financial performance, please refer to the Company's Annual Report for FY2022 announced on SGXNet and the Company's corporate website.

ECONOMIC PERFORMANCE (RM'000)			
ECONOMIC PERFORMANCE INDICATORS	FY2020	FY2021	FY2022
Revenue	49,357	35,442	37,775
Loss, net of tax attributable to owners of the Company	(1,388)	(4,201)	(2,354)
Employee wages	15,054	10,744	10,040
Income tax expense	(42)	(46)	(36)

Indirect Economic Contribution

Our business activities generate significant direct and indirect jobs especially in Malaysia where we have established manufacturing facilities. Employee wages and taxes contribute to the local economies.

Suppliers

Our supply chain includes suppliers of raw material, mainly board, metal, components and paint products. We actively engage with our suppliers to ensure they adhere to our social, environmental and quality standards. Our standard procedure for evaluating suppliers includes assessment of their compliance with our social and environmental criteria. The social and environmental indicators included in the supplier assessment include freedom of association, child labor, forced labor, non-discrimination, overtime, health and safety, minimum wage, environmental protection and anti-corruption.

Anti-Corruption

We require high ethical standards from our employees including the directors. We maintain zero tolerance against corruption, bribery, fraud and unethical conduct.

Our Employee Code of Ethics sets out the Group's ethics policy that prohibits accepting or offering illegal payments or gifts. Employees are given a copy of the Code of Conduct and are required to acknowledge they have read and understood the Company's ethics policy. There were no known or reported incidents of corruption in the reported period.

Socio-Economic Compliance

We are committed to conducting our business in a lawful manner in compliance with applicable rules and regulations. There were no known or reported breaches or violations of socio-economic regulations in the reported period.

GRI CONTENT INDEX

GRI Standard	Disclosure	Page Numbers
GRI 101: FOUNDATION 2016 (GRI 101 does not include any standards)		
General Disclosures		
GRI 102: General Disclosures 2016	Organizational Profile	Versalink Holdings Limited
	102-1 Name of the organisation	
	102-2 Activities, brands, products, and services	AR2022: 4, 14
	102-3 Location of headquarters	Malaysia
	102-4 Location of operations	AR2022: 5
	102-5 Ownership and legal form	AR2022: 112, 113
	102-6 Markets served	AR2022: 4
	102-7 Scale of the organisation	AR2022: 14
	102-8 Information on employees and other workers	SR2022: 5 - 7
	102-9 Supply chain	SR2022: 19
	102-10 Significant changes to the organisation and its supply chain	None
	102-11 Precautionary principle or approach	SR2022: 9, 16-18
	102-12 External initiatives	SR2022: 3 AR2022:21
	102-13 Membership of associations	SR2022: 12
Strategy		
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	SR2022: 9 AR2022: 16-20
Ethics and Integrity		
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behaviour	SR2022: 13 AR2022: 13
Governance		
GRI 102: General Disclosures 2016	102-18 Governance structure	AR2022 : 22-49
Stakeholder Engagement		
GRI 102: General Disclosures 2016	102-40 List of stakeholder group	SR2022: 12
	102-41 Collective bargaining agreements	None
	102-42 Identifying and selecting stakeholder engagement	SR2022: 12
	102-43 Approach to stakeholder engagement	SR2022: 12
	102-44 Key topics and concerns raised	SR2022: 12
Reporting Practice		
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	AR2022: 14, 87
	102-46 Defining report content and topic boundaries	SR2022: 3, 10-11
	102-47 List of material topics	SR2022: 10-11
	102-48 Restatements of information	None
	102-49 Changes in reporting	None
	102-50 Reporting period	SR2022: 3
	102-51 Date of most recent report	30 July 2021
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	SR2022: 3
	102-54 Claims of reporting in accordance with the GRI standards	SR2022: 3
	102-55 GRI content index	SR2022: 20-21
	102-56 External assurance	SR2022: 3

GRI CONTENT INDEX

GRI Standard	Disclosure	Page Numbers
MATERIAL TOPICS		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 19
	103-2 The management approach and its components	SR2022: 10, 19
	103-3 Evaluation of the management approach	SR2022: 10, 19
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR2022: 19
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 19
	103-2 The management approach and its components	SR2022: 19
	103-3 Evaluation of the management approach	SR2022: 19
GRI 201: Economic Performance 2016	203-2 Significant indirect economic impacts	SR2022: 19
Anti-Corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 19
	103-2 The management approach and its components	SR2022: 10, 19
	103-3 Evaluation of the management approach	SR2022: 19
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	SR2022: 19
Emissions		
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 17
	103-2 The management approach and its components	SR2022: 10, 17
	103-3 Evaluation of the management approach	SR2022: 17
GRI 305: Emissions 2016	103-3 Evaluation of the management approach	SR2022: 8, 17
	302-1 Energy Consumption within the organisation	SR2022: 8, 17
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 17
	103-2 The management approach and its components	SR2022: 10, 17
	103-3 Evaluation of the management approach	SR2022: 17
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	SR2022: 8, 17
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 17
	103-2 The management approach and its components	SR2022: 10, 17
	103-3 Evaluation of the management approach	SR2022: 17
GRI 303: Water	303-1 Water withdrawal by source	SR2022: 8, 17
Effluents and Waste		
GR 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 17
	103-2 The management approach and its components	SR2022: 10, 17
	103-3 Evaluation of the management approach	SR2022: 17
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	SR2022: 8, 17-18
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10, 17-18
	103-2 The management approach and its components	SR2022: 10, 17-18
	103-3 Evaluation of the management approach	SR2022: 8, 17-18
GRI 307: Environmental Compliance 201	307-1 Non-compliance with environmental laws and regulations	None
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	SR2022: 10
	103-2 The management approach and its components	SR2022: 10
	103-3 Evaluation of the management approach	SR2022: 14
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR2022: 5 -7

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