

MOVING TOWARDS A GREEN FUTURE

**MUN SIONG ENGINEERING LIMITED
SUSTAINABILITY REPORT 2021**



**MUN SIONG
ENGINEERING LIMITED**

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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 turnkey solution provider to customers (business partners), colleagues, investors, and the communities where we work and live.

COMPANY INFORMATION

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  Mun Siong Engineering Limited

ABOUT THIS REPORT

This is Mun Siong Engineering Limited's ("Mun Siong") fifth (5th) Sustainability Report. This report covers an overview of our approach, priorities and progress in the area of Environmental, Social and Governance (ESG) sustainability for FY2021. We aim to inform stakeholders of Mun Siong on our 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 company in the Group unless specifically mentioned otherwise.

Released annually in April, Mun Siong Sustainability Report 2021 covers the financial year from 1st January 2021 to 31st December 2021 ("FY2021").

Reporting Process and Assurance

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

We establish and maintain internal systems for risk management and for managing and reporting information which ensure the accuracy of the data presented in this report. We have not sought external assurance for this reporting period.

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 corporate 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, customers (business partners) and stakeholders. We comply with relevant laws and regulations.

CHAIRLADY & DEPUTY CHAIRMAN'S MESSAGE

We have prepared our FY2021 Sustainability Report in accordance with the internationally recognised best practices from GRI Standards as well as SGX listing rules. We aim to provide an update on our efforts in achieving a sustainable business operation over time to our stakeholders. With a performance-orientated approach towards sustainability reporting, our objective is to provide a systematic and comparable approach to benchmark against the rest of the process industry sector in Singapore, as well as related industries in countries where we are operating our businesses; to continuously improve our sustainability through best practices.



FY2021 presented a unique challenge to the world, our economy, our business, as well as our people with the continuing COVID-19 pandemic. Since the COVID-19 outbreak in 2020, the world has been grappling with the pandemic's damaging effects on people and businesses. With the new Omicron variant that is spreading rapidly both locally and globally, the COVID-19 pandemic situation is far from being stabilised. It has challenged all of us on how to swiftly execute new ideas, embrace and learn new concepts on how we work and communicate as we move into the future.

Achieving a sustainable future will take both personal and business commitments to adapt to the new ways in how we live and work. Throughout FY2021, we continued to support our employees' adjustment and adoption to remote working, as well as continuous training programs using videoconferencing software. This is achieved via digital tools such as Zoom and Microsoft Teams, to reduce and replace physical meetings. More importantly, we enabled our employees to continue their necessary training programs, upgrading their skills and knowledge via webinars and Microsoft Teams to achieve our training targets despite social distancing constraints. Flexible working arrangements is another initiative that we have implemented and adopted despite the relaxation from the government to allow 50% of those who can work from home to return to the office. The Company encourages employees to work from home and continue to effectively deliver their jobs via digital means. With these implementations, we have managed to control the number of infected cases within the Company, thus also ensuring the continuity of business operations. We believe that social distancing measures to limit the physical interactions among employees are imperative to the health of our employees. With this objective in mind, we have conducted the second dormitory reshuffling in the year to achieve the best possible arrangement that we could provide to ensure safe distancing among the work crews who are residing in the dormitories. These measures help to safeguard employees' health by minimising the potential exposure to COVID-19.

Of all the challenges that we face, the changing climate that has resulted in a rising global temperature, as well as the increasing social disparity is important and material scopes that we would like to monitor in our sustainability reporting. Our sustainability strategy is founded on the three pillars of human capital, safety and health and environment.

Human Capital

Human resources are imperative to the success of business operations. An internal audit was carried out by an external party on our human resource processes in FY2021, to review the procedures and policies in the Human Resource department, from daily Human Resource operations matters to procedure and policies formulation. To provide a sustainable Human Resource framework, we formulated our Human Rights Policy to ensure equal opportunities regardless of age, gender, and race. With COVID-19 raging through the world for the past two years, our foreign employees residing at the dormitories were constrained by the movement controls set in place by the Singapore government. Caring for one another plays an important part to motivate and supporting each other during such difficult times. Our employees through collective passion, are doing well to keep each other safe as a united Mun Siong Team. We continue to strengthen our business strategy in achieving our sustainability goals. On our roadmap, we will continue to develop our goals, investing in our people for a better tomorrow.

Safety & Health

The safety and health of our employees have never been more important in these tumultuous times. Our safe management officers are heavily engaged in the daily monitoring of our employees, our business partners as well as our suppliers' wellbeing whenever and whoever visits our premises. We have developed and implemented our in-house safe work operating procedures and safe management plan for our employees. With the advisories from Government agencies, we closely monitor the daily well-being of our employees. To remind everyone to constantly sanitise their hands as and when required, besides the provision of hand sanitiser at all entrances and exits, we have also provided each employee with a carry-along tube of sanitiser. Maintaining good hygiene through regular cleaning and sanitising has always been the key reminder at every site's morning toolbox talk to all the front-line workers. It will continue to be a top priority wherever the Group carries out work.

Environment

With the world looking towards a net-zero future, we too have committed and are putting in efforts to harness not just our ability to reduce the consumption of electricity, water and diesel that have an impact on the planet but also to work with our business partners to work towards their sustainability journey. We are setting our target to reduce our emissions by 5% in FY2022. While working towards our net-zero ambitions, we also hope to seek cooperation and support from our suppliers, business partners as well as government agencies in all our countries of operation.

Cheng Woei Fen

Chairlady

Quek Kian Hui

Deputy Chairman

CORPORATE PROFILE

Founded and headquartered in Singapore since 1969, Mun Siong has over 52 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 52 years track record, long-standing business relationship, and broad experience in managing service contracts, we have managed to expand our global footprints in Malaysia and Taiwan as we are continually seeking and evaluating new opportunities worldwide.







We are one of the leading one-stop solution providers for the oil and 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



<p>Headquarters</p> <p> Singapore</p>	<p>International Offices</p> <p> Malaysia</p> <p> Myanmar</p>	<p> Netherlands</p> <p> Taiwan</p>	<p> USA</p>
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Associations



Accreditations



Product Principals & Partners

	<p>Condenser & Heat Exchanger Cleaning, Testing, Repairing</p>		<p>Anti-Corrosion Thermoplastic (ACT) Coating</p>
	<p>Heat Transfer Equipment Coatings & Solutions</p>		<p>Trenchless Pipeline Rehabilitation</p>
	<p>Heavy-duty Power Tools, Accessories, Hand Tools, Storage & PPE</p>		<p>Supply & Repair of Mechanical Seals & Systems</p>

OUR COMMITMENT

Sustainability is becoming increasingly important in a changing world, and as Mun Siong Group grows, we have to be ever more cognizant of the impact of our operations on the planet, as well as how we are integrated into the social fabric of the communities that we are based in. Sustainability thus remains a key consideration in business decisions, to ensure we do not sacrifice the future, just to meet the needs of today.

MATERIALITY

Mun Siong's Sustainability Reporting Steering Committee, in collaboration with all stakeholders, assessed the materials elements based on work activities and areas of concern in early 2021. Nonetheless, there are impending revisions to some of the GRI criteria that will take effect in 2023, but most of the reporting standards will remain the same, based on the committee members' best judgment. As we have successfully embarked on the route of lowering our carbon footprint by the end of 2021, we have designed and implemented strategies to attain our goals. Despite the constant changes brought on by the pandemic, Mun Siong remained steadfast and made the required revisions to the strategy plan to ensure that our goals were met.

In FY2021, the aspects that have been identified as material issues and will be covered in this report are as follows:

Material Aspects	Coverage
Our Sustainability Approach	Board competency, succession and accountability
	Assessment of risk management
Health, Safety & Environment	Improving Overall Accident Frequency and Severity Rates
	Compliance to Safe Management Measures
	Embarking on Sustainability Journey
Ethics & Business Conduct	Transparency and disclosure
	Anti-corruption and bribery
Society	To be a responsible and good corporate citizen
	Inclusion and diversity
	Respect human rights
People	Training and development of our people
	Technology

STAKEHOLDER ENGAGEMENT

We interact with a wide spectrum of stakeholders as a corporation with operations in multiple countries. As a result, we engage and reach out to our stakeholders via various communication channels.

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, India, Bangladeshi, Philippines, Taiwan, 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 meetings for senior management and department heads • Daily communication with the direct workforce 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 • Compliance to local health guidance, advisories and measures 	<ul style="list-style-type: none"> • Direct engagement with government agencies and industry partners • Participate in industry associations and 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		
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 Initiatives/ Site Specific Safety Improvement Action Plans

LEARNING & DEVELOPMENT

Human capital is a key asset to the success of a company. Our approach to training, upgrading employee's skills, and career development are key factors to Mun Siong's success in being sustainable in a highly competitive and dynamic business environment.

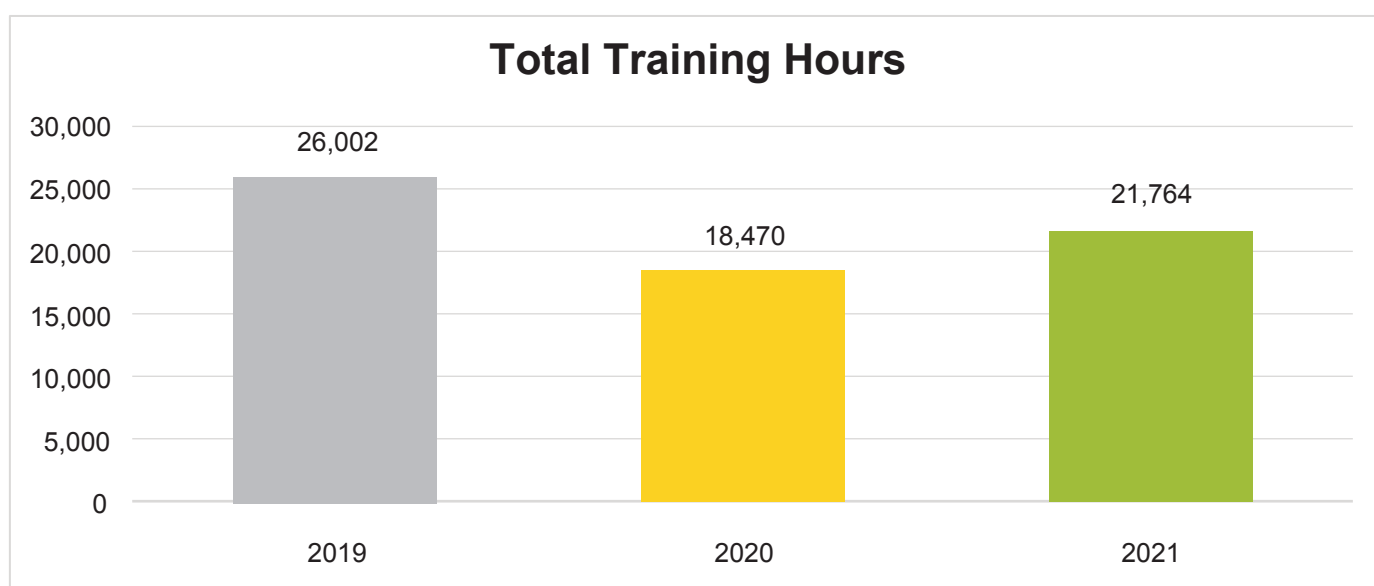
We commit to providing every opportunity to our people for personal growth and development, regardless of their age, job level, gender, race, and nationality. We have been a Certified On-the-Job Training Centre (COJTC) in Singapore for the past 26 years and our in-house trainers, along with our respective subject matter experts, work closely together to provide training programs that will equip our employees with competent skills and knowledge to stay ahead in an ever-changing environment.

FY2021 has been a challenging year for the Learning and Development department. With the COVID-19 pandemic continuing to rage globally, many activities were halted and unable to be carried out. Likewise, over 38% of the training courses planned for in FY2021 were either suspended or cancelled due to a lack of available trainers. In addition, due to border closures, many of our employees were stranded in their respective home countries and unable to return to the country of employment throughout the year.

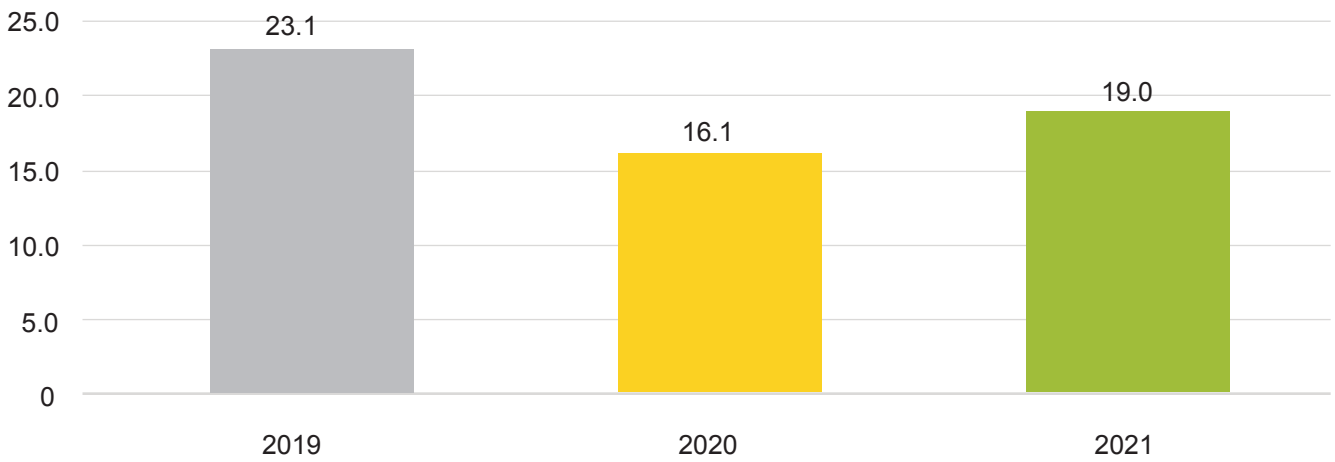
Despite the challenges and significant headwinds, we managed to provide a total of **21,764** hours of training as compared to 18,470 hours in FY2020. We focused mainly on Workplace Mandatory Safety programmes, as well as COVID-19 Safety trainings. This ensured that our employees acquired the relevant safety knowledge to comply with local COVID-19 policies, and more importantly, to allow them to continue providing their services safely while keeping the risk of COVID-19 infection to a minimum.

During FY2021, our employees attended an average of **19.0** training hours each compared to 16.1 hours in FY2020. Approximately **10%** of the total training hours were recorded by the employees in a supervisory role and approximately **90%** by our direct workforce.

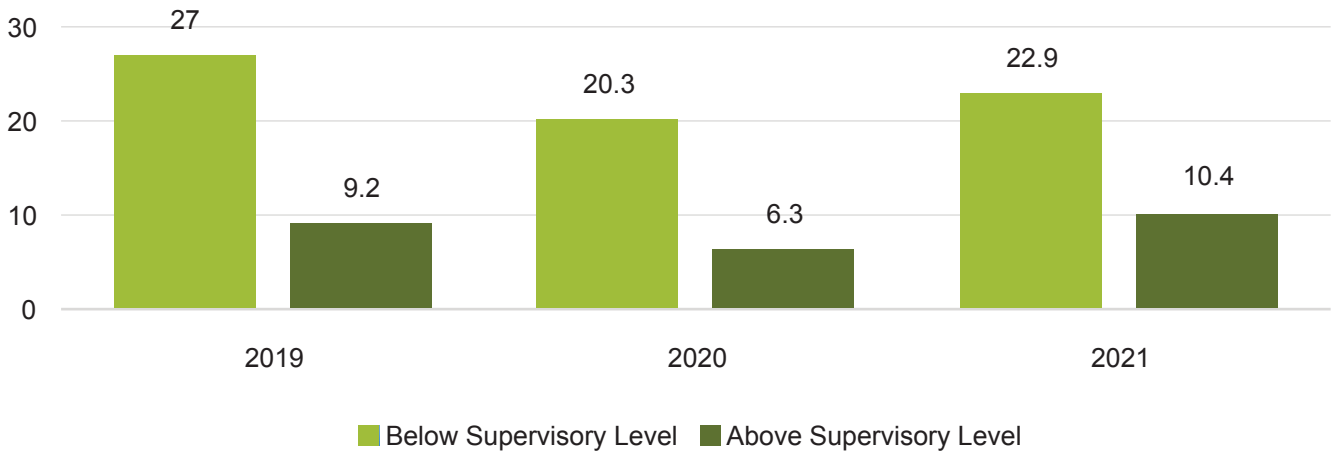
However, despite our training and development program coupled with our talent management scheme with the company, the attrition rate in FY2021 was high as the rates of foreign workers departing back to their countries were high and, on the reverse, we were unable to bring them in due to border closure restrictions.



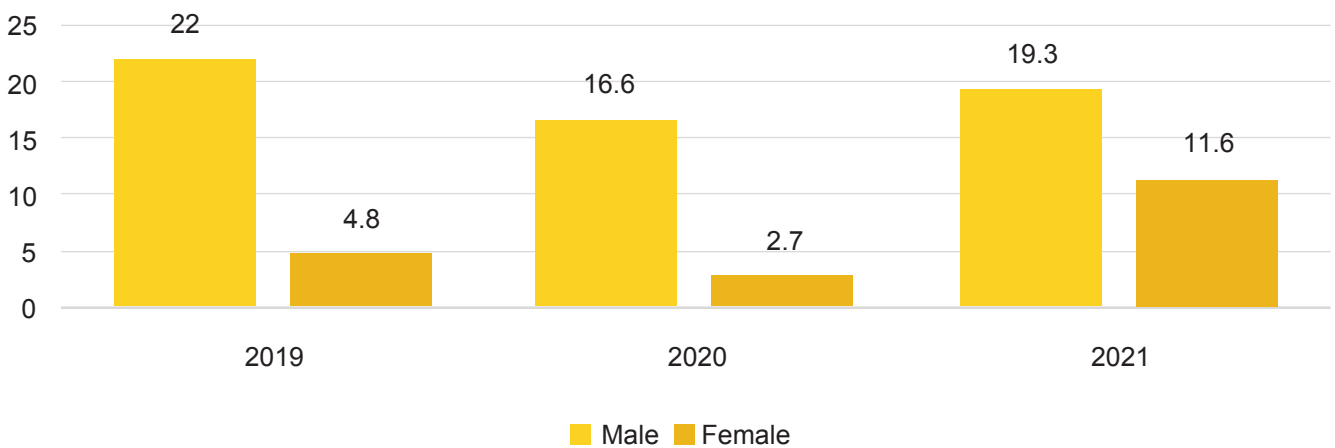
Average Training Hours per Staff



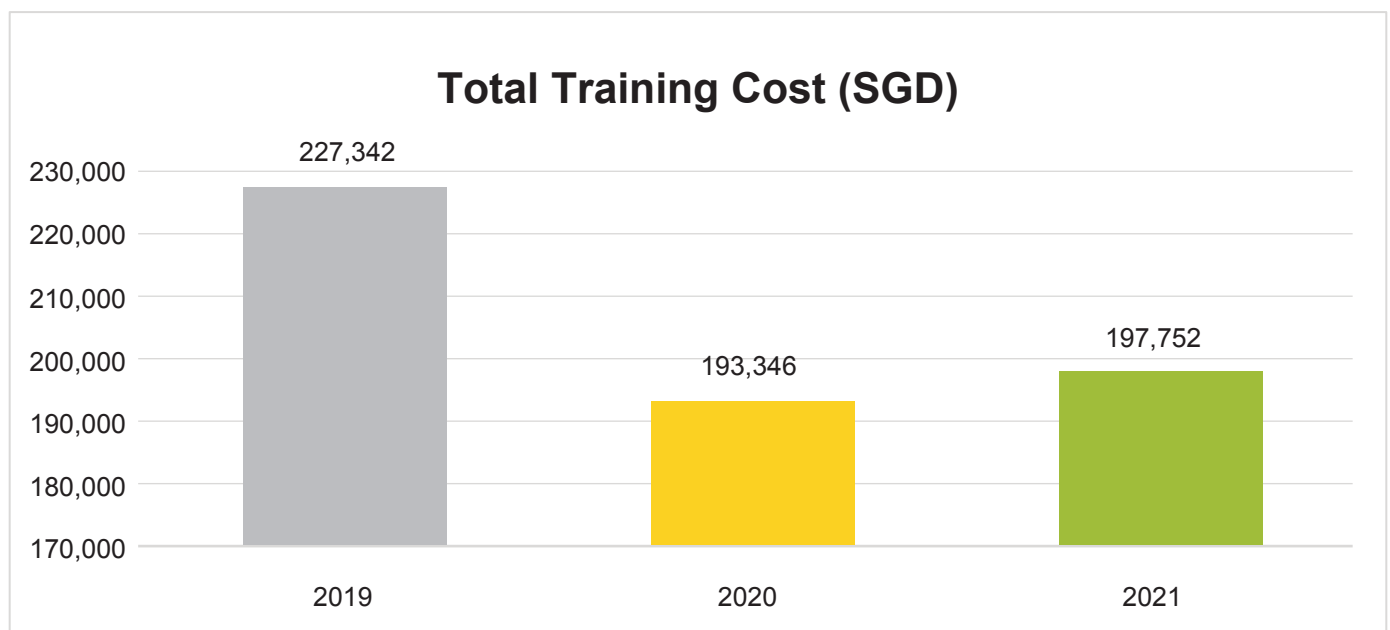
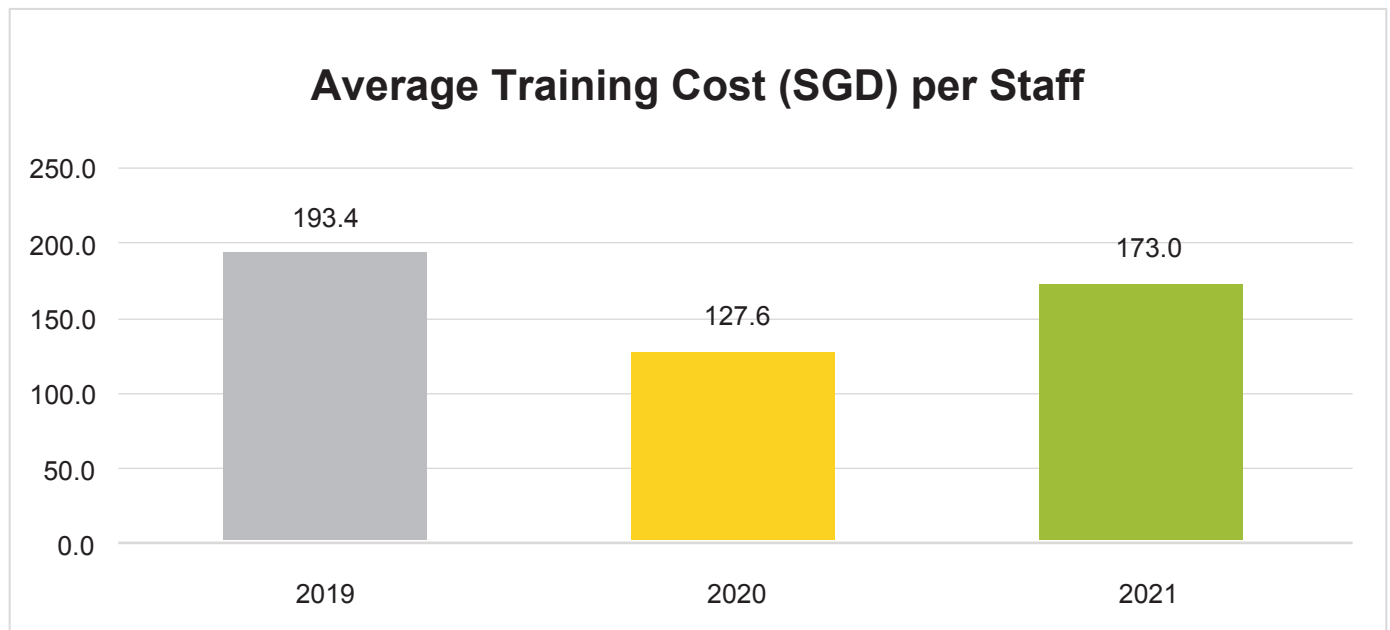
Average Training Hours for Staff by Category



Average Training Hours for Staff by Gender



The total training cost increased by **2.3%** and the average training cost per staff also increased by 35% for FY2021. This is due to ASPRI no longer subsidising for WSQ Low Levy courses this year and the training fee adjustments from other training service providers.

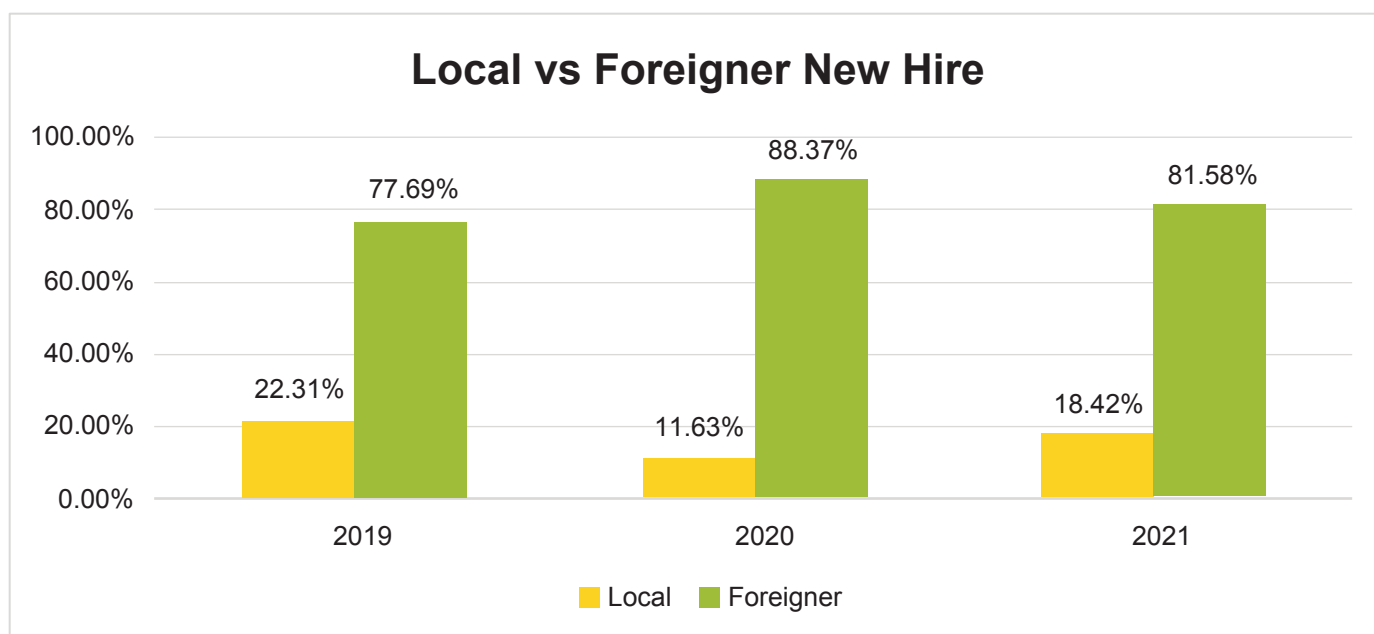


HUMAN CAPITAL

Our workforce remains the cornerstone of our business and sustainable growth. We are fully committed to investing in the training and development, compensation and benefits of our workforce despite disruptions from the COVID-19 pandemic. We have also supported our workforce to have remote work arrangements, initiation of virtual teams meeting and self-isolation arrangements. Our human capital policy is reviewed on a regular basis to provide adequate investment and care for our workforce while staying within the constraints and updated legislative requirements advised by various Government agencies. During the year, we focused on managing and organising mental wellness and stress management webinars for our workforce to overcome this pandemic.

New Hires

As a part of our human capital policy, we believe in equal employment opportunity, adopting and ensuring the implementation of fair employment practices that meet or exceed the requirements set by Singapore's employment act. We hire new employees according to their capabilities and job requirements. We provide clear briefings on job responsibilities during the interview and the first day of the onboarding program. In FY2021, we recruited 6% more local employees compared to FY2020.



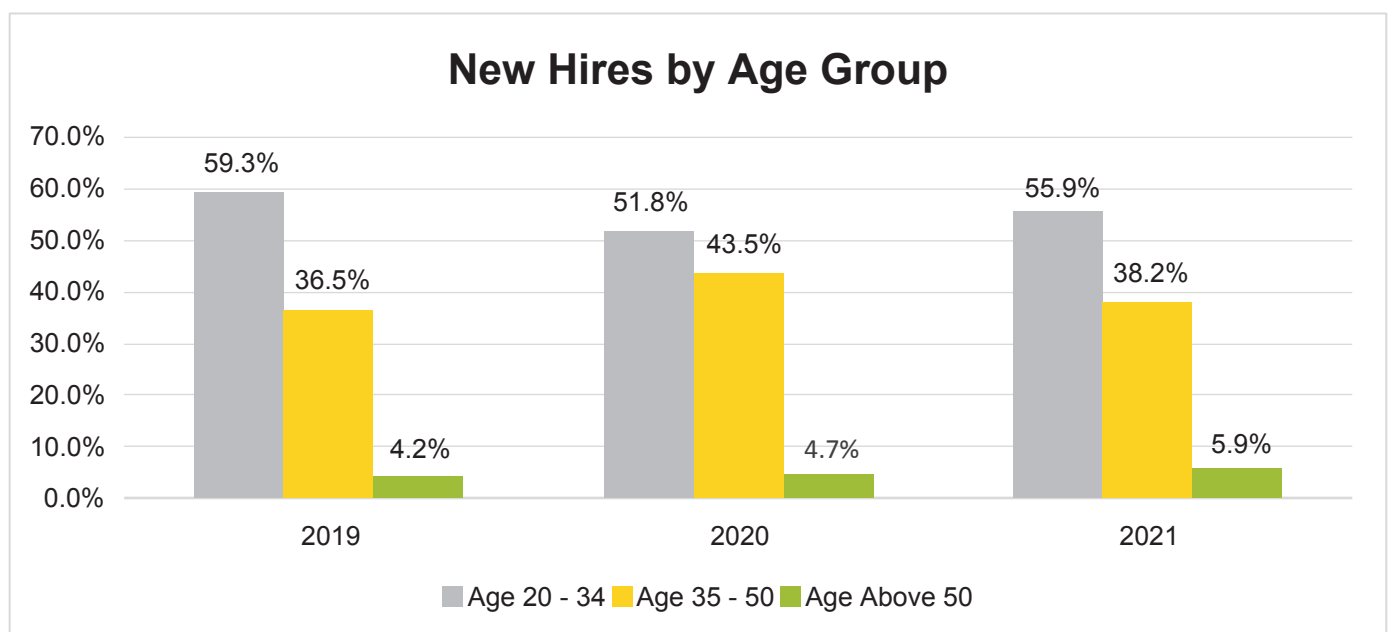
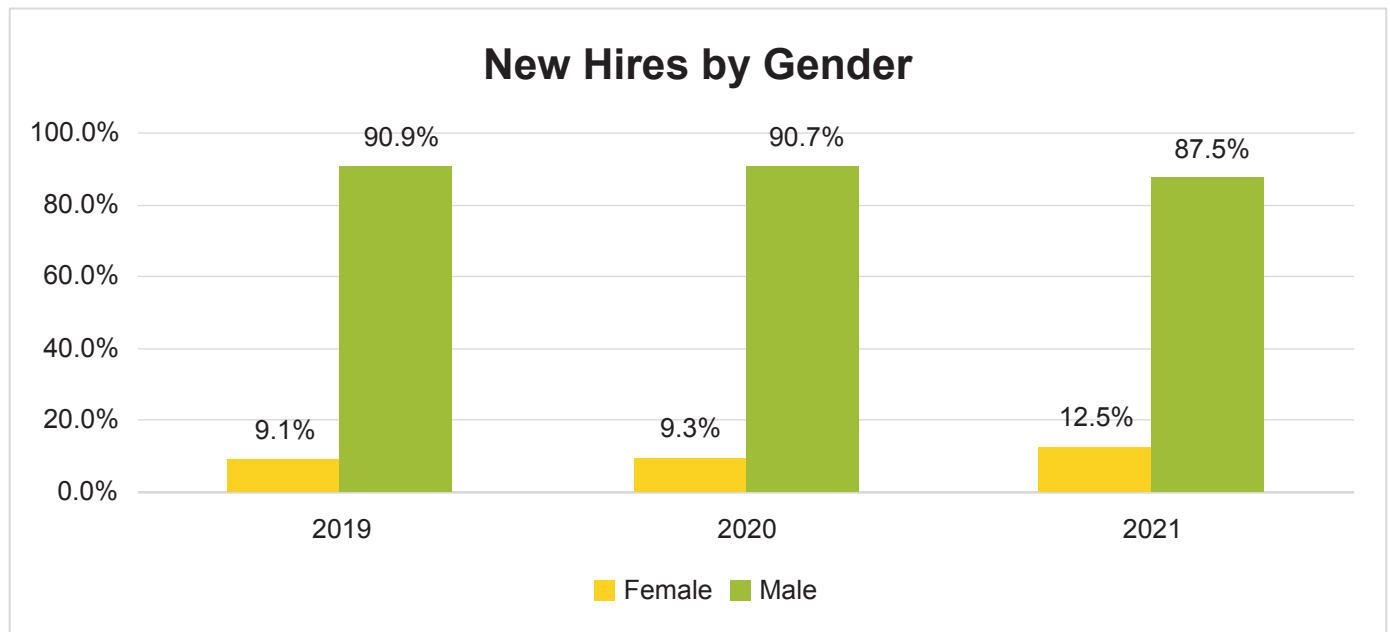
Racial and Gender Diversity

We encourage and advocate diversity and equal employment opportunity to hire the best talent. We are operating in a dynamic business environment, with an essential need for the Company to engage employees with a diversity of thoughts and experiences, one who can contribute to identifying and expanding the Company's business opportunities, reducing the risks and achieving a sustainable business model.

Our Company is committed to improving gender and ethnic diversity in our recruitment process. A balanced representation will effectively impact and improve the Company's overall capabilities and widen the views in policy formulation and the overall consideration in navigating corporate cultures to become a more conducive and attractive workplace.

Over the years, we have been actively trying to increase the hiring of female employees in this very much male-dominated industry. Although there is improvement in 2021, we need to intensify our effort on recruitment of female employees.

We prohibit discrimination and promote racial harmony and equality in our Company.

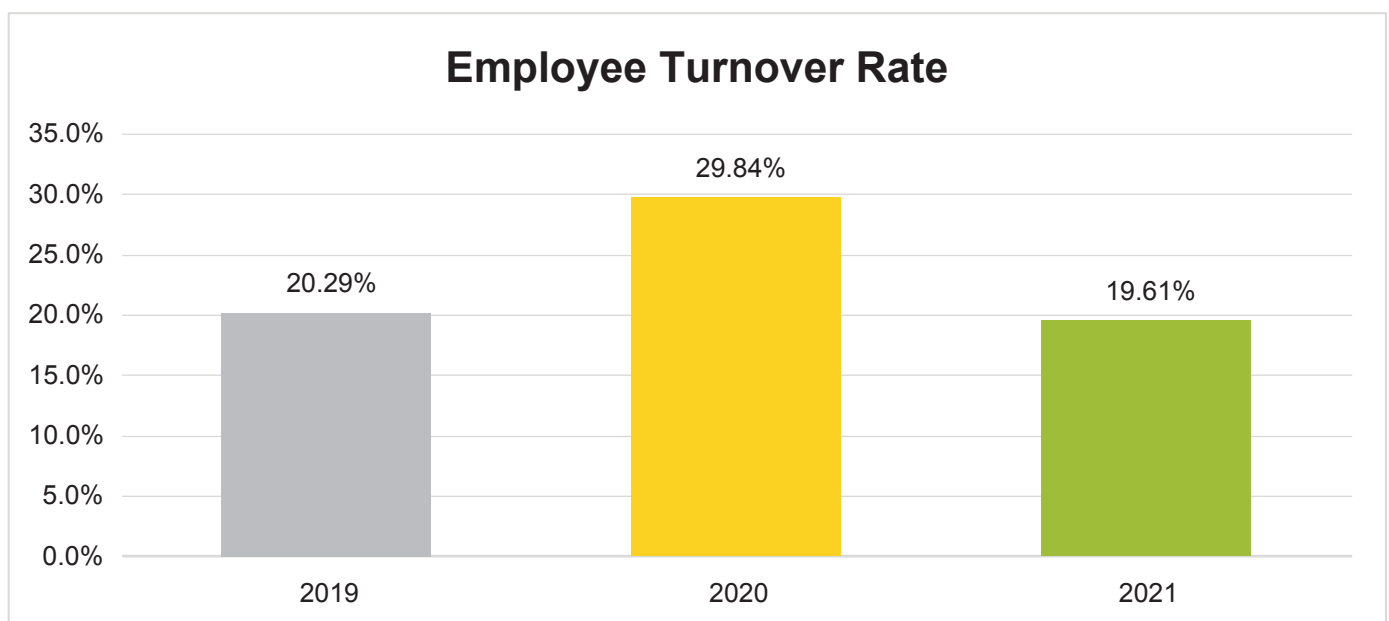




T-shirt, food and beverage distribution for our employees in celebration of Deepavali

Talent Retention

Human resource is an important asset to the Company as a strong and cohesive team provides a solid foundation for the Company to build upon. Retaining talents is always one of our major objectives and key challenges. As part of our retention strategy, we conduct interviews (feedback) every 6 months to understand the concerns regarding work conditions and environment, job responsibilities, etc, in our workforce. From this, we review our human capital policy and initiate improvements on an ongoing basis. This ensures that we can manage our people's expectations and further maintain a good relationship with them. Exit interviews are also conducted to understand why employees decide to leave us. We retained approximately 61% of craftsmen who are equipped with at least two core skills sets. It is a decrease of approximately 9% compared to 70% in FY2020.



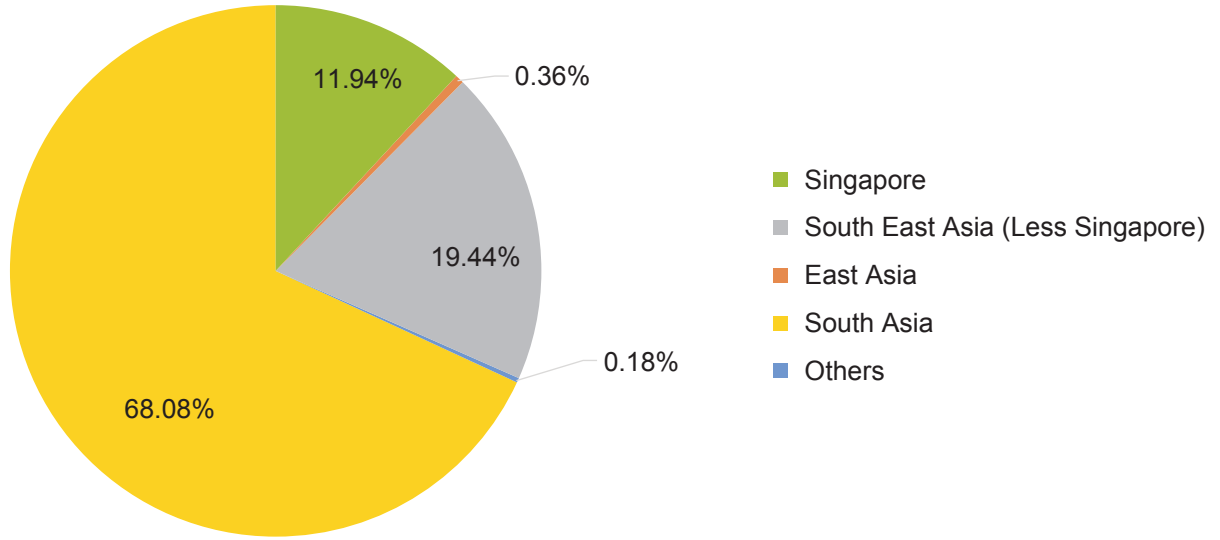
Note 1: FY2020 may not be a representative year to benchmark due to the COVID-19 pandemic.

Compensation & Benefits

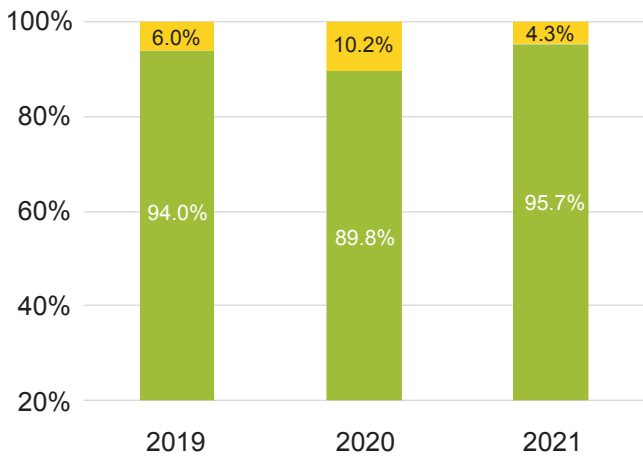
We provide fair and equitable remuneration packages according to individual's job responsibilities and performance. To maintain a competitive and attractive compensation package to our employees, in Singapore we take reference to the National Wages Council (NWC) and Manpower Research Statistics Department's (MRSD) benchmarking tools and recommendations as guidance for our annual salary adjustment.

Performance management targets to connect an individual's work goals towards the Company's objectives by providing clear performance expectations. We assign Key Performance Indicators (KPI) for our employees to have clear targets for them to work towards. In addition, we also conduct face-to-face performance assessments discussions for our employees. This process is reviewed together with the employees, the respective heads of department and the HR manager on an annual basis.

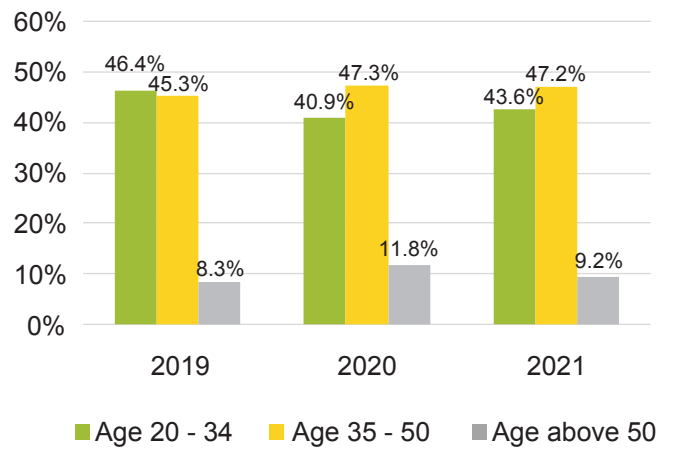
Employees by Nationality



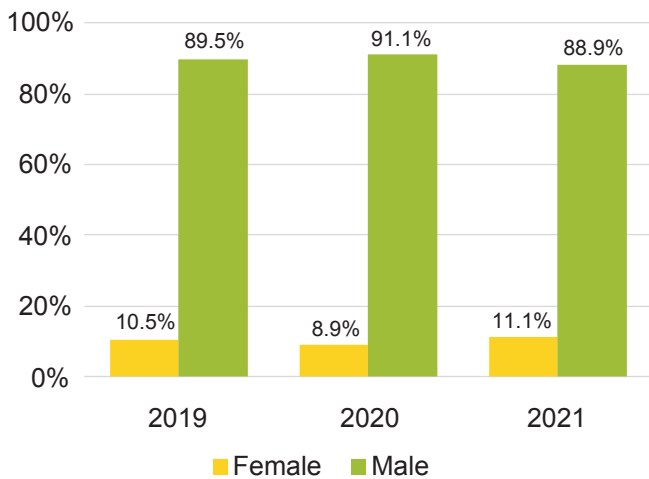
Employees by Gender



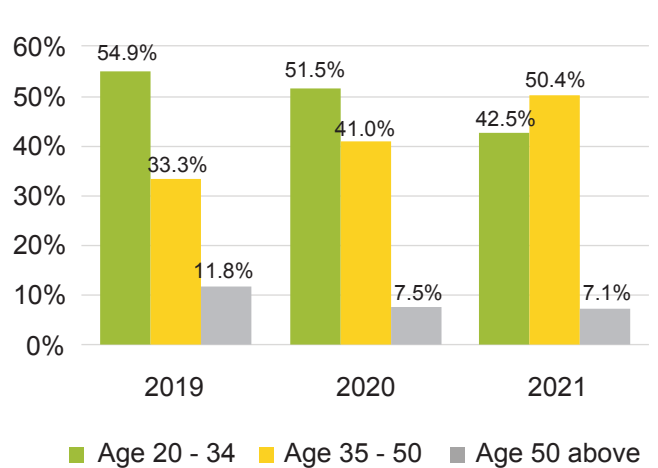
Employees by Age



Turnover by Gender



Turnover by Age Group



Transition Assistance Programs

Over the year, we have initiated multiple transition assistance programs. We also offered re-employment to elderly employees who have reached the retirement age, on a contract basis, as well as offer contracts to ex-employees. In FY2021, approximately 10% of new hires are ex-employees.

To ensure continuous improvement of our manpower, we provide re-training and job re-designing to better facilitate our elderly employees, to enable them to continue contributing to the Company. To better understand our employees, the Company on a bi-annual basis conduct interviews to better understand and review gaps and issues for everyone. This helps us identify their competency and knowledge gaps, and additional skill requirements for their jobs. We also send the trained employees on job rotations after relevant training to ensure that they can implement what they have learnt.

In FY2021, we offered re-employment contracts to **29** employees out of 30 employees upon retirement. With close to 100%, we are pleased that the program is effective.

CORPORATE CITIZENSHIP

Mun Siong believes in giving back to the community.

Despite the COVID-19 situation this year, which prevent us to hold any team community service events, we were still able to contribute to the community individually by participating in the Blood Donation Event at Bloodbank @ Westgate Tower in Singapore, following the safety guidelines to keep everyone safe.

The event took place on the 23rd and 24th of October 2021.



EMPLOYEE ENGAGEMENT

At Mun Siong, our people are the driving force of our business and that we recognise the contributions and hard work of our people. We prioritise providing an environment where our employees can foster close relationships while having a balanced work-life.

Despite the COVID-19 situation this year that prevented us from holding any recreational activities and events within the company, we still find ways to express our care and appreciation to our people.

On the 4th of October 2021, we gave out hand sanitisers to our staff working on-site and in headquarters, along with individual bottle of fruit jams for every single employee, as a token of appreciation for their hard work and a reminder to maintain good hygiene habits in prevention for COVID-19.



We also hold monthly Safety Recognition Award Ceremony for all our on-site staff, to award them for their work, and motivate them to improve.



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 corruption conduct is strictly prohibited within the Group.

Our mandatory compliance with anti-corruption is embodied in our code of conduct for employees and our corporate governance. We have an anti-corruption policy that sets out mandatory requirements to identify and manage the risk of anti-corruption and reduce it from being breached. Our anti-corruption policies and processes are regularly reviewed by our Service Excellence Division and approved by the Finance Director.

The anti-corruption policy governs the framework for key compliance risks, including anti-bribery and anti-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 corporate governance and corporate policy, and to do so without fear of retaliation. Our Functional Directors, who are members of the Executive Committee, are directly involved in resolving differences and disputes at site. We have zero-tolerance policy for any form of retaliation from the Company or management 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 & HEALTH, ENVIRONMENT

Mun Siong has always made safety and health a top priority. We've improved our Accident Frequency Rate (AFR) and Accident Severity Rate (ASR) in the last three years. To do this, we have abided by our Safety, Health & Environment (SHE) Procedures, Risk Assessments, Safe Work Operating Procedures (SWOP), Safe Management Plan (SMM), and Care Intervene & Thank Program (CIT) in a consistent manner. Our top management, functional directors, and management have reinforced compliance by spending time on field verification and validation on a regular basis.

In addition to the aforementioned, safety policies were also reviewed, amended, and disseminated to all employees. New craft-based safety trainings were introduced in response to each department's new work-related dangers and mitigation measures. Craft-based trainings were also used in other departments to further raise awareness and increase competency.

Year	2019	2020	2021
Fatal Incidents	0	0	0
Accident Frequency Rate (AFR)	0.94	0.32	0.06
Accident Severity Rate (ASR)	0.25	9.71	1.43
Environmental Legal Non-Compliance	0	0	0
Leading Indicators - Care, Intervene & Thank (CIT) Program's Observations	3,925	3,871	10,399
Leading Indicators - Near Miss	19	15	23

Nonetheless, due to COVID-19, managing employees' health has been extremely challenging. During the year, we have to constantly revise and update the Safe Management Measure Plan (SMM) and to maintain COVID-19 statistics required by various official advisories from time to time.

Mun Siong has provided 3-ply masks and hand sanitizer to all employees on a regular basis to ensure optimal personal hygiene.

In Singapore, due to the unique requirements of having work permit holders living in dormitories, in order to manage and reduce the transmission of COVID-19, the grouping and arrangement of workers in their accommodation, transportation and work locations were our major focal areas to limit the chance of intermingling amongst the workgroups.

Mun Siong launched the COVID-19 Awareness e-Campaign 2021 - Together Let's Stop the Spread to maintain a steady level of awareness. To raise awareness and emphasize the need of SMM compliance, all employees were given hand sanitizers, and T-shirts. The campaign recommended a 5-step method, as indicated in the banner below. To affirm that the message reached every Mun Siong employee, a presentation slide pack was disseminated via email and online internal chat groups.



COVID-19 Safety Awareness Campaign Banner



COVID-19 Safety Awareness Campaign Banner displayed outside the Rotating Equipment Workshop

SUSTAINABILITY

Sustainability entails addressing our own demands without jeopardizing future generations' ability to meet their needs. In addition to natural resources, we also require social and economic resources. The four primary pillars of sustainability are business human rights, labour, anti-corruption, and the environment. Mun Siong has taken the first step towards environmental sustainability by striving to reduce our carbon footprint. To start, we became members of the Carbon Pricing Leadership Coalition (CPLC) and pledged to reduce our carbon footprint to zero by 2050.

We were able to obtain scope 1 and 2 emissions data from January to December 2021, which were then documented in CPLC's CERT tool. This enables us to qualify our emissions and set realistic goals for reducing our carbon footprint in 2022. Between January to December 2021, we incurred total emissions of 1,177,905.84 kgCO₂e.

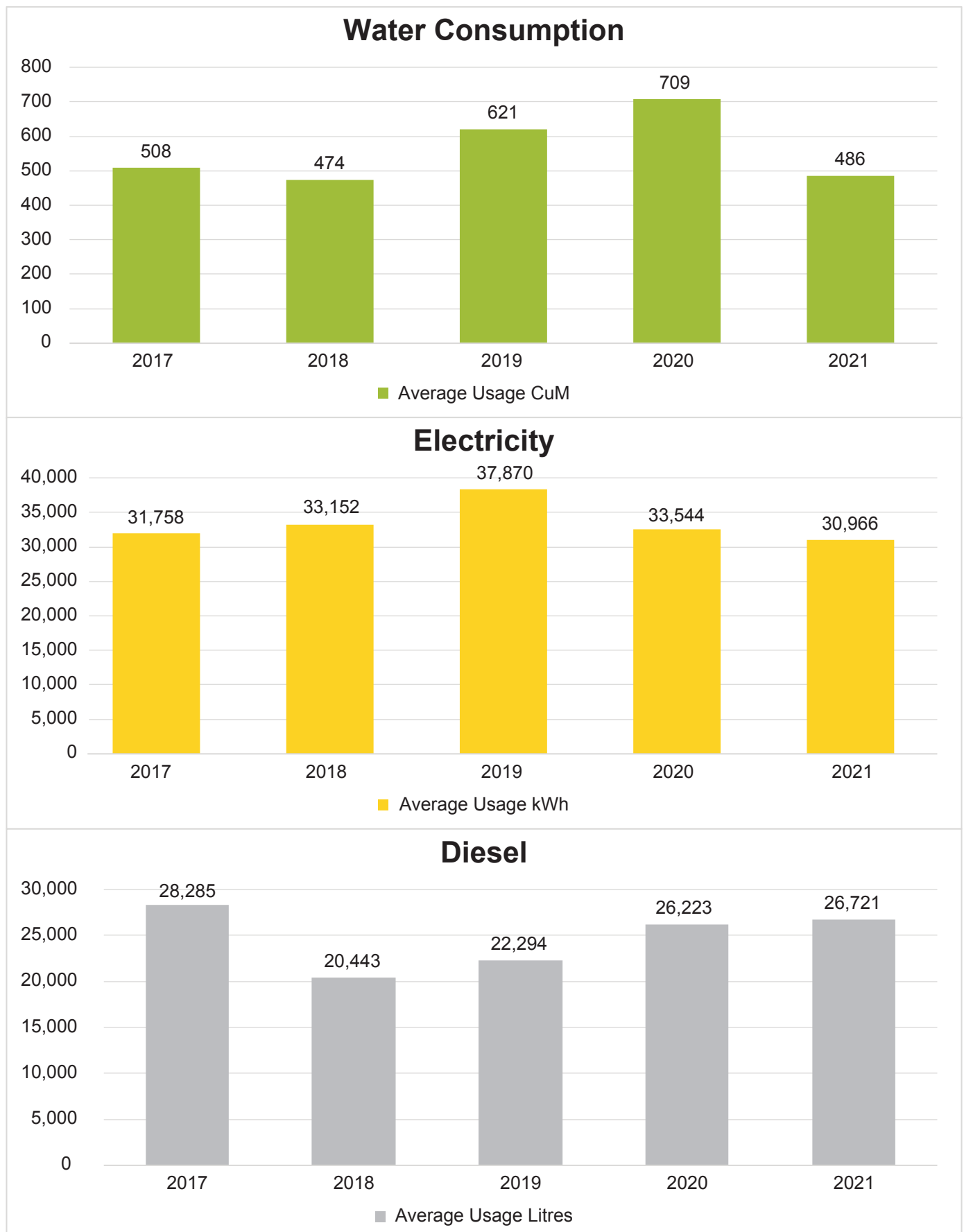
Water, diesel, transportation, and energy are our main target areas for lowering our carbon footprint. Mun Siong believes in Net Zero Carbon methods rather than Carbon Neutral alternatives such as buying carbon credits. Work From Home ("WFH") is a crucial element for additional reduction in our emissions comparing to our previous years. Regardless of government advisories, Mun Siong will continue to advocate working from home whenever possible to save on fuel consumption as well as to reduce transportation emissions. This will enable us to not only contribute to a better environment, but also to enhance our operational efficiency and reducing our operating costs.

Due to the Safe Management Measures, vehicle capacity has been greatly reduced and our fuel consumption increased. However, with our ongoing efforts in good journey management and WFH planning, thus there was only a 2% increase of diesel consumption. As for the management of reduction in water consumption, Mun Siong's Specialized Services department are venturing into various methods and technology to recycle our industrial water and increase efficiency during their hydro jetting works. This is expected to bear fruit in 2023.

Mun Siong was awarded the **LowCarbonSG Logo** in 2021, an initiative launched by the Carbon Pricing Leadership Coalition in 2021. The logo is awarded to companies that demonstrate progress in measuring and monitoring their carbon emissions.



Our historical water, electricity and diesel consumption charts are as follows:



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	6, 7	
Organisational Profile	102-3 Location of headquarters	2, 6	
	102-4 Location of operations	2, 6	
	102-5 Ownership and legal form	www.mun-siong.com/munsiongworldwide & Annual Report Page 3	
	102-6 Markets served	6, 7	
	102-7 Scale of organisation	6, 7	
	102-8 Information on employees and other workers	13	
	102-9 Supply chain	9	
	102-10 Significant changes to the organisation and its supply chain	-	No changes
	102-11 Precautionary principle or approach	8, 9	
	102-12 External initiatives	19, 20	
	102-13 Membership of associations	7	
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	4, 5	
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behaviour	2, 21	
GRI 102: General Disclosures 2016	102-18 Governance structure	8, 9	
GRI 102: General Disclosures 2016	102-40 List of stakeholders groups	9	
	102-41 Collective bargaining agreements	-	We are a non-unionised organisation
Stakeholder Engagement	102-42 Identifying and selecting stakeholders	9	
	102-43 Approach to stakeholder engagement	9	
	102-44 Key topics and concerns raised	8, 9	

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/ OR URL(S)	OMISSION
GRI 102: General Disclosures 2016	102-45 Entities include in the consolidated financial statements	Annual Report Page 83 & 84	
	102-46 Defining report content and topic boundaries	3	
Reporting Practice	102-47 List of material topics	8	
	102-48 Restatements of information	-	No restatement of information
	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	26 - 30	
102-56 External assurance	3		
Materials Topics			
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	21	
	103-2 Management approach and its components	21	
	103-3 Evaluation of the management approach	21	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	21	
	205-2 Communication and training about anti-corruption policies and procedures	21	
	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	24, 25	
	103-2 Management approach and its components	24, 25	
	103-3 Evaluation of the management approach	24, 25	

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	24, 25	
	302-2 Energy consumption outside of the organisation	24, 25	
	302-3 Energy intensity	24, 25	
	302-4 Reduction of energy consumption	24, 25	
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	24, 25	
	103-2 Management approach and its components	24, 25	
	103-3 Evaluation of the management approach	24, 25	
GRI 303: Water 2016	303-1 Water withdrawal by source	24, 25	
	303-2 Water sources significantly affected by withdrawal of water	24, 25	
	303-3 Water recycled and reused	24, 25	
Diesel			
GRI 103: Management Approach 2016	103-1 Explanantion of the material topic and its boundary	24, 25	
	103-2 Management approach and its components	24, 25	
	103-3 Evaluation of the management approach	24, 25	
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	24, 25	
	306-2 Waste by type and disposal	24, 25	
	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

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION
Environmental and Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	24, 25	
	103-2 Management approach and its components	22 - 24	
	103-3 Evaluation of the management approach	22 - 24	
GRI 307: Effluents and Waste 2016	307-1 Non-compliance with environmental laws and regulations	22 - 24	
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	13 - 18	
	103-2 Management approach and its components	13 - 18	
	103-3 Evaluation of the management approach	13 - 18	
GRI 401: Employment	401-1 New employee hires and employee turnover	13 - 18	
	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	22 - 23	
	103-2 Management approach and its components	22 - 23	
	103-3 Evaluation of the management approach	22 - 23	
GRI 403: Occupational Health and Safety 2016	401-1 Workers representation in formal joint management-work health and safety committees	22 - 23	
	401-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities	22 - 23	

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/ OR URL(S)	OMISSION
GRI 403: Occupational Health and Safety 2016	403-3 Workers with high incidence or high risk of diseases related to their occupation	22 - 23	
	403-4 Health and safety topics covered in formal agreements with trade unions	-	We are non-unionised organisation
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	10 - 12	
	103-2 Management approach and its components	10 - 12	
	103-3 Evaluation of the management approach	10 - 12	
GRI 404: Training Education	404-1 Average hours of training per year per employee	10 - 12	
	404-2 Programs for upgrading employee skills and transition assistane programs	10 - 12 & 18	
	404-3 Percentage of employees receiving regular performance and career development reviews	-	FY2021 was an exceptional year with COVID-19 pandemic. No evaluations were carried out Group wide.
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	13, 14	
	103-2 Management approach and its components	13, 14	
	103-3 Evaluation of the management approach	13, 14	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	13, 14	
	405-2 Ratio of basic salary and remuneration of women to men	-	We choose not to disclose as we reward based on meritocracy.





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