

AMPLEFIELD LIMITED

Sustainability Report

FY2021

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MESSAGE FROM THE BOARD

Dear Stakeholders,

The Board is pleased to present AMPLEFIELD LTD and its subsidiaries (the “Group”) FY2021 Sustainability Report (the “Report”) for the financial year ended 30 September 2021. 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 Catalist (“Catalist Rules”) in preparing the Company’s inaugural 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 increases the relevance to stakeholders and affirms our commitment to sustainability issues.

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

6th January 2022

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 of 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 2022. 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 compulsory wearing of masks, daily temperature checks, sanitizing of premises and compliance with all health authorities regulations. Open communications were maintained with tenants and relevant information are quickly disseminated to all stakeholders. Our tenants had previously complied with the requirements to conduct earthquake and fire drills on their premises in FY2019, however in FY2020 and FY2021, as safety measures against COVID-19, all earthquake and fire drills as well as face to face lectures and seminars have been suspended by the Bureau of Fire Protection (“BFP”) until community quarantine has been lifted. We will ensure that such drills will continued to be carried out on a periodic basis.

In FY2021, our trained and accredited Pollution Control Officer continued to ensure that all forms of pollutants are minimized and environmental standards are met at all times. Meanwhile, we have promoted and will continue to promote usage of energy saving LED lighting devices across our facilities as far as practicable.

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

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, Cap 50. 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: 26

Economic Performance (GRI 201-1)

FY2020 Financial review

Economic value generated/Revenue: S\$3,121,000

Economic value distributed:

Employee benefits expense S\$768,000

Finance costs S\$16,000

Income tax expense S\$82,000

Net profit after tax S\$438,000

Economic value retained: S\$400,000

Earnings per share: 0.04 cents

Dividend payout: Nil

Total Equity: S\$66,980,000

Revenue By Segment:

Facility Provider S\$2,353,000 75%

Property development, construction

and construction management S\$768,000 25%

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.

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 has construction related activities in Ho Chi Minh City. The Group also has a residential property development project in Johor Bahru, Malaysia

Subsequent Reporting For FY2022

We hope to maintain and ensure our financial stability and continue to generate positive returns to our stakeholders.

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. 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.

Reporting Practice

This Sustainability Report (the "Report") covers the Group's activities from 1 October 2020 to 30 September 2021 (the "Reporting Period"). 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 is prepared in accordance with the GRI Standards "Core" option. The Report incorporates the primary components of report content set out by the SGX's "Comply or Explain" requirements on sustainability reporting under Catalist Rule 711B.

Amplefield's material topics are identified based on the impacts to our stakeholders, as outlined in the Stakeholders Engagement section. A detailed section reference with GRI Standards is found on the GRI Index Page. This Report supplements the Group's FY2021 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 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 summarizes the topics which were deemed to be of greatest significance to the Group.

<i>Material Topics</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)

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 with 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.

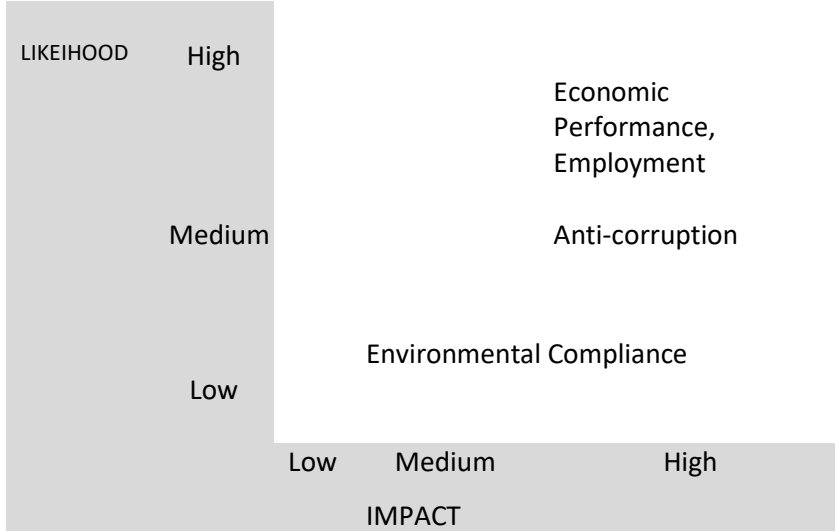
The following table illustrates the engagement activities and expectations with key concerns of the respective stakeholder groups.

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"> • Performance appraisal • Training and education • Whistle blowing mechanism 	<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

Information and data are collected from both internal sources and external stakeholder engagement, from which materials issues are identified. These were compared against materials 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.

The following matrix summarizes the top 4 material topics that have been identified through stakeholder engagement and our own business goals and their influence on stakeholders’ assessments and decisions as well as significance of economic, environmental, social and governance impact.

Material Factors Matrix



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

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

Indirect Economic Impact (GRI 203-2)

Contribution to Industry Practice

We have successfully pioneered, developed, managed and operated the concept of a 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.

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 FY2021.

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 on their interest with any of the stakeholders of the Group.

Whistle-blowing Policy

The Audit Committee has developed and approved whistleblowing procedures outlining 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 FY2021. Neither is there any pending or current investigation on any whistle-blowing report as at the end of FY2021. The Company has uploaded its website onto the internet on 27 September 2019, whereby 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.

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.

During FY2021 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 FY2021.

Subsequent Reporting for FY2022

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

For FY2022, we hope to maintain our zero record in corruption cases, continue to promote our governing policies and cultivate an anti-corruption and anti-bribery environment and awareness for our employees.

HEALTH AND SAFETY

Health and Safety at our Sites (GRI 403-1, 403-2, 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 is expected to be our responsibility as a result of our organization operations, products or services. This is especially relevant during these days due to the COVID-19 pandemic.

We have implemented an occupational health and safety management system based on legal requirements and recognized risk management and management system standards/guidelines. Special precautions are being 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 implementation of an Occupational Safety and Health (“OSH”) Program which is in compliance with regulatory and local health authorities, such as wearing of 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 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 to these requirements are evaluated annually. However, this has been held in abeyance at some business units due to local authorities ruling safety measures to curb the spread of COVID-19.

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 targeting to conduct 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, once the business units have recovered from the COVID-19 pandemic and it's safe to do so. This is also a requirement by the relevant government agencies or local authorities .

Meanwhile, we are also targeting at the ergonomics of the office environment. This includes having and maintaining a good working environment, whereby we have set a minimum average office 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 FY2021, we have conducted servicing of all our air-conditioners to promote a healthy environment.

Training and awareness programs are 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 at the workplace. During FY2021, we have disseminated materials and articles on health and related issues to our employees.

Occupational Health and Safety Targets and Performance

Targets	Performance
Zero incidents resulting in staff permanent disability or fatality	No staff work-related fatality or permanent disability
All main contractors to be ISO 4500:2018 certified and/or comply fully with local OHS laws and regulations	A main contractor appointed for construction projects undertaken in FY2021 has ISO 4500:2018 certification for occupational health and safety, while another main contractor is yet to obtain any ISO certification. We will continue to encourage main contractors to get OHS certification, if they have not already done so.

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

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.

There were no work-related ill health during FY2021. There were also no breach of regulations regarding health and safety, environment and labour laws during FY2021.

In previous years, the Group and its tenants had conducted fire as well as natural disaster drills, such as earthquake and drills for its units operating in the Philippines. However, such drills were suspended by the authorities in FY2021 due to COVID-19 preventive measures.

In FY2021, we have continued to ensure that our employees have a minimum average office space as well as brightness level. We have preventive maintenance to provide a more conducive working environment at all times.

During FY2021, 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 FY2022

Health and safety remain of paramount importance in FY2022 due to the continuing battle against the COVID-19 pandemic. We will continue with our assessment and evaluation on COVID-19 risks in FY2022 and we will carry out the necessary and appropriate measures that we have identified to mitigate it. *We will also look into resuming the earthquake and fire drills in FY2022 once the Authorities have given their clearance for such exercise.*

Meanwhile, as part of our office improvement program, we planned to install a few additional units of air-cond. at one of our office location 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. New contractors and subcontractors are assessed based on their track record, worksite health and safety practices as well as publicly available information.

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

Main contractors appointed for our development and construction projects have to be ISO 4500: 2018 certified or 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 FY2022

We hope to maintain our minimum record of work-related injuries for FY2022.

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.

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.

Our Pollution Officer continued to liaised 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 FY2021. In FY2021, 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 FY2021 we have also set aside a maintenance budget of 2% of our revenue to ensure our facilities are running at optimum level.

We have continued facilitating 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 the Circular for EGM on 28 August 2020 as well as the Annual Report FY2020 for our AGM on 22 January 2021. This will save the paper that goes into the printing of physical copies of such documents

Subsequent Reporting for FY2022

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 also implement a quarterly Self-Monitoring Report by our PCOs at high-risk location.

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 2021, the Group had a total of 26 employees of which 11 or 42 % are female. The Group's activities are performed by workers who are employees of the Group. They are all under full-time permanent employment contract. We do not have any workers 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.

Workforce and Turnover by Age

Age Group	Male (%)	Female (%)	Turnover Rate (%)
< 30	4	15	40
> 30 & ≤ 40	8	12	-
> 40 & ≤ 50	15	12	-
> 50 & ≤ 60	12	-	-
>60	19	4	-
Total	58	42	8

Workforce by Nationality

Country	% of Workforce
Malaysia	56
Philippines	32
Vietnam	12
Total	100

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.

Training & Education (GRI 404-3)

All our staff received annual performance and career development reviews during 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.

In FY2021, we have continued to identify 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. As part of the program, we have training for our accredited Pollution Control Officer and OHS Officer. While *we have set a target of 50 hours of training for all staff for FY2021, we have achieved 60 hours.*

Subsequent Reporting for FY2022

We have set a target of 80 hours of training for all our staff for FY2022.

Socioeconomic Compliance (GRI 419-1)

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

In FY2021, 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 FY2022

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.

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	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Message Sustainability Story Economic, Environmental and Social Topics
3	Board Statement	Sustainability Governance & Statement of the Board
4	Targets	Sustainability Story
5	Framework	Reporting Practice

GRI Standards Content Index and GRI Indicators

GRI Standards	Disclosure Content	Sustainability Report Section Reference
	Organisational Profile	
102-1	Name of organisation	Organisation Profile
102-2	Activities, brands, products and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and workers	Our People
	Ethics and Integrity	
102-16	Values. Principles, standards, and norms of behaviour	Ethics and Integrity
	Governance	
102-18	Governance structure	Annual Report 2021
	Stakeholder Engagement	
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
	Reporting Practice	
102-45	Entities included in the consolidated financial statements	Annual Report 2021
102-46	Defining report content and topic boundaries	Reporting Practice
102-47	List of Material Topics	Reporting Practice
102-49	Changes in reporting	SR Report
102-50	Reporting period	Reporting Practice

102-51	Date of most recent report	SR Report
102-52	Reporting cycle	Reporting Practice
102-53	Contact point for questions regarding the report	Reporting Practice
102-54	Claims of reporting in accordance with the GRI	Reporting Practice
102-55	GRI content index	GRI Standards Content Index
102-56	External assurance	Reporting Practice
201-1	Direct economic value generated and distributed	Economic performance
203-2	Significant indirect economic impact	Indirect Economic Impact
205-1	Operations assessed for risks related to corruption	Ethics and Integrity
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity
307-1	Non-compliance with environmental laws and regulations	Environment Protection
308-1	Supplier environment assessment	Managing our sub-contractors
401-1	New employee hires and employee turnover	Employee Benefits and Retention
401-3	Parental leave	Employee Benefits and Retention
403-1	Workers representation in formal joint management-worker health & safety committee	Health and Safety
403-2	Injury & incidents	Health and Safety
403-9	Work-related injuries	Health and Safety
403-10	Work-related ill health	Health and Safety
404-3	Percentage of employees receiving regular performance and career development reviews	Training and Education
405-1	Diversity of governance bodies and employees	Diversity in our workforce
406-1	Incidents of discrimination and corrective actions taken	Diversity in our workforce
414-1	New suppliers that were screened using social criteria	Managing Our Sub-contractors
419-1	Non-compliance with laws and regulations in the social and economic area	Socioeconomic compliance