



LEAPING TOWARDS
SUSTAINABLE
FUTURE WITH
RESILIENCE

SUSTAINABILITY REPORT 2022

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MISSION STATEMENT

We dedicate ourselves to be the preferred service provider that thrives on cutting edge Technology, Safety, Quality and Competitive Solutions to achieve customer satisfaction.

VISION STATEMENT

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

CORE VALUES

- Safety • Quality • Customer Focus
- Leadership • Teamwork

COMPANY INFORMATION

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ABOUT THIS REPORT

This is Mun Siong Engineering's sixth Group Sustainability Report. This report covers an overview of our approach, priorities, and progress in Environmental, Social and Governance (ESG) sustainability for FY2022. We aim to inform our stakeholders of Mun Siong Group sustainability performance in a transparent and accountable manner.

Our Sustainability Approach

Mun Siong Group believes in creating a sustainable value for our stakeholders and aligning our long-term business strategy based on a balanced development between People, Technology, Profit, and the Environment. Our business undertaking reflects long term customer retention in conjunction with today's modern development. We strive to offer products and solutions that empower our customers to operate sustainably.

Reporting Scope and Period

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

Released annually in April, Mun Siong Engineering's Sustainability Report 2022 covers the financial year starting 1st January to 31st December 2022.

Reporting Process

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

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

GRI Standards

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

Internal Review

This Sustainability Report has been verified internally to validate the accuracy of the data in this report. Moving forward, internal auditors will be engaged to review our existing processes in relation to 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.

Sustainability Board Statement

Our board members regard Sustainability as a highly ranked agenda for our leadership and they strive to achieve a structured system to manage the relationship between Environmental, Social and Governance (ESG) issues while also focusing on economic growth and wealth creation.

Overall, the Board also determines and review material factors disclosures for sustainability reporting as well as reducing wastage in energy and water consumption along with improving on the efficiency of resources and supporting conservation efforts. The Board is committed to practice sound internal controls and effective risks management measures to enhance transparency, accountability, integrity, honesty, and good safety performance.

EXECUTIVE CHAIRLADY AND DEPUTY CHAIRMAN MESSAGE



Dear shareholders, business partners and colleagues,

Sustainability will always be a highly rank agenda for our leadership in conjunction with the Board members. We have been releasing our sustainability report annually since 2018 in accordance with the SGX-ST Mainboard Listing Rule 711A and 711B, with reference to the Global Reporting Initiative (“GRI”) Standards. This is to guide the Board and the leadership team on committing and undertaking business responsibility in fostering sustainability accordingly. This structured framework promotes reporting a full and balanced status of the Group’s material matters. Our Board members have undergone the required training on sustainability in FY2022 therefore this provides them with an insight in collectively setting strategic objectives with the leadership team. We have continued using the GRI Standards for our FY2022 reporting, taking note of the two key rule changes that took effect on 1st January 2022.

First and foremost is the Climate & Sustainability reporting where all issuers must provide climate reporting on a ‘comply or explain basis’ in their report and to subject their processes for internal review. Furthermore, all directors will have to undergo a one-time training plus all Sustainability reports to be issued with annual reports. Second key rule is the diversity policy where all issuers to have a board diversity policy that addresses Gender, Skill, Experience, and other relevant aspects. Moreover, in annual reports all issuers must describe the board diversity policy including diversity targets, plans, timelines, and progress.

Our Group has incorporated SGX-SG listing requirement in preparing our sustainability report, covering our commitment to operate as a responsible business to protect the environment and actively implementing diversity policy within the Group with strict compliance to the highest standard of corporate governance. We believe that genuine commitment will yield far better results, business opportunities and relationship with our business partners, suppliers, employees, stakeholders, and society at large.

Though our data collection remains limited to selected ESG indicators that are material, our Board and leadership team have jointly accessed the appropriate focus on sustainability in determining materiality of the selected ESG factors to the business, which contribute to the sustainable development to the Group and are of interest to our stakeholders. The information and data collected in this report are based on internal reporting and records analysed during the internal reviewing process.

It is pertinent that the board members and business leadership team develop and strive to support the effectiveness in achieving long-term sustainability with a transparent and structured system to manage the relationship between Environmental, Social and Governance (ESG) issues while also focusing on economic growth and wealth creation that benefits the stakeholders and the society that we live in.

Environmental Sustainability, the Group strives to reduce wastage in energy and water consumption, improving on the efficiency of resources and supporting conservation efforts. In our daily operations, we used to work with diesel driven tools and equipment but now we replace them with electrical tools and equipment progressively. This implementation at workplace does not only improve the productivity at work, but it also contributes to decarbonisation initiative. Our Group headquarters will be shifting to a new location during the 2Q of 2023 when the lease agreement with JTC at 35 Tuas Road expires in August 2023. At the new premise at 26 Gul Way, we will be installing energy saving light bulbs and water saving gadgets to prevent wastage of electricity and water consumption.

More importantly, the Group will invest in installing the roof top with solar panels to benefit as much as possible. Taking economic sustainability into consideration, this investment will take place over a period of two years. With the installation of solar panel on the roof top, this renewable, clean, efficient energy is a great way to reduce our carbon footprint and save on energy costs. In addition, solar panels installed on the roof top will also help to reduce the amount of heat reaching the roof by around 38%, keeping the building 5°C cooler than those portions with the roof exposed to sunlight directly. As such it will further reduce the air condition running cost which will result in saving electricity consumption.

Social Sustainability deals with people in general. Social data is more complex because of the challenges of measuring the 'impact' element of human factors. Human rights are inherent to everyone, which include, at a minimum, the 30 rights in the UN International Bill of Human Rights and the principles concerning fundamental rights in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

With the complexity of social sustainability, our leadership team based on the study and assessment of the materiality to our Group business, we identify, prevent, mitigate and account for and strive to address their impacts on human rights by keeping good market practices and comply to regulatory requirements, with our suppliers and business partners, maintaining a conducive workplace environment, practicing diversity and equality in gender, age, racial, cultural, religion and experience. We hire without a biased recruitment process and provide opportunities for career development, mentorship, training, and growth opportunities for employees based on their merit and ability, rather than perceived culture or any biased views.

We take a proactive approach towards social sustainability with the hope to increase the Group's competitive advantage to recruit and retain talented younger generation employees, to add value to our corporate reputation, and customer satisfaction. These will in turn bring positive economic sustainability to our financial performance.

Governance Sustainability is one of the core pillars that governs the Group's businesses. Our Board comprises of professionals heading from a diversified and balance business sectors with years of valuable experience and expertise. There are frequent committee discussions amongst Board members coupled with the leadership team's commitment to adopting best practices, to ensure strict compliance on anti-bribery and anti-corruption policy. We also pay high attention on continual improvement over workplace safety. Detailed risk assessments are periodically reviewed to update and improve our safe work procedures and policies to ensure the safety of our workers. Various trainings are conducted to coach workers with up-to-date skills and knowledge to execute their job safely and efficiently which are key in achieving our corporate governance under risk management. The Board is committed to practice sound internal controls and effective risks management measures to enhance transparency, accountability, integrity, honesty, and good safety performance to earn the trust of our stakeholders, business partners, employees, suppliers, and regulators.

Cheng Woei Fen

Chairlady

Quek Kian Hui

Deputy Chairman

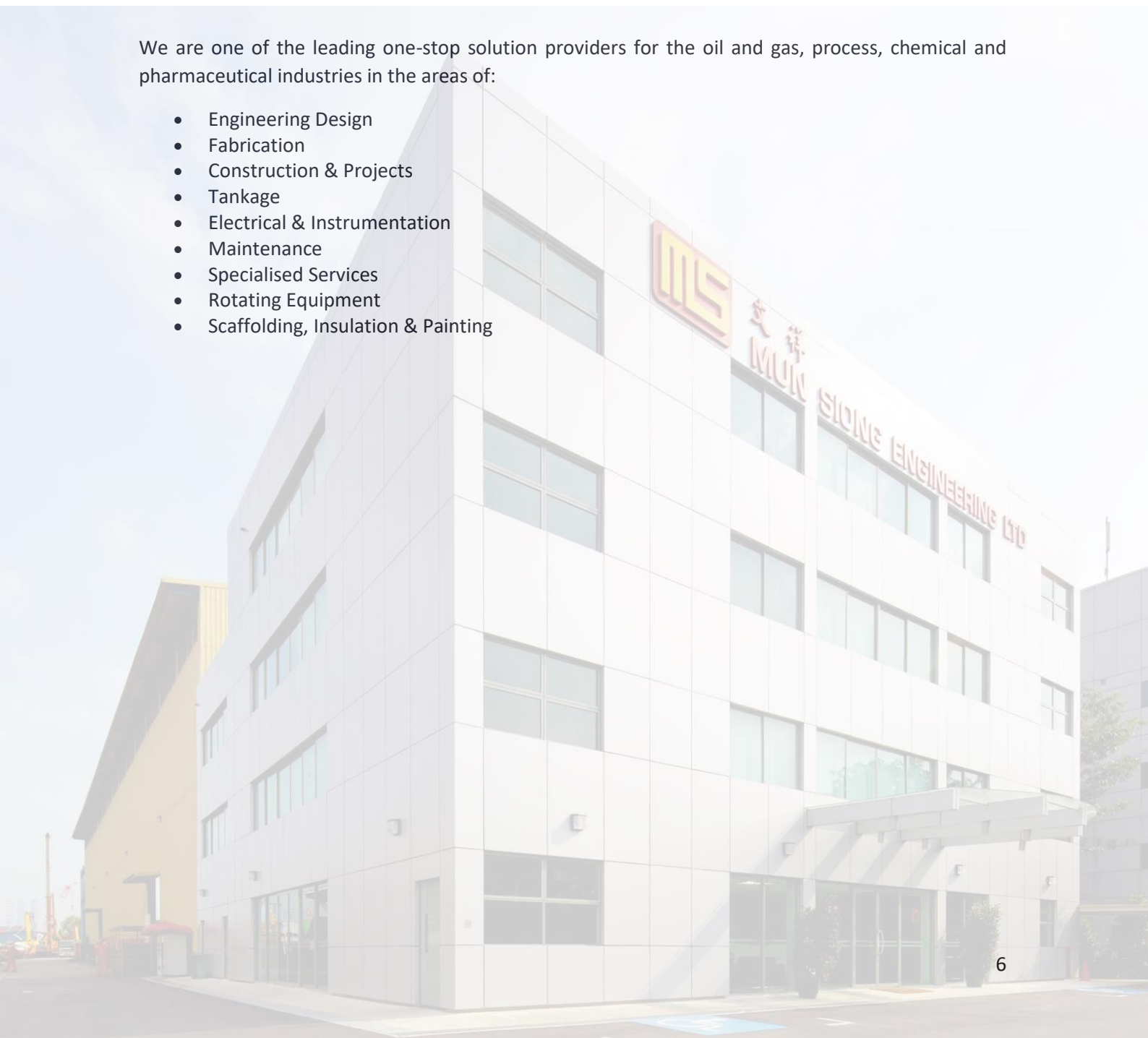
CORPORATE PROFILE

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

Mun Siong's dedication to safety, quality and competitive solutions has earned us a reputation as a reliable and progressive company. Our dedication is further distinguished by our sound corporate governance, commitment to business continuity and corporate social responsibility. With more than 50 years of track record, long-standing business relationship, and broad experience in managing service contracts, we have managed to expand our global footprints in Malaysia, Taiwan, and the United States, and 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



Netherlands



Accreditations



Associations



Product Principals & Partners



Heat Transfer Equipment
Coatings & Solutions



Trenchless Pipeline Rehabilitation



Heavy-duty Power Tools,
Accessories, Hand
Tools, Storage & PPE



Anti-Corrosion Thermoplastic
(ACT) Coating



Supply & Repair of
Mechanical Seals & Systems

OUR COMMITMENT

Sustainability is becoming increasingly important in a changing world, and as the Mun Siong Group grows, we need to be 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 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 print. By the end of 2023, we would have designed and implemented strategies to attain our goals.

In FY2022, the aspects that have been identified as material issues and will be covered in this report are as follows:

MATERIAL ASPECTS	MENTAL WELL-BEING
OUR SUSTAINABILITY APPROACH	Board competency, succession, and accountability
	Assessment of risk management
SAFETY & HEALTH	Improving SHE Performance
	Addressing Employees' Mental Well-Being
ENVIRONMENTAL STABILITY	Embarking on Sustainability Journey
	Implementation of Sustainability Initiatives
SOCIETY	To be a responsible and good corporate citizen
	Non-discrimination and equity
GOVERNANCE	Transparency and disclosure
	Anti-corruption and bribery
PEOPLE	Training and development
	Technology
	Benefit & Compensation

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 vis our website
Employees		
Our workforce of more than 1,200 employees from diversified countries.	<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"> • Daily toolbox talk with the direct workforce. • Weekly departmental virtual meetings • Monthly virtual meetings for senior management and department heads
Government		
Local government agencies	<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 participate in nationwide productivity improvement journey
Suppliers		
Local businesses who supply to our daily needs and 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 • Whistleblowing policy • Enforcing no gift policy • Supplier feedback form
Customers		
Major O&G and petrochemical companies 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

SAFETY HEALTH AND ENVIRONMENT (SHE)

We provide a safe work environment to the employees, and vendors who work and provide services to our company as this is our responsibility to the society where we work and live.

Mun Siong Group values SHE as one of the pre-requisites. We take all incidents seriously and dive deep into every case looking into the root cause and provide recommendations through the hierarchy of controls, which includes Elimination, Substitution, Engineering Controls, Administrative Controls and Personal Protection Equipment. In addition, we train and strongly encourage our workforce to identify potential risks so that precautionary measures be taken to prevent incident from happening.



All employees play their part in SHE with significant efforts to recognise the risks and reported the Near Misses and partake in the Care, Intervention and Thank (CIT) program. From the statistics, we recognised that our SHE performance had come to a plateau state. Hence, there is a need to identify new initiatives putting in continual effort to improve every individual's state of mind.

After battling with Covid-19 for more than 2 years, and move towards living with Covid-19, we do not rest on laurels. We insist all our workforce to be fully vaccinated. While doing so, we do not neglect the mental well-being of our workforce who are not able to see their loved ones and launched a campaign on "Mental Well-being & Stress Management".

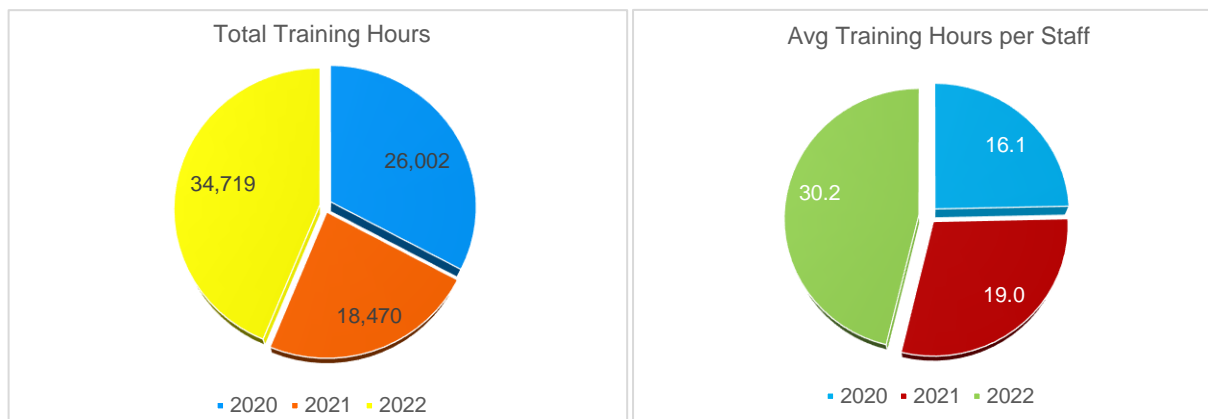


This campaign covers the symptoms of depression and approach to manage depression, including providing a self-assessment tool (consist of 9 questions) and platform to allow the workforce have consultation with a mental health professional.



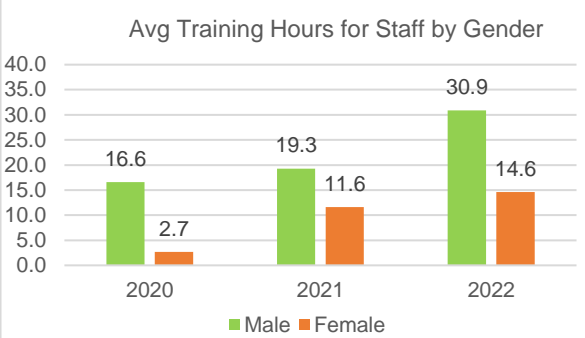
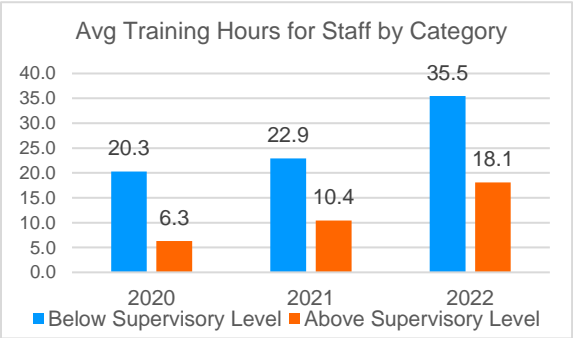
Human capital is a key asset to the success of a company. Our approach to training, upgrading employee’s skills, and career development are key factors to Mun Siong’s success in being sustainable in a highly competitive and dynamic business environment.

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 27 years. Furthermore, we registered our workforce for relevant skill trainings to keep our workers abreast of the fast changing and advancing technology in the way work can be done using advance tools and knowledge.



In Mun Siong, we believe human capability is one of the key factors to our success for company growth and we continue to provide opportunities to our people for personal growth and development regardless of their job level, gender, race, and nationality. However, despite our training and development program coupled with our talent management scheme with the company, the attrition rate in FY2022 was high, mainly due to the heavy shortages of manpower resources in the market after Covid. Many companies in the construction and process industry companies are offering very attractive packages, often far beyond the market rates to attract manpower. This situation has caused high turnover rates in many companies, and Mun Siong with no exception.

When COVID restrictions were eased and borders reopened, though we were able to bring in candidates from some of the countries, but with high entry process fess and sending the incoming workers for various skill training courses. Our company strived to provide a total of 34,719 hours of training as compared with 21,764 hours in FY2021. Apart from Workplace Mandatory Safety programmes and WSQ Low Levy Courses, we also started to run our in-house training programmes in FY2022 (i.e., Code of Conduct, Performance Management and Lunch & Learn Programme) that help to build compliance culture in MSE and assist to reinforce employees with company’s compliance policies. In FY2022, our staff attended an average of 30.2 training hours each as compared to 19 hours in FY 2021.



Approximately 33.8% of total training hours were recorded by staff above supervisory level & 66.2% by staff below supervisory level. Trained employees is a valuable asset to the company. Training and transforming our workers to multitask and assume larger roles and responsibilities will achieve higher productivity at work to recognise their capabilities will boost higher morale of the workers. In FY2022.

Percentage of craftsman with multi skills

In Mun Siong, we categorise craftsman (including foreman) from band 1 to 3. According to our records, we maintained approximately 56% workmen who are equipped with multi skill sets. There was a 4% reduction compared to 60% workmen in FY2021 due to the recruitment of new workers after Covid. We can leverage on our workforce transformation techniques by training our existing employees and new hires.



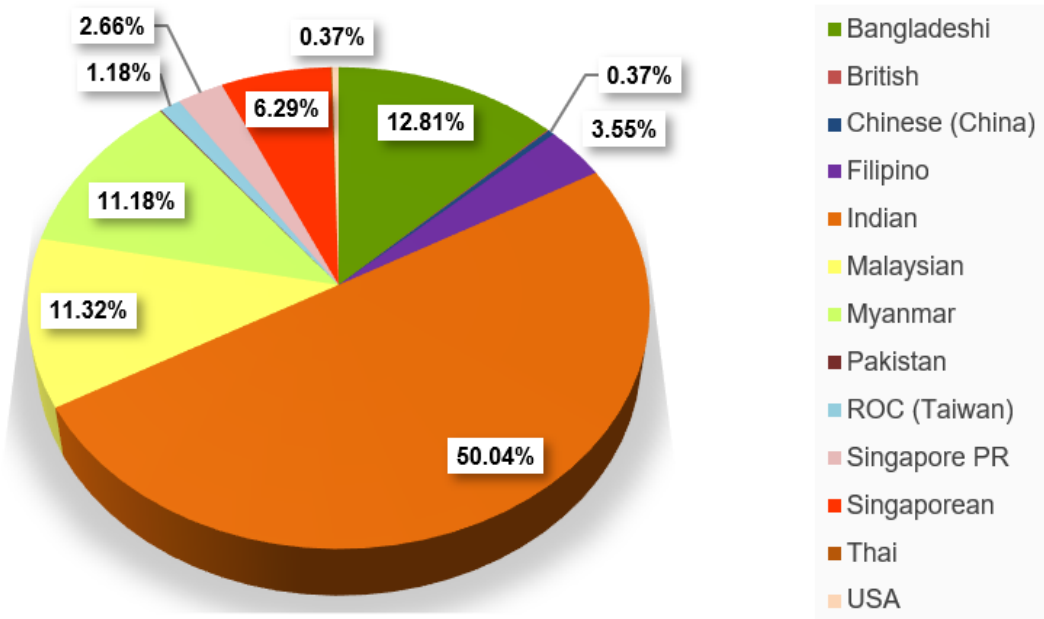


Human is one of the most important and complex resource to the company while social sustainability starts with Human rights. Our workforce is the cornerstone of our business and sustainable growth. Human capital is much more than a macroeconomic abstraction. Each person has a unique, living, breathing set of capabilities. Our human capital policy is reviewed on a regular basis to provide adequate investment and care for our workforce. For FY2022, our primary focus is on mental wellbeing and therefore we will be conducting a survey to assess employees' satisfaction with regards to their job. Thereafter, we will be arranging for a basic health screening for Singaporeans and PR.

Our leadership team strives to address, identify, and mitigate the following:

- Gender diversity
- Cultural, racial religion and experience diversity and equality
- We engage various age group of foreigners with different experiences, regardless of their culture or religion.
- Over the past 3 years we have diversified our employees into a wider spread of nationality
- With the increase in NTS workers, despite our effort to have greater gender diversity, the gap between male to female percentage has widen.

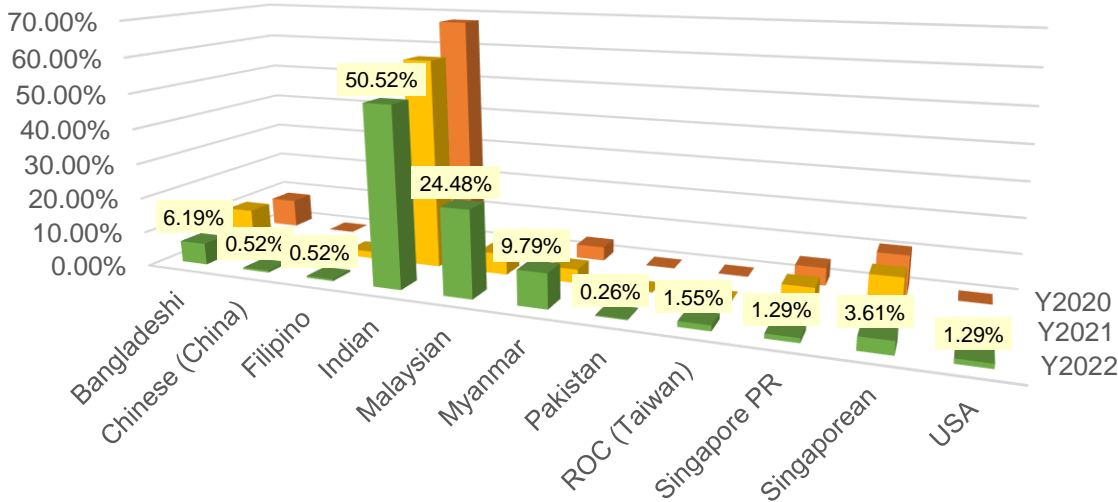
Percentage of Employees for Y2022



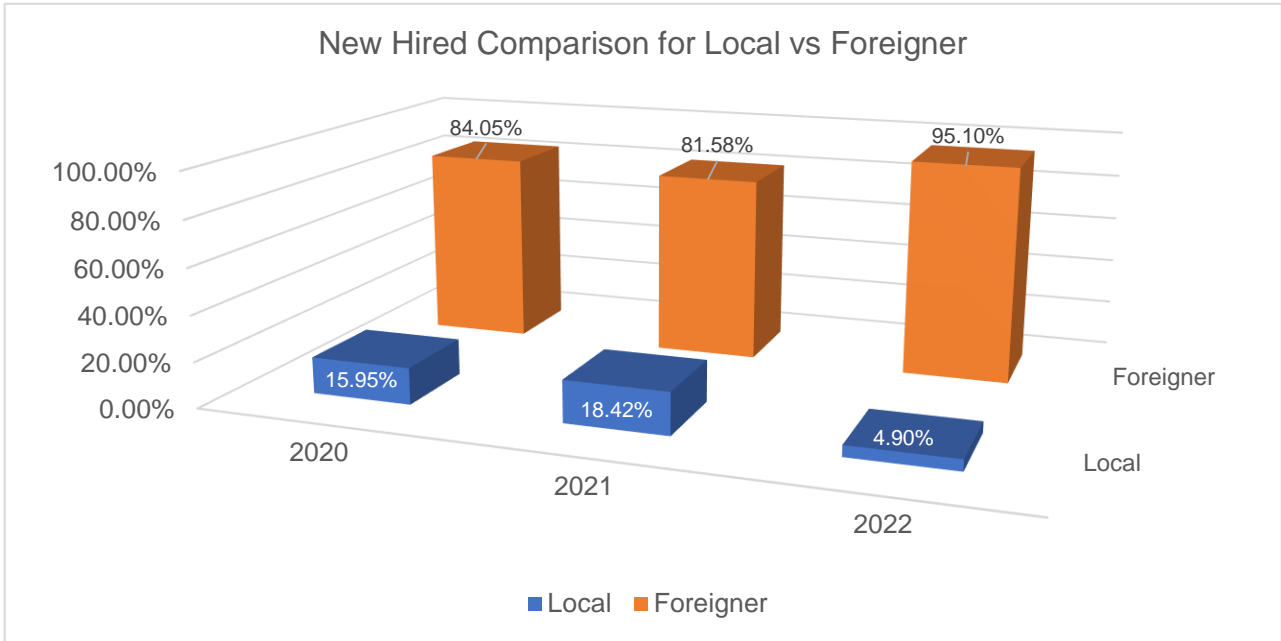
NEW HIRES

We continue to focus on increasing the representation of women and local national in the position where possible. We are committed to foster a healthy anti-racism and create inclusive work environment where everyone feels valued.

3 Years Comparison for New Hired



New Hired Comparison for Local vs Foreigner

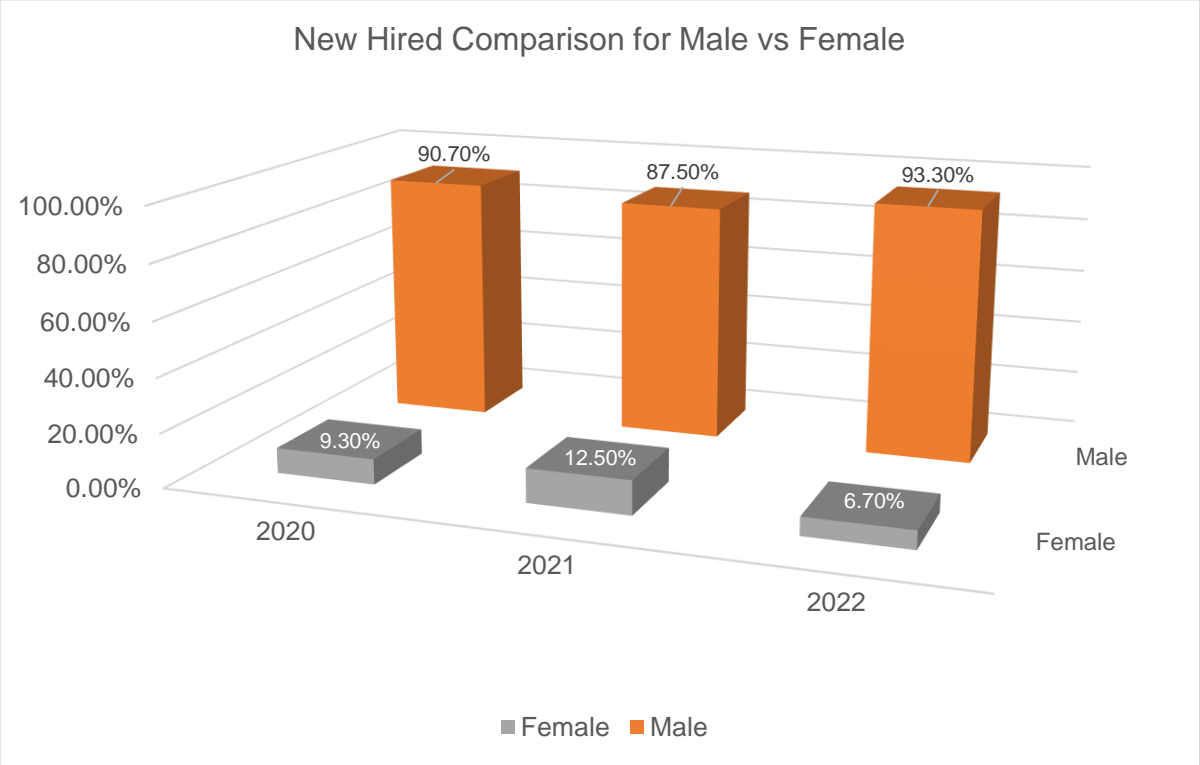


Social Sustainability

We promote and advocate the following practices in the company whether it is pertaining to non-discrimination where opportunities to develop at work must be fair and equal irrespective of gender, or other belief. Any lapses will be regarded innocent until proven guilty where the evidence must be proven. We acknowledge flexibility in work-life balance as well as freedom of expression for better innovative ideas that will lead to a better future with resilience.

Racial and Gender Diversity

We encourage and advocate diversity and equal employment to acquire 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 widening the company’s business opportunities, realising the risks, and achieving a sustainable business model.



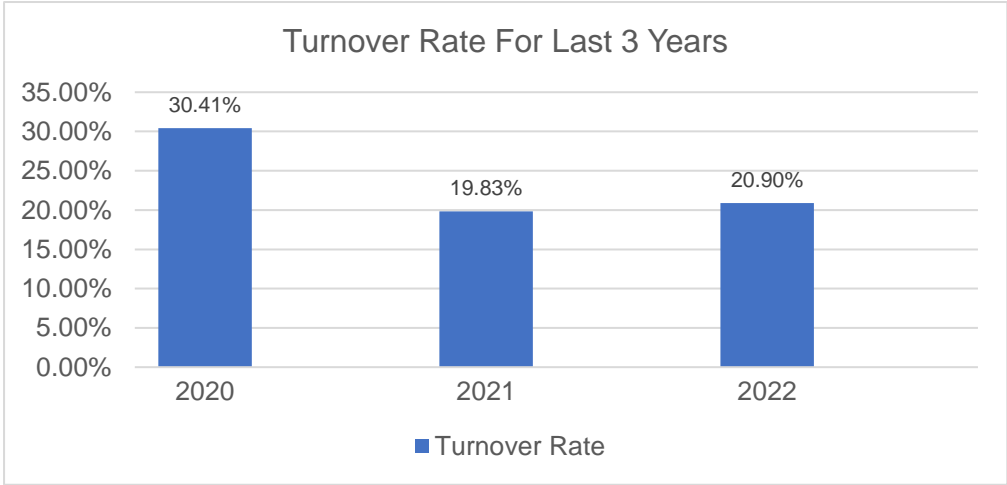
Our company is committed to improving gender and ethnic diversity in our recruitment process. A balanced representation will effectively impact and improve the company’s overall capabilities, and widen the views in policy settings, and the overall consideration in navigating corporate cultures to become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

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



Talent Retention

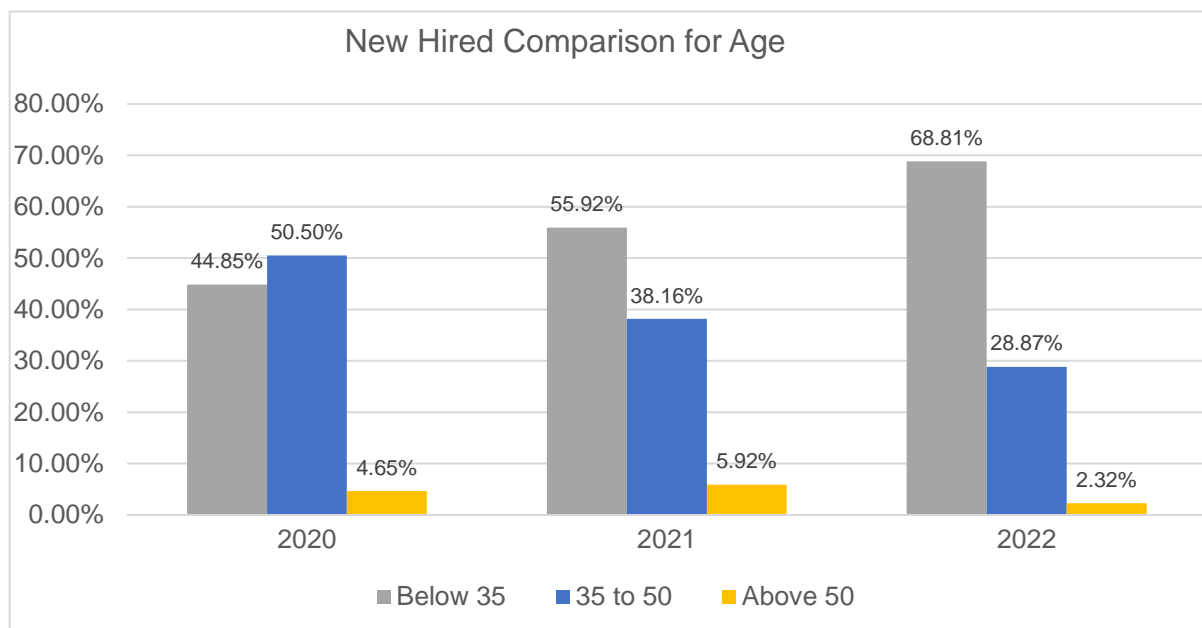
A strong and cohesive team provides a solid foundation for the company to build upon. Retaining talents is always one of our major key challenges. Through this platform, we review our human capital policy and initiate improvements on an ongoing basis. This ensures that we can manage our people's expectations and further maintain a good relationship with them. Exit interviews are conducted to understand why employees decide to leave us. We continue our best effort to retain our skilled employees. Exit Interviews will be conducted for Band 4 and above resigning employee to obtain a better understanding of his/her reason(s) for resigning and to solicit his/her feedback to improve the overall working environment and conditions of the Company.



TRANSITION ASSISTANCE PROGRAM

Over the years, we have initiated multiple transition assistance programs. We also offered re-employment to more elderly employees who have reached the retirement age, on a contract basis, as well as offer contracts to ex-employees.

To ensure continuous improvement of our manpower, we provide job re-designation to better facilitate our elderly employees, to enable them to continue contributing to the company. Through individual performance review, the company can accurately identify their respective competencies, and gaps that need to provide additional training to fulfil the job requirements. We identify employees with great potential on job rotations to expose them with various challenges before placing them to assume larger roles and responsibilities.



Compensation & Benefits

We provide fair and equitable remuneration packages according to individual's job responsibilities and requirements. To remain a competitive and attractive compensation package to our employees, in Singapore we take 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. We set clear targets in their respective Key Performance Indicators (KPI). We also conduct face-to-face performance assessments for our senior employees. This process is reviewed together with the employees, and HR manager on an annual basis, to achieve transparency and fairness in the assessment process.

CORPORATE CITIZENSHIP

Mun Siong Group believes in giving back to the community. CSR plays an important role in our company's culture. Every year we contribute to the community by participating in the Blood Donation and other community events that implement environmental initiatives, charity work, ethical labour practices and volunteer projects.

Blood donation event 2022



Let's Clean-up & Green Up



On Saturday 26 November 2022, our volunteers gathered at Jurong Central Park for a cleanup expedition. All participants assembled at the entrance of the park with full enthusiasm. With the unified effort of 20 passionate participants, armed with 10 large trash bags, tongs and latex gloves, everyone began their exciting journey on picking up unwanted trash such as empty plastic bottles, pieces of plastic cups, food wrappers, used face masks, empty hand sanitizers, and even broken liquor bottles! After everyone started to get into the groove of things, volunteers were seen chatting and laughing with one another comparing their bags to see who has collected the most trash so far. It was amazing to see how every individual felt the sense of fun, excitement, and overall satisfaction despite sweating in the hot blazing sun.



EMPLOYEE ENGAGEMENT

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

With stress and depression being on the rise, we helped employees by organising a town hall session with our employees on 12th August 2022 followed with dinner reception at our office premise to share corporate information and intended directions of the operations with the employees to foster an integrated vision and objective for the company. We also conducted a lunch and learn session on mental well-being whereby positive thinking was being highlighted.





Governance

The Board is committed to practice sound internal controls and effective risks management. We enhance transparency, accountability, integrity, honesty, and good safety performance to earn the trust of our stakeholders, business partners, employees, suppliers, and regulators. Non bribery and anti-corruption policies are key mandatory compliances for all our employees to abide by.

Ethics and Business Conduct

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

Anti-Corruption

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

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

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.

Mun Siong Group is committed in conducting our business and operations in an honest and ethical manner whereby we conduct business in avoiding real and potential conflicts of interest. In FY22, Mun Siong Group conducted the Code of Business ethics for all employees in Singapore, Malaysia and Taiwan where we covered topics on Conflict of Interest, Confidentiality, Anti-corruption & Bribery, Drug & Alcohol policy, Workplace Harassment, Intellectual property, Equal Opportunity & Diversity as well as Insider Training.

The anti-bribery and anti-corruption policies are clearly stated in our employees' handbook as well as in our purchasing policy.



Whistleblowing Policy

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

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



ENVIRONMENTAL SUSTAINABILITY

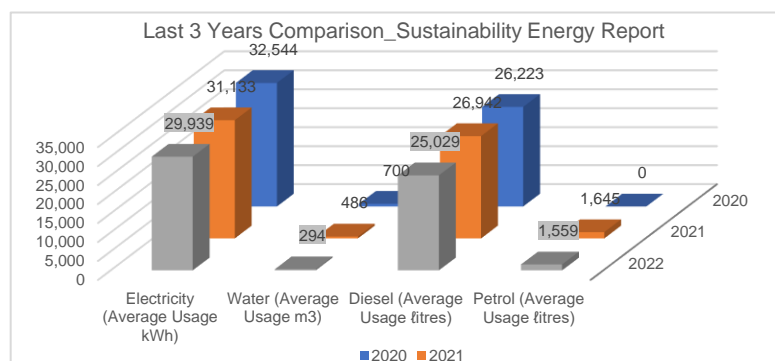
Extreme weather events are becoming more frequent and severe and tackling climate change has become a global consensus over recent years. The Group also realised that many countries including Singapore have begun to commit to reducing its carbon emission footprint over the past year by setting a clear timeline to achieve net zero emissions. Acknowledging this global trend, the Group is committed to gradually implementing the recommendations of the TCFD, by aiming to build long-term resilience and to do its part to support the transition towards a low-carbon economy.

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. Our four primary pillars of sustainability are social, governance, economic, and environmental. Mun Siong has taken the first step towards environmental sustainability by striving to reduce our carbon footprint, to become members of the Carbon Pricing Leadership Coalition (CPLC) and pledged to reduce our carbon footprint to zero by 2050.

Mun Siong Group strives to reduce wastage in energy and water consumption with the following practices:

- Replace diesel run tools with electrical tools.
- When we relocate our office to 26 Gul Way in second quarter of 2023, we will:
 - Install energy saving lightings.
 - Install water saving gadgets to prevent wastage.
 - Invest in installing solar panels at the roof top over a period of 2 years.

We obtained scope 1 and 2 emissions data from January to December 2022, using CPLC's CERT tool. This enables us to see our emission rates and set realistic goals for reducing our carbon footprint in 2023. For Y2022, we incurred total emissions of 1,162,077 kgCO₂e; a reduction of 15,828.84 kgCO₂e compared to last year.



Transportation (usage of Diesel) and Energy (usage of electricity) remain our main targeted areas for lowering our carbon footprint. Enable employees to Work from Home (WFH) was one of the elements to have reduction in our carbon emissions. Regardless of government advisories, we will continue to advocate working from home where possible to reduce the transportation carbon emission, and consequently reduce the use of fuel consumption. This constitutes contribution to a better environment, enhance operational efficiency and enhancing flexibility for employees to work at home. With working from home policy, we observed reduction in water as well as electricity consumption., we also instil employees' habits in setting a standard temperature on all air conditioner units at common areas and switch off all electrical devices when not in use. We adopt Vehicle planning and optimising solution System I to monitor each vehicle travelling distance and their whereabouts. This facilitates the close monitoring of all drivers' route planning. Based on the total distance travel per month, we manage to monitor the fuel/ diesel consumption of each vehicle and take corrective action to reduce unnecessary trips.

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	1, 7	
	102-4 Location of operations	1, 7	
	102-5 Ownership and legal form	5 & Annual Report Page 3	
	102-6 Markets served	6,7	
	102-7 Scale of organisation	6	
	102-8 Information on employees and other workers	11,12, 13, 14	
	102-9 Supply chain	9	
	102-10 Significant changes to the organisation and its supply chain	-	No changes
	102-11 Precautionary principle or approach	7, 8	
	102-12 External initiatives	11, 13	
	102-13 Membership of associations	7	
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	3	
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behaviour	1, 14	
GRI 102: General Disclosures 2016	102-18 Governance structure	7, 8	
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 78	
	102-46 Defining report content and topic Boundaries	2	
Reporting Practice	102-47 List of material topics	7	
	102-48 Restatements of information	2	
	102-49 Changes in reporting	2	
	102-50 Reporting period	2	
	102-51 Date of most recent report	2	
	102-52 Reporting cycle	2	
	102-53 Contact point for questions regarding the report	2	
	102-54 Claims of reporting in accordance with the GRI Standards	2	
	102-55 GRI content index	19 - 23	
	102-56 External assurance	2	
Materials Topics			
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	22	
	103-2 Management approach and its components	22	
	103-3 Evaluation of the management approach	22	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	22	
	205-2 Communication and training about anti-corruption policies and procedures	22	
	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	
	103-2 Management approach and its components	24	



	103-3 Evaluation of the management approach	24	
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/ OR URL(S)	OMISSION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	24	
	302-2 Energy consumption outside of the organization	24	
	302-3 Energy intensity	24	
	302-4 Reduction of energy consumption	24	
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	24	
	103-2 Management approach and its components	24	
	103-3 Evaluation of the management approach	24	
GRI 303: Water 2016	303-1 Water withdrawal by source	24	
	303-2 Water sources significantly affected by withdrawal of water	24	
	303-3 Water recycled and reused	24	
Diesel			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	24	
	103-2 Management approach and its components	24	
	103-3 Evaluation of the management approach	24	
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	24	
	306-2 Waste by type and disposal	24	
	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 Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	24	
	103-2 Management approach and its components	22-24	
	103-3 Evaluation of the management approach	24	
GRI 307: Effluents and Waste 2016	307-1 Non-compliance with environmental laws and regulations	23-24	
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	13, 14	
	103-2 Management approach and its components	13-18	
	103-3 Evaluation of the management approach	13-18	
GRI 401: Employment	401-1 New employee hires and employee turnover	13, 14, 15	
	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	11	
	103-2 Management approach and its components	11	
	103-3 Evaluation of the management approach	11	
GRI 403: Occupational	401-1 Workers representation in formal joint management-work health and safety committees	11	

Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	16	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	16	
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/ OR URL(S)	OMISSION
GRI 403: Occupational Health and Safety 2016	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	11-12	
	103-2 Management approach and its components	11-12	
	103-3 Evaluation of the management approach	11-12	
GRI 404: Training Education	401-1 Average hours of training per year per employee	12	
	401-2 Programs for upgrading employee skills and transition assistance programs	17	
	401-3 Percentage of employees receiving regular performance and career development reviews	11	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	13-15	
	103-2 Management approach and its components	13-15	
	103-3 Evaluation of the management approach	13-15	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	13-15	
	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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