



Sustainability Report 2022

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CORPORATE PROFILE

Sing Holdings Limited (“Sing Holdings” or the “Company”) and its subsidiaries (the “Group”) is a property development and investment group listed on the Mainboard of the Singapore Exchange. Its principal place of business is in Singapore. It has an established track record of development experiences in a wide spectrum of properties ranging from landed houses, condominiums to commercial and industrial buildings.

The Group currently owns a limited service hotel, Travelodge Docklands, in Melbourne and 27 strata units in an industrial building, BizTech Centre, in Singapore. During the year we have completed Parc Botannia, a private condominium development and launched North Gaia, an Executive Condominium, for sale.

The Group prides itself in delivering quality developments to its purchasers and tenants. Our recently-completed residential project, Parc Botannia, was awarded the CONQUAS certificate by the Building and Construction Authority (“BCA”). The Construction Quality Assessment System (CONQUAS) serves as a national standard for assessing the quality of building projects and is a widely recognised and internationally accepted benchmarking tool for quality. Other awards which the project has won includes the Asia Pacific Property Awards 2020 in two categories, namely Architecture Multiple Residence and Residential Development, as well as the BCA Green Mark Award (Gold Plus). In line with accelerating Singapore’s transition to a low-carbon economy, we took the opportunity to partner with City Energy to be the first private condominium to be installed with EV charging stations operated by Go, the electric vehicle charging service by City Energy.

As part of our effort to integrate sustainability features in every development project, both Parc Botannia and North Gaia have adopted the Prefabricated Prefinished Volumetric Construction (“PPVC”) technology, a greener construction method through minimising dust and noise pollution and improving site safety.

Please refer to Page 9 of the Company’s Annual Report 2022 for our corporate structure and Pages 77 to 78 for a list of the entities within the Group.

1. ABOUT THE REPORT

This report details the sustainability practices adopted by the Group for the financial year from 1 January 2022 to 31 December 2022. It presents our approach in identifying, managing and monitoring environmental, social and governance topics material to the Group. This report is published annually.

The scope of this report covers the Group's business operations in Singapore undertaken by the Company and its subsidiaries. We have kept our focus on our property development activities which we have greater influence over the implementation of the sustainability strategies and initiatives.

This report has been prepared in compliance with the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules 711A and 711B. It incorporates the primary components as set out in Listing Rule 711B on a "comply or explain" basis with reference to the Global Reporting Initiative (GRI) 2021 Standards. The GRI Standards, being an internationally recognised reporting framework, has been adopted as our reporting framework as it represents the best practices for guiding organisations understand their outward impacts on the economy, environment and the society. We have considered that it provides a comprehensive range of Environmental, Social and Governance ("ESG") topics relevant to our operations and enables us to report on their impacts in a comparable and credible way.

We are in the process of assessing our climate-related risks and opportunities and aligning our process in preparation for mandatory disclosures consistent with the recommendations of the Taskforce on Climate-related Financial Disclosures ("TCFD").

Our internal auditor performs internal review of our sustainability reporting process in compliance with SGX-ST Listing Rule 711B(3). This report has not been externally assured. Nevertheless, we will build on the internal auditor's findings to continuously enhance the accuracy and completeness of our disclosures as our sustainability reporting matures.

For feedback or questions on this report, please write to us at enquiries@singholdings.com.

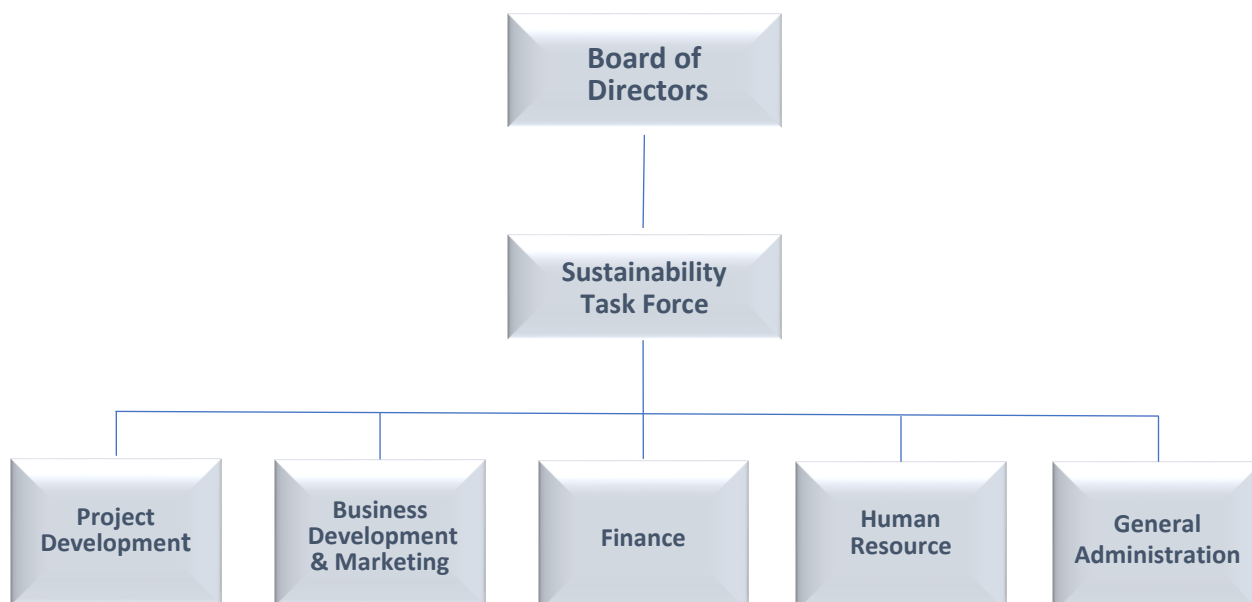
2. BOARD STATEMENT

The impact of climate change has been increasing in severity and frequency globally. In our context as a property development and investment group, we are confronted with impending threats of possible damage to buildings and infrastructures brought on by extreme weather conditions such as flash floods and erratic temperature fluctuation. We are acutely aware of the urgency for swift and collective actions to minimise greenhouse gas emissions.

Among the 5 pillars of the Green Plan launched by the Government, the Energy Reset pillar which aims to use cleaner energy sources particularly in the buildings sector is closest to our hearts as a property developer. As a highly built-up country, buildings account for over 20% of Singapore's emissions. Greening our nation's buildings is a key strategy to achieve our nation's sustainability ambitions under the Singapore Green Plan 2030 to meet emission reduction targets, and to fulfil our international commitments on climate change. The BCA has refreshed the Singapore Green Building Masterplan in 2022 to steer Singapore's buildings towards higher sustainability standards. The Group recognises its role and responsibility in building a more sustainable city. We keep abreast with new initiatives implementation and tap into available support schemes devised by the Government. This includes adopting sustainable construction method, the PPVC technology, and participating in the Green Mark Incentive Scheme. It will be our priority to devote more resources into considering climate-related risks, opportunities and impacts so as to advance our sustainability journey into the next phase.

In addition to developing quality and sustainable buildings, we are equally committed to strengthening our governance structure, developing our people and engaging our community. Supported by our Sustainability Task Force comprising of representatives from across the various business departments, the Board will monitor the Group's performance of the material topics identified and assess the targets set.

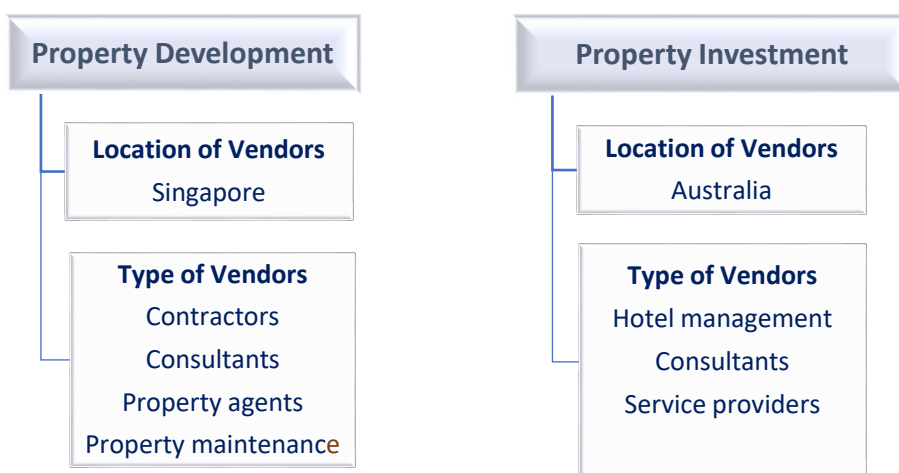
When formulating the Group's business strategies, the Board considers sustainability issues and is committed to the sustainability of the Group's long term growth so as to enhance returns to all our stakeholders.



3. SUPPLY CHAIN

As a property development and investment group, the smooth operation of our business activities is highly dependent on the contractors, consultants and service providers engaged across the countries where our properties are located and in the different activities we undertake. The COVID-19 pandemic had caused unprecedented disruption to worldwide goods and labour supply. We were not spared from a delay in the completion of our property development project. This experience has brought on the importance for a resilient and diversified supply chain as well as maintaining good relationships with our vendors.

As we continue to establish a reliable and resilient supply chain, we will improve our supplier assessment procedures, strengthen our existing relationships while exploring prospects for new alliances.



4. LIST OF MEMBERSHIPS OF ASSOCIATIONS AND EXTERNAL INITIATIVES

The Company keeps abreast with new developments and trends in the industry, forges ties and maintains relationship with the business communities through participation in the following: -

- Real Estate Developer's Association of Singapore (REDAS)
- Singapore Business Federation
- Building and Construction Authority (BCA) Green Mark
- Workplace Safety and Health Act

5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5.1 Stakeholder Engagement

We have identified our key stakeholders through our assessment of their involvement in and influence on our business and their vested interests in the Company's performance as well as the impact our operations may have on them.

Being in continuous engagement with our stakeholders is an important process which allows us to gather their feedback, identify their areas of concern and understand their expectations. Various channels of communication have been established to gather their inputs and feedbacks as well as for us to respond to them in a timely manner.

Within the Company, representatives from across various business functions meet as and when necessary, and at least monthly, to update and discuss issues and matters arising from their respective departments. We consider the data sourced from such interactions, externally and internally, when determining our material ESG topics.

We present below our responses arising from various modes of engagement with different stakeholders.

Key Stakeholders	Engagement Methods	Areas of Concern	Our Responses
Investors	<ul style="list-style-type: none"> Annual general meeting Annual report Financial results announcements Press release Corporate website 	<ul style="list-style-type: none"> Financial performance Growth strategies Corporate governance practices Share price performance and dividend policy Company's long-term sustainability 	<ul style="list-style-type: none"> Timely disclosure and dissemination of information Prompt response to investor queries Establish robust corporate governance practices
Business Partners	<ul style="list-style-type: none"> Regular meetings Phone and emails On-site visits 	<ul style="list-style-type: none"> Financial performance Corporate governance practices Company's long-term sustainability 	<ul style="list-style-type: none"> Align objectives and targets through management meetings Keep all parties updated through progress reports
Purchasers and Tenants	<ul style="list-style-type: none"> Easy access to showflat Sales hotline Letters, emails and phone Corporate website 	<ul style="list-style-type: none"> Quality of properties Timely delivery of product Timely response to feedback and request Clear communication of product specifications 	<ul style="list-style-type: none"> Deliver quality product Deliver on-time Systematic monitoring of requests and feedback Maintain open channels for two-way communication Strive for excellent customer experience

5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Key Stakeholders	Engagement Methods	Areas of Concern	Our Responses
Contractors and Suppliers	<ul style="list-style-type: none"> On-site inspections Phone and emails Virtual meetings 	<ul style="list-style-type: none"> Product quality, health and safety Occupational health and safety Prompt payment Regulatory compliance Fair treatment 	<ul style="list-style-type: none"> Monitor performance and progress through regularly meetings Provide useful feedback and recommendations
Government and Regulators	<ul style="list-style-type: none"> On-site inspections Letter and email correspondences Courses and seminars 	<ul style="list-style-type: none"> Regulatory compliance Adherence to environmental and safety standards 	<ul style="list-style-type: none"> Keep abreast of new and updates of standards and regulations through active participation in relevant regulatory bodies Promote good corporate governance practices
Employee	<ul style="list-style-type: none"> Management meetings Knowledge sharing sessions Dialogue and feedback sessions Festive celebrations Performance review discussions 	<ul style="list-style-type: none"> Fair employment practices Remuneration and benefits Workplace health and safety Job security Performance assessment 	<ul style="list-style-type: none"> Provide fair remuneration package Training and development opportunities Staff engagement sessions
Community	<ul style="list-style-type: none"> Feedback channels Enquiry email Corporate social responsibility activities 	<ul style="list-style-type: none"> Environment and community impacts Health and safety issues 	<ul style="list-style-type: none"> Minimise disruption to community area of construction activities Provide platform for feedback and communication Corporate donation Corporate volunteering

5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5.2 Materiality Assessment

Our Sustainability Task Force, consisting of representatives from across the various business functions, conducts an annual materiality assessment exercise to identify, prioritise and obtain validation for topics determined to be significant to the Group's sustainability.

STEP 1: Identification

The impacts which the Group's activities and business relationships have on the economy, environment, and people, including effects on their human rights are first identified and assessed. These impacts include negative and positive impacts, short-term and long-term impacts, intended and unintended impacts, and reversible and irreversible impacts. These concerns are gathered from our on-going stakeholders' engagement activities throughout the year and considered with: -

- Stakeholders' expectations and concerns
- Business activities which are prominent during the year depending on the stage of the development projects
- Sustainability challenges and trends of the real estate sector
- Taking reference from peers and competitors in the same industry

STEP 2: Prioritisation

The impacts gathered are assessed and prioritised depending on their significance. The significance of an impact depends on its severity and likelihood. Through identifying the concerns which present significant impact, the material topics addressing these impacts are determined.

These identified ESG topics aid the Company in aligning its business strategies with its sustainability goals and directions. These topics are reviewed annually to ensure their relevance to the Group's business objective and strategies.

STEP 3: Validation

The material topics are presented to the Board for their review and approval.



5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5.3 MATERIAL ESG TOPICS

The topics which were identified in last year's report remain material this year as our business operations have not changed significantly over the year. As we progress on our sustainability journey, we have identified an additional topic: -



Training & Education

In line with the Government's aim to promote lifelong learning and in light of rapidly evolving technology, we have considered that training and upgrading the skills of our employees is vital in building a resilient workforce.

OUR MATERIAL ESG TOPICS

GOVERNANCE	<ul style="list-style-type: none">• 6.1 Economic performance• 6.2 Anti-corruption
SOCIAL	<ul style="list-style-type: none">• 7.1 Employment, diversity and equal opportunity• 7.2 Training and education• 7.3 Local communities• 7.4 Occupational health and safety
ENVIRONMENTAL	<ul style="list-style-type: none">• 8.1 Energy consumption• 8.2 Supplier environmental assessment

6. GOVERNANCE

6.1 Economic Performance

In year 2022, we generated S\$64 million of economic value to our stakeholders, of which S\$52 million was distributed to investors, contractors, employees, government and the community. We strive to maintain a balance between the economic value distributed and economic value retained as we stay committed in delivering long-term value to our investors.

While the uncertainty arising due to the COVID-19 pandemic has eased, we are mindful of the economic uncertainty arising from the impact of high interest rates, rising inflation amidst the presence of geopolitical tensions. While we exercise prudence and vigilance as we explore property development and investment opportunities, we seek to generate economic growth and maintain sustainable returns by managing it with capital required.

	2022 S\$'000	2021 S\$'000
Direct economic value generated	64,224	122,808
Operating costs	43,780	93,871
Employee wages and benefit	2,922	3,147
Payments to providers of capital	5,068	6,223
Payments to government	684	4,797
Community investment	6	5
Economic value distributed	52,460	108,043
Economic value retained	11,764	14,765

FY 2022 performance	Maintained balance between the economic value distributed and economic value retained
FY 2023 target	Continue to generate long-term returns to investors

6.2 Anti-corruption

The Company is committed to a high standard of ethical conduct and adopts a zero-tolerance approach to fraudulent practices. We recognise the importance of having a strong corporate governance so as to uphold our reputation and keep the trust placed on us by our stakeholders. We ensure that all our employees are well-informed and adhere to the highest standard of ethics and integrity expected by the Company.

Annually the Company's Conflict of interest Policy is reiterated to every employee. The Policy sets out the circumstances which may constitute a conflict of interest and provides guidance to employees in the avoidance and handling of conflict of interest. All employees are required to provide an annual declaration to disclose any actual or potential conflict of interest, or to confirm otherwise. In addition, for every significant purchase requisition, the employee involved in the procurement or recommendation is required to declare if there was any personal benefits or conflict of interest involved.

Employees were briefed and are expected to adhere strictly to the Company's anti-bribery and anti-corruption practices. They are required to declare and report to the management on gifts received or any conflict of interest they may face in a transparent and timely manner.

6. GOVERNANCE

We have in place a whistle-blowing procedure by which staff and external parties may raise, in confidence, any concerns about possible improprieties or malpractice in matters of financial reporting or other matters directly to the Chief Executive Officer or any Audit Committee member. All reported cases will be objectively and thoroughly investigated. Anonymous reporting will also be attended to with anonymity honoured.

There were no whistle-blowing letters received during the year 2022.

Directors and staff of the Group are reminded through emails at appropriate times that dealings in the shares of the Company are strictly prohibited within the results announcement black-out timeframe. They are briefed on the implications of insider trading and are expected to observe the law on insider trading at all times. They are also discouraged from dealing in the Company's shares on short-term considerations.

In FY 2022, we have met our target of adherence to anti-bribery and anti-corruption practices. There were no incidents of bribery and corruption.

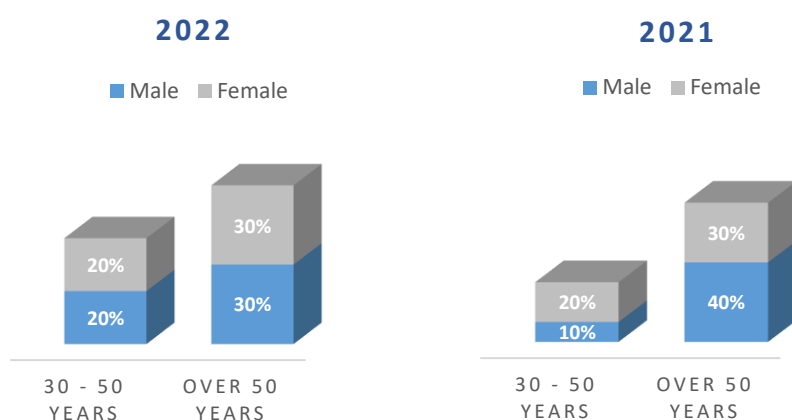
FY 2022 performance	No incidents of bribery and corruption
FY 2023 target	Continue to ensure adherence to anti-bribery and anti-corruption practices

7. SOCIAL

7.1 Employment, Diversity and Equal Opportunity

Our employees are our valued assets. We recognise the important role they play in our long-term success. We are committed to creating a safe and inclusive working environment in which all our employees are given equal opportunities to expand their maximum potential and are remunerated fairly without gender and age bias. This has helped us maintain a workforce balanced in gender and age distribution.

Diversity of Employees – By Gender & Age

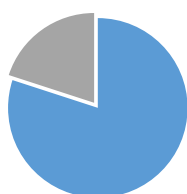


7. SOCIAL

Diversity of Board & Management – By Gender

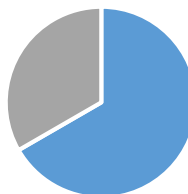
The benefits of a gender-balanced decision-making team have been well-documented. For us, we believe that it adds diverse perspectives and ideas to our strategy formulation and problem-solving process as well as fosters a culture of greater inclusion.

Board of Directors



■ Male ■ Female

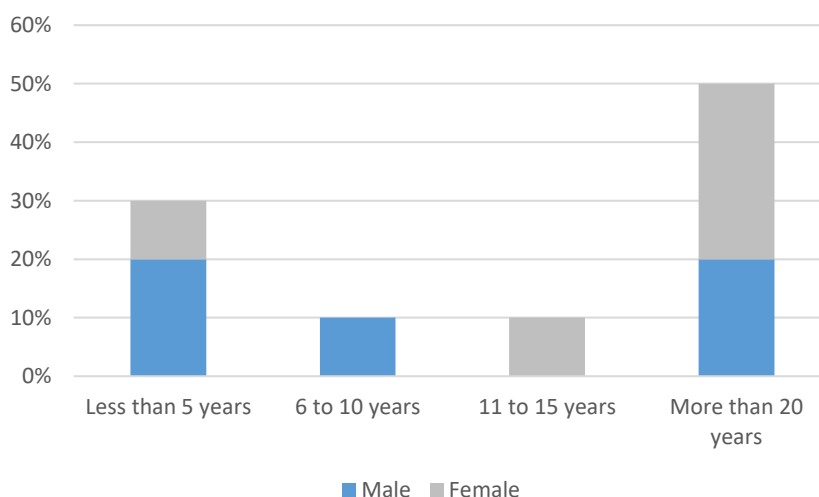
Key Management Team



■ Male ■ Female

We believe in creating a rewarding and fulfilling work environment where our employees share common values and goals. This is evident in our stable headcount of which half of our workforce have dedicated more than 20 years of their service to the Company. We do not subscribe to a mandatory retirement policy as we highly value the wealth of experience in our long-serving employees. Their competence and dedication in their respective roles are instrumental in the efficient and effective operation of our business.

Years of Service – By Gender



7. SOCIAL

Having a motivated and productive workforce is a critical factor for the long term success of the Company. Our top focus has always been to look after our employees' physical and mental well-being. We comply with all statutory requirements relating to employer's obligations in Singapore, and safeguard human rights in our workforce through strict adherence to regulations laid down by the Ministry of Manpower and promoting a culture of respect at our workplace.

Our employees' remuneration package is reviewed annually to keep up with market competitiveness and periodic performance appraisal is conducted to ensure that remuneration commensurate with individual's performance.

Due to the cyclical nature of our property development activity, while every employee has their distinct role and responsibility, teamwork and time dedication were critical at resource-intensive periods such as sales launches and project completion. 2022 was one such hectic year when our employees worked relentlessly and unconditionally. In appreciation, the Company rewarded our employees with an all-expense paid trip across the Causeway. Other than a time for rejuvenation, it was also an opportunity for bonding across departments. With the resumption of social activities, our Annual Dinner & Dance was a well-deserved break for everyone to enjoy the fun-filled evening and an occasion to recognise the dedication of our long-serving staff with long-service awards.



Going through the pandemic has brought about heightened awareness of the importance of mental wellness and work life balance. In transiting into the post-pandemic working environment, we have implemented flexi-work arrangement to accommodate our employees' travel arrangements or care-giving needs.

While we strive to maintain an optimal headcount, we recognise the importance for diversity in knowledge and expertise within our workforce. We had 1 new hire and 1 voluntary retirement during the year.

FY 2022 performance Maintained diversity and a well-balanced work force

FY 2023 target Retain and sustain our stellar team through fair and equal treatment

7. SOCIAL

7.2 Training and Education

The rapid transformation of the business environment due to digitalisation and has driven the need to equip our employees with skills and knowledge to stay relevant and tools to realise their potential. Having a competent and skilled workforce is a cornerstone to the Company's growth and resilience in this fast-paced economy.

In 2022, our Board attended training on sustainability to have a better grasp on sustainability issues arising from changes and disruptions due to environmental, social and governance developments. Being equipped with deeper knowledge on sustainability issues will assist the Board in integrating them into their business strategy formulation.

We invest and support our employees in training programmes and workshops relevant to their professional development. It is essential for our employees to be kept abreast of the regulatory developments and updates pertaining to their professional roles. With increasing emphasis by our Government on upgrading and upskilling our workforce, we have started tracking training hours in 2022 with the aim of exploring more training opportunities and extending the scope and availability of training programmes to employees of different functions and seniority.

STAFF TRAINING	FY 2022
Average training hours per employee per year	12
Percentage of total training hours – by gender	
Male	59%
Female	41%
Average training hours per employee – by gender	
Male	14
Female	10

FY 2022 performance	Achieved 12 hours of training per employee
FY 2023 target	Expand scope and availability of training to employees

7. SOCIAL

7.3 Local Communities

We have a social responsibility towards the community we operate in and we are committed in contributing positively and doing our part in giving back to the community. A stable and unified society produces a healthy, reliable workforce and provides a conducive business environment which in turn, contribute to overall economic growth.

Causes We Have Supported

We donate annually to Singapore Chung Hwa Medical Institution in support of its objective in providing subsidised Traditional Chinese Medical care to the sick regardless of race and religion.

Our Community Work

As safe distancing measures eased during the year, we participated with our affiliated company, Sing Investments and Finance Limited, in bringing children from underprivileged background on a learning journey themed - “Animal Conservation and Environmental Protection” to the Singapore Zoo. Not only was it a long-awaited opportunity for the children and employee volunteers to go on a day-out after the easing of restrictive measures, it was enriching to learn more about protecting our endangered animals.



7. SOCIAL

Our Interactions with the Local Community

Our project development takes place in a populated housing estate. We are acutely aware of the impact that our development activities may have on the safety and well-being of the community in the vicinity of our site.

North Gaia: -

We believe in maintaining open communication with the community impacted by our business activities to enable us to understand their vulnerability, consider their views and thus better address their concerns. In the process of carrying out our business, not only do we endeavour to minimise disturbances to the surroundings, we look out for improvement features which we can incorporate to benefit the public as well.

At the start of our development, we have conveyed to the residents in the vicinity of our project construction site information such as the tentative programme for the construction works, mandatory working hours and measures to be implemented by our appointed main contractor. We have also shared a list of improvement works that will be carried out in the vicinity of the development by us to better serve the residents and public. Their feedback on the design or layout of our proposed development were considered.

During the course of construction, feedbacks and complaints received are discussed with our construction counterparts and dealt with promptly. One of our engagement channel is maintaining open communications with residents of the neighbouring condominium through their estate managing agent.

Our Engagement with our Customers

“Customer Experience” is our focus at every instance of our interactions with our purchasers.

Parc Botannia: -

Due to the unprecedented disruption to supply chains brought on by the pandemic, we experienced an unforeseen delay in completion. Notwithstanding so, we did our utmost to minimise inconvenience and delay to our purchasers, such as the following: -

- Kept them informed via 6-monthly updates on the construction progress
- Handed over the units without undue delay as soon as approval was obtained
- Rectified defects in residential units as expeditiously as possible
- Appointed an independent managing agent to manage the entire estate including the common areas
- Co-ordinated rectification works at common areas between our contractors and the managing agent

FY 2022 performance	Engaged community who are impacted by our development activities Resumed annual community work program Planned engagement activities for employees
FY 2023 target	Explore meaningful ways to engage our people and our community

7. SOCIAL

7.4 Occupational Health and Safety

Having an injury-free and healthy workforce boosts morale and productivity which in turn, enhances our competitive edge in business. It is our commitment that a safety-first work culture be fostered through close communication and stringent implementation.

Upholding safety at our project worksite requires close co-operation with our contractors and suppliers, thus we are stringent in our selection of our contractors and suppliers. One important selection criteria is for our contractors to have in place an effective management system to deal with workplace health and safety matters, preferably with OHSAS 18001 certification or its equivalent. We take a strong stance in complying with policies and guidelines on health and safety and constantly remind our contractors to uphold and adhere with all applicable legislations and requirements.

Safety at Planning Stage

- ❖ Stringent Design for Safety (DFS) parameters are set during early design and planning stage. We have engaged a DFS consultant right from the early design and planning stage to ensure that any safety concerns arising from the development process from layout planning to meticulous building details are duly addressed. Standard Operating Procedures for periodic maintenance at post construction stage are also set out.
- ❖ During weekly meetings with our construction counterparts, safety issues arising from design proposals will be brought up and proactive preventive measures will be incorporated or alterations to design proposal will be made if necessary.

Safety during Construction

Our Project Development team closely collaborates with and periodically monitors our construction counterparts to ensure that all safety aspects at site are considered and adhered to. During weekly meetings, safety concerns are actively discussed. Amongst them, reports on accident occurrence rate and severity are reported to our Project Development team for their tracking and monitoring. Our team ensures that every accident is thoroughly investigated and that proper preventive measures are implemented to avoid recurrence.

HEALTH & SAFETY AT WORK SITE	FY 2022	FY 2021
Number of hours worked	302,574	35,952
Number of reportable accidents	0	0
Rate of reportable accidents	0	0

7. SOCIAL

Safety is of paramount importance at the work site. Some measures which have been put in place by our like-minded construction counterpart at North Gaia are: -

- *Implementation of Online Safety Management System*
 - Having an online safety management system facilitates the real-time updating of data, collation of feedback and systematic document extraction. Additionally, digitalisation of documents reduces paper usage and eliminates physical storage.
- *Provide adequate and relevant training to all workers*
 - Appropriate safety briefings and training on critical safety issues are conducted during the weekly toolbox meeting.
 - The training attendance of all workers under their supervision are closely monitored to ensure the effectiveness of the training sessions.
- *Conduct inspections and audit*
 - Regular inspections of the worksite are carried out to ensure that all safety measures are in place and being followed. Safety audits are conducted to identify areas for improvement and corrective actions to be taken as necessary.



7. SOCIAL

Other than relying on the measures undertaken by our construction counterpart, our Project Development team actively assesses for potential danger through their meetings and site walks. Some preventive measures which have been implemented are: -



Workers using SRL when working near unprotected edge.

Address risk of workers falling from heights

- ✓ Workers are to harness with self-retracting lifelines when working near unprotected edges or unfinished slabs with openings



Securing webbing sling around the PPVC for additional measures.

Enhance safety control on installation of PPVC modules

- ✓ Additional webbing slings are to be secured around the PPVC modules when they are hoisted
- ✓ Brightly-painted toe-boards are provided around the perimeter of the top of PPVC modules to prevent objects from falling from height



Green & Red Flag Implementation for Work Zone.

Demarcation between clear and danger work zone

- ✓ Clear identification of pedestrian access way segregated from vehicular access way
- ✓ Prominent indication between safe and unsafe work zones through the use of recognisable red and green flags

FY 2022 performance	No incidence of work related fatalities
FY 2023 target	Aim to keep work-related injuries to minimal

7. SOCIAL

PPVC (Prefabricated Prefinished Volumetric Construction)

With our prior experience in the successful adoption of the PPVC construction technique at our Parc Botannia project, we have similarly adopted it at North Gaia for its positive environment, social and economic impact.

PPVC is one of the game-changing technologies that support Singapore's Design for Manufacturing and Assembly (DfMA). It involves construction being designed for manufacturing off-site in a controlled environment, before being assembled on-site. Some of its benefits are as follows: -



Decreased construction time

Modular units are pre-fabricated off-site before being delivered to the project site for assembly. This improves productivity, saves time and manpower.

- + Social Impact ✓
- + Economic Impact ✓



Enhanced quality control

As each modular unit is constructed within a controlled factory environment, they are subjected to stringent quality control measures, resulting in a higher quality finished product.

- + Social Impact ✓
- + Economic Impact ✓



Less pollution

Completing much of the construction work off-site helps to minimise disruption to the surrounding area and environment. There is significantly less noise and dust generated compared with traditional construction techniques.

- + Environmental Impact ✓
- + Social Impact ✓



Improved safety

Less work is required to be performed at heights, coupled with fewer workers required on-site, hence lowering the risk of accidents.

- + Social Impact ✓

8. ENVIRONMENT

8.1 Energy Consumption

Green Efforts in our property development project – North Gaia

For our project development at North Gaia, achieving energy efficiency starts right from the design phase. We have as part of our Project Development team, our Green Mark Accredited Professional (“Green Mark AP”) who participates in the design process to integrate environmental-friendly features and collaborates with our consultants, main contractor and other stakeholders to facilitate the attainment of the Green Mark requirement for North Gaia.

<i>Building Design Features</i>	<i>Environmental Impact</i>
A majority of the units feature a north-south angled orientation	<ul style="list-style-type: none">❖ Minimise heat exposure thus improving indoor thermal comfort through natural ventilation and daylight❖ Reduce reliance on indoor air-conditioning leading to lower electricity consumption
Each unit's kitchen and bathrooms have been thoughtfully designed to receive natural ventilation and ample daylight	<ul style="list-style-type: none">❖ Reduce the need for artificial lighting during the day and ultimately minimising energy consumption
A horizontal ledge has been introduced at each floor to serve as an effective sun-shading device for the units. This, coupled with a shading co-efficient window glazing system, further reduces solar heat gain in indoor spaces.	<ul style="list-style-type: none">❖ These features have resulted in a Residential Envelope Transmittance Value (RETV) of 19.63W/m², surpassing the regulatory requirement of not more than 25 W/m². This demonstrates that the building energy efficiency of North Gaia is an improvement of 21.5% from the regulated, a testament to its strong environmental concern
Common lift lobby at each block are strategically designed to receive natural cross ventilation and natural daylighting	<ul style="list-style-type: none">❖ Reduce reliance on mechanical ventilation and artificial lighting

8. ENVIRONMENT

<i>Green Features</i>	<i>Environmental Impact</i>
Energy-saving LED lights are used in all common areas of the development	❖ Result in significant improvement in the lighting power budget. Compared to the standards outlined in SS530, 42.5% improvement in energy efficiency is achieved.
Use of energy efficient lifts at all blocks	❖ Reduce energy consumption
Installation of electric vehicle (“EV”) charging stations in the carpark to encourage adoption of EVs.	❖ Reduce air pollution and fuel consumption
Use of low volatile organic compound paint which emits fewer harmful chemicals compared to traditional paint	<ul style="list-style-type: none"> ❖ Reduce health risk and improve indoor air quality ❖ Promote a healthy and eco-friendly living environment
Adoption of automated waste collection system - Pneumatic Waste Conveyance System (PWCS)	❖ Mitigate odour and pest problem at common area
Double refuse chutes at each block to facilitate the separation of recyclable from non-recyclable waste	❖ Promote waste management

<i>Initiatives by our Construction Counterpart</i>	<i>Environmental Impact</i>
Water treatment	❖ Water containing earth and silt from the work site is filtered and treated before being discharged into public catchment areas to prevent water pollution
Use of recycled water at washing bay	❖ Re-using water at the work site to wash vehicles exiting the construction site conserve valuable water resource

8. ENVIRONMENT

Green Efforts in the Offices

√ *Reduce energy consumption*

We are committed to reducing energy consumption in all aspects of our operations. Effective management of energy not only positively impacts the environment, it reduces operating costs and enhances economic value for our stakeholders.

In our belief that no effort is too modest and no impact is too minimal, we have explored areas to improve our green efforts and shall embark on tracking electricity consumption in our main and sales office. Embarking on systematic tracking is an objective means to measure usage before setting targets and implementing measures towards reduction.

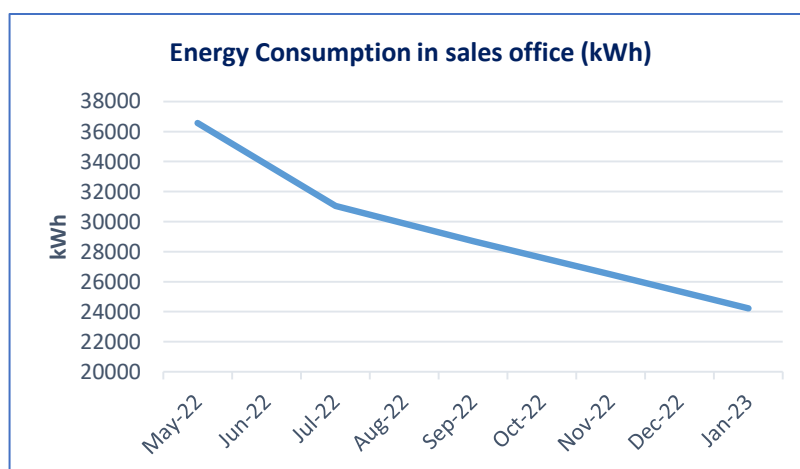
We have not extracted the usage data for prior year, 2021 as it was an atypical year with unprecedented disruption in working arrangements as a result of the pandemic.

ENERGY CONSUMPTION IN OFFICE	FY 2022
Total energy consumption	39,648 kWh
Total energy consumption per employee	3,965 kWh

Some of the measures which we have adopted to achieve higher energy efficiency and lower consumption are: -

1. Dim lights in areas of low footfall such as storeroom
2. Reduce light-up areas during low activity hours
3. Turn off standby power of equipment during long periods of no usage
4. Adjust air-conditioner temperature depending on outdoor temperature
5. Regular maintenance of equipment to ensure optimal efficiency

Notably, our conservation efforts have yielded energy savings in North Gaia sales office



8. ENVIRONMENT

√ *Reduce paper wastage*

We endeavour to reduce paper use to reduce our carbon footprint in the environment. Some initiatives implemented are as follows: -

- Annual Reports This is the third year that we have discontinued the practice of mailing our annual reports to shareholders. Instead, a digital version of the annual report is made available on our corporate website for viewing and download

- Meeting agendas and materials We no longer print meeting agendas and materials for our Board, Board Committee and management meetings. Instead, electronic copies are now being circulated.

- Digital sale management platform We have digitalised our sales transaction process at North Gaia through the adoption of a digital sale management platform – Showsuite. From registering of interest to signing the purchase documents, buyers could do so digitally and remotely. This had enabled us to carry out our marketing activities while ensuring that safe management measures were adhered to and the well-being of our interested buyers and sales team were taken care of during the period with pandemic restrictions imposed. In addition, having the signed documents in the digital sale management system significantly reduces the need for printing as documents could be downloaded and stored digitally, thus reducing paper usage and saving time and storage space as well as manpower. This has led to an average reduction of 81% in the number of pages printed for each unit sold in 2022 which translates to saving 1.9 trees required to produce the papers.



APPROXIMATELY 2 TREES SAVED

8. ENVIRONMENT

√ *Enforce environmental compliance*

Our Project Development team works very closely with the consultants and construction counterparts who are ISO 14000 certified to ensure that effective environmental management programmes are adhered to. The environmental performance indicators at our development sites are monitored against their Environmental Management programmes and immediate actions are taken to rectify any non-compliant practices.

Our Project Development team inculcates good practices by monitoring wastages and resource consumption and strongly encourages our construction counterparts to explore innovative use of recyclable materials at the worksite.

As part of our sustainability initiatives, a special Outline Design Brief, which outlines our minimum sustainability standards is disseminated to all our contractors and consultants to ensure our green approaches are met.

In addition, we work closely with government bodies such as the Urban Redevelopment Authority, National Environment Agency, BCA and Land Transport Authority to stay constantly updated with new or revised rules and regulations so as to keep up with our compliance effort.

The Company has not been served notice of fines or non-monetary sanctions for non-compliance with environmental laws and regulations in year 2022.

FY 2022 performance	Reduced energy consumption and paper usage No incidence of non-compliance with environmental laws and regulations
FY 2023 target	Continue to explore ways to reduce our environmental footprint

8. ENVIRONMENT

8.2 Supplier Environmental Assessment

We believe in working together with suppliers and construction partners who share our commitment to sustainability in order to meet our stipulated sustainability objectives. In this way, we are assured of their commitment and cooperation in addressing common focus areas such as quality, environmental management and workplace health and safety.

Shortlisted contractors or suppliers are required to submit their company's track record and documentation demonstrating their commercial and technical capabilities for our assessment of their environmental accountability.

Areas assessed include but are not limited to: -

- Site safety and health performance record
- CONQUAS scores achieved for previous projects
- Attainment of Green and Gracious Builder Award which recognises progressive builders who adopt environmentally friendly practices
- Project Quality Plan ("PQP") with environmental management program.

Preference is given to contractors and suppliers with good track records who similarly engage in sustainable practices and have a management system that is certified to the ISO 14001 standards or its equivalent. Otherwise, they will be required to demonstrate that they have an effective management system in place to deal with environmental matters.

Our Project Development team will carry out desk-top evaluation based on the submitted documents, to be followed by interviews and where necessary, visit to their factories or facilities to assess the effectiveness of their management systems.

Our in-house Green Mark AP ensures that our commitment to BCA Green Mark Scheme is achieved by: -

- ❖ conducting rigorous check on each of the items committed to BCA from project planning to completion stage;
- ❖ ensuring proper recordkeeping of declared environmental friendly items; and
- ❖ monitoring our construction counterpart's adherence to the Singapore Green Building Product ("SGBP") Certification Scheme by perusing the issued certificates periodically.

FY 2022 performance Adhered to our selection process

FY 2023 target Continue to enhance our selection process and update our requirements

GRI CONTENT INDEX

Statement of use	Sing Holdings Limited has reported the information cited in this GRI content index for the period 1 Jan 2022 to 31 Dec 2022 with reference to the GRI Standards.	
GRI Used	GRI 1 : Foundation 2021	
GRI Standard	Disclosure	Page
GRI 2: General Disclosures 2021	2-1 Organisational details	2
	2-2 Entities included in the organization’s sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	Nil
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	5
	2-7 Employees	11
	2-8 Workers who are not employees	11
	2-9 Governance structure and composition	AR 2022: Pg 10
	2-10 Nomination and selection of the highest governance body	AR 2022: Pg 14
	2-11 Chair of the highest governance body	AR 2022: Pg 14
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 2022: Pg 14
	2-13 Delegation of responsibility for managing impacts	4
	2-14 Role of the highest governance body in sustainability reporting	4
	2-15 Conflicts of interest	10
	2-16 Communication of critical concerns	10
	2-17 Collective knowledge of the highest governance body	14
	2-18 Evaluation of the performance of the highest governance body	AR 2022: Pg 14
	2-19 Remuneration policies	AR 2022: Pg 14
	2-20 Process to determine remuneration	AR 2022: Pg 14
	2-21 Annual total compensation ratio	AR 2022: Pg 14
	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	4
	2-24 Embedding policy commitments	4
	2-25 Processes to remediate negative impacts	AR 2022: Pg 14
	2-26 Mechanisms for seeking advice and raising concerns	AR 2022: Pg 14
	2-27 Compliance with laws and regulations	25
	2-28 Membership associations	5
	2-29 Approach to stakeholder engagement	6
	2-30 Collective bargaining agreements	Nil

GRI Standard	Disclosure	Page
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8
	3-2 List of material topics	9
	3-3 Management of material topics	8
GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	10
GRI 205: Anti-corruption 2016		
	205-2 Communication and training about anti-corruption policies and procedures	10
GRI 302: Energy 2016		
	302-1 Energy consumption within the organization	21
GRI 308: Supplier Environmental Assessment 2016		
	308-1 New suppliers that were screened using environmental criteria	26
GRI 401: Employment 2016		
	401-1 New employee hires and employee turnover	13
GRI 405: Diversity and Equal Opportunity 2016		
	405-1 Diversity of governance bodies and employees	11
GRI 404: Training and Education 2016		
	404-1 Average hours of training per year per employee	14
GRI 413: Local Communities 2016		
	413-1 Operations with local community engagement, impact assessments, and development programs	15
GRI 403: Occupational Health and Safety 2018		
	403-2 Hazard identification, risk assessment, and incident investigation	17