

AMPLEFIELD LIMITED

Sustainability Report FY2022 (“Report”)

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This Report has been reviewed by the Company’s sponsor, PrimePartners Corporate Finance Pte. Ltd. (the “**Sponsor**”). This Report has not been examined or approved by the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

The contact person for the Sponsor is Mr Joseph Au, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg.

CHAPTER 1: MESSAGE FROM THE BOARD

Dear Stakeholders,

The Board is pleased to present AMPLEFIELD LTD and its subsidiaries (the “**Group**”) FY2022 Sustainability Report (the “**Report**”) for the financial year ended 30 September 2022. The Board, headed by the Chairman, oversees the direction of sustainability efforts of the Group and the management of sustainability issues.

The Report highlights our sustainability actions and progress over the year in four key areas (i) Health and Safety, (ii) Environment, (iii) our People, and (iv) Contribution to Industry and Community, which in our assessment, are the most significant to our stakeholders.

The Report is prepared in accordance with guidelines and standards issued by the Global Sustainability Standards Board (“**GSSB**”), as set out in their Global Reporting Initiative Standards “Core” option (“**GRI Standards**”) and the requirements of Rule 711B of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) Listing Manual Section B: Rules of Catalyst (“**Catalist Rules**”) in preparing the Company’s sustainability report. We have employed the principles of stakeholder inclusiveness, sustainability context, materiality and completeness in order to deliver a comprehensive report to the public. We have applied the GRI principles of accuracy, balance, clarity, comparability, reliability and timeliness. No external assurance was sought for this report.

We hope that the adoption of GRI Standards will make our reporting more systematic and comprehensive and increase its relevance to stakeholders and affirms our commitment to sustainability issues.

The Group will adopt a phased approach in climate risk disclosures commencing with next year’s FY2023 Sustainability Report, and work towards full mandatory reporting in the FY2024 sustainability report. Meanwhile, the Group’s operations currently do not generate significant amounts of greenhouse gases emission to justify the costs of measuring the emission numbers. We will disclose the greenhouse emission numbers from next year.

As part of our environmental conservation effort, we would not be distributing physical copies of our Report. This Report will be accessible through our Company’s website: <https://www.amplefield.com> as well as on Singapore Exchange Network (“**SGXNET**”). Please address all feedback via email to investor_relations@amplefield.com or by mail to our registered office at 101A, Upper Cross Street, #11-16 People’s Park Centre, Singapore 058358

Sincerely,

For and on behalf of the Board

Mr Albert Saychuan Cheok

Chairman

15th February 2023

Chapter 2: Our Sustainability Story

It is important for us to embrace and adopt the goal of sustainable development as an integral part of our operations that will create positive impacts to the society and community.

Leading the Way

The Executive Directors and key management team members are directly involved in the identification, planning and execution of our key sustainability components. A sustainability task force has been formed to drive our sustainability initiatives. This task force comprises personnel from across the spectrum of our stakeholders. The task force is overseen by an Executive Director, who reports to the Board.

Sustainability Targets

We will continue to emphasize on creating a safe working environment for our employees and stakeholders and endeavor for zero-incident rates. We hope to maintain our minimum record of work-related injuries for Financial Year 2023. We have a trained and accredited Safety Officer in the Philippines to ensure that all safety procedures are implemented and to assist in conducting earthquake and fire drills for the staff at our properties there. Our Safety Officer is also responsible for our COVID-19 mitigation measures, which includes the wearing of masks, daily temperature checks, sanitizing of premises and compliance with all regulations set out from time to time by the relevant local authorities such as the PEZA LTC-SEZ. Open communications were maintained with tenants and relevant information are quickly disseminated to all stakeholders. Our tenants had complied with the requirements to conduct earthquake and fire drills on their premises as required by the Bureau of Fire Protection (“BFP”) in FY2022. We will ensure that these drills will continue to be carried out on a periodic basis.

In FY2022, our trained and accredited Pollution Control Officer (“PCO”) continue to ensure that all forms of pollutants are minimized and environmental standards are met by our industrial tenants. Meanwhile, we will continue to promote the usage of energy saving LED lighting devices across our facilities as far as practicable.

The Group will maintain and uphold the good practices that are relevant to the industry we operate in and will continually monitor the environmental impacts of our operations as well as to ensure the safety of our employees through a good working environment.

Chapter 3: Organisation Profile (GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-8)

Company Name:	Amplefield Limited (“ Amplefield ”)
Founded:	1989
Listed:	Transferred to SGX Catalist on 9 December 2016
Company Headquarters:	Kuala Lumpur, Malaysia
Location of Operations:	Kuala Lumpur and Johor Bahru in Malaysia, Lipa & Malvar, Batangas, in the Philippines and Hoh Chi Minh City in Vietnam
Ownership & Legal Form:	The Company is a public listed company incorporated under the Companies Act, 1967. The controlling shareholders of the Company who have direct or deemed interests in the Company are Dato Sri Yap Teiong Choon and Datin Sri Phan Foo Beam
Number of employees:	24

Economic Performance (GRI 201-1)

FY2022 Financial review

Economic value generated/Revenue:	S\$12,176,000
<u>Economic value distributed:</u>	
Employee benefits expense	S\$845,000
Finance costs	S\$159,000
Income tax expense	S\$91,000
Net loss after tax	S\$5,319,000
Economic value retained:	-S\$5,350,000
Loss per share:	0.59 cents
Dividend payout:	Nil
Total Equity:	S\$58,058,000

Revenue By Segment:

Facility Provider	S\$2,637,000	22%
Property development, construction and construction management	S\$9,539,000	78%

Our economic performance is important to our stakeholders, in particular our investors. Other stakeholders such as employees will also benefit from such performance. Therefore, economic performance has been ranked as one of the material topics for stakeholders.

While we strive to maximize stakeholders' value, we ensure there will be adequate due diligence processes and adopt a disciplined selection approach.

In FY2022, our performance was affected by write-downs we made in anticipation of a global economic slowdown or downturn in 2023. Please refer to Chairman's Statement on page 3 of this report and the Group's financial statements on pages 42 to 93 of the Company's Annual Report 2022 for further information.

Operating Segments

The Group operates in three major segments (i) property development (ii) engineering procurement and construction management services, and (iii) facilities provider and investment.

Presently, the Group operates and maintains a small and medium enterprise ("SME") Park in Batangas, Philippines whereby it provides facilities to export manufacturers in a free trade zone, and a block of 6-storeys shop-office in Kuala Lumpur as investment properties for recurring rental income. The Group has also completed a residential property development project in Johor Bahru, Malaysia during the year.

Subsequent Reporting For FY2023

We hope to return to generating positive returns and our stakeholders and maintain and ensure our financial stability.

Chapter 4: Sustainability Governance and Statement of the Board

The Board of Directors drives the sustainability agenda and considered sustainability issues as part of its strategic formulation. The Risk Management Committee (“**RMC**”) reviews and recommends sustainability strategies, policies and other significant matters. It determines and identifies the material environment, social and governance factors and oversees the management and monitoring of these material factors.

Some of the climate-related risks identified by the RMC are typhoons and storms as well as floods that could impact our business operations in some locations. We mitigate these risks by having a maintenance program to ensure our roofing areas are waterproof and roof gutters and drains are in good condition and not blocked.

The RMC, which is led by one of the Executive Directors and consisting of members from the key management of the Group, will execute, implement and formalize the sustainability policies and procedures. The Task Force gives regular updates to the Board to enable them to monitor progress and development. The Group also has in place a comprehensive risk management framework.

Chapter 5: Reporting Practice

This Sustainability Report (the “**Report**”) covers the Group’s activities from 1 October 2021 to 30 September 2022 (the “**Reporting Period**” or “**FY2022**”). This report will be produced annually.

The Report summarizes Amplefield’s key sustainability issues, our management approach as well as related performance across the Group’s operations. We have chosen the Global Reporting Initiative Standards (“**GRI Standards**”) as it is the most established international sustainability reporting standards and caters for a wide range of industries and activities, including the Group’s operations.

This Report has been guided and prepared by reference to the Global Reporting Initiative (“**GRI**”) Standards: Core Option, Rule 711B and Practice Note 7F of the SGX-ST Listing Manual Section B: Rules of Catalyst. The GRI Standards were chosen as GRI represents the global best practices for reporting on economic, environmental and social topics.

Amplefield’s material topics are identified based on the impacts on our stakeholders, as outlined in the Stakeholders Engagement section in Chapter 6. A detailed section reference with GRI Standards is found on the GRI Index Page. This Report supplements the Group’s FY2022 Annual Report. They are both available online at <https://amplefield.com>. We are committed to listening to our stakeholders and we look forward to their feedback. Please send any feedback to: enquiry@amplefield.com. The Task Force has assessed the merits of undertaking independent external assurance on selected important aspects of its report and has come to the conclusion that it is not necessary at this moment. The Group wishes to familiarize itself with the current sustainability reporting framework and reporting so as to maximize the benefits from an external assurance later on.

The Group has applied the GRI Principles for Defining Report Content to identify material topics that are relevant to the business and to its stakeholders. We have conducted a materiality assessment session

based on the GRI Standards guidelines. The following Table 5.1 summarizes the topics which were deemed to be of the greatest significance to the Group.

<i>Material Environment, Social and Governance Factors</i>
Economic Performance (GRI 201-1)
Indirect Economic Impacts (GRI 203-2)
Anti-corruption (GRI 205-1, 205-3)
Environmental Compliance (GRI 307-1)
Supplier Environment Assessment (GRI 308-1)
Employment (GRI 401-1, 401-3)
Occupational Health and Safety (GRI 403-1, 403-2)
Training and Education (GRI 404-3)
Diversity and Equal Opportunity (GRI 405-1)
Non-discrimination (GRI 406-1)
Supplier Social Assessment (GRI 414-1)
Socioeconomic Compliance (GRI 419-1)

Table 5.1: Material ESG Factors

Chapter 6: Stakeholder Engagement (GRI 102-40, 102-42, 102-43, 102-44)

Various stakeholders such as employees, suppliers and contractors, governments and regulators, community as well as shareholders and investors, may have a material impact on our business or may be materially affected by our business.

The Group identifies its key external and internal groups which have a substantial impact on our organization and vice versa through a rigorous exercise. The management continuously reviews the stakeholder identification and prioritization process, in keeping with our business and operational needs.

The Group values and pays attention to our relationship as well as impact on these stakeholders. Various means and channels of engagement such as day-to-day interaction with each group of stakeholders are adopted to understand and address issues of concern.

The following Table 6.1 illustrates the engagement activities and expectations with key concerns of the respective stakeholder groups.

Stakeholders	Area of Concern	Means of Engagement	Section Reference
Employees	<ul style="list-style-type: none"> • Remuneration and benefits • Training and development • Ethics and conduct • Diversity and fair employment • Health and safety 	<ul style="list-style-type: none"> • Annual Performance appraisal • Training and education • Whistle blowing mechanism • Regular email communication 	<ul style="list-style-type: none"> • Ethics and Integrity • Health and Safety • Our People
Suppliers and Contractors	<ul style="list-style-type: none"> • Health and safety • Environmental compliance • Social compliance 	<ul style="list-style-type: none"> • Site inspections and site meetings • Supplier and contractors evaluation • Whistle blowing mechanism 	<ul style="list-style-type: none"> • Environment Protection • Health and Safety • Ethics and Integrity
Governments and regulators	<ul style="list-style-type: none"> • Anti-corruption • Employment practices • Health and safety 	<ul style="list-style-type: none"> • Licensing • Site inspection 	<ul style="list-style-type: none"> • Environment Protection • Health and Safety
Community	<ul style="list-style-type: none"> • Environmental and social compliance • Regulatory and industrial requirements 	<ul style="list-style-type: none"> • SGX announcements • Annual reports • Sustainability reports • Whistle blowing mechanism 	<ul style="list-style-type: none"> • Our People • Environment Protection • Contribution to Our Industry and Caring of Our Community • Ethics and integrity
Shareholders and investors	<ul style="list-style-type: none"> • Economic performance • Anti-corruption 	<ul style="list-style-type: none"> • SGX announcements • Annual reports • Investor relations management • Sustainability reports • Whistle blowing mechanism 	<ul style="list-style-type: none"> • Ethics and Integrity • Contribution to Our Industry and Caring of Our Community

Table 6.1

Materiality Assessment

As guided, a materiality assessment had been conducted by the management to determine and rank the significance of the Group's ESG issues, identify the strategic direction and set performance targets.

Information and data are collected from both internal sources and external stakeholder engagement, from which material issues were identified. These were compared against material issues that are ranked by business owners, senior management and the Board. A final list of the material issues was then drawn by prioritizing issues that are important to both the Group and its stakeholders.

From the above exercise, the potential material topics of ESG Issues have been plotted in a materiality matrix as shown in Table 6.2 based on their possible impact on the Group's business.

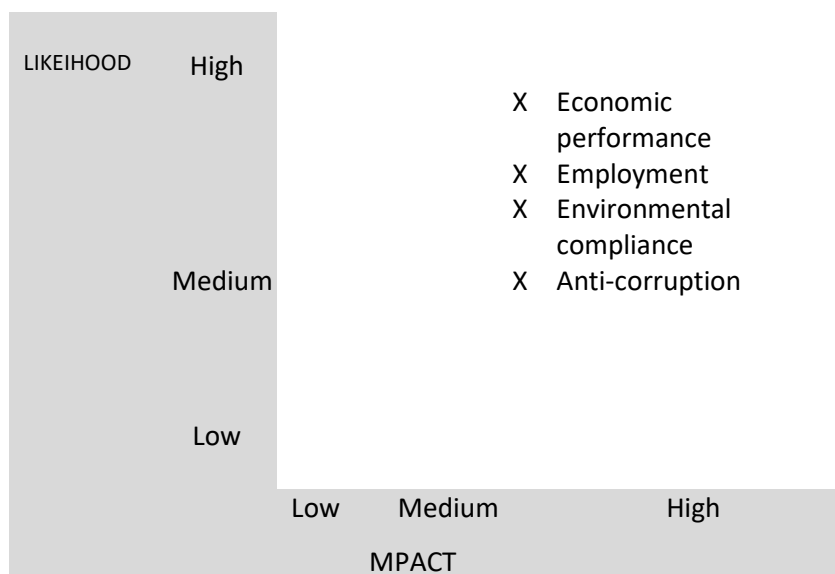


Table 6.2: Materiality Matrix

Based on the matrix, the top 4 material topics chosen to be reported are as follows:

- Economic Performance
- Employment
- Environmental Compliance
- Anti-corruption

Category	ESG Factors	GRI reference	Where the Impact Occurs
Economic	Economic performance	201: Direct economic value generated and distributed	Within and outside the Group
Social-Workplace	Employment		Within the Group
Environmental	Environmental compliance	GRI 307-1	Outside the Group
Ethics and integrity	Anti-corruption	GRI 205-1, 205-3	Within and outside the Group

Table 6.3: Material Aspects and Indicators

Chapter 7: Indirect Economic Impact (GRI 203-2)

Contribution to Industry Practice

We have successfully pioneered, developed, managed and operated the concept of an SME Park in the Philippines. This concept involves an aggregation of small and medium sized manufacturers together with warehousing facilities to cater to and support the big MNCs within the free trade zone itself. Together as a whole, we have created better linkage in the supply chain in the export manufacturing sector in the Philippines.

Chapter 8: Ethics and Integrity

Ethics and Compliance (GRI 205-1, 205-3)

The Group is committed to a high ethical standard across our range of operations and business activities. We have adopted a Personnel Policy which placed emphasis on professionalism and ethics. The Company has established policies on matters such as Conflict of Interest and Whistle-blowing in order to maintain a high standard of corporate governance. All personnel and staff are required to read, understand and comply with our stated Personnel Policy. Governance body members, staff and workers are required to attend the requisite and appropriate training to equip them for their work and responsibilities. Disciplinary actions will be meted out on personnel who violate the code of conduct stipulated in the Personnel Policy. There were no violations in FY2022.

We have implemented our website at URL <https://amplefield.com> where complainants or whistle-blowers may contact us if they have any grounds to lodge a complaint.

Conflict of Interest Policy

The conflict-of-interest policy is part of our Personnel Policy. Staff are required to make declarations of their interest with any of the stakeholders of the Group.

Whistle-blowing Policy

The Audit Committee has developed and approved whistleblowing procedures for the Group. Employees of the Group and any other persons may, in confidence, raise concerns about possible improper financial reporting or other matters to the Chairman of the Audit Committee. The appropriate follow up and independent investigations of such matters will then be carried out.

The Company and Group did not receive any whistle-blowing reports in FY2022. Neither is there any pending or current investigation on any whistle-blowing report as at the end of FY2022. Potential whistleblowers are provided with an additional channel of communication with the Company via email at whistleblower@amplefield.com.

Anti-corruption

The Group takes a strong stance on corruption and malpractice and does not tolerate any impropriety or wrongdoing by employees in the course of their work. The Group prohibits any acts by employees to use their position to obtain benefits for themselves. During the reporting period, we do not have any confirmed incidents of corruption nor any employees dismissed or disciplined for corruption.

During FY2022 we have assessed our significant operations for risks related to corruption by using criteria such as location and activity in our risk assessment for corruption which had helped us to understand areas where the risks were perceived to be higher and allow us to employ preventive measures where necessary. We have trained our staff to identify what may constitute towards an act of corruption and what are the steps they should take in the event they come across such a situation. We did not come across any reported case of corruption in FY2022.

Interested Party/Person Transactions

The Company is required to comply with the relevant rules under Chapter 9 of the Catalist Rules for interested person transactions. All interested person transactions will be properly documented and submitted to the Audit Committee for review to ensure that they are carried out on an arm's length basis, on normal commercial terms and are not prejudicial to the interests of the shareholders.

Dealing in Securities

In line with Rule 1204 (19) of the SGX Catalist Rules on Dealings in Securities, the Group notifies its Directors, employees and staff to refrain from dealings in the securities of the Company from one month before the announcement of the half-year financial statements, and one month before the announcement of the Company's full-year financial statements, ending on the date of the announcement of such results. Under the Code of Conduct, the directors, employees and staff are expected to observe insider trading laws at all times when dealing with the Company's securities. In addition, the directors of the Company are not to deal in the securities of the Company on short term considerations.

Subsequent Reporting for FY2023

The Group will continue to be vigilant in its anti-corruption program.

For FY2023, we hope to maintain our zero record of corruption cases, continue to promote our governing policies and cultivate an anti-corruption and anti-bribery environment and awareness for our employees.

Chapter 9: Health & Safety

Health and Safety at our Sites (GRI 403-1, 403-9, 403-10)

The Group is committed to providing a safe working environment to all our workers, employees and those whose occupational health and safety are expected to be our responsibility as a result of our organization operations, products or services. This is especially relevant during these days due to COVID-19.

We have implemented an occupational health and safety management system based on legal requirements at the various locations where we operated and recognized risk management and management system standards/guidelines. In particular, our system is designed to be in compliance with the Occupational Safety and Health Act 1994 of Malaysia and/or the Occupational Safety and Health Standards (as amended, 1989) of the Philippines. All our employees, workers, activities and workplaces are covered by the occupational health and safety management system.

Special precautions continue to be taken this year in view of COVID-19. This would include an open channel of communications via emails with our tenants and other locators operating in the locality, as well as timely reporting and dissemination of information to all parties by the open channel. Other measures we have taken include the implementation of an Occupational Safety and Health (“OSH”) Program which is in compliance with regulatory and local health authorities, such as wearing face masks and face shields provided by the Group, sanitizing of premises and social distancing.

In certain high risk locations, the Group chartered mini-buses or vans to fetch its staff and workers exclusively to and from the office and provides face masks to them.

The legal requirements would include inspection and certification of the premises by the local city fire department. Legal requirements are reviewed on a yearly basis and compliance with these requirements is evaluated annually. This had been held in abeyance at some business units earlier due to local authorities ruling safety measures to curb the spread of COVID-19 but has since resumed.

Meanwhile, identifying occupational health and safety hazards and assessing their risks are key components in our management system. We strive to eliminate or minimize such hazards and risks through various measures. Health and safety hazards are identified for the administration, development and operational functions of our businesses and their risks are assessed.

All workers assume personal responsibility towards health and safety and are encouraged to be forthcoming in reporting all health and safety related incidents, including non-compliances and non-conformities to the relevant management representatives. This list is updated in our intranet.

The Group is conducting frequent fire drills as well as natural disasters drills for its units operating in locations which we have assessed to be prone to such dangers. This is also a requirement by the relevant government agencies or local authorities.

Meanwhile, we are also targeting the ergonomics of the office environment. This includes having and maintaining a good working environment, whereby we have set a space and brightness level to ensure the offices are well lit and not cramped. This is especially important in maintaining social distancing in our offices. The current office layout conforms to social distancing guidelines and norms from the relevant government agencies or local authorities and we are committed to maintaining this going forward. In

FY2022, we have purchased a few air-conditioners for our premises and conducted regular servicing of all our air-conditioners to promote a healthy environment.

In the event of any pandemic, training and awareness programs will be planned for all staff to facilitate the effective implementation of any risk reduction program. In addition, our employees have been briefed on how to respond to health and safety incidents or emergencies at the workplace. During FY2022, we have disseminated materials and articles on health and related issues to our employees.

Occupational Health and Safety Targets and Performance

Table 9.1

Criteria	FY2021	FY2022	FY2023
incidents resulting in staff permanent disability or fatality	0	0	Maintain zero incident
Percentage of contractors to be ISO 4500:2018 certified and/or comply fully with local OHS laws and regulations	100%	100%	Maintain 1 contractor to be ISO certified and/or comply fully with OHS laws

Table 9.1

Employees and workers whose work or workplace is controlled by the Group*	Philippines		Vietnam		Malaysia		Total	
	FY2022	FY2021	FY2022	FY2021	FY2022	FY2021	FY2022	FY2021
Number of work-related injuries ¹	0	0	0	0	0	0	0	0
Work-related fatalities/permanent disabilities	0	0	0	0	0	0	0	0
Injury rate (number of work-related injuries per million hours worked)	0	0	0	0	0	0	0	0
Lost day rate (number of lost man-days per million hours worked)	0	0	0	0	0	0	0	0
Absentee rate ² (days per staff per year)	5.0	0	0	3.5	4.9	1.1	4.75	1.0

Table 9.3

¹This is based on work-related incidents that resulted in more than three days of medical leave or more than 24 hours of hospitalization.

²Absentee rate is based on medical leave taken by staff, regardless of whether it is work-related or not. The total figure presented is the Group's average absentee rate. The absentee rate has increased due mainly to COVID-19. We expect the rate to drop for FY2023 unless there is a resurgence of the pandemic.

There were no work-related ill health during FY2022. There were also no breach of regulations regarding health and safety, environment and labour laws during FY2022.

Subsequent Reporting for FY2023

We hope to maintain our zero work-related injuries for FY2023.

During FY2022, our OSH Officer at our significant location in the Philippines has made some recommendations to improve the maintenance of the materials recovery facilities system for management to implement.

The Risk Management Committee has also assessed and evaluate the Group's preparedness and mitigation measures against COVID-19 risks and are satisfied with the measures taken.

Subsequent Reporting for FY2023

Health and safety remain of paramount importance in FY2023 due to the continuing battle against COVID-19 and we cannot afford to let our vigilance down. We will continue with our assessment and evaluation on COVID-19 risks in FY2023 and we will carry out the necessary and appropriate measures that we have identified to mitigate it. We will continue with the earthquake and fire drills in FY2023 in compliance with the Authorities.

Meanwhile, as part of our office improvement program, we plan to install a few additional air-conditioning units at our office in Philippines to ensure an optimum working environment. We will also provide high grade PPE and other protective gear for our OSH personnel in high risk locations.

OHS Stakeholder Engagement

Amplefield works closely with its contractors and suppliers who are committed to high quality environmental, health and safety standards. Contractors are only appointed for its projects upon meeting the Group's stringent selection criteria, one of which is safety.

Managing Our Sub-Contractors (GRI 308-1, 414-1)

All contractors and subcontractors are informed of their worksite health and safety requirements, environmental and social responsibilities, and are expected to be able to meet the standards of the Group.

Contractors and subcontractors are reviewed and selected based on safety, environmental and social compliance. They must have a clean record of environmental and social compliance and meet the standards and laws of their respective countries at all times. For example, in the Philippines, the contractors are expected to meet RA9275 Clean Water Act and RA9003 Ecological Solid Waste

Management Act as well as compliance with Department of Environment and Natural resource, In terms of manpower, they are expected to meet the standards and requirements of the Department of Labor and Environment. They are also assessed based on their track record, worksite health and safety practices as well as publicly available information. We may also require them to submit the pertinent and relevant Standard Operating Procedures as part of the evaluation process.

The Group gives priority to local suppliers in sourcing for materials, supplies and services.

Main contractors appointed for our development and construction projects are expected to be ISO 4500:2018 certified or equivalent standards and comply fully with local OHS laws and regulations. Amplefield also tracked the health and safety performance of its main contractors at its worksites. Those who are yet to be certified will be strongly encouraged to get the appropriate certification.

Subsequent Reporting for FY2023

We target to uphold the current standards held by both contractors and subcontractors by maintaining the current assessment criteria.

Contractors for any new significant projects will be shortlisted and pre-qualified based on their qualification and track record and contracts will be awarded based on an open tender process.

Chapter 10: Environment (GRI 307-1, 419-1)

We are committed to be an environmentally responsible partner in the communities we operate in to ensure a safe, efficient and environmentally conscious operating area. Amplefield's risk and sustainability-based strategies are geared to assess, avoid, reduce and mitigate environmental risks and impact.

This is especially important in our Philippines' operations where we operated an SME Park and have numerous industrial tenants. We started by assessing the nature of the businesses and operations of prospective facilities users or tenants to ensure that in the first place, they will be able to meet our criteria for sustainable and environmentally friendly operations. We also continually monitor the operations of existing facilities users or tenants to ensure that they are in compliance with the environmental standards and policies set out by the relevant government agencies or local authorities in respect of effluence, pollutants, waste collection and disposal etc. that are in place. In particular, our industrial tenants will have to meet the environment standards set out in the Republic of Philippines' laws for eg. RA9275 Clean Water Act and RA9003 Ecological Solid Waste Management Act, as well as compliance with Department of Environment and Natural Resources ("DENR") Effluent & Wastewater Standards, in respect of water discharge, effluents and pollutants. We assist to monitor their operations regularly to ensure that the standards are met at all times. In addition, we also assist Lima Water Corp to conduct regular environmental compliance audits and regular waste water tests as well as following up with our tenants. Our Pollution Control Officer ("PCO") has undergone the prerequisite training to be accredited with the DENR.

Our PCO continue to liaise with our tenants to ensure that all pollutants are minimized and environmental standards on discharges are met. We have cooperated fully with site inspection exercises carried out by the relevant government agencies or local authorities. We did not detect any breach in pollution standards

by any of our tenants during FY2022. In FY2022, we have maintained in good working condition our Materials Recovery Facilities (“MRF”) system for the systematic administration of the activities which provides for segregation at source, segregated transportation, storage transfer, processing, treatment and disposal of solid waste and all other waste management activities.

For FY2022 we have also set aside a maintenance budget of 2% of our revenue to ensure our facilities are running at an optimum level. At high-risk location, our PCOs sent us quarterly Self-Monitoring Reports so that we can understand and assess their work and efficacy.

We have continued to facilitate electronic communication via our website with our shareholders, as in compliance with the requirements stipulated in the First Schedule of the COVID-19 (Temporary Measures) Act 2020 passed by Parliament on 7 April 2020 and the COVID-19 (Temporary Measures) (Alternative Arrangements for Meetings for Companies, Variable Capital Companies, Business Trusts, Unit Trusts and Debenture Holders) Order 2020 (“Order”) whereby until further guidance is provided by the relevant authorities, the Company has opted not to send out physical copies of our Annual Report FY2021 for our AGM on 22 January 2022. This will save the paper that goes into the printing of physical copies of such documents

Subsequent Reporting for FY2023

We will continue to monitor compliance with pollution standards by our tenants and use electronic communication with our shareholders as much as possible. We will opt not to send out physical copies of Annual Report for FY2023.

Socioeconomic Compliance (GRI 419-1)

We have not identified any non-compliance with laws and/or regulations in the social and economic area.

In FY2022, we have engaged legal counsel on an ad-hoc basis to advise our corporates in the Philippines on any local laws that may be of our interest.

Subsequent Reporting for FY2023

Where necessary, we will continue to engage our lawyers, advisers and compliance officers to ensure that the Group complies with all the rules and regulations across the region where it operates.

Chapter 11: Our People

We strive to create an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff and workers. We provide opportunities for continuous learning and skills improvement for staff development.

Diversity in Our Workforce (GRI 102-8, 405-1, 406-1)

As at 30 September 2022, the Group had a total of 24 employees of which 8 or 33 % are female. The Group’s activities are performed by staff who are employees of the Group. They are all under full-time permanent employment contract. We do not have any employees who are under temporary contract or part-time. Our employees are distributed across various age groups with different experiences and skill

sets that build the Group's capabilities for sustainable growth. We still have a relatively young workforce with 39% of the workforce are aged 40 and below. They represented people from different cultural backgrounds and nationalities.

The following information and tables are compiled from our Human Resource Dept. records.

Table 11.1 below shows the percentage of individuals within the organization's Board Composition in each of the following diversity categories i) gender ii) age group

Age Group	Male (%)	Female (%)	Total (%)
< 30	0	0	0
> 30 & <= 40	0	0	0
> 40 & <= 50	33.3	0	33.3
> 50 & <= 60	16.7	0	16.7
>60	50.0	0	50.0
Total	100	0	100

Table 11.1

Table 11.2 below shows the percentage of employees in each of the following diversity categories i) gender ii) age group as well as the Turnover Rate.

Age Group	Male (%)	Female (%)	Turnover Rate (%)
< 30	4	13	125
> 30 & <= 40	13	4	25
> 40 & <= 50	17	13	-
> 50 & <= 60	13	4	-
>60	21	-	20
Total	67	33	29

Table 11.2

Subsequent Reporting for FY2023

We have set a target for Turnover Rate not exceeding 25% for FY2023.

Table 11.3 below shows the total number of employees by employment contract (permanent and temporary) and the total number of employees by employment type (full-time and part-time), by gender.

	Male	Female	Total
Number of employees by employment contract:			
i) Permanent	16	8	24
ii) Temporary	0	0	0
Number of employee by employment type:			
i) Full time	16	8	24
ii) Part time	0	0	0

Table 11.3

Workforce by Nationality

Table 11.4 below shows the percentage of our workforce by nationality

Country	% of Workforce
Malaysia	67
Philippines	29
Vietnam	4
Total	100

Table 11.4

Amplefield practices non-discrimination and believes in equal opportunities. All employees are remunerated fairly based on markets and individual responsibilities, merits and experiences regardless of gender, race or nationality. Any employee that has reason to believe that he or she has been unfairly discriminated can lodge a complaint with the human resource department. Upon receiving such a complaint, the human resource department will investigate the matter and take the necessary remedial action.

The Group did not receive any legal action nor was there any complaint registered with the authorities in respect of discrimination. We have not identified any instances of discrimination through our established procedures and grievance mechanisms.

Employee Benefits and Retention (GRI 401-1, 401-3)

We recognize the valuable contribution by our employees. Apart from competitive salaries and performance-based bonuses, our employees are entitled to a wide range of benefits such as medical and healthcare benefits as well as hospitalization leave.

We also support the governments' policies and initiatives and abide by their rules, regulations, policies and initiatives with regards to parental leave. During the reporting period, none of our employees took parental leave.

The Group is dedicated to enabling our staff to develop to their full potential. Appropriate trainings are identified and conducted in-house or otherwise through various forms such as workshops, seminars, courses, conferences, classroom trainings etc.

We will continue to periodically review our employment policies and work towards a more inclusive workforce.

Subsequent Reporting for FY2023

We have set a target for Turnover Rate not exceeding 25% for FY2023. We will also endeavor to increase the participation rate of women and younger staff among our workforce.

Training & Education (GRI 404-3)

About 71% of our staff received annual performance and career development reviews for the year. During the process, the employees also provide their feedback to the management. We are committed to identify appropriate trainings through various forms and means to enhance the skills of our employees.

Table 11.5 below shows the percentage of total employees who received a regular performance and career development review during the reporting period.

	Male (%)	Female (%)	Total
Percentage of total employees who received a regular performance and career development review	42	29	71

Table 11.5

In FY2022, we have continuously identified staff for appropriate training, either in-house or out-sourced, to enable them to acquire new skills and knowledge so as to equip them to take up more responsibilities. While we have set a target of 80 hours of training for all staff for FY2022, we have achieved 85 hours.

Table 11.6 below shows the average training hours per employee for FY2022.

	Male	Female	Total
Average training hours per employee	4	3	3.5

Table 11.6

Subsequent Reporting for FY2023

We have set a target for 80% of our staff to receive annual performance and career development reviews for 2023. We have also set a target of 90 hours of training for all our staff or average of 4 hours per employee for FY2023.

Chapter 12: SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Environment, Social and Governance factors	<ul style="list-style-type: none"> • Economic, Environmental and Social Topics, Anti-corruption, Employment • Stakeholder Engagement
2	Climate-related disclosures consistent with the TCFD recommendations	<ul style="list-style-type: none"> • Sustainability Governance and Statement of the Board
3	Policies, Practices and Performance	<ul style="list-style-type: none"> • Chairman's Message • Sustainability Story • Economic, Environmental and Social Topics
4	Targets	<ul style="list-style-type: none"> • Sustainability Story
5	Sustainability Reporting Framework	<ul style="list-style-type: none"> • Reporting Practice
6.	Board statement and associated governance structure for sustainability practices	<ul style="list-style-type: none"> • Sustainability Governance & Statement of the Board

Appendix: GRI Standards Content Index and GRI Indicators

GRI Standards	Disclosure Content	Sustainability Report Section Reference	Page
Organisational Profile			
102-1	Name of organisation	Organisation Profile	4
102-2	Activities, brands, products and services	Organisation Profile	5
102-3	Location of headquarters	Organisation Profile	4
102-4	Location of operations	Organisation Profile	4
102-5	Ownership and legal form	Organisation Profile	4
102-6	Markets served	Organisation Profile	4
102-7	Scale of the organisation	Organisation Profile	4
102-8	Information on employees and workers	Our People	16
Ethics and Integrity			
102-16	Values, Principles, standards, and norms of behaviour	Ethics and Integrity	10
Governance			
102-18	Governance structure	Annual Report 2022	
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	7-8
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	7
102-43	Approach to stakeholder engagement	Stakeholder Engagement	7
102-44	Key topics and concerns raised	Stakeholder Engagement	9
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Annual Report 2022	
102-46	Defining report content and topic boundaries	Reporting Practice	6
102-47	List of Material Topics	Reporting Practice	7
102-49	Changes in reporting	SR Report	6
102-50	Reporting period	Reporting Practice	6
102-51	Date of most recent report	SR Report	2
102-52	Reporting cycle	Reporting Practice	6
102-53	Contact point for questions regarding the report	Reporting Practice	6
102-54	Claims of reporting in accordance with the GRI	Reporting Practice	6
102-55	GRI content index	GRI Standards Content Index	21-22
102-56	External assurance	Reporting Practice	6
201-1	Direct economic value generated and distributed	Economic performance	4
203-2	Significant indirect economic impact	Indirect Economic Impact	10

205-1	Operations assessed for risks related to corruption	Ethics and Integrity	11
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity	11
307-1	Non-compliance with environmental laws and regulations	Environment Protection	15
308-1	Supplier environment assessment	Managing our sub-contractors	14
401-1	New employee hires and employee turnover	Employee Benefits and Retention	16-17
401-3	Parental leave	Employee Benefits and Retention	18
403-1	Workers representation in formal joint management-worker health & safety committee	Health and Safety	13
403-2	Injury & incidents	Health and Safety	13
403-9	Work-related injuries	Health and Safety	13
403-10	Work-related ill health	Health and Safety	13
404-3	Percentage of employees receiving regular performance and career development reviews	Training and Education	19
405-1	Diversity of governance bodies and employees	Diversity in our workforce	17
406-1	Incidents of discrimination and corrective actions taken	Diversity in our workforce	18
414-1	New suppliers that were screened using social criteria	Managing Our Sub-contractors	14
419-1	Non-compliance with laws and regulations in the social and economic area	Socioeconomic compliance	16