












EINDEC KYODO

—— 英德集团 ——

EINDEC CORPORATION LIMITED



SUSTAINABILITY REPORT 2019

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This sustainability report is prepared by **Eindec Corporation Limited** (“Company”) and its contents have been reviewed by the Company’s sponsor, **ZICO Capital Pte. Ltd.** (“Sponsor”), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalyst.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Ms Alice Ng, Director of Continuing Sponsorship, ZICO Capital Pte. Ltd. at 8 Robinson Road #09-00 ASO Building, Singapore 048544, telephone (65) 6636 4201.

Eindec Corporation Limited (“**Eindec**” or the “**Company**” and together with its subsidiaries the “**Group**”) is a regional clean air environmental technology solutions manufacturer and distributor with customised proprietary products for residential, commercial, and industrial customers.

Established since 1984, the Group has expertise in design, manufacturing, and distribution capabilities in cleanroom equipment (“**CRE**”) as well as heating, ventilation, and air-conditioning (“**HVAC**”) equipment for the real estate sector.

Tapping on its technological expertise and customisation capabilities in cleanroom and HVAC equipment and systems, the Group broadened its product range to include air purification systems under its “Eindec Kyodo” proprietary brand. These air purification systems are designed, manufactured, and sold in the Southeast Asia region and the People’s Republic of China (“**PRC**” or “**China**”).

Headquartered in Singapore, the Group operates a manufacturing facility in Malaysia and carries out its product research and development in Singapore. The Group has also established offices in the PRC.

Eindec was listed on the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) on 15 January 2016 under stock code 42Z.

Diversified Range of Products

AIR PURIFICATION AND VENTILATION



AIR PURIFIER

Equipped with four stages of filtration, our air purifiers are able to capture up to 99% of allergens and remove PM 2.5 to improve the quality of the indoor air. Our air purifiers are low in power consumption, ultra-quiet in operation and easy to maintain, which are perfect for uses in residential and commercial properties.



AIR PURIFICATION & VENTILATION SYSTEM

Our air purification and ventilation system have a small footprint, but efficient in generating fresh clean air through its sophisticated technology. This product is easy to install and maintain, which is suitable for residential, commercial and industrial properties.

HEATING, VENTILATION, AND AIR-CONDITIONING



GRILLES & DIFFUSERS

Our range of grille & diffuser products provide thermal comfort in buildings, where temperature, humidity, air cleanliness and freshness satisfy the operational and thermal environment required for machinery or production processes.



DAMPERS & VAV TERMINAL UNIT

This range of products are used to vary the volume of air passing through a confined cross section by varying the cross-sectional area to maintain the thermal environment for people and business equipment.

CLEAN ROOM



FAN FILTER

A self-contained ceiling unit used in turbulent mixing and laminar flow cleanroom applications that delivers high quality air filtration and air movement performance in cleanrooms.



AIR SHOWER

Our air shower system is designed and manufactured to meet your specific requirements and comes with high degree of flexibility. The system uses blowing air jet to remove fine particles on clean room clothing and footwear before entry into the cleanroom.

FIRE/SMOKE, MARINE DAMPER



Our range of dampers complement the comprehensive range of automatic fire and smoke dampers and associated controls, providing the complete solution for ventilation and air conditioning systems on shipboards as part of their fire safety and engineering programs.

The board of directors (“**Board**”) of Eindec is pleased to present the annual sustainability report for the financial year ended 31 December (“**FY**”) 2019.

To stay relevant and competitive amidst economic uncertainties and unprecedented challenges including the impact from the COVID-19 pandemic, the Group is committed to doing business in a responsible manner. We believe that the restructuring programme, which we had embarked on a few years ago, is a necessary step for the Group and our stakeholders, in particular, our employees, to broaden our core strengths through reengineering our business processes and embracing technology to innovate our clean environmental air solutions and products. The transformation from an equipment manufacturer to a customised clean environmental air solutions provider is targeted to improve our business sustainability.

As we continue to strengthen our core capabilities, the Board will continue to oversee the management and monitoring of key factors in our sustainability practices, improving on our disclosures as well as progressively including metrics and updating targets that are material to our business.

This sustainability report is prepared with reference to the guidelines of Global Reporting Initiative (“**GRI**”) and in compliance with Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalyst (the “**Catalist Rules**”) as well as the SGX-ST’s Sustainability Reporting Guide. We have chosen the GRI framework as it is a well-known and globally-recognised sustainability reporting standard.

This sustainability report highlights the key economic, environmental, social, and governance (“**EESG**”) related initiatives carried out throughout the 12-month period, from 1 January 2019 to 31 December 2019, focusing on the Group’s manufacturing facility in Malaysia, and operations in Singapore.

No external assurance was sought for this report. The EESG data and information provided have not been verified by an independent third party. This sustainability report is done in good faith and to the best of our knowledge.

In line with Eindec’s commitment to environmental conservation, this sustainability report will not be printed. This report is available on Eindec’s corporate website www.eindec.com.sg and under the Company’s corporate announcements on www.sgx.com.

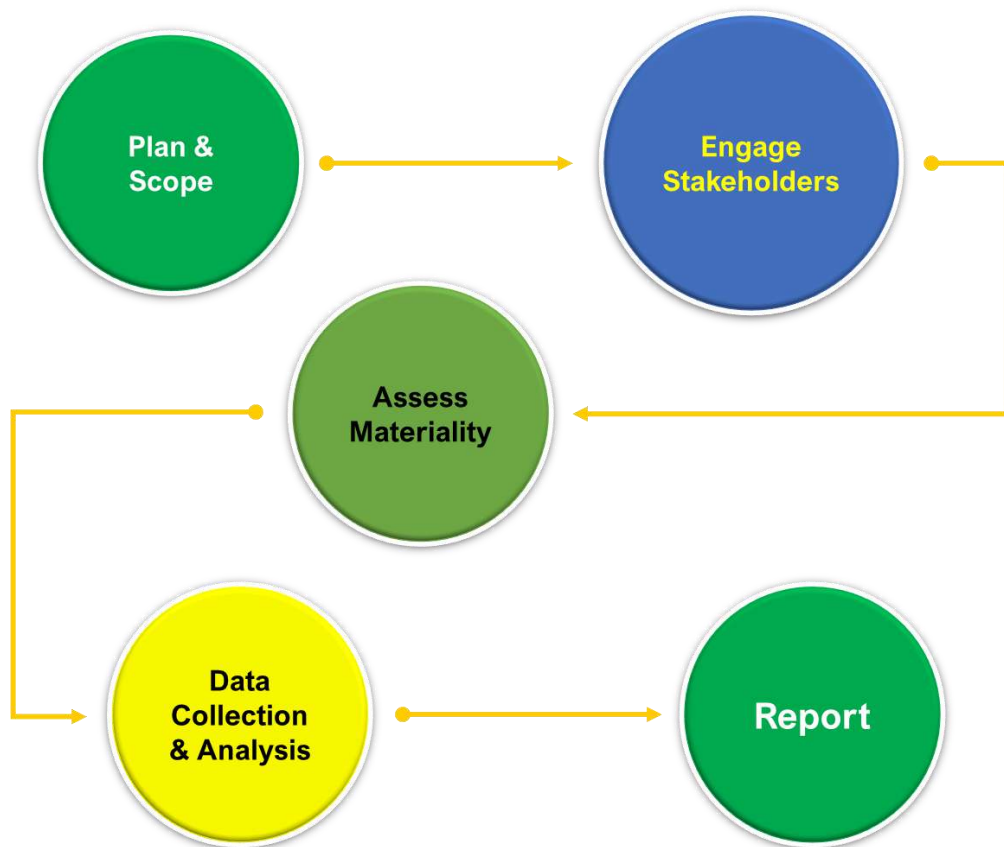
We welcome feedback from our stakeholders with regards to our sustainability practices and reporting, which could potentially assist us in improving our policies and systems. You may reach out to us at enquiry@eindec.com.sg.

Zhang Wei
Non-Executive Chairman

29 May 2020

Our sustainability approach is focused on generating stable and sustainable value for our stakeholders by managing the EESG impact, as well as risks and opportunities present in our businesses.

We take a strategic and comprehensive approach towards sustainability as we acknowledge the importance of effective EESG strategy and management across the business operations. Any key issues relating to the sustainability framework will be raised by the management team during board meetings, where the Board will review and deliberate on the sustainability issues.



We strive to effectively manage social and environmental associated risks and opportunities together with our teams within the Group and our stakeholders. We also strive to improve our sustainability performance through regular review of our policy and operational processes to deliver positive values for our stakeholders, particularly our end customers who place their trust in our air environmental products and solutions to improve their living environment.

The Group believes that sustainable operations require constant interaction of both internal and external stakeholders. It is important for the Group to establish efficient communication platforms, and achieving mutually beneficial goals. Hence, we remain committed to establish and strengthen mutually beneficial relationships with our stakeholders, through a variety of channels and platforms, to facilitate a better understanding of their concerns.

Our engagements with our key stakeholders are summarised as follows:

Key Stakeholders	Engagement Platforms	Stakeholders' Expectations	Our Initiatives
INTERNAL			
Board of Directors	<ul style="list-style-type: none"> Board meetings Regular updates via electronic communications (emails, phone calls) 	<ul style="list-style-type: none"> Ensure that the internal policies and systems are effective and implemented throughout the organisation 	<ul style="list-style-type: none"> Regular update on corporate activities, developments, and financial performance Seek advice and approvals from the Board on all material proposed developments
Employees	<ul style="list-style-type: none"> Regular internal communications through meetings and electronic communications (emails, phone calls) Training & development programmes Recreational activities Employee feedback 	<ul style="list-style-type: none"> Career growth Training opportunities Competitive remuneration and benefits Pleasant and safe working environment 	<ul style="list-style-type: none"> Ensure effective implementation of internal systems and policies Regular meetings to review health and safety measures Sponsor employees to attend courses and conferences regularly Formal and informal get-togethers to strengthen working relationships among employees Annual review on performance

Key Stakeholders	Engagement Platforms	Stakeholders' Expectations	Our Initiatives
EXTERNAL			
Shareholders & Investors	<ul style="list-style-type: none"> • Announcements on SGXNet • Annual general meeting or extraordinary general meeting • Company's website • Annual report 	<ul style="list-style-type: none"> • Higher financial returns • Industry conditions and prospects • Market presence • Profitability • Transparency and corporate governance 	<ul style="list-style-type: none"> • Ensure all public disclosures on corporate results and developments are factual, timely and accurate to provide fair and equitable treatment to all shareholders
Customers	<ul style="list-style-type: none"> • Customer feedback via surveys, dialogue sessions, and meetings • Regular follow-up via calls and face-to-face meetings • Email enquiries • Networking events 	<ul style="list-style-type: none"> • Quality control • On-time delivery, installation and post-project services • Technical support • Reasonable payment terms • Competitive pricing 	<ul style="list-style-type: none"> • Product and quality certifications to ensure a consistent level of product quality • Active follow-ups with customers on product applications and requirements • Update customers on new products • Provide timely feedback to customers
Government & Regulators	<ul style="list-style-type: none"> • Meetings • Electronic communications • Through external professionals and agencies • Announcements on SGXNet 	<ul style="list-style-type: none"> • Regulatory compliance • Occupational health & safety • Environmental issues • Social issues 	<ul style="list-style-type: none"> • Ensure compliance with applicable laws • Meeting relevant authorities as and when necessary

Materiality Assessment

The Board approves the Group’s general policies and strategies including those relating to sustainability. The management team reports to the Board and is responsible for reviewing the Group’s sustainability performance, material topics, stakeholder concerns, the setting of targets for material topics, and establishing systems to collect, verify, and monitor information required for the sustainability report.

The adoption of the matrix-based approach, which is based on the likelihood and impact of occurrences to address the Group’s sustainability risk profile and priority issues, allows the Group to continue to use this method to monitor its risk profile on a regular basis.

The assessment determines how material the economic, environmental, social, and governance risks and opportunities could have a positive and/or negative impact on the Group’s business. We will continue to conduct our materiality review on these material EESG factors and incorporate inputs from our stakeholders.



Economic Performance

We strive to achieve sustainable growth through strengthening our market presence in the ASEAN countries and China with our innovative and diversified range of clean air environmental solutions and systems to offer quality environmental air for everyone.

The Group continued its restructuring effort to improve its diversified range of environmental air solutions and systems that caters to residential, commercial, and industrial buildings, as well as suitable for applications beyond the real estate sector such as marine vessels. The restructuring effort is a necessary step for the Group to revitalise and step up to the intensifying competitive business environment.

The latest round of property cooling measures in Singapore that took effect in July 2018, coupled with global uncertainties saw a slowdown in residential and non-residential constructions in Singapore. As a result, the Group secured fewer projects in FY2019. Nevertheless, the Group has a current outstanding balance-of-work on hand of approximately S\$6.45 million as at 27 February 2020.

The Group recorded a 7.7% year-on-year increase in revenue, from S\$10.44 million for FY2018 to S\$11.25 million for FY2019. The increase was mainly attributed to contributions from heating, ventilation, and air-conditioning (“**HVAC**”) and cleanroom equipment (“**CRE**”) segments. In FY2019, the HVAC segment contributed an increase of S\$1.01 million or 22.7% in revenue to S\$5.46 million, while the CRE segment contributed an increase of S\$0.25 million or 5.9% in revenue to S\$4.45 million. The increase was mainly due to the partial delivery of projects secured in FY2018, in which the Group experienced delays in secured projects. The increase in revenue for these two segments, however, was partially offset by a significant decline in revenue from the air purification (“**AP**”) segment, which decreased by S\$0.51 million or 40.9% to S\$0.73 million in FY2019. The decline in revenue from the AP segment was attributed to the continually challenging property market condition in China.

Please refer to the following sections in our annual report for 2019, which can be downloaded from the SGXNet, for more details on our operations and financial information:

- Operations Review on pages 4 to 6
- Financial Review on pages 7 to 9
- Financial Statements on pages 54 to 116

Performance in FY2019

- Missed the target set for FY2019 as the economic slowdown led to delays in secured projects.
- Reduction in operating expenses by 10.3% from S\$5.8 million in FY2018 to S\$5.2 million in FY2019 due to the absence of impairment of intangible assets in FY2019.
- Invested in (i) research and development on industrial dampers to comply with the latest test standards as well as new product development for air purification systems, and (ii) more headcount to expand engineering and sales teams.
- Continue to drive strategic collaboration with downstream peers to expand our market reach in the Asia Pacific region.

Targets for FY2020

- The Group has to cease its operations during the lockdowns of cities due to the COVID-19 pandemic, and the Group's financial performance has been inevitably affected. Notwithstanding this, the Group will strive to improve its financial performance through tightened cost control measures and improved operational efficiency in its business activities of environmental air solutions and systems.
- Continue to explore opportunities within the Group's existing range of products to drive growth.

At Eindec, we are committed to delivering value and quality clean air control management solutions and systems in buildings and even vessels for our customers to benefit the end-users with a quality air environment. We believe our transformation from an equipment manufacturer to a customised clean environmental air solutions provider, offering a full suite of services including analysis of airflow management for buildings, design, and manufacturing of customised equipment, installation, monitoring and maintenance of environmental air systems, will continue to drive positive progress for our core business segments.

We continue to drive towards our vision of becoming a leading clean environmental air solutions provider under our proprietary “**Eindec**” and “**Kyodo**” brands with our transformation. While the Group emphasises on better cost management, it also strengthens our overall capabilities gradually through (i) product innovation and development – improving clean environmental air solutions and systems for our proprietary brands of products across our three product segments, (ii) marketing and distribution capabilities – understanding the evolving requirements of end-users and increasing market reach for our proprietary brands of products, and (iii) engineering and production capabilities – strengthening our abilities to meet the increasing sophistication of equipment and systems.

Anti-corruption

We are committed to conducting our business with integrity and transparency with no compromise on corruption.



The Group has zero-tolerance on fraudulent and corrupt practices that may disrupt business operations and impede the growth of the business.

To effectively monitor anti-corruption practices, the Group adopted several policies including the Conduct and Discipline Policy, the Conflict of Interest Policy, and the Fraud and Whistle-Blowing Policy, as pre-emptive measures to prevent, govern, and facilitate the reporting of any illegal or unethical practices in the organisation.

For FY2019, there was no incident of non-compliance with the relevant laws and regulations. There was also no non-compliance relating to bribery, extortion, fraud, and money laundering.

Performance in FY2019

- Achieved the targets set for FY2019.
- Recorded no incident of non-compliance with the relevant laws and regulations that cover corruption, bribery, extortion, fraud, and money laundering.

Targets for FY2020

- Continue to maintain no incident of non-compliance with the relevant laws and regulations involving corruption, bribery, extortion, fraud, and money laundering.

Anti-competitive Behaviour

The Group has implemented a Fraud and Whistle-blowing Policy whereby a designated mailing address and email address are provided for all employees to raise concerns about possible improprieties in matters of financial reporting or other matters, which they become aware and to ensure that:

1. independent investigations are carried out in an appropriate and timely manner;
2. appropriate action is taken to correct the weakness in internal controls and policies which allowed the perpetration of fraud and/ or misconduct and to prevent a recurrence; and
3. administrative, disciplinary, civil, and/or criminal actions that are initiated following the completion of investigations are appropriate, balanced, and fair while providing reassurance that employees will be protected from reprisals or victimisation for whistle-blowing in good faith and without malice.

Please refer to the Corporate Governance Report section in the Company's annual report for FY2019, which can be downloaded from the SGXNet, for more details on the following policies and practices of the Group:

- The Board's Conduct of Affairs on pages 13 to 17
- Risk Management and Internal Controls on pages 29 to 31

Environmental Compliance

We are committed to minimise our carbon footprint and care for the environment beyond regulatory requirements.



Performance in FY2019

- Achieved the target set for FY2019.
- Recorded no incident of non-compliance with the relevant laws and regulations for environmental protection, which could result in internal disciplinary action or public allegation.

Targets for FY2020

- Continue to maintain no incident of non-compliance with the relevant laws and regulations on environmental protection.

We acknowledge the role that we play in the management of our operations and we are aware of the impact our operations have on the environment. As a responsible corporate citizen, we will do our part to reduce emissions, while ensuring that we continue to grow and prosper.

The Group operates a manufacturing facility in Malaysia to manufacture the range of clean air environmental products and systems. The disposal of wastes, rejected finished goods, defective raw materials, and machinery and equipment, were guided by the rules and regulations applicable to Licensed Manufacturing Warehouse under the Malaysian Customs Act. We have engaged a third-party service provider to manage all proper disposal of our scraps and wastages.

As part of our environmental conservation effort, we have implemented energy savings and recycling within our offices. These include maintaining unnecessary wastage such as two-sided printing, using recycled paper for printing, and switching off lights in office premises when not in use.

We are pleased to disclose that there was no violation of laws and regulations in the environmental aspect for the year under review.

Diversity and Equal Opportunity

We are committed to nurturing a workplace that advocates fairness, justice, respect, and inclusiveness regardless of race, religion, or nationality, as our diverse workforce reflects the diversity of markets and customers we serve.

We view our employees as the most valuable assets of our organisation. We believe Human Capital Management is essential to increase the values of our employees who contribute to the success of our businesses. As the organisation grows, particularly with the increase in production capacity, we have to complement the growth by increasing our personnel across all departments to support the expansion.

We have in place our staff handbook and human resources manual that adhere to the legislation and guidelines in the country of operations. Discretionary incentives are granted to eligible employees based on their performance and contributions to the Group. Remuneration policies and packages are reviewed regularly to ensure that compensation and benefits are in line with the industry. This helps us in our recruitment and retention of talent within the Group.

At Eindec, we do not discriminate against our employees or potential recruits according to their race, age, gender, religion, ethnicity, facial attractiveness, physical impairments, sexual preference, political viewpoints, or nationality. In line with the Group's transformation from an equipment manufacturer to a customised clean environmental air solutions provider, we have invested in new employees to expand our sales and engineering teams. As of 31 December 2019, we have a total of 94 employees, a decrease from 105 employees in FY2018.

The demographics of our employees in the Group as at 31 December 2019 are as follows:

Location	Gender		Age (years)			Years of Service		
	Male	Female	< 30	30 - 50	> 50	< 10	10 - 20	> 20
Singapore	68%	32%	13%	48%	39%	55%	13%	32%
Malaysia	46%	54%	15%	67%	18%	62%	21%	18%
China	67%	33%	25%	71%	4%	100%	-	-

The Group's human resource department takes the lead in organising events including get-togethers during festive seasons and visiting homes for the elderly and orphanages as part of the Group's contributions to the local communities. We believe these informal activities help to foster a better understanding amongst colleagues and promote cordial working relationships.

Performance in FY2019

- Missed the target set for FY2019 of holding at least four gatherings for employees, due to tightened budgets amid the economic slowdown.
- Three (3) activities were organised for the Group's employees.

Targets for FY2020

- Due to the global coronavirus pandemic, the Group will reduce group activities as a preventive measure.
- To explore activities including skills enhancing programmes that can be conducted through online/virtual platforms for employees.

Occupational Health and Safety

We are committed to managing health and safety risks to provide a healthy and safe working environment for our employees.



We are committed to providing a healthy and safe working environment for our employees. We manage and monitor the health and safety risks through various policies and procedures including Office Environment, Office Order and Safety Management Policy, and Employee Behaviour and Responsibilities Guidelines. We have insured our employees with employee liability insurance, accident and injury insurance, and hospitalisation and surgery insurance as part of employees' welfare. Our employees are also encouraged to go for annual health checks to monitor their health status and well-being.

To safeguard the comfort and healthy working and living environment for our employees, air purifiers are placed in offices and workstations are cleaned daily. Also, our employees are constantly being reminded to adhere to the safety precautions at our premises.

We continue to drive the importance of the health and safety of our employees in the organisation. During the year in review, we sponsored our employees to attend the following courses to equip themselves with the necessary knowledge and skills required for their roles and responsibilities:

Courses Attended	Number of Days
Supervise Construction Work in Workplace Safety and Healthcare	4
Apply Workplace Safety and Health in Construction Sites	2

The Group has also implemented the necessary measures initiated by the authorities to prevent transmission and keep our employees healthy and safe, amidst the ongoing COVID-19 pandemic.

Performance in FY2019

- Achieved targets set for FY2019.
- No incident of significant work-related injuries and fatalities.
- No incident of non-compliance with the relevant laws and regulations relating to occupational health and safety.

Targets for FY2020

- To maintain no incident of significant work-related injuries and fatalities.
- To maintain no incident of non-compliance with the relevant laws and regulations relating to occupational health and safety, providing a safe working environment and protecting employees from occupational hazards.

Socioeconomic Compliance

We operate our business in compliance with the relevant social and economic laws and regulations through internal checks and balances.



Performance in FY2019

- Achieved target set for FY2019.
- Recorded no incident of non-compliance with the relevant laws and regulations in the social and economic area that could potentially result in internal disciplinary action or public allegation.

Targets for FY2020

- To maintain no incident of non-compliance with the relevant laws and regulations relating to social and economic in the countries that the Group operates, that could potentially result in internal disciplinary action or public allegation.

We pride ourselves on having good corporate governance and observing compliance with applicable laws and regulations. We are committed to conducting the business with integrity and safeguarding the interest of all our stakeholders, both internal and external.

Please refer to the Corporate Governance Report section in the Company's annual report for FY2019, which can be downloaded from the SGXNet, for more details on the following policies and practices of the Group:

- The Board's Conduct of Affairs on pages 13 to 17
- Risk Management and Internal Controls on pages 29 to 31

Corporate Governance

The Group is committed to maintaining high standards of corporate governance and places importance on its corporate governance processes and systems to ensure greater transparency, accountability, and maximisation of long-term shareholder value.

The Board and the management of Eindec are committed to the best practices in corporate governance to ensure the sustainability of the Group's operations. We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable, and equitable system, thereby delivering higher value to our stakeholders.

Please refer to the Company's annual report for FY2019 on pages 13 to 46 for details of the corporate governance principles and practices of the Group.

The corporate governance report outlines the Company's corporate governance structures and practices that were in place during FY2019, with specific reference made to the principles and the provisions of the Code of Corporate Governance 2018 pursuant to Rule 710 of the Singapore Exchange Securities Trading Limited Listing Manual Section B: Rules of Catalist.

Performance in FY2019

- Achieved the target set for FY2019.
- Recorded no incident of non-compliance with management controls and procedures.

Targets for FY2020

- Continue to maintain no incident of non-compliance with management controls and procedures.
- Continue to monitor and update the adequacy of the risk management framework.

Enterprise Risk Management

The Board has overall responsibility for the establishment and oversight of the Group's risk management framework.

The Group had engaged third party professional to establish the Group's Risk Control Assurance Framework. Risk management policies have been established to identify and analyse the key risks faced by the Group, to set appropriate risk limits and controls, develop a risk control matrix, and to implement procedures to monitor and report risks and adherence to limits.

Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through training and management standards and procedures, aims to develop a disciplined and constructive control environment whereby all employees understand their roles and obligations.

The Audit Committee of the Company oversees how the management monitors compliance with the Group's risk management policies and procedures, and from time to time, reviews the adequacy of the risk management framework in relation to the risks faced by the Group. The Audit Committee is assisted in its oversight role by the internal auditor. The internal auditor undertakes both regular and ad-hoc reviews of the Group's risk management controls and procedures and reports its findings to the Audit Committee.

We will continue our practice of performing risk assessment at least once per year, either internally or with the assistance of a third party professional as determined by the Audit Committee.

GRI Standards Content Index

GRI Standards	Disclosure	Reference / Description
GENERAL DISCLOSURE		
GRI 102: General Disclosures	102-1	Name of organisation Eindec Corporation Limited
	102-2	Activities, brands, products and services Sustainability Report 2019 (“ SR ”): Corporate Profile, page 3
	102-3	Location of headquarters Singapore
	102-4	Location of operations Singapore, Malaysia, China
	102-5	Ownership and legal form Annual Report 2019 (“ AR ”): Statistics of Shareholdings, pages 117 to 118
	102-6	Markets served AR – Operations Review, pages 4 to 6
	102-7	Scale of the organisation AR – Financial Review, pages 7 to 9 SR – Economic Performance, pages 9 to 10
	102-8	Information on employees and other workers SR – Social, page 13
	102-9	Supply chain SR – Corporate Profile, page 3
	102-10	Significant changes to the organisation and its supply chain AR – Letter to Shareholders, pages 2 to 3 SR – Economic Performance, pages 9 to 10 • Transformation from original equipment manufacturer to customised solutions provider
	102-11	Precautionary Principle or approach Eindec supports the intent of the Precautionary Principle, but has not expressed a specific commitment.
	102-12	External initiatives None
	102-13	Membership of associations Eindec is a member of Singapore Business Federation and Federation of Malaysian Manufacturers
	102-14	Statement from senior decision maker SR – Board Statement, page 4
	102-16	Values, principles, standards and norms of behaviour AR – Corporate Governance, pages 13 to 46
102-18	Governance structure AR – Corporate Governance, pages 13 to 46	
102-40	List of stakeholder groups SR – Stakeholder Engagement, pages 6 to 7	
102-41	Collective bargaining agreements None	
102-42	Identifying and selecting stakeholders SR – Stakeholder Engagement, pages 6 to 7	
102-43	Approach to stakeholder engagement SR – Stakeholder Engagement, pages 6 to 7	
102-44	Key topics and expectations raised SR – Stakeholder Engagement, pages 6 to 7	
102-45	Entities included in the consolidated financial statements AR – Notes to Financial Statements, pages 87 to 89	

GRI Standards	Disclosure		Reference / Description
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-46	Defining report content and topic boundaries	SR – Board Statement, page 4
	102-47	List of material topics	SR – Materiality Assessment, page 8
	102-48	Restatement of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	SR – Board Statement, page 4
	102-51	Date of most recent previous report	30 May 2019
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions about the report	SR – Board Statement, page 4
	102-54	Claims if reporting in accordance with the GRI Standards	SR – Board Statement, page 4
	102-55	GRI content index	SR – GRI Standards Content Index, pages 17 to 18
102-56	External Assurance	We may seek external assurance in the future.	
GRI 103: Management Approach	103-1	General requirements for reporting the management approach	SR – Sustainability Approach, page 5; Materiality Assessment, page 8
MATERIAL ESG FACTORS			
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	SR – Economic Performance, pages 9 to 10
GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	SR – Anti-corruption, page 11
GRI 206: Anti-competitive Behaviour	206-1	Legal actions for anti-competitive, anti-trust, and monopoly practices	SR – Anti-competitive Behaviour, page 11
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations	SR – Environmental Compliance, page 12
GRI 403: Occupational health and safety	403-2	Types of injury and rates of injury, occupational diseases, lost	SR – Occupational Health and Safety, page 14
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	SR – Diversity and Equal Opportunity, page 13
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	SR – Socioeconomic Compliance, page 15

Board of Directors

Zhang Wei

Non-Executive Chairman

See Yen Tarn

Independent Director

Wong Chee Meng Lawrence

Independent Director

Jeffrey Ong Shen Chieh

Independent Director

Audit Committee

See Yen Tarn (Chairman)

Wong Chee Meng Lawrence

Jeffrey Ong Shen Chieh

Nominating Committee

Jeffrey Ong Shen Chieh (Chairman)

See Yen Tarn

Wong Chee Meng Lawrence

Remuneration Committee

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Company Secretary

Shirley Tan Sey Liy (ACIS)

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Partner-in-charge: Lao Mei Leng

(Public Accountants and

Chartered Accountants Singapore)

(Appointed since financial year ended

31 December 2019)

Sponsor

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RHT Corporate Advisory Pte. Ltd.

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EINDEC KYODO

—— 英德集团 ——

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