

Growing A Sustainable Business



Table of Contents

| | |
|----|-----------------------------|
| 3 | About This Report |
| 4 | Chairlady's Message |
| 5 | Corporate Profile |
| 6 | Global Presence |
| 7 | Our Commitment |
| 7 | Materiality |
| 8 | Stakeholder Engagement |
| 9 | Learning & Development |
| 10 | Human Capital |
| 12 | Corporate Citizenship |
| 13 | Employee Engagement |
| 14 | Ethics and Business Conduct |
| 15 | Safety and Health |
| 17 | Environment |
| 19 | GRI Index |

Mission Statement

We dedicate ourselves to be the preferred engineering service provider that thrives on safety, quality and competitive solutions to achieve customer satisfaction.

Core Values

- Safety
- Quality
- Customer Focus
- Leadership
- Teamwork

Vision Statement

We will become the preferred and most trusted turnkeysolution provider to customers, colleagues, investors, business partners, and the communities where we work and live.

Company Information

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About This Report

This is Mun Siong Engineering's fourth Group Sustainability Report. This report covers an overview of our approach, priorities and progress in the area of Environmental, Social and Governance (ESG) sustainability for FY2020. We aim to inform our stakeholders of Mun Siong Engineering Limited's sustainability performance in a transparent and accountable manner.

Reporting Scope and Period

All data, statistics and information presented in this report refer to the Head Office of the parent company in Singapore and do not include its subsidiaries and associate companies in the Group.

Released annually in April, Mun Siong Engineering's Sustainability Report 2020 covers the financial year starting 1st January 2020 to 31st December 2020.

Reporting Process

The Executive Committee provides guidance, endorses the framework and contents of the report to our Sustainability Reporting Steering Committee which is made up of various department heads.

We establish and maintain internal systems and audits for risk management and for managing and reporting information. These audits help to ensure the accuracy of the data presented in this report.

GRI Standards

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016: Core Option. The report also complies with the Singapore Exchange's (SGX) Comply or Explain requirements for Sustainability Reporting.

Feedback

We are fully committed to understanding and listening to our stakeholders. Feedback pertaining to this report as well as to any aspect of our sustainability performance is welcome. Please address all feedback to Information@mun-siong.com

Board Statement for Sustainability

Our Executive Committee has oversight of health, safety, environmental matters and assists the Board with governance monitoring. The Board considers sustainability to be a strategic matter and is committed to the improvement of economic, social and environmental well-being of our communities and the environment.

Our commitment to sustainability forms an integral part of our performance requirements and they provide the foundation for the management systems at our operations level. These commitments help us to work towards achieving a sustainable working environment.

As a socially responsible company, we are committed to the health and safety of our employees, suppliers, business partners and stakeholders. We comply with the relevant laws and regulations.



Chairlady's Message

Dear Stakeholders,

The emergence of a highly infectious virus from the beginning of 2020, that rapidly spread, continues to evolve and is still causing an unprecedented impact globally. Covid-19 has brought about severe challenges-devastating communities globally and setting back economies. Various manufacturing industries and SMEs were not spared from the extensive impact of the pandemic either.

Different industries have been hit by the various degrees of impact. The unemployment rate has risen, and companies have begun to shut down. The global economy is facing severe challenges with the current gloomy economic outlook. The industries face wage cuts, high rates of unemployment, and an increase in operational costs due to scarcity of supplies attributed to the closure of many countries' borders in efforts to manage the spread of the virus.

FY2020 has truly been a year marked by reinvention, and resilience. 2020 has pushed us to achieve a complete paradigm shift in our performance management, work practices, and our future workplace expectations. We would like to express our utmost gratitude and respect to everyone who is involved in the fight against this pandemic, in treating and controlling its spread around the world.

Since Mun Siong's incorporation in 1969, our Group has always strived to provide value-added services to our customers. Our operating policy adheres to the fields of human rights, labour, environment, and anti-corruption beliefs. We stand by the sustainability imperative and have made it our objective to establish the social values of safety, security, fairness and efficiency in our operations.

Every one of us will seek to contribute solutions to social, safety and environmental issues. We seek to create a positive influence through our corporate citizenship activities, community contributions as well as listening to the voices of the society and our stakeholders via dialogues during our annual general meeting and corporate announcements.

These beliefs and contributions are especially essential for us to withhold and practice during the pandemic year where many business aspects are impacted and affected by Covid-19.

Cheng Woei Fen,
Executive Chairlady

Corporate Profile

Founded and headquartered in Singapore since 1969, Mun Siong has over 50 years of solid experience providing turnkey solutions in engineering design, plant construction projects, and integrated maintenance of plants and their equipment. We also carry a host of exclusive products and specialised services to satisfy our clients' unique needs. Being equipped with the latest technologies has enabled us to remain ahead of the curve and assures that we pursue the highest standards of safety and consistency.

Mun Siong's dedication to safety, quality and competitive solutions has earned us a reputation as a reliable and progressive company. Our dedication is further distinguished by our sound corporate governance, commitment to business continuity and corporate social responsibility. Together with our extensive 50 years track record, long-standing business relationship, and broad experience in managing service contracts, we have managed to expand our global footprints in Malaysia, Myanmar, Taiwan and the United States, and we are continually seeking and evaluating new opportunities world-wide.

We are one of the leading one-stop solution providers for the oil & gas, process, chemical and pharmaceutical industries in the areas of:

- Engineering Design
- Fabrication
- Construction & Projects
- Tankage
- Electrical & Instrumentation
- Maintenance
- Specialised Services
- Rotating Equipment
- Scaffolding, Insulation & Painting



Global Presence

Headquarters

- Singapore

International Offices

- Malaysia
- Myanmar
- Taiwan
- Netherlands
- USA

Associations:



Accreditations:



Product Principals & Partners



Condenser & Heat Exchanger
Cleaning, Testing, Repairing



Supply & Repair of
Mechanical Seals & Systems



Anti-Corrosion
Thermoplastic (ACT)
Coating



Heat Transfer Equipment
Coatings & Solutions

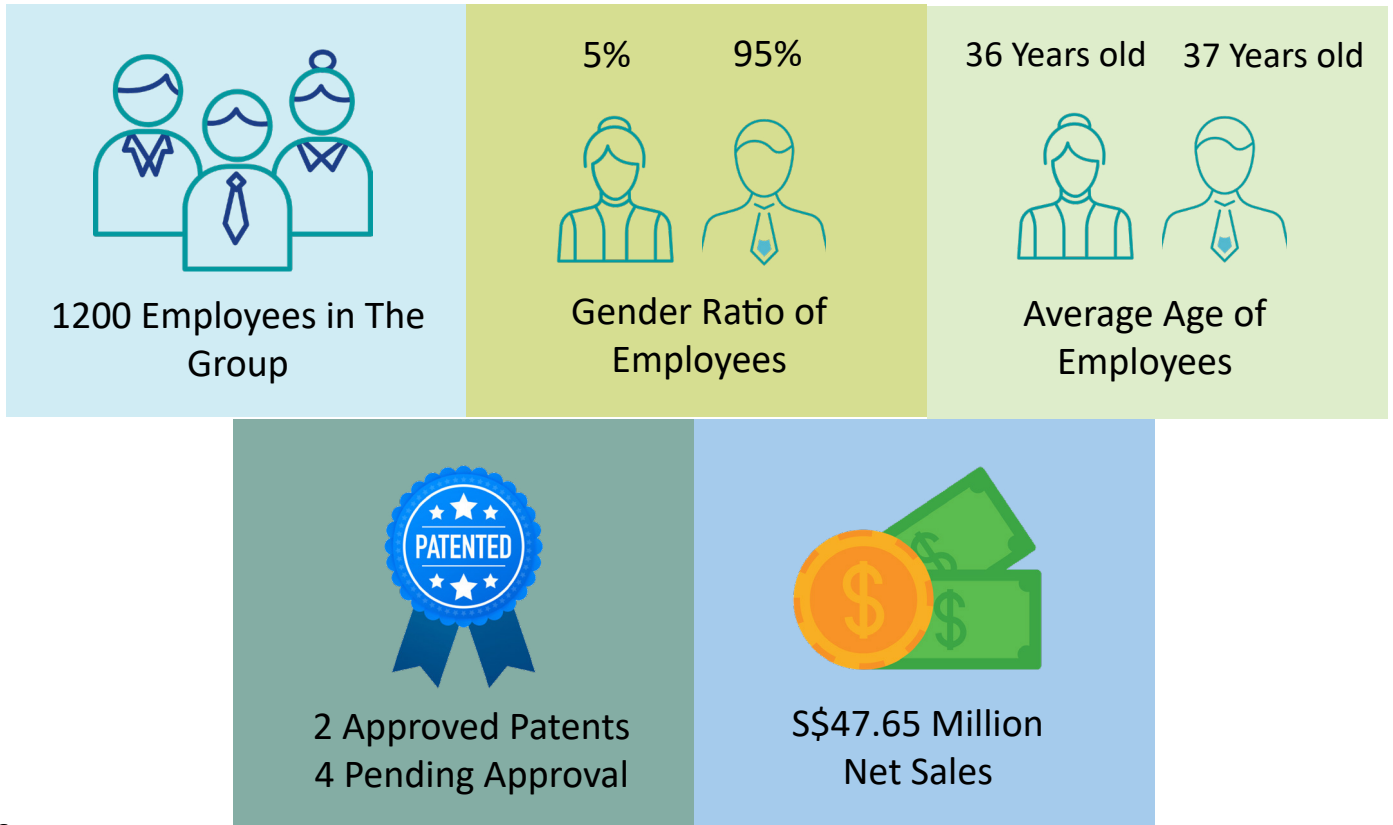


Trenchless Pipeline
Rehabilitation



Certified Waterous Factory
Trained Service Center

Key Figures



Our Commitment

Sustainability is integral to the creation of social values such that we achieve the needs of the present without compromising the ability of future generations to meet their needs.

The transformation towards sustainability requires a collective effort, where everyone is continuously challenged in ensuring that the concept of sustainability remains the focal point of whatever they do. We ensure that sustainability remains a guiding factor in our operations while not compromising other aspects.

In FY2020, we have prioritised health and safety, which is essential amid a pandemic. In all our operations, we support the communities in which we operate, respect human rights and aim to be socially and environmentally responsible.

Materiality

Through regular engagement with both our internal and external stakeholders, we gain better insight into critical issues that are of most concern to our stakeholders and identify any change in priorities. The inputs from our stakeholders provide us with greater clarity during our evaluation in determining emerging trends and what our material focus area should be.

The Executive Committee’s Sustainability Committee reviews the impact of our activities on these material ESG factors. Through this assessment, sustainable strategies are formed to address the emerging concerns of our stakeholders.

In FY2020, the aspects that have been identified as material issues and will be covered in this report are as follows:

| Materiality Aspects | Coverage |
|-----------------------------|---|
| Our sustainability approach | · Board competency, succession and accountability |
| | · Assessment of risk management |
| Health & Safety | · Elimination of fatalities |
| | · Safety, health and well-being of our people and the community |
| Ethics and Business Conduct | · Anti-corruption and bribery |
| | · Transparency and disclosure |
| Environment | · Water and Energy Conservation |
| Society | · Respecting human rights |
| | · To be a responsible and good corporate citizen |
| People | · Inclusion and diversity |
| | · Training and development of our people |
| | · Technology |

Stakeholder Engagement

As a company with businesses in several countries, we interact with a wide range of stakeholders. As such, we use different communication channels to engage and reach out to our stakeholders.

| Stakeholder | Interest | How We Engage |
|--|--|---|
| Shareholders | | |
| Investors who hold shares in our Company | <ul style="list-style-type: none"> • Long-term shareholder value • Timely and transparent financial reports • Business Growth • Continuous improvement • Good corporate governance | <ul style="list-style-type: none"> • Annual General Meetings • SGX Announcements • Investor Relations via our website |
| Employees | | |
| Our workforce of more than 1,200 employees from Singapore, Malaysia, Myanmar, Indian, Bangladeshi, Philippines, Taiwan, PR China and the UK | <ul style="list-style-type: none"> • Group financial, health and safety performance • Open communication and feedback opportunities • Employee well-being • Equal opportunity, inclusion and diversity | <ul style="list-style-type: none"> • Weekly departmental virtual meetings • Monthly virtual meeting for senior management and department heads • Daily communication with the direct work force during our morning toolbox talk |
| Government | | |
| Local governments | <ul style="list-style-type: none"> • Compliance with all local governments' regulatory requirements • Tax planning • Compliance to Employment Act and labour relations • Covid-19 social distancing | <ul style="list-style-type: none"> • Direct engagement with government agencies and task force for everything relating to Covid-19 • Participate in industry associations and participate in nationwide productivity improvement journey |
| Suppliers | | |
| Local businesses who supply to our daily needs as well as large international suppliers including steel materials & 3 rd party professional services. | <ul style="list-style-type: none"> • Prompt Payment • Good business relationship • Fair business practices | <ul style="list-style-type: none"> • Supplier visits • Whistle blowing policy • Enforcing no gift policy • Supplier feedback form |
| Customers | | |
| Process industry MNCs form our main customer base | <ul style="list-style-type: none"> • Service agreements • Projects and Maintenance work quality • Productivity performance • Price • Safety records | <ul style="list-style-type: none"> • Periodic business leaders feedback meetings • Participation in relevant industry associations and conferences • Collaboration on areas of productivity improvement study and plan • Safety Campaigns to improve safety records |

Learning & Development

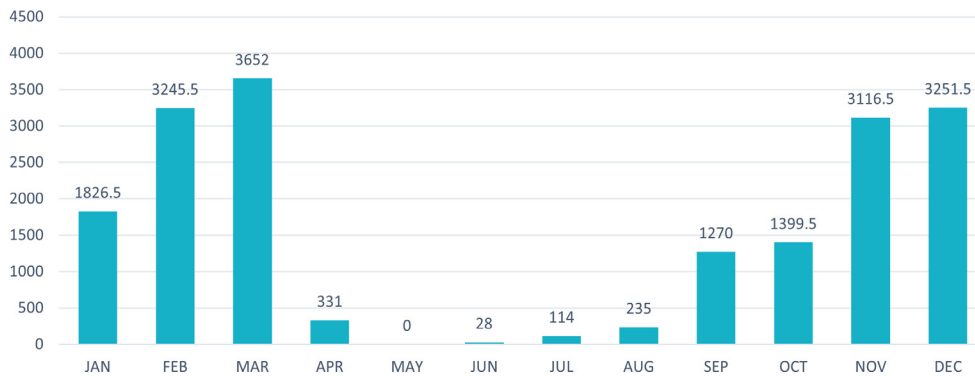
We stay dedicated to our aim of empowering employees to reach their full potential. We collaborate to drive performance and give our people more say, new capabilities, new mechanised tools, and new avenues for technology. We invest in our workforce by providing our employees with opportunities to enhance their capabilities and capacity for growth through training.

In FY2020, due to the Covid-19 pandemic, the focus of our capability building work was on our workers' e-training. Our e-training served as a refresher while further developing our worker's existing skill set. Capability development was crucial to ensuring our workers were able to practice their attained skills and procedures while many projects were put on halt due to Covid-19.

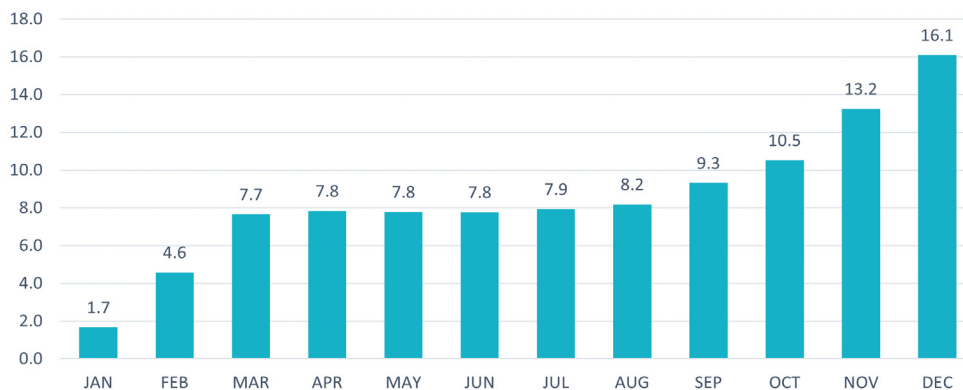
Although the usual external skill training courses were suspended during the circuit breaker period, our Learning and Development Department managed to complete a total of 18,470 hours of training as compared to 26,002 hours in FY2019. To ensure the safety and well-being of our work crew, besides external skill set trainings, our training program largely focused on Covid-19 related safety training and Workplace Mandatory Safety programmes.

In FY2020, approximately 70% of our craftsman were equipped with at least two core skill sets as compared to 46%, a year ago. We continue to develop their skills and improve on their operational capabilities. This is to ensure our operations are carried out safely, productively and reliably. We invest in our workers to ensure excellent performance.

FY2020 Total Training Hours



FY2020 Average Training Hours of Staff



Human Capital

Our workforce in Singapore, Malaysia, Taiwan and Myanmar form the foundation of our business. We believe that supporting the well-being of our people and promoting an inclusive and diverse culture is vital to maintaining a competitive advantage. We engage employees of various nationalities and source contractors globally.

Our people policies

We have a comprehensive framework that dictates our employees' policies and procedures. These policies support our organisational culture and drive our focus on safety and productivity. Our employees' handbook provides the guideline for internal disputes, grievance handling processes, our values and highlights the expected code of conduct for all employees.

Inclusion and diversity

Our inclusive and diverse workplace underpins our ability to attract new employees. We employ, develop and promote employees based on their strengths and do not tolerate any form of discrimination, bullying, harassment, exclusion or victimisation. Our systems, processes and company culture are established to support fair treatment for all. Our recruitment policies and procedures were developed to reduce potential bias in areas of recruitment. We advocate racial and gender diversity in our workplace regardless of race or religion.

Respect is one of our key values and we believe it is fundamental to building stronger teams at our workplace. Our Care, Intervene and Thank (CIT) Campaign was established to advocate the value of respect and continuous cohesive improvement for all employees. The aim of this campaign is to encourage employees to intervene and speak up when they identify areas for improvement.

Racial Diversity

The increase in the number of foreign workers in FY2020 as compared to FY2019 was mainly due to the award of additional maintenance coverage areas by our business partners of the Group.

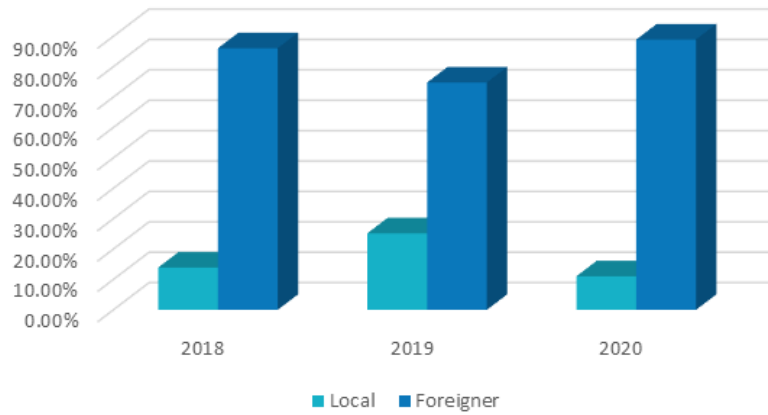
Gender Diversity

While we provide all genders equal opportunities for employment, our on-site direct work crew remains very male dominated. However, we are seeing an increase of women in our supporting and management roles in the Group in FY2020. We have approximately 4.2% more female employees than at the end of FY2019. This female representation outcome is a marked improvement compared to approximately 3.8% in FY2016.

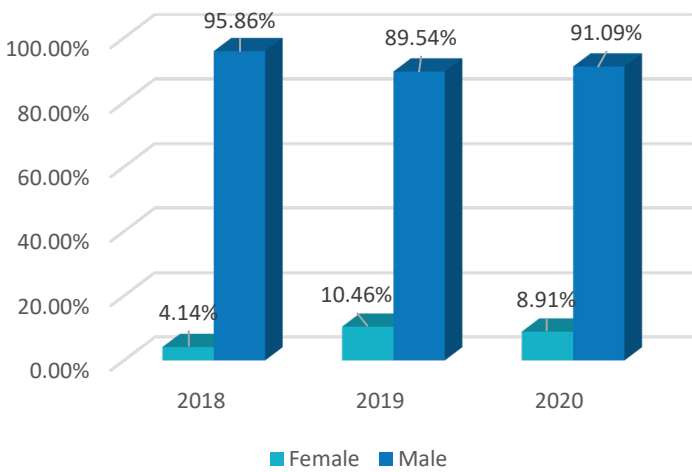
Multi-generational Workforce

The percentage of matured employees hired to work for the Group in FY2020 was approximately 3% higher than those in FY2019. With our proactive training and development approach, we aim to build an inclusive workplace that offers equal employment opportunities regardless of age.

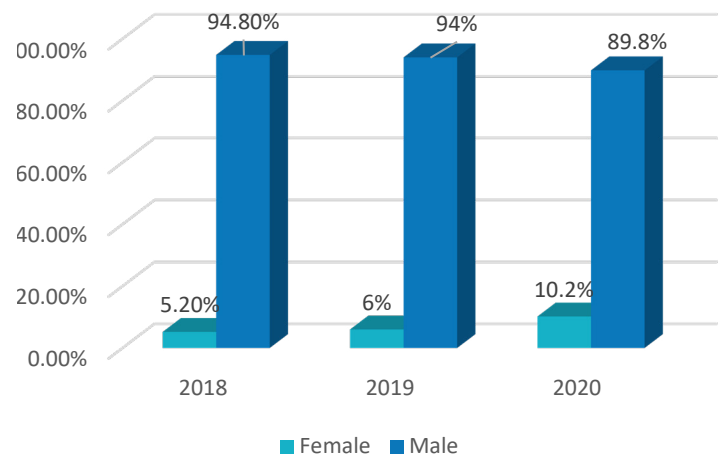
Foreigners Vs Local New Hires



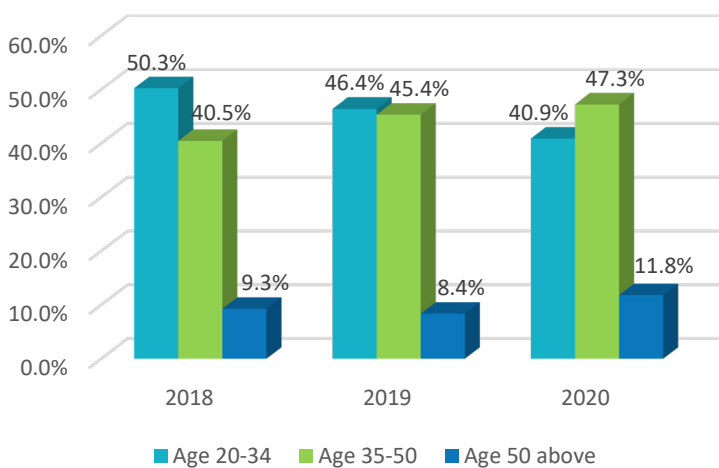
Employees Turnover by Gender



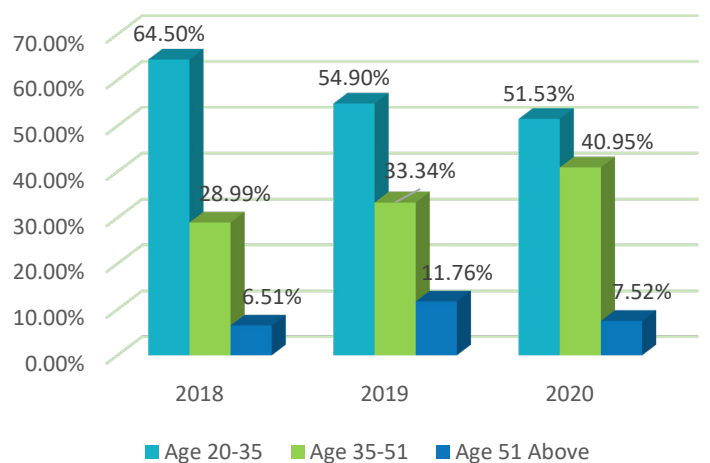
Employee Distribution by Gender



Employee Distribution by Age Group



Employee Turnover by Age Group



Corporate Citizenship

Mun Siong Engineering believes in giving back to the community. Each year we commit ourselves to extending our efforts to support volunteer activities as well as support charitable causes through corporate giving. This year, we managed to contribute back to society just before the emergence of Covid-19.



In January 2020, before the Covid-19 outbreak, our Specialised Services Team went to Batam and took time to distribute staple food items to two orphanages there.



In January 2020, Mun Siong Engineering Limited also contributed by providing necessities for people affected by the Taal Volcano Eruption in hopes of alleviating the difficulties faced by the affected people.

Employee Engagement

Our people are the driving force of our business. We prioritise in developing an environment where our employees are able to foster close relationships while having a work-life balance. As part of our employee welfare efforts, we organised recreational activities that allow our people to unwind and reward them for their contributions towards the Group operations. We believe that having a capable and motivated workforce will also strengthen our Group's performance.

Batam Retreat in January 2020



Chinese New Year Gathering

Ethics and Business Conduct

Originating from a family business, we strongly believe that ethical behaviour cultivates a culture of inclusion, care and trust. Having such a culture will help us attain improved performance and establishes strong relationships with all our stakeholders. We align our orientations programs and trainings with our vision and core values to show our workforce the behaviour that we advocate within the Group.

Anti-corruption

Corruption not only misallocates resources, it also reinforces income inequality, undermining the integrity of government and community decision-making. We conduct our business in a transparent and accountable manner and work with business partners, the government and the community to ensure this anti-corruption conduct is strictly enforced within the Group.

Our mandatory compliance with anti-corruption is embodied in our code of conduct for employees and our corporate governance. We have a specific anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached. Our anti-corruption processes are regularly reviewed by our Service Excellence Division and approved by the finance director.

The anti-corruption policy governs the frameworks for key compliance risks, including anti-bribery and corruption. We recognise the importance of ongoing efforts to strengthen anti-corruption. Anti-corruption risk assessments form a critical part of our program because an adequate set of controls is instrumental in managing the risk exposures.

Our anti-corruption policy prohibits authorising, offering, giving or promising anything of value directly or indirectly to any business partners, suppliers or government officials with the intention of influencing the receiver's decisions.

The company also sends out timely reminders to all employees during the festive season, not to offer any form of gifts, with the intention of influencing the receiver's decisions. We regularly remind our employees of our anti-corruption code. The anti-bribery and anti-corruption policies are clearly stated in our employees' handbook as well as in our purchasing policy.

Safe Environment to Speak Up

It is important that our stakeholders feel safe to highlight any issues that they have identified as a mismatch in our Group's core values. We encourage anyone to report unethical, inconsistent or illegal conduct that does not align with our code of governance and corporate policy, and to do so without fear of retaliation. Our Functional Directors are directly involved in resolving differences and disputes at site. We have a zero-tolerance policy for any form of retaliation and aim to resolve concerns in the most effective way possible.

We also have a Whistleblowing programme whereby reports can be lodged anonymously via the Whistleblowing Report form on our website. This form can be accessed by anyone and encourages a speak up culture. Concerns raised are sent directly to the Audit Committee Chairman for investigation or resolution as appropriate, in accordance with our internal policy and whistle blowing policy.

Safety and Health

We are naturally exposed to risks in the line of our work. To prevent accidents, we always emphasize the importance of safety. Our safety practices are governed by the Group's standards for Safety, Health, Environment and Risk Management, as well as local regulatory requirements, standards and procedures. Following the Group's risk management and management system guidelines, such as ISO14000, our subject matter experts participate in monthly safety meetings to further develop and evaluate safety-related matters.

Other than our standard safety requirements and procedures that are strictly enforced, plant-specific trainings and regular assessments are also imposed on our workers. We enforce preventive measures by identifying potential risks in advance and introducing solutions to prevent any accidents from happening.

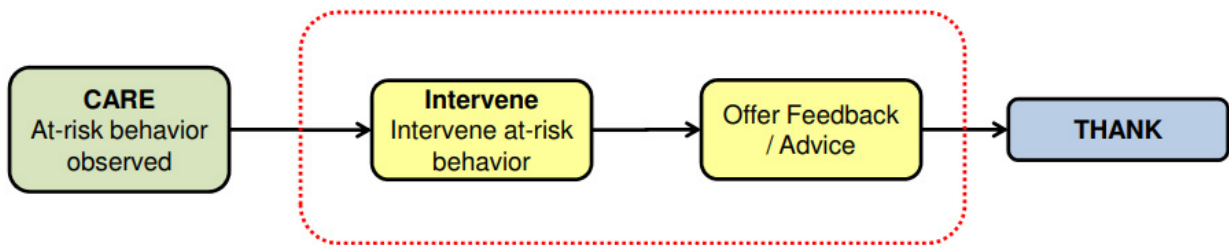
We communicate relevant safety information to workers through toolbox talks, work group meetings, pre-task briefings and safety campaigns. Our Care, Intervene and Thank (CIT) Safety Campaign was established to encourage our workers to speak up when they see opportunities for safety performance improvement. Safety announcements and policies are also released in various languages to minimize miscommunication within our diverse work force. It is essential that all our workers understand the safety procedures that we implement and adhere to them strictly. We have a zero tolerance policy for the violation of the twelve Life Saving Rules (LSR). Videos that show correct safety procedures are also shared with our workers periodically. These efforts are part of our beliefs that safety should always be prioritized.

To ensure a safe workplace, our workforce must adhere to all mandatory safety requirements set for the industry. Our site-specific functional directors are accountable for implementing these requirements and ensuring that supporting systems are in place. It is everyone's responsibility to help to prevent and report work place-related injuries and illnesses.

| Years | 2018 | 2019 | 2020 |
|--|-------------|-------------|-------------|
| Fatal Accidents | 0 | 0 | 0 |
| Lost Time Incident Rate (LTIR) | 0.12 | 0.87 | 0.32 |
| No of Employees admitted to ICU during Covid-19 | NA | NA | 0 |
| Non-Compliance of Social Distancing issues at TLQ | NA | NA | 0 |



*Photos and Videos were taken before the circuit breaker



Circuit Breaker Safety Measures

In FY2020, in view of the Covid-19 pandemic, we implemented additional requirements to manage the health and safety of every individual employee, supplier, business partner and subcontractor. We strictly implemented social distancing at our workplace. Our work crew was grouped into different work teams to reduce interaction with other teams or with other non-Mun Siong employees. These safety requirements were rolled out across our work sites.

In line with Covid-19 social distancing regulations, we utilised technology to closely manage and monitor the well-being of all. This also helped to minimise our operations being affected. Our attendance scanning process was updated from fingerprint recognition scanning to facial recognition scanning. The fingerprint recognition scanning was substituted to avoid unnecessary indirect contact between workers and surfaces. Safety personnel were engaged to take every employees’ temperature in the morning before work and in the evening when they returned to our temporary living quarter (TLQ).

Safety personnel also supported the delivering of meals to the doorstep of those employees who were residing at various hotels, TLQ and government-designated locations during the circuit breaker period. Our safety personnel were given greater responsibilities as safety management officers. They helped to closely monitor the well-being of workers at site and ensured safe distancing requirements were strictly adhered to. This helped to prevent close proximity between co-workers and minimized infected cases within the Group.

We continue to strengthen our safety leadership and culture by educating our people, to be mindful of the possibility of what could go wrong and creating a culture in which it is safe to speak up and report hazards and incidents. We monitor reporting culture across all our work sites. We coach and support our leaders to improve the quality of our field leadership activities within our workforce.

Environment

We strive to minimise and mitigate adverse environmental impacts at every stage of our operational activities. We have a comprehensive frameworks, policies and processes (including governance and risk management) that apply to environmental risks. These frameworks help guide risk management and direct us towards our environmental objectives.

Our approach to environmental management is based on the robust identification, assessment and management of water and energy consumption across all phases of our operational activities, including activities in hydrojetting and pressure testing at our facility. This also includes the management of environmental risks in disposing the water discharged from the jetting activities, by having the facility at the premise to contain the discharged water and subsequently engaging a professional third party to collect the discharged water for further treatment at the service provider's facility.

Water Conservation

Water conservation is essential to sustaining healthy ecosystems and for everyone's livelihood. Access to safe, clean water is a basic human right. We understand the scarcity of clean water on earth and the importance of keeping our water supply safe for future generations. It is a shared responsibility to conserve water in the best possible manner. We also set term goals for water consumption and monitor our water utilisation. Monthly consumptions are reported through graphs for comparison and control. We use this data as a basis for monitoring our efforts in water conservation.

In FY2020, due to the Covid-19 pandemic, our headquarters served as a temporary living quarter (TLQ) for approximately 70 foreign workers, under our direct employment, approved by Ministry of Manpower (MOM). The increase in water consumption, despite very low work activities on the premise, was due to the workers residing at the premise. Due to Covid-19, the consumption chart for FY2020 was not able to be benchmarked against the past year's records.

Electricity Conservation

Covid-19 has brought almost all activities to a halt for the most part of the year. The impact on businesses and workers were especially severe during the circuit breaker period. Businesses were unable to operate normally and only very a limited number of our essential workers were able to be deployed to site to carry out essential services such as maintenance services to ensure the plants are operating safely. Thus, due to the limited operational activities, our electricity and diesel consumption for operational purposes were reduced as compared to previous years.

However, our electricity utilisation for non-operational purposes increased due to our TLQ arrangements at HQ to accommodate housing for our foreign workers. The purpose was to separate the essential workers and those staying in the dormitories. The number of Covid-19 cases within the dormitories were exceptionally high.

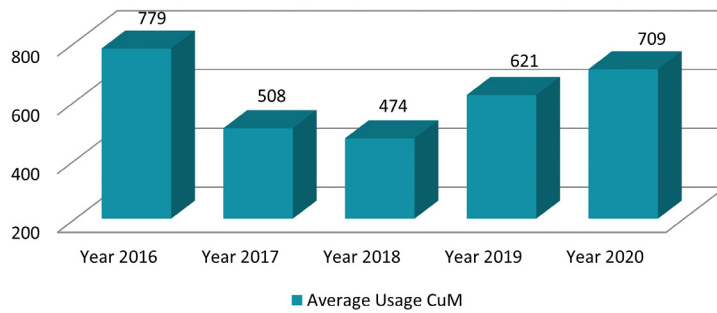
In efforts to reduce our electricity usage, our energy management enforced energy-saving initiatives such as replacing fluorescent bulbs with LED bulbs, turning off the lights during lunch break, lowering the air conditioner temperature and reminding all workers to switch off the lights or air conditioner when not in use. These initiatives have allowed us to maintain acceptable electricity utilisation rates at HQ despite the TLQ arrangement compared to previous years.

Diesel usage

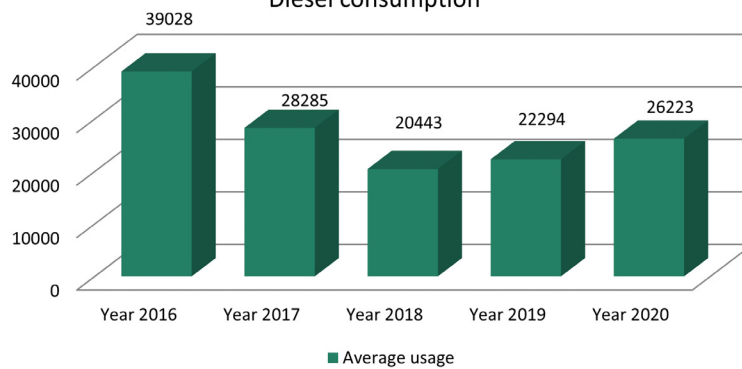
Diesel consumption is also one of the key indicators that we monitor to assess our resource conservation initiatives. We use diesel in transporting materials and fabricated products from HQ to various sites as well as within each job site. Welding machines, compressors and other equipment also require diesel to operate.

Throughout the different phases of the Covid-19 period, we deployed our drivers from various departments to use the vehicles to deliver three meals to the doorsteps of where our workers were residing such as various hotels, MOM approved living quarters and TLQ. Our fleet of transportation vehicles, which were previously assigned for site operations, was thus fully deployed on a daily basis. This led to an increase in our diesel consumption.

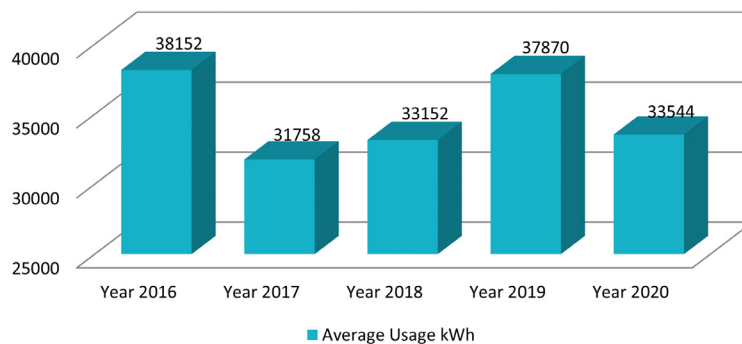
Water Consumption



Diesel consumption



Electricity Consumption



GRI Index

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) AND/OR URL(S) | OMISSION |
|-----------------------------------|---|------------------------------|-------------------------------------|
| General Disclosures | | | |
| GRI 102: General Disclosures 2016 | 102-1 Name of organisation | 2 | |
| | 102-2 Activities, brands, products, and services | 5,6 | |
| Organisational profile | 102-3 Location of headquarters | 2, 6 | |
| | 102-4 Location of operations | 2, 6 | |
| | 102-5 Ownership and legal form | 5 and Annual Report Pg 3 | |
| | 102-6 Markets served | 5, 6 | |
| | 102-7 Scale of the organisation | 6 | |
| | 102-8 Information on employees and other workers | 7, 8, 9, 10, 11, 13 | |
| | 102-9 Supply chain | 14 | |
| | 102-10 Significant changes to the organisation and its supply chain | - | No Changes |
| | 102-11 Precautionary Principle or approach | 7, 8 | |
| | 102-12 External initiatives | 12, 13 | |
| | 102-13 Membership of associations | 6 | |
| GRI 102: General Disclosures 2016 | 102-14 Statement from senior decision-maker | 4 | |
| GRI 102: General Disclosures 2016 | 102-16 Values, principles, standards, and norms of behavior | 2, 14 | |
| GRI 102: General Disclosures 2016 | 102-18 Governance structure | 7, 8 | |
| GRI 102: General Disclosures 2016 | 102-40 List of stakeholder groups | 8 | |
| | 102-41 Collective bargaining agreements | - | We are a non-unionised organisation |
| Stakeholder Engagement | 102-42 Identifying and selecting stakeholders | 8 | |
| | 102-43 Approach to stakeholder engagement | 8 | |
| | 102-44 Key topics and concerns raised | 7, 8 | |
| GRI 102: General Disclosures 2016 | 102-45 Entities included in the consolidated financial statements | Annual Report Pg 78 | |
| | 102-46 Defining report content and topic Boundaries | 3 | |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) AND/OR URL(S) | OMISSION |
|-----------------------------------|--|------------------------------|--|
| Reporting Practice | 102-47 List of material topics | 7 | |
| | 102-48 Restatements of information | 3 | |
| | 102-49 Changes in reporting | 3 | |
| | 102-50 Reporting period | 3 | |
| | 102-51 Date of most recent report | 3 | |
| | 102-52 Reporting cycle | 3 | |
| | 102-53 Contact point for questions regarding the report | 3 | |
| | 102-54 Claims of reporting in accordance with the GRI Standards | 3 | |
| | 102-55 GRI content index | 19-23 | |
| | 102-56 External assurance | 3 | |
| Material Topics | | | |
| Anti-Corruption | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 14 | |
| | 103-2 The management approach and its components | 14 | |
| | 103-3 Evaluation of the management approach | 14 | |
| GRI 205: Anti-Corruption 2016 | 205-1 Operations assessed for risks related to corruption | 14 | |
| | 205-2 Communication and training about anti-corruption policies and procedures | 14 | |
| | 205-3 Confirmed incidents of corruption and actions taken | - | No incidents of corruption during the reporting period |
| Energy | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 17, 18 | |
| | 103-2 The management approach and its components | 17, 18 | |
| | 103-3 Evaluation of the management approach | 17, 18 | |
| GRI302: Energy 2016 | 302-1 Energy consumption within the organization | 17, 18 | |
| | 302-2 Energy consumption outside of the organisation | 17, 18 | |
| | 302-3 Energy Intensity | 17, 18 | |
| | 302-4 Reduction of energy consumption | 17, 18 | |
| Water | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 17, 18 | |
| | 103-2 The management approach and its components | 17, 18 | |
| | 103-3 Evaluation of the management approach | 17, 18 | |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) AND/OR URL(S) | OMISSION |
|-----------------------------------|---|------------------------------|---|
| GRI 303: Water 2016 | 303-1 Water withdrawal by source | 17, 18 | |
| | 303-2 Water sources significantly affected by withdrawal of water | 17, 18 | |
| | 303-3 Water recycled and reused | 17, 18 | |
| Diesel | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | 17, 18 | |
| | 103-2 The management approach and its components | 17, 18 | |
| | 103-3 Evaluation of the management approach | 17, 18 | |
| GRI 306: Effluents And Waste 2016 | 306-1 Water discharge by quality and destination | 17, 18 | |
| | 306-2 Waste by type and disposal method | 17, 18 | |
| | 306-3 Significant spills | - | There were no spills of waste and effluents |
| | 306-4 Transport of hazardous waste | - | Transportation of hazardous waste are done through approved NEA toxic waste collectors. |
| | 306-5 Water bodies affected by water discharges and/or runoff | - | Not applicable, all discharges are properly contained and disposed. |
| Environmental Compliance | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | 17, 18 | |
| | 103-2 The management approach and its components | 17, 18 | |
| | 103-3 Evaluation of the management approach | 17, 18 | |
| GRI 307: Effluents And Waste 2016 | 307-1 Non-compliance with environmental laws and regulations | 17, 18 | |
| Employment | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 10, 11 | |
| | 103-2 The management approach and its components | 10, 11 | |
| | 103-3 Evaluation of the management approach | 10, 11 | |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) AND/OR URL(S) | OMISSION |
|--|--|------------------------------|---|
| GRI 401: Employment | 401-1 New employee hires and employee turnover | 10, 11 | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | - | We do not engage part-time employees |
| | 401-3 Parental Leave | - | Parental leaves are provided in accordance with statutory requirements extending to foreign employees |
| Occupational Health And Safety | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 15, 16 | |
| | 103-2 The management approach and its components | 15, 16 | |
| | 103-3 Evaluation of the management approach | 15, 16 | |
| GRI 403: Occupational Health And Safety 2016 | 403-1 Workers representation in formal joint management-worker health and safety committees. | 15, 16 | |
| | 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities. | 15, 16 | |
| | 403-3 Workers with high incidence or high risk of diseases related to their occupation. | 15, 16 | |
| | 403-4 Health and safety topics covered in formal agreements with trade unions | - | We are a non-unionised organisation |
| Training and Education | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 9 | |
| | 103-2 The management approach and its components | 9 | |
| | 103-3 Evaluation of the management approach | 9 | |
| GRI-404 Training Education | 404-1 Average hours of training per year per employee | 9 | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 9 | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | - | FY2020 was an abnormal year with COVID-19 pandemic. No evaluations were carried out Group wide |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) AND/OR URL(S) | OMISSION |
|---|--|---------------------------------|---|
| Diversity and Equal Opportunity | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | 10, 11 | |
| | 103-2 The management approach and its components | 10, 11 | |
| | 103-3 Evaluation of the management approach | 10, 11 | |
| GRI-405 Diversity and Equal Opportunity | 405-1 Diversity of governance bodies and employees | 10, 11 | |
| | 405-2 Ratio of basic salary and remuneration of women to men | - | We choose not to disclose as we reward based on meritocracy |