teckwah

Teckwah
Sustainability Report 2023

Packaging Printing

Contents

Chairman's Message

Dear Stakeholders,

I am pleased to present Teckwah Packaging Printing Business Segment's inaugural sustainability report, highlighting our steadfast commitment to environmental stewardship and sustainable practices.

In recent years, we have made significant strides in reducing our environmental footprint through design innovations in sustainable packaging and optimising waste management strategies, adhering to the principles of reduce, reuse, and recycle (3R). These initiatives have improved operational efficiency and reinforced our pledge to foster a sustainable future.

In 2022, we took a critical step forward by measuring our greenhouse gas (GHG) emissions. This assessment allows us to pinpoint areas where emissions are highest, enabling targeted strategies to reduce these levels effectively. Furthermore, we have disclosed our climate-related risks and opportunities based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These measures are crucial in understanding and mitigating our impact on climate change.

Concurrently, we actively engage with stakeholders and customers to enhance our accountability and transparency in environmental management, leveraging tools such as the Carbon Disclosure Project (CDP) questionnaire to steer our initiatives.

> **We remain steadfast in enhancing our sustainable practices in collaboration with our valued business partners.**

Looking ahead, we remain steadfast in enhancing our sustainable practices in collaboration with our valued business partners. We are resolute in upholding the principles of Environmental, Social, and Governance (ESG) stewardship across all facets of our operations. Our business segment remains dedicated to identifying opportunities that advance our collective impact on the planet and society, aspiring to establish new benchmarks in sustainability across our industry.

I sincerely thank our employees, customers, suppliers, and partners for their unwavering support and commitment to sustainability. Together, we embark on a journey to forge a more sustainable future for generations.

Thomas Chua Kee Seng
Executive Chairman

Corporate Profile

Teckwah Industrial Corporation Pte Ltd ("Teckwah" and "the Group") was founded in 1968 in the Republic of Singapore. From humble beginnings as Teck Wah Seng Kee, a sole proprietor producing cardboard boxes, Teckwah has grown to become a global provider of integrated value chain management solutions.

Driven by our vision of creating and delivering best-in-class value chain solutions worldwide, Teckwah today is the preferred business partner of global brand owners. Enabling an end-to-end solution both locally and globally is the strategic edge that underpins the Group's unique value proposition. Our distinctive suite of packaging printing, logistics, and lifestyle solutions delivers remarkable customer experiences and improved commercial outcomes.

Packaging Printing	**Logistics**	**Lifestyle**
• Printing & Packaging • Turnkey Kitting & Co-packing	• Demand Chain Logistics • Aftermarket Logistics	• Ad Prints + VM Display • Design & Build + Visual Merchandising • Digital Content + Marketing Solutions

Our Vision

To be the preferred business partner of global companies, creating and delivering the best-in-class value chain solutions worldwide.

Our Core Values

Our core values embody the guiding principles of our Business Segment.

Teamwork:

Working together symbiotically and cooperatively as opposed to individually to achieve ultimate goals for the organisation.

Initiative:

Proactively doing things when a problem, obstacle or opportunity is identified, not simply thinking that someone will take action.

Commitment:

The passion to contribute and grow with the organisation.

Continuous Improvement:

A desire to surpass a standard of excellence, which includes one's past performance, outperforming others setting challenging goals on even what anyone has ever done.

Geographical Presence

Headquartered in Singapore, Teckwah operates across 16 countries in Asia Pacific, and together with our strategic partners, extends our reach to countries in Europe and North America.
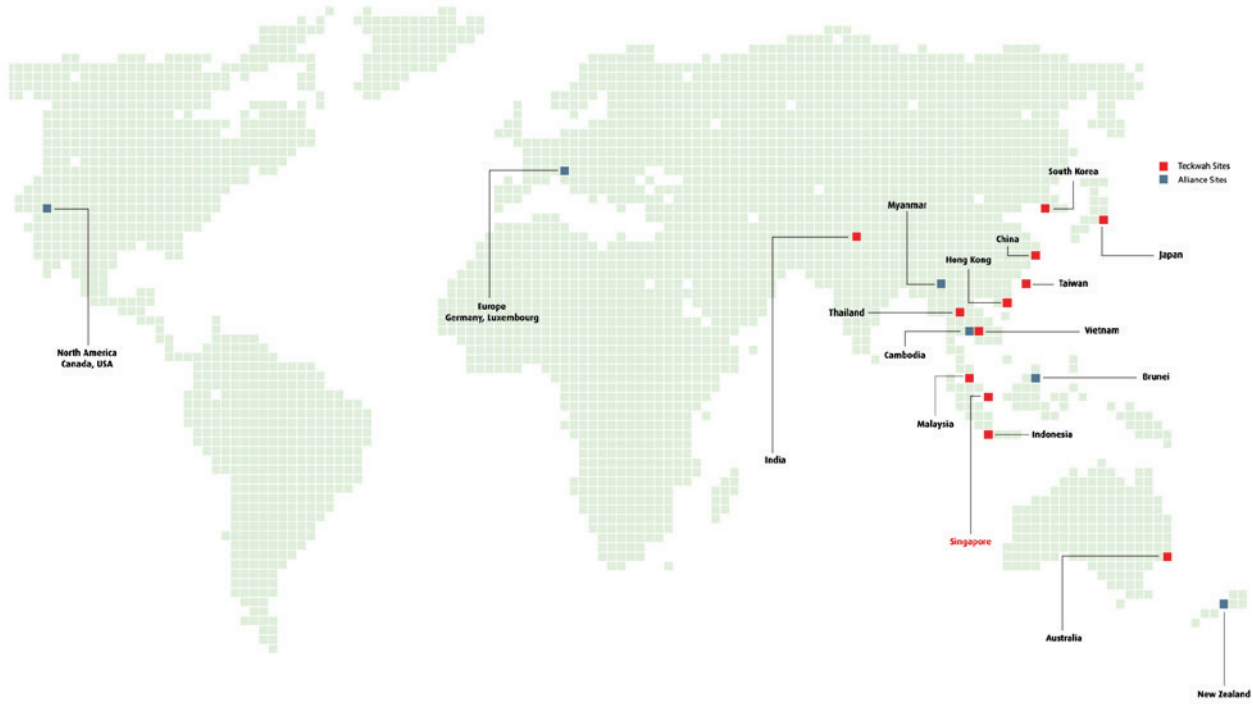
Packaging Printing Business Segment

The Group's packaging printing offerings are managed by its wholly owned subsidiary, Teckwah Value Chain Pte Ltd ("TVC") and its group of companies. TVC is positioned as a Global Partner of trusted brands with the scale, capacity, and resourcefulness to manufacture and fulfil needs across Asia Pacific, Europe, and North America. Our ability to design, tailor, and execute a suite of end-to-end solutions— incorporating design, printing, packaging, turnkey kitting/co-packing, and fulfilment management— ensures we meet all your business needs. As a catalyst for transformative change in the packaging printing industry, we continue to innovate and deliver exceptional value to our clients.

Corporate Structure

The Business Segment includes various entities spanning across the Asia Pacific region.

Our Business Operations

Our business plays a vital role across industries such as InfoComm, Biomedical, Consumer and Industrial. We are responsible for developing and providing packaging solutions that meet industry regulations, safeguard products, and elevate their attractiveness and brand identity.

We are well positioned as a Global Partner of trusted brands with the scale, capacity and resources to manufacture locally and fulfil globally. With dedicated, full-fledged printing and packaging facilities in Asia and an established alliance network, we readily deliver in all areas of our core expertise. From tailored packaging designs to turnkey solutions, we offer end-to-end management in packaging printing, from raw material procurement and structure and graphic design to print production and the order management and fulfilment of our customers' finished products.

Our Supply Chain

Our supply chain involves sourcing raw materials, such as paper, ink, and adhesives, from suppliers worldwide. It also includes logistics and transportation partners responsible for delivering materials to production facilities and distributing finished products to customers. Effective supply chain management ensures a steady flow of materials and timely delivery of products while minimizing costs and environmental impact.

Downstream Business Relationships

We maintain strong business relationships with downstream partners. These partnerships are built on trust, reliability, and mutual understanding of needs.

We collaborate closely with our customers to understand their requirements, provide customized solutions, and deliver high-quality packaging products that meet industry standards and regulatory requirements.

Our Memberships

We are members of the following industry organisations:

• Print & Media Association Singapore
• Wuxi Printing Association
• Technical Association of the Pulp and Paper Industry (TAPPI) – since 2014
• Association of International Metallizers, Coaters, and Laminators (ARC) – since 2015
• Ecovadis – since 2013
• Federation of Malaysian Manufacturers – since 1990

Our memberships and certifications, including affiliations with industry associations, play a vital role in our sustainability journey. They keep us informed about best practices, ensure responsible sourcing, and enhance our environmental and quality management systems.

Awards and Achievements

These achievements highlight our ongoing journey towards sustainability and set a solid foundation for future initiatives. Below are some key milestones we are proud to share:

• Improved CDP Score: In 2023, we achieved a CDP score of "C," signifying awareness-level engagement, an improvement from our previous score of "D" in 2022. This advancement not only reflects our progress in environmental disclosure and performance but also aligns us with the industry average in the Asia Pacific region for our sector.

• Quantifying GHG Emissions: Our measurement of the GHG emissions allows us to assess our current standing in emissions management within the industry, pinpoint areas where emissions are highest, and develop targeted strategies to reduce these levels effectively.

• Design Innovations: We have implemented innovative design approaches for sustainable packaging, enhancing our products' environmental friendliness while maintaining high standards of quality and functionality.

• Waste Management Strategies: Guided by the principles of reduce, reuse, and recycle (3R), we have significantly improved our operational efficiency and reinforced our commitment to a sustainable future.

Our operating environment also adheres to locally and internationally recognized quality standards, ensuring reliable and robust processes. This commitment to quality, evidenced by our two-time receipt of the Singapore Quality Award, supports the growth of our global clientele.

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TÜV SUD ISO 28000

About This Sustainability Report

This report covers the ESG strategy, goals, policies, initiatives, and performance that are material to our business and stakeholders. It is organised as follows:

• The Business Segment's sustainability strategy: Provides an overview of our strategy in support of the UN SDGs and following the latest industry best practices.

• Four focus Areas Supporting the Business Segment's Sustainability Strategy: Governance and Ethics, Climate Resilience and Environmental Sustainability, Supply Chain, and Our People.

This report contains full-year data from 1 January to 31 December 2023 (FY2023. We welcome any feedback and suggestions for the continuous improvement of our sustainability report at: info@teckwah.com.sg.

Reporting Framework

This report is prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, the most widely adopted global sustainability reporting standard for ESG impacts.

We have integrated our climate-related disclosures aligned with the TCFD Recommendations in the four key areas of governance, strategy, risk management, and metrics and targets. This enables us to understand the implications of climate-related risks and opportunities on our business and develop a mitigation plan.

We also aligned our strategy with the United Nations Sustainable Development Goals (UN SDGs). We concentrate our efforts on the UN SDGs where we can actively contribute through our policies and initiatives, ensuring our actions have a meaningful impact on ESG.

Reporting Scope

The six operating entities have been included in the sustainability reporting boundary:

1. Teckwah Value Chain Pte Ltd (TVC) (Singapore)

2. Teckwah PharmaPack Solutions Sdn Bhd (TPS) (Iskandar, Malaysia)

3. Teckwah Paper Products Sdn Bhd (TPPSB) (Malacca, Malaysia)

4. Tompac Industrial Sdn Bhd (TOMPAC) (Malacca, Malaysia)

5. PT Teckwah Paper Products Indonesia (TPPI) (Batam, Indonesia)

6. Wuxi Teckwah Printing & Packaging Co., Ltd (WTPP) (Wuxi, China)

The entities were chosen based on our organisation's operational control of owned and leased manufacturing and office sites.

Restatements

As this is the Business Segment's inaugural report, there are no reporting restatements.

Assurance

We have considered the recommendations of an external ESG consultant for the selection of material topics and relevant reporting frameworks. To ensure the accuracy and credibility of the reported information, we have established robust internal control processes. Our Sustainability Taskforce Committee collaborates closely with the external ESG consultant, seeking guidance on reported information and conducting comparative studies to benchmark against industry standards.

The Managing Director, appointed by the Board, has reviewed and approved this Report. Consequently, the Managing Director has determined that independent internal and external assurance is not necessary for this period.

Forward-Looking Statement

Certain statements in the report are forward-looking statements that reflect the Business Segment's current views of future events and consider our present and future sustainability strategies and the environment in which the Business Segment will operate.

These views necessarily involve risks, uncertainties, and assumptions which may cause the actual performance or achievements of the Business Segment, or the industry, to be materially different from the future performance or achievements expressed or implied by such forward-looking statements and financial information.

The Business Segment expressly disclaims the obligation to publicly release any updates or revisions to any forward-looking statement to reflect any change in the Business Segment's expectations when conditions or circumstances on which any such statement or information has changed.

Sustainability Strategy Overview

Our Sustainability Story

As a responsible corporate citizen, we are committed to operating in an environmentally sustainable and socially responsible manner. Considering the rapid developments to integrate sustainability factors into the business, the Business Segment will continue to incorporate sustainability into our operations and keep abreast of regulations and industry best practices related to sustainability.

Strategic Focus Areas

We have identified four focus areas to steer our sustainability strategy:

Focus 1:
Governance and Ethics

Strong corporate governance guides the Business Segment in managing ESG-related risks and opportunities as well as ensuring full compliance with all applicable laws and regulations.

Focus 2:
Climate Resilience and Environmental Sustainability

We undertake precautions to limit negative impacts on the environment by managing energy, water, waste and effluents as efficiently as possible. The transition to a low-carbon economy is a global challenge that we are facing and have been taking steps to address the relevant risks and opportunities during this transition.

Focus 3:
Supply Chain

The Business Segment is committed to building a sustainable and resilient supply chain. We achieved this by assessing the environmental and social impacts of our suppliers and promptly engaging them if any issues arise. Supply chain risks are actively identified and mitigated to enhance supply chain resiliency.
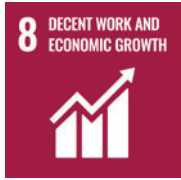
Focus 4:
Our People

We continue our efforts in talent retention and hiring innovative, dynamic and talented staff as they are our organisation's key assets. We believe it is vital to keep our staff engaged and motivated through creating a supportive work environment. The Business Segment rewards and motivates staff with a comprehensive and competitive compensation package and benefits programme.

Contribution to the United Nations Sustainable Development Goals (UN SDGs)

The Business Segment contributes to the UN SDGs through our daily operations, strategy development and collaboration with our stakeholders. The attainment of the UN SDGs is a continuing global effort and forms part of the Business Segment's long-term focus on sustainability. The following table highlights the Business Segment's contributions to the attainment of the relevant UN SDGs.

Material Topics	UN SDGs	The Business Segment's contribution	Relevant Stakeholders
Our People	4 QUALITY EDUCATION — Target 4.4	Providing employees with the knowledge and skills essential for employment.	Employees
Our People	8 DECENT WORK AND ECONOMIC GROWTH — Target 8.1	Investing in local industries and fostering job creation to drive economic growth.	Employees
Climate Resilience and Environmental Sustainability	12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Target 12.2	Monitoring our emissions and materials usage.	All stakeholders
Climate Resilience and Environmental Sustainability	13 CLIMATE ACTION — Target 13.1, Target 13.2	Developing robust contingency plans that ensure business continuity for various climate-related hazards. Integrating Task Force on Climate-Related Financial Disclosures (TCFD).	All stakeholders
Governance and Ethics	16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Target 16.5, Target 16.6	Implementation of anti-corruption policy. Promoting ethical governance, rigorous compliance practices, and open communication at all organizational levels.	All stakeholders

Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement

We value inputs from all our stakeholders and use a variety of channels to engage with them as well as receive their feedback. We identify stakeholders as groups that have an impact or have the potential to be impacted by our business, as well as external organisations that have expertise in aspects that we consider material.

The feedback we receive from our stakeholders helps us to determine our material topics and identify our focus areas.

Key Stakeholders	Engagement Methods	Areas of Concern	Our Responses	Addressed in this Report
Customers	Customer feedback	Customer satisfaction, product quality and sustainability	Maintain stringent quality control standards and frequent inspection	Climate Resilience and Environmental Sustainability
Employees	Annual performance appraisals, training and development, and employee feedback	Remuneration and benefits, continuous learning, equal opportunities, and employee well-being	Provide opportunities for continuous growth and development, encourage good business ethics, and promote fair employee remuneration	Our People
Suppliers/ Sub-contractors	Supplier assessment and safety briefings	Compliance with environmental and social regulations	Continue to monitor and evaluate supplier performance	Supply Chain
Government and Regulators	Industry seminars and focus discussions	Good corporate governance and compliance with regulations	Ensure full compliance with applicable laws and regulations	Governance and Ethics
Community	Community engagements	Social development	Identify key beneficiaries and support their needs where possible	Our People

Materiality Assessment

We evaluate key ESG factors to ensure they align with our business objectives and strategy. This involves identifying material topics by assessing their actual and potential impacts on our stakeholders, changes in business operations, and the external sustainability landscape.

With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:

1. Identification: The Sustainability Task Force identifies material sustainability issues and topics relevant to stakeholders, drawing from both universal criteria and the GRI Standards.

2. Comparative Study: Comparison against competitors and peers to determine how the industry identifies and prioritises material factors.

3. Prioritisation: Material sustainability issues and topics are grouped under the shortlisted focus areas. Each focus area is ranked based on its significance in terms of ESG impact and stakeholders' concerns.

4. Validation: The focus areas and their underlying sustainability topics are circulated to the sustainability team and Managing Director to ensure the completeness and relevance of topics selected before report preparation.

The table below summarises the material topics:

Report Sections	GRI Disclosures Addressed in this Report
Focus 1: Governance and Ethics	• GRI 205 Anti-corruption 2016 • GRI 207 Tax 2019 • GRI 416 Customer Health and Safety 2016
Focus 2: Climate Resilience and Environmental Sustainability	• GRI 201 Economic Performance 2016 • GRI 301 Materials 2016 • GRI 302 Energy 2016 • GRI 305 Emissions 2016 • GRI 306 Waste 2020
Focus 3: Supply Chain	• GRI 308 Supplier Environmental Assessment 2016 • GRI 414 Supplier Social Assessment 2016
Focus 4: Our People	• GRI 202 Market Presence 2016 • GRI 401 Employment 2016 • GRI 403 Occupational Health and Safety 2016 • GRI 404 Training and Education 2016 • GRI 405 Diversity and Equal Opportunity 2016 • GRI 406 Non-discrimination 2016 • GRI 408 Child Labour 2016 • GRI 409 Forced or Compulsory Labour 2016 • GRI 413 Local Communities 2016

FOCUS 1:
Governance and Ethics

Strong corporate governance practices are important to the Business Segment as it strives to build a viable and resilient business that can adapt to the trends and uncertainties in the industry. Such practices help the Business Segment align its operations and business activities with the interests of all key stakeholders.
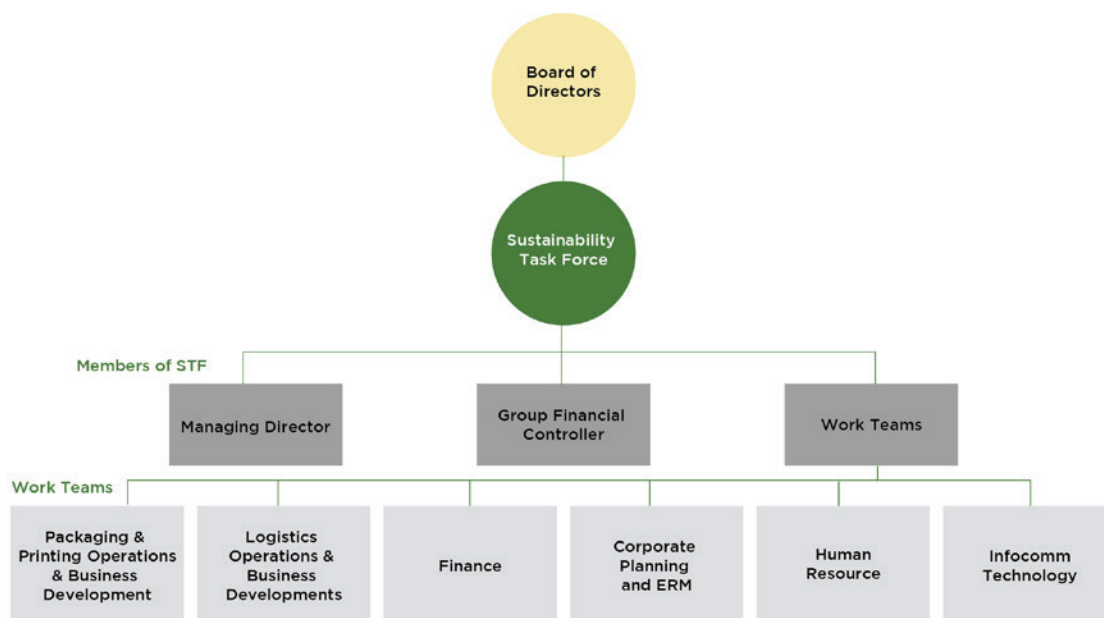
The Managing Director, appointed by the Board, has considered sustainability issues in the formulation of the Business Segment's strategy, approved the material ESG factors identified and overseen the management and monitoring of the material ESG factors.

The Managing Director provides strategic direction and oversight for the company's sustainability agenda, ensuring alignment with the overall business strategy and long-term objectives. The Board of Directors meetings provide a forum for evaluating the Business Segment's operational and sustainability performance, including progress against targets, to ensure the company remains on track to meet its sustainability goals.

The Sustainability Task Force, headed by the Managing Director and supported by the Group Financial Controller and heads of different departments, is tasked with the management of the Business Segment's sustainability initiatives, including review of material ESG factors, implementation of ESG policies, processes, and Key Performance Indicators. The Sustainability Task Force is responsible for reporting to the Board on sustainability performance, highlighting progress and areas for improvement every quarter.

Monthly deliberations encompass Top Management Meetings (TMM) and Top and Senior Management Meetings (TSMM). These sessions address critical facets of operational and sustainability matters. Critical concerns are escalated according to the reporting structure and ultimately reported during Board meetings. Decisions to address critical concerns are deliberated and approved based on the Delegation of Authority (DOA). No critical concerns were raised during the reporting period.

Risk Management

The Business Segment adopts a precautionary approach in strategic decision-making by implementing a comprehensive risk management framework. The Managing Director is updated on ESG risks as part of the Enterprise Risk Management (ERM) process. These updates will provide assessments of potential ESG risks, mitigation responses and strategies, and resilience measures.

Governing Policies

The Business Segment's policies provide guiding principles on business conduct and ethics that all management and employees should practise to support its commitment to good corporate governance. All corporate-level policies are reviewed and approved by our Board of Directors.

Teckwah Group Policies

- Code of Conduct
- Code of Business Ethics
- Anti-bribery and Corruption Policy
- Whistleblowing Policy
- Personal Data Protection Act (PDPA) Policy
- Employee Handbook

Code of Conduct

We have established an employee code of conduct as part of our Employee Handbook, which serves as a valuable resource to all staff members, providing clear guidance on

expected standards of behaviour and ethical principles throughout their dealings.

Furthermore, new hires are briefed on the policies and standard operating procedures outlined in the Code of Conduct during their orientation program. These guidelines are reinforced annually to ensure continued understanding and adherence. Annually, employees declare their acknowledgement of having read, understood, and committed to abide by key corporate policies.

Anti-Corruption

The Anti-bribery and Corruption Policy applies to all employees of the holding Business Segment, subsidiaries and associate companies of the Business Segment, whether the subsidiaries and associate companies are in or outside of Singapore.

As part of the ERM profile revisit process, the Business Segment was assessed for risk related to corruption and there were no incidents of corruption reported in FY2023. Furthermore, this policy has been shared with our key business partners.

Whistle-blowing

The Business Segment has a Whistle-blowing Policy which provides a mechanism for staff of the Business Segment in Singapore to raise concerns in confidence about fraud and other possible improprieties in matters of financial reporting or other matters. This Policy is shared on our website at https://www.teckwahgroup. com/whistleblowing-policy. Our stakeholders can raise their concerns through our whistleblowing platform, whistleblow@teckwah.com.sg.

Corporate Planning and ERM is responsible for the administration and application of this policy. The whistle-blower's identity is kept confidential by our whistle-blowing policy unless compelled by law or with the whistle-blower's approval.

There were no reported incidents or complaints submitted during the reporting period.

Regulatory Compliance

The Business Segment adheres to product safety and quality standards, as well as environmental and labour laws and regulations. Developments in regulations are monitored by the Business Segment and processes are in place to oversee activities and associated performance regularly. Our compliance record has remained consistently clean, with no instances of receiving administrative or judicial sanctions, fines, or restrictions imposed by authorities or public agencies since our inception.

Corporate Tax Compliance

The Business Segment complies strictly with local tax regulations and best practices by engaging a third-party service provider to manage income tax requirements and address any tax compliance and tax-related queries. Oversight of tax affairs, encompassing compliance, submission, and reporting, falls under the purview of an Executive Director. While our Finance department bears primary responsibility for ensuring compliance, they shall seek guidance from tax consultants, in areas of concern, particularly for Corporate Tax and Transfer Pricing.

Our approach to interactions with tax authorities is tailored to the complexity of each matter. For routine submissions like Goods and Services Tax (GST), payroll tax, and Withholding Tax (WHT), our Finance department assumes direct responsibility. Conversely, in instances where interpretation or justification is less clear-cut, we enlist the expertise of tax consultants to ensure precision and adherence to regulations. Specifically, for Corporate Income Tax and Transfer Pricing matters, we rely on the specialized knowledge of tax consultants for both submission processes and responses to inquiries from tax authorities.

Notably, the Business Segment abstains from engaging in lobbying activities concerning tax-related issues.

Personal Privacy

We have implemented a Personal Data Protection Policy which governs the collection, handling and protection of our employees' personal information in a responsible manner, by the latest amendment of the Singapore Personal Data Protection Act 2012 (PDPA). All relevant employees are required to undergo PDPA training annually.

In any event, where we need to collect personal data from our employees, we ensure that we have obtained their consensus before collecting the data. For a detailed Personal Data Protection Policy, please refer to https://www.teckwahgroup.com/privacy-policy.

Customer Health and Safety

Our product packaging is manufactured to adhere strictly to our client's product safety specifications. We exercise additional care to ensure that packaging materials meet allergen and toxin-free standards, particularly for our pharmaceutical and F&B clients, recognizing the critical role packaging plays in their product safety.

Our product packaging underwent health and safety impact assessments. Those intended for direct contact with food were processed and produced strictly according to customer-specified materials.

Additionally, we conducted annual external lab tests to detect hazardous substances in our products. We're proud to report zero incidents of non-compliance concerning the health and safety impacts of our packaging printing products and services for the reporting period.

Governance and Ethics Targets

	Compliance	Data Privacy and Protection
Short-term (1-3 years) Targets	Zero incidents of non-compliance with all relevant laws and regulations.	Zero incidents of data breach due to cyber-attack or breach of PDPA.
Medium-Term (3-5 years) Targets		
Long-Term (>5 years) Targets		

FOCUS 2:
Climate Resilience and Environmental Sustainability

The Business Segment is committed to strengthening its operational resilience and to becoming a positive force in the fight against climate change. This strategy includes adopting initiatives, like monitoring of our energy and emissions, waste management protocols, and the promotion of sustainable practices among our staff.

We commenced tracking our environmental data for GHG emissions accounting purposes in 2022. Therefore, this section provides comparative figures for 2022 and 2023.

Sustainable Materials

In a concerted effort to lessen reliance on crude oil and Diesel in our operations, we turn to renewable alternatives like sugar derivatives, bioethanol derivatives, and natural oils. Additionally, recycled raw materials are maximized wherever feasible, with production plants implementing either their own or externally operated recycling loop systems.

All materials utilised are monitored for compliance with applicable statutory registration requirements, including regulations like the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) or the Toxic Substances Control Act (TSCA). This standard of process is overseen by a network of specialists to ensure adherence to regulatory standards.

We also promote the utilization of sustainable raw materials and advocate for responsible sourcing of paper whenever feasible. Our procurement practices prioritize paper sourced from sustainable origins, with a focus on recycled materials and those certified by the Forest Stewardship Council (FSC®).

The table below depicts the breakdown of the percentage of recycled materials by each entity:

	Total input materials used (MT)	Total recycled input materials used (MT)	Percentage (%) of recycled materials
TVC	4,921	2,393	49
TPS	3,819	2,695	71
TPPI	13,209	13,209	100
TPPSB	7,753	7,057	91
Tompac	5,114	5,086	99
Total	34,816	30,440	87

WTPP primarily produces food packaging and avoids using recycled materials due to strict safety regulations and quality standards. Recycled materials may carry contaminants and often fail to meet the necessary quality and performance standards; thus virgin materials are preferred for ensuring product safety and reliability.

Waste Management

In the packaging printing business, waste generated includes paper and cardboard off-cuts, plastic packaging materials, residual inks, solvents, chemical coatings, used metal printing plates, and hazardous waste from contaminated materials. Additionally, electronic waste from obsolete equipment, liquid waste from cleaning processes, and VOC emissions from inks and solvents are also produced.

We recognize that our Business Segment generates significant paper and cardboard waste, which impacts the environment, and resource sustainability, and potentially contributes to deforestation and landfill accumulation. Nevertheless, we are dedicated to environmental stewardship and have implemented proactive measures to decrease our waste.

Each operating entity has undertaken comprehensive initiatives to manage waste and minimize environmental impact. Efforts include optimizing packaging processes to reduce paper and cardboard consumption, adopting the 3R approach for waste management, and ensuring hazardous waste recovery and compliance with local regulations. Specialized treatment facilities and third-party services are employed to handle toxic and hazardous waste, demonstrating our commitment to sustainable practices and adherence to environmental standards across all operations.

Since 2022, we have been complying with the Mandatory Packaging Reporting requirements, which necessitate businesses to report packaging data and implement 3R (Reduce, Reuse, Recycle) plans. To ensure effective waste management, we have established specific KPIs and processes to track and manage waste data, including reduction targets, recycling rates, and regulatory compliance with waste treatment and management.

Through these structured initiatives, KPIs, and adherence to mandatory reporting requirements, we ensure that our waste management practices are robust, transparent, and aligned with our sustainability goals.

The waste generated in tonnes for the year is summarised in the following table:

| Waste (in Tonnes)	Hazardous waste diverted	Non-hazardous waste diverted	(a) Waste diverted from disposal	Hazardous waste incinerated	Non-hazardous waste incinerated	(b) Waste directed to disposal	(a+b) Total waste generated
TVC	–	1,538	1,538	35	–	35	1,573
TPS	–	1,447	1,447	34	–	34	1,481
TPPI	–	4,053	4,053	–	11	11	4,064
WTPP	–	–	–	53	120	173	173
TPPSB	–	1,151	1,151	45	–	45	1,196
Tompac	–	276	276	14	–	14	290
Total	–	8,465	8,465	181	131	312	8,777

Energy Management

Our Business Segment acknowledges the impact of energy management on greenhouse gas emissions and its contribution to climate change. Recognizing our role in addressing these pressing concerns, we are committed to effectively managing energy consumption across our packaging printing facilities.

In our operational infrastructure, we rely on these primary fuel sources: Diesel, petrol, and LPG, alongside various other gas forms. These fuels play a crucial role in powering essential machinery such as forklifts, boilers, and motor vehicles, ensuring the smooth operation of our production processes.

Our highest fuel consumption is attributed to gas usage, primarily to power our buildings and facilities in WTPP, China. We endeavour to improve our data to consider metrics to best measure our fuel consumption intensity. The table below summarises the fuel consumption of the Business Segment[1]:

Fuel Consumed in Gigajoules (GJ)

Fuel	2022	2023
Diesel	4,625	4,017
Petrol	96	146
LPG	210	186
Gas	31,574	42,417
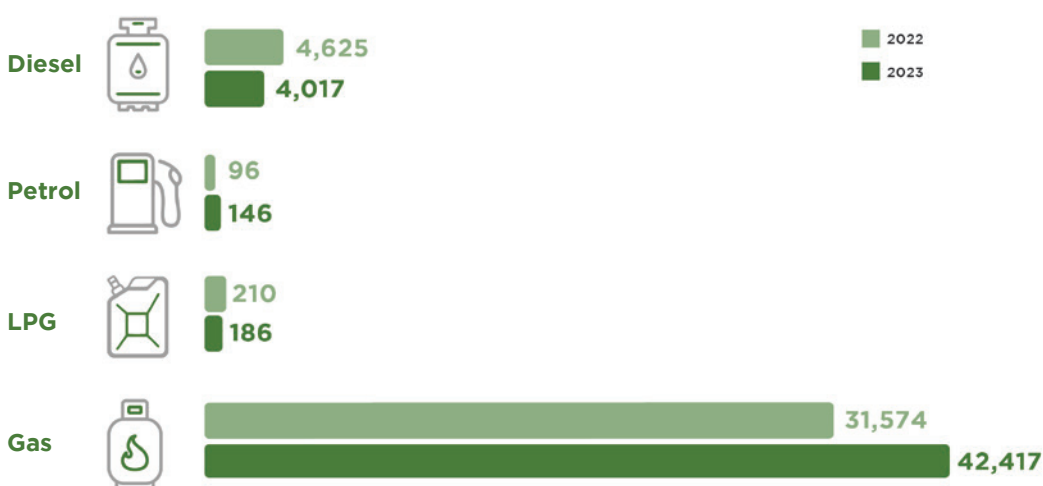
In addition to fuel consumption, we also rely on the purchase of electricity from power plants to power our buildings and facilities. The consumption of electricity is closely tied to our production levels and the extent of project engagements. We endeavour to improve the consistency of our meter data tracking. The table below summarises the energy consumption of the Business Segment[2]:

Entity	Period	Electricity (KWh) '000	Electricity (GJ)	KWh/sqm	Floor space (sqm)
TVC	2022	2,831	10,192	29.51	
	2023	3,516	12,658	36.65	95,931
TPS	2022	3,059	11,012	42.73	
	2023	2,874	10,346	40.15	71,586
TPPI	2022	1,602	5,767	12.1	
	2023	1,704	6,134	12.87	132,396
WTPP	2022	6,505	23,418	20.76	
	2023	7,050	25,380	22.5	313,330
TPPSB	2022	1,937	6,973	22.92	
	2023	1,450	5,220	17.16	84,500
Tompac	2022	161	580	3.52	
	2023	170	612	3.72	45,700
Total	2022	16,095	57,942	21.65	
	2023	16,764	60,350	22.55	743,443

[1]Methodologies: Multiplied the activity data by emission factors from the UK Department for Environment Food & Rural Affairs (UK DEFRA) data.

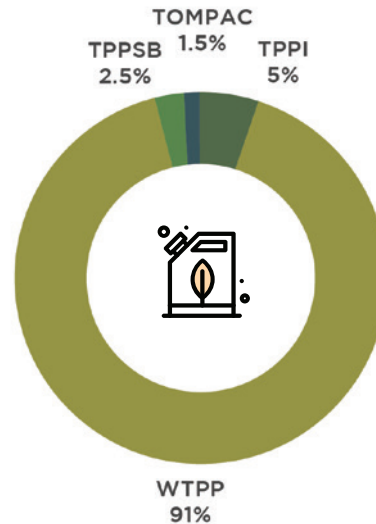[2]Methodologies: Multiplied electricity consumption by the country-specific emission factors consolidated by Carbon Footprint Ltd.

Electricity consumed in FY2023 (KWh)

TOMPAC 1%
TPPSB 9%
TVC 21%
TPS 17%
TPPI 10%
WTPP 42%
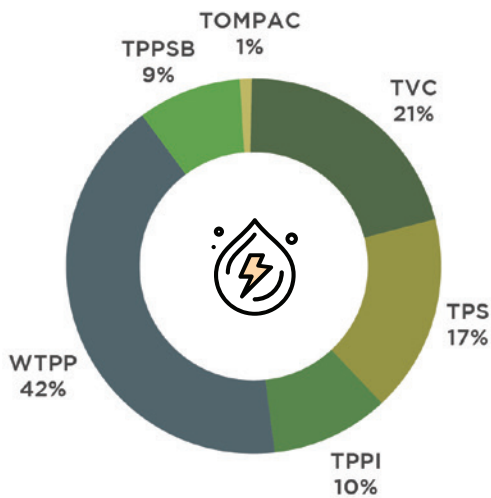
Fuel consumed in FY2023 (GJ)

TOMPAC 1.5%
TPPSB 2.5%
TPPI 5%
WTPP 91%

The Business Segment has implemented innovative measures to enhance efficiency and reduce our environmental footprint.

- Implemented digital printing technology for efficient handling of high mix, low volume work orders, reducing setup times and minimizing energy consumption and waste.
- Invested in automation with systems like auto wash-up and auto plate change to streamline operations, conserve energy, and minimize material wastage.
- Adoption of a Manufacturing Integrated System (MIS) for real-time reporting and status visibility, enhancing operational efficiency and enabling proactive issue identification and resolution.
- Installed solar panels in our Malacca plant which has helped cut TPPSB's electricity consumption by 25% from 22.92 to 17.16 KWh/sqm.

Moving forward, we will assess our energy data and explore possible steps to improve our energy consumption and efficiency levels.

GHG Emissions Management

As part of our ongoing sustainability efforts, we have conducted a comprehensive value chain mapping exercise to identify the sources of emissions across our operating jurisdictions. This meticulous process involves careful consideration of all processes, from material sourcing to end-of-life disposal, within our value chain.

To provide a clear understanding of our emissions, we have summarized the relevant data in the table below, outlining key categories such as purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products.

GHG Emission Inventory and Approach

The Business Segment utilised the consolidation approach under the GHG Protocol, specifically employing the Operational Control Approach. This method involves accounting for the GHG emissions from operations over which the Business Segment has control, focusing on areas where it can influence policies and procedures that drive emissions.

Refer to **Appendix A** for more details on the GHG Emissions Exclusion List, Definition and Methodologies.

Entity	Period	Scope 1 (tCO2e)	Scope 2 (tCO2e)	Scope 3 (tCO2e)	Total GHG emissions (tCO2e)	Scope 1 and 2 tCO2e/ Rev SGD'000
TVC	2022	1	1,149	4,533	5,683	0.02
	2023	1	1,466	3,312	4,779	0.03
TPS	2022	4	2,386	5,188	7,578	0.16
	2023	3	2,179	4,981	7,163	0.14
TPPI	2022	131	1,218	6,353	7,702	0.04
	2023	150	1,338	7,276	8,764	0.05
WTPP	2022	1,809	3,455	7,668	12,932	0.21
	2023	2,451	3,928	8,120	14,499	0.26
TPPSB	2022	170	1,511	2,662	4,343	0.26
	2023	81	1,099	1,891	3,071	0.15
Tompac	2022	31	126	1,205	1,362	0.04
	2023	48	129	908	1,085	0.03
Total	2022	2,147	9,845	27,609	39,600	0.12
	2023	2,734	10,139	26,488	39,361	0.13

The diagram below illustrates the Scope 3 GHG emissions from various sources.

Teckwah Packaging Printing Scope 3 GHG Emission
Absolute Emissions (tCO2e)

Source	2022	2023
#1 Purchased goods and services	17,867	14,979
#3 Fuel and energy related activities	1,193	1,311
#4 Upstream transportation & distribution	6,048	7,753
#5 Waste generated in operations	282	201
#6 Business travel	25	61
#7 Employee commuting	837	943
#12 End of life treatment of sold products	1,356	1,240
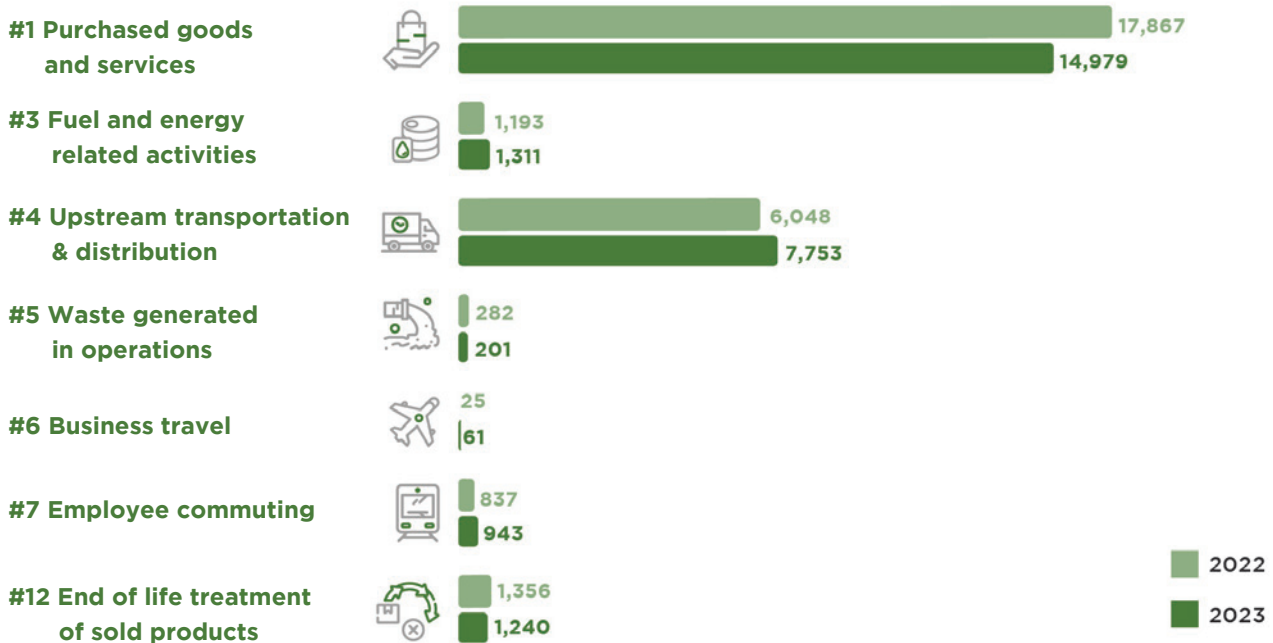
Climate Resilience and Environmental Sustainability Targets

Through our GHG emission accounting, we have identified several stress points that require targeted intervention. With the facilitation of our consultants, we have developed strategies to manage and decarbonize these areas and have established preliminary targets. We will review and refine these strategies and targets as more accurate data becomes available in the coming years, ensuring continuous improvement and alignment with our sustainability goals.

	Emission Reduction Target
Short-term (by 2027)	Maintain Business Segment emission intensity (Scope 1 and 2 / Revenue)
Medium-Term (3-5 years)	Explore opportunities to reduce emissions
Long-Term (>5 years)	

We are committed to managing greenhouse gas emissions and achieving our milestone targets through three strategic initiatives as follows:

Greener Energy Sources

The Business Segment is transitioning to greener energy sources to reduce our carbon footprint significantly. We are investing in renewable energy technologies such as solar panels for our facilities. Additionally, we are exploring service providers that offer green energy solutions, ensuring a substantial portion of our energy consumption comes from sustainable sources.

Optimized Packaging Design

To minimize environmental impact, we will optimize our packaging designs to use lighter, lesser and alternative materials which are sustainable while maintaining product integrity and quality. By employing advanced design software and conducting rigorous testing, we can reduce the volume and weight of packaging. This approach decreases the raw materials needed and results in less waste during the production process. Furthermore, lighter and more efficient packaging designs reduce transportation emissions, contributing to our overall emission reduction targets.

Improved Data Management

Enhanced data management capabilities are critical to our efforts in managing greenhouse gas emissions. We are streamlining data tracking and collection processes to ensure accurate reporting of emissions across all operations. This improved data accuracy allows us to identify key areas for emission reductions and measure the effectiveness of our initiatives.

TCFD Climate Risk and Opportunity

This report outlines our climate-related risks and opportunities, as well as our strategies for managing them in a rapidly evolving environment.

TCFD Pillar	Recommended Disclosures	FY2023 Status	Approach/ Action
Governance	Describe the board's oversight of climate-related risks and opportunities.	Met	The Business Segment's Sustainability Task Force (STF) has assessed and identified the climate-related risks and opportunities based on the TCFD framework. The STF has also articulated its strategies and mitigation of these risks and opportunities. The consolidated risks and opportunities as well as mitigation strategies were reported to the Board.
	Describe management's role in assessing and managing climate-related risks and opportunities.	Met	The Managing Director, appointed by the Board, has collectively reviewed and approved the climate risks and opportunities identified by the STF. The Managing Director endeavours to implement and continuously fine-tune its sustainability governance structure by engaging the assistance of the STF and the operational leadership to oversee the climate mitigation strategies. Moving forward, the Managing Director will be updated on the progress at least once a year or whenever necessary.

The identification and assessment of climate-related risks and opportunities was undertaken by the STF which comprises the Business Segment's senior management. The STF is supporting the Board to implement the identified climate-related strategies from the ground up together with the support of the operational leadership teams.

The operational leaders and the STF regularly review the progress and strategies within their operational sites to ensure that the strategies are implemented accordingly.

For critical decisions on sustainability, the STF and operational leaders will agree and implement the changes accordingly. |
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	Met	The Business Segment engaged an external ESG consultant to assist the STF in identifying the climate-related risks and opportunities. The Business Segment assessed the impacts of these climate-related risks and opportunities on the specified assets within the reporting scope.
	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning.	Met	Please refer to the section Climate Risks and Opportunities for more information.
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	In progress	The Business Segment shall incorporate climate-related scenario analysis in our subsequent sustainability reports in line with the phased implementation approach for TCFD adoption.

TCFD Pillar	Recommended Disclosures	FY2023 Status	Approach/ Action
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks.	Met	Climate-related risks are primarily identified through the results of our climate-related risk assessment. The key climate-related risks facing the Business Segment are outlined in the section **Climate Risks and Opportunities**.
	Describe the organisation's processes for managing climate-related risks.	Met	Risk mitigation responses and strategies are tailored to the specific nature of each risk. The risk register is periodically reviewed and updated to reflect changes in environmental conditions, regulatory landscapes, and market dynamics. This process ensures that climate-related risks are continuously monitored and managed in line with evolving circumstances.
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	Met	As part of managing the overall risk management, the Managing Director and management team will undertake a periodic review of the identified climate-related risks and the risk management approach.
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Met	The Business Segment employs robust metrics to assess climate-related risks and opportunities as part of its comprehensive strategy and risk management framework. Key metrics include quantifying greenhouse gas (GHG) emissions across operations and supply chains, tracking energy consumption and efficiency improvements, and waste generation.
	Disclose Scope 1[4], Scope 2[5], and if appropriate, Scope 3[6] GHG emissions, and the related risks.	Met	The Business Segment has disclosed Scope 1, 2 and 3 emissions management and targets in the section **"Greenhouse Gas Emissions."**
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Met	

[4]Scope 1 GHG emissions which are emissions resulting from the sources owned or controlled by the Business Segment

[5]Scope 2 GHG emissions resulted from the generation of purchased electricity consumed by the Business Segment

[6]Scope 3 emissions are emissions from sources not owned or controlled by the Business Segment such as the Business Segment's value chain

Climate-related Risks

The Business Segment has aligned the identification of our climate-related risks and opportunities with the TCFD framework which considers the following:

- Transition risks: include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations

- Physical risks: risks relating to the physical impacts of climate change (both acute and chronic)

The table below reflects our understanding of the Business Segment's most significant climate-related risks that are relevant to our business by considering inputs from senior management with the assistance of an external consultant. We recognise that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

Risk	Description	Risk Mitigation
Transition Risk		
Policy and Legal	• The power-generating companies might pass on the carbon tax to consumers, leading to increased operational expenses for the Business Segment. • Supply chain partners may also pass on their higher costs to us. • Some of our factories that use Diesel for power generation may experience higher costs. Period[7]: Short, Medium, Long Likelihood[8]: Certain Financial impact: Increased energy costs	• We strive to optimize operational capacity, minimizing machine run time and energy consumption while also reducing overhead costs associated with shop floor lighting. • All our Business Segments' facilities are ISO 14001 certified. Moving forward, we are considering engaging external consultants to assess our energy consumption levels. • Some initiatives we have taken to manage and reduce energy consumption are the installation of solar panels in our Malacca factory, the installation of motion detectors for switching on lighting, and actively encouraging our employees to turn off lighting and equipment when not in use.
Policy and Legal	An increase in the cost of carbon will have an impact on our inward and outward transportation costs, reducing overall profitability. Period: Short, Medium, Long Likelihood: Certain Financial impact: Increased transport costs	• Optimize shipments (consolidate where possible) to reduce freight costs. • Planning according to customers' forecasts to minimize ad-hoc purchases. • We will continue to evaluate the possibilities of using electric vehicles for land transport.

[7]Definition of Period used in this Report:
· **Short:** 1-3 years
· **Medium:** 3-5 years
· **Long:** More than 5 years

[8]Three categories of likelihood have been used in this Report (in decreasing order of likelihood):
(a) Certain
(b) Likely
(c) Possible

Risk	Description	Risk Mitigation
Policy and Legal	More stringent regulatory requirements will require more qualified suppliers that meet such requirements. Period: Medium, Long Likelihood: Certain Financial impact: Reduced pool of suppliers and increased costs of materials	• We are currently procuring from an adequate pool of eligible suppliers, and we do not procure from unethical sources. • We will continue to increase our pool of eligible suppliers.
Market	Failure to meet the changing expectations of investors and financiers may result in a decline in valuation, potentially affecting the Business Segment's ability to access capital. Period: Medium, Long Likelihood: Certain Financial impact: Reduced access to capital and higher costs of financing	• The Business Segment has a sustainability strategy established and shall continue to advance our ESG goals. • The Business Segment shall regularly engage with investors and stakeholders on ESG issues and improve our ESG disclosures to meet stakeholders' expectations. • The Business Segment will explore green loan possibilities from various financial institutions.
Technology	As more energy-efficient equipment comes into the market, we might need to invest more in energy-efficient equipment. Period: Short, Medium, Long Likelihood: Possible Financial impact: Increased investment costs	• The Business Segment shall continue to identify new low-carbon technologies and explore opportunities for adoption.
Market	Shift in customer preference to biodegradable and sustainable packaging products. Period: Short, Medium, Long Likelihood: Likely Financial impact: Decrease in revenue	• The Business Segment purchases paper from sustainable sources and FSC (Forest Stewardship Council) certified suppliers. • Currently our packaging solutions are predominantly recyclable (paper-based) • For packaging products which are plastic-based, we are in consultation with our key customers to find acceptable alternative solutions.

Risk	Description	Risk Mitigation
Reputation	Failure to adopt best industry practices as compared to other competitors may reduce demand for the Business Segment's products and impact the Business Segment's reputation. Period: Short, Medium, Long Likelihood: Likely Financial impact: Reduced revenue due to reduced demand	• The Business Segment has a sustainability strategy established and shall continue to advance our ESG goals. • The Business Segment shall regularly engage with our customers on ESG issues and improve our ESG disclosures to meet our customer's expectations.
Physical Risk		
Acute	Extreme rainfall and increased flooding events can lead to damage to physical infrastructure, raw materials or finished goods. Period: Medium, Long Likelihood: Likely Financial impact: Increased costs from rectifying the damage caused to facilities, replacement of materials or finished goods.	• All the Business Segment facilities are located at the higher grounds and are not prone to flooding. The Business Segment will continue to monitor the flooding situation. • The Business Segment has in place the necessary insurance policies to cover damages from weather events.
Acute	Extreme weather can lead to key transportation routes being affected or diverted, leading to increased transport costs and lead time. Period: Medium, Long Likelihood: Likely Financial impact: Increased transport costs, supply chain disruption	• The Business Segment has provision for buffer stocks and alternate sources when necessary.
Chronic	Some of our suppliers may be affected by the severe weather conditions and suffer supply chain disruptions Period: Medium, Long Likelihood: Likely Financial impact: Raw material disruptions and increase in costs	• We are currently procuring from adequate pool of suppliers from various geographic locations.

Climate-related Opportunities

Although the Business Segment faces significant exposure to climate-related risks in the medium to long term, opportunities in a low-carbon economy resulting from a successful economic transition are likely to surface.

Opportunities	Description	Management's Response
Resource Efficiency/ Resilience	To adopt renewable energy sources like solar energy and to decarbonise its operations, the Business Segment can enhance its resilience to electricity price fluctuations and reduce operational costs through energy savings. Period: Short, Medium, Long Likelihood: Certain Financial impact: • Reduced energy and operational expenses through efficiency gains • Reduced exposure to future fossil fuel price increases • Reduced exposure to greenhouse gas emissions	• The Business Segment shall continue to adopt more energy-efficient measures and processes to reduce electricity consumption and lower emissions. • The Business Segment has installed solar panels in our Malacca plant to reduce energy consumption from the grid and will continue to explore such installations at other plants. • The Business Segment will keep track of advancements in low-carbon and energy-efficient technologies and assess potential adoption opportunities where appropriate.

Opportunities	Description	Management's Response
Market	Local banks are taking a closer look at ESG risks when providing project financing, indicating the growing mainstream adoption of green financing. The Business Segment can increase its access to funding by complying with sustainability practices and meeting investor expectations. Period: Short, Medium, Long Likelihood: Certain Financial impact: Lower costs of financing and Increased access to capital	• The Business Segment shall explore green loans and continue to improve our ESG disclosures to meet investor expectations for sustainability-related information. • The Business Segment will also explore possibilities to make our products more sustainable and to integrate low-carbon features wherever feasible.
Products and Services	Moving away from plastic or non-recyclable packaging will increase demand for our products. Period: Short, Medium, Long Likelihood: Certain Financial impact: Increased revenue due to increased demand for sustainable materials	• The Business Segment will continue to assist customers in developing more sustainable packaging solutions for their products.
Products and Services	Meeting customers' environmental requirements could result in greater competitiveness to secure contracts. Period: Short, Medium, Long Likelihood: Certain Financial impact: Increased revenue because of meeting customers' requirements and securing a higher volume of contracts	• The Business Segment shall continue to work closely with customers to understand and meet their requirements.

FOCUS 3: Supply Chain

The Business Segment rigorously evaluates suppliers for sustainability practices to uphold a sustainable supply chain. We conduct thorough assessments to ensure environmental, social, and ethical standards adherence. Through collaborative efforts, we prioritise suppliers committed to sustainable practices, thus fostering a resilient and environmentally conscious supply chain.

Supplier Social Assessment

The Business Segment collaborates with a diverse array of suppliers and vendors, ranging from multinational corporations to small local businesses, each contributing value to support the delivery of high–quality printing and packaging solutions to our customers. The Business Segment has forged partnerships with several key suppliers, forming a resilient global network. Importantly, none of these partnerships have resulted in significant or potential negative social impacts.

Dedicated to maintaining stringent standards of sustainable and ethical business practices, the Business Segment engages with suppliers capable of upholding its high benchmarks. Our service level agreements outline the expected commitment from suppliers concerning integrity in business conduct, human rights, labour practices, and employee health and safety.

Suppliers and subcontractors are mandated to acknowledge and declare their responsibilities in ensuring compliance with local regulations.

Supplier Environmental Assessment

Additionally, our Business Segment follows the ISO 14001 Environmental Management Standards and FSC certificates and assesses suppliers and subcontractors based on their environmental commitments. We only source materials from suppliers who uphold environmentally sustainable practices, aligning with our dedication to environmental responsibility. During the reporting year, all news was screened for social and environmental impacts. In addition, there were no recorded incidents of any significant environmental, social, or labour concerns related to our suppliers.

Supply Chain Targets

	Supplier Social Assessment	Supplier Environmental Assessment
Short-term (1-3 years) Targets	No recorded incidents of any significant social concerns related to our suppliers.	No recorded incidents of any significant environmental concerns related to our suppliers.
Medium-Term (3-5 years) Targets		
Long-Term (>5 years) Targets		

FOCUS 4: Our People

The Business Segment prioritizes its people, offering fulfilling careers, quality workplaces, and balanced lifestyles. We champion diversity and equal opportunities, fostering an inclusive environment where ideas thrive, and concerns are addressed. Additionally, we prioritize Occupational Health and Safety (OHS) aspects, ensuring the well-being of our employees.

Occupational Health and Safety

The Segment's commitment is established in our management philosophy and system, known as QuESH (Quality, Environment, Safety, and Health). Our QuESH Management System (QuESHMS) effectively and responsibly identifies, assesses, and treats all QuESH-related risks associated with our business activities, products, and services. Operational objectives are established to prevent workplace pollution, injury, and ill health.

The QuESHMS is overseen by our dedicated Environmental, Safety, and Health (ESH) Committee. This committee actively monitors and improves our occupational health and safety standards.

Aligned with ISO 45001:2018 and the RBA Standard, our Safety and Health Management System (SHMS) Policy is accessible to all employees. Internal and external audits ensure that our system continuously evolves to meet the highest standards of OHS performance.

Our ESH members play a vital role in fostering awareness of environmental and occupational health and safety. They provide valuable guidance on implementing our SHMS throughout the organisation. Regular quarterly meetings of the Safety and Health Committee ensure that important information is shared and acted upon promptly.

To empower our employees with the knowledge and skills they need to stay safe, we offer a range of training programs covering various aspects of safety, from chemical handling to first aid. Additionally, we've partnered with organizations like the National Cancer Society Malaysia (NCSM) to provide access to non-occupational medical services.

Regular risk assessments help us identify and address potential hazards, with control measures implemented to minimize risks. We also seek external expertise from qualified safety consultants to ensure the effectiveness of our prevention initiatives.

In the event of any workplace health risks or incidents, we encourage open communication, with employees reporting concerns to their supervisors for investigation. Root cause analysis is conducted to prevent recurrence, ensuring that our commitment to regulatory compliance and employee well-being remains unwavering.

OHS Performance for Employees and Non-Employees	2023
Accidents resulting in fatalities, high consequences, and permanent injuries	–
Recordable work-related injuries and ill-health	2
Incidents of non-compliance with OHS laws resulting in fines or stoppage of work	–
Total working hours contributed by employees	2,381,508

Training and Education

Although our employees possess a wide range of experience and expertise, we believe in continuous learning and development, which is in line with the ever-changing landscape of the industry and economy. The Business Segment encourages employees to take charge of their learning and to actively develop their technical and leadership skills by participating in a range of different internal and external training.

We adopt a systematic approach to identifying the training needs of employees through Training Needs Analysis (TNA). Subsequently, we have developed a Total Learning Plan (TLP) for our employees. The TLP includes the Business Segment's training and development strategy which is updated annually based on the future needs of knowledge, skills and abilities for the Business Segment's growth and sustainability identified in the TNA.

To equip ourselves for the shifting competitive terrain of the digital age, the Business Segment has intensified its endeavours to establish a structured method that identifies and enhances the skill sets of its employees. Staff members will have access to both internal and external training initiatives, enabling them to upskill and reskill effectively. Among the training programs offered are:

- Business Excellence Internal Assessors' workshop
- Digital Colour Management Training
- Cybersecurity e-Learning Programme
- Annual Security Awareness Training
- Business Continuity Pandemic Webinar Training
- Improving Efficiency and Communication at Work
- Hearing Conversation Program
- Forklift Driving Course
- Leadership Workshop
- Data Analytics Using Power BI
- PowerPoint Advanced
- The Essentials of PDPA

In addition to conducting training sessions, we introduced a peer-to-peer learning approach to enhance employee engagement and facilitate the sharing of knowledge. Teams exchanged experiences and best practices, enabling them to better comprehend the challenges their colleagues were encountering and identify shared opportunities for improvement.

Training Performance Metrics	2023
Employees Receiving Annual Performance Review	90%
Total Training Hours	12,775
Average Training Hours per Employee	13
Average Training Hours per Employee by Gender:	
– Male	12
– Female	14
Average Training Hours per Employee by Category:	
– Senior Management	9
– Middle Management	14
– Executives and Non-Executives	13

Employment

We are dedicated to fostering a work environment where our people feel motivated, secure, and empowered to excel in their roles. The Business Segment prioritizes employee well-being, ensuring that any operational changes are communicated within the minimum notice period outlined in our employee handbook.

All employees are entitled to a comprehensive benefits package, including coverage under Business Segment Personal Accident and Business Segment Hospitalisation and Surgical insurance, as mandated by the Work Injury Compensation Act.

In addition to statutory benefits, we have established a Staff Wellbeing Committee to implement our employee engagement strategy. We firmly believe that engaged, healthy, and content employees are the cornerstone of a progressive and productive workforce, vital for the sustained growth of our operations.

Our commitment to staff welfare extends beyond benefits to include management dialogue sessions, social events, and health and wellness programs.

Furthermore, the Business Segment actively supports government pro-family policies and strictly adheres to Ministry of Manpower guidelines on parental leave. To enhance employee welfare and attract top talent, parental and childcare leave is extended to all employees, irrespective of gender.

Parental leave in FY2023	Male	Female	Total
Employees who are entitled to parental leave	699	321	1020
Employees who took parental leave	11	12	23

Diversity and Inclusion

The Business Segment upholds a policy of non-discrimination based on age or gender in staff employment, ensuring a steady influx of highly skilled professionals. Our commitment to embracing employee diversity catalyses driving positive change and continuous improvement within the Business Segment.

Our Handbook and Terms and Conditions of Employment are meticulously crafted to offer employees clear guidance on policies, procedures, terms, and competitive compensation and benefits packages. Employment decisions are merit-based, and we do not enforce mandatory retirement, welcoming individuals beyond the national retirement age.

Moreover, we prioritize diversity in our workforce, recognizing its role in fostering innovation and growth through the exchange of diverse perspectives. Our commitment to diversity encompasses age and gender representation, as depicted in the following graphs. Our workforce comprises permanent, temporary, full-time, and part-time employees, with no hires made for non-guaranteed hours roles.

	Male	Female	Total
Breakdown by types of workers:			
Permanent employees	487	244	731
Temporary employees	212	77	289
Breakdown by employment types:			
Full-time employees	671	319	990
Part-time employees	28	2	30
Breakdown by employment category:			
Senior Management	6	1	7
Middle Management	12	6	18
Other employees	685	310	995
Total Employee Strength	699	321	1,020

Breakdown by Region	Singapore	China	Malaysia	Indonesia	Total
Types of workers:					
Permanent employees	167	165	334	65	731
Temporary employees	–	30	–	259	289
Employment Types:					
Full-time employees	167	165	334	324	990
Part-time employees	–	30	–	–	30
Total Employee Strength	167	195	334	324	1,020

Breakdown by Age and Employee Category	<30 years old	30-50 years old	>50 years old	Total
Senior Management	0	1	6	7
Middle Management	0	11	7	18
Other employees	322	508	165	995
Total Employee Strength	322	520	178	1,020

As of December 31, 2023, our workforce comprised 1,020 employees, with 31% being female. During the year, we hired 211 new employees and saw 161 employees leave, resulting in a new hire rate of 20.7% and a turnover rate of 15.8%. In addition to gender diversity, 6 out of 7 (86%) of the Company's senior management were hired locally in the country of each entity's operations.

Apart from our employees, we recognize the importance of having a Board that embodies essential elements such as gender diversity and a wide range of experiences to ensure effective governance. Two (33%) of our Board members are female. Additionally, two (33%) of our Board members are between 30-50 years old, while the remaining 4 Board members are over 50 years old.

Human Rights (Non-Discrimination/ Child Labour/ Forced or Compulsory Labour)

We strive to nurture a working environment where our employees feel valued and respected. We have developed, and formalised policies that promote the values of diversity and equal opportunity. These policies are geared towards creating a transparent, non-discriminatory and inclusive working environment that promotes employee well-being and satisfaction.

Furthermore, our operations strictly comply with regulations set forth by the Ministry of Manpower, Labour Law, Singapore Employment Act, and the Tripartite Alliance for Fair and Progressive Employment Practices.

There were no reported incidents of discrimination nor incidents of non-compliance with labour laws and regulations in all countries of operation during the period.

Local Communities

The Business Segment recognises the importance of giving back to society. The Care & Share events focus on activities that provide opportunities for employees to care for the community and our environment. We will continue to maintain our community engagement efforts and do our part as a responsible corporate citizen.

Our People Targets

	Occupational Health and Safety	Training and Education	Employment	Diversity and Inclusion	Human Rights
Short-Term (1-3 years) Targets	Maintain injury rate within the industry standard.	14 average training hours per employee.	85% retention rate.	Employ based on qualifications and merit, disregarding religion, ethnicity, gender, and other personal characteristics.	Zero reported discrimination incidents and non-compliance with labour laws and regulations.
Medium-Term (3-5 years) Targets		15 average training hours per employee.	86% retention rate.		
Long-Term (>5 years) Targets		16 average training hours per employee.	87% retention rate.		

Appendix A: GHG Emissions Definition and Methodologies

Scope 3	Relevance
Category 1 − 7, 12 Category 2, 8 –11, 13 –15	Yes Not Relevant

GHG Exclusion List

Excluded Category	Category 2	Category 8	Category 9	Category 10	Category 11	Category 13	Category 14	Category 15
Name of Category	Purchase of capital expenditure	Upstream Leased Assets	Downstream Transportation and Distribution	Processing of Sold Products	Use of sold Products	Downstream Leased Assets	Franchises	Investments
Reason for exclusion	Due to the fluctuating nature of capex expenditure year-on-year, we will not account for this.	The Business Segment's leased assets (i.e. leased facilities, equipment and vehicles) were included in Scope 1 and 2.	The Business Segment pays for the transportation of sold products which have been accounted for under Category 4.	The Business Segment does not sell raw or intermediary products that require processing by end-users.	The finished goods sold by the Business Segment do not directly consume energy during use.	The Business Segment does not lease assets to other entities.	The Business Segment does not own or operate any franchises.	The Business Segment does not have any investments.

Definition and Methodologies

GHG emissions	Data Source for Each Entity	Emission Calculation Methodology
Scope 1: Direct emissions produced by owned or controlled sources	• Fuel consumed in litres • Vehicle distance travelled	1. Applied average data-based method from GHG Standards Protocol. 2. Multiplied the activity data by emission factors from the UK Department for Environment Food & Rural Affairs (UK DEFRA) data. 3. Where data for fuel consumed is unavailable, we approximated the consumption either based on distance travelled or the amount spent.
Scope 2: Indirect emissions generated from purchased electricity, heating, or cooling sources used	Electricity consumption in kWh	1. Applied average data-based method from GHG Standards Protocol. 2. Multiplied electricity consumption by the country-specific emission factors consolidated by Carbon Footprint Ltd.
Scope 3 Category 1: Purchased Goods and Services	Expenditure in US Dollars on purchased goods	1. Applied spend-based method from GHG Standards Protocol. 2. Multiplied the activity data by emission factors from the US GHG Emission Factors (EF) Hub. 3. Selected major purchases of at least 85% and extrapolated the amount to 100% .
Scope 3 Category 3: Fuel- and Energy-Related Activities not Included in Scope 1 or Scope 2	Energy consumption data from Scope 1 and Scope 2	1. Applied average data-based method from GHG Standards Protocol. 2. Multiplied the activity data by emission factors from the UK Department for Environment Food & Rural Affairs (UK DEFRA) data.
Scope 3 Category 4: Upstream Transportation and Distribution	For incoming-outbound deliveries: • Weight of goods transported and distributed in kg • Origin and destination points • Mode of transport	1. Applied distance-based method from GHG Standards Protocol. 2. Calculated the tonne.km by multiplying the weight of goods transported by the distance travelled. 3. Multiplied the tonne.km data by the emission factors (based on mode of transport) from the EF Hub.
Scope 3 Category 5: Waste Generated in Operations	Weight of waste generated in kg and Waste disposal/treatment method	1. Applied waste-type-specific method from GHG Standards Protocol. 2. Multiplied the weight of waste generated data by the emission factors (based on the waste treatment method) from UK DEFRA data.

GHG emissions	Data Source for Each Entity	Emission Calculation Methodology
Scope 3 Category 6: Business travel	• Frequency of travel • Number of employees • Average travel distance in km/ Mode of travel	1. Applied distance-based method from GHG Standards Protocol. 2. Multiplied the total distance travelled by the emission factors (based on the mode of travel) from UK DEFRA data.
Scope 3 Category 7: Employee Commuting	• Frequency of commute • Number of employees • Average commute distance in km/Mode of commute	1. Applied distance-based method from GHG Standards Protocol. 2. Multiplied the total distance travelled by the emission factors (based on mode of commute) from EF Hub data.
Scope 3 Category 12: End-of-Life Treatment of Sold Products	• Weight of products sold in kg	1. Applied waste-type-specific method from GHG Standards Protocol. 2. Multiplied the weight of waste generated data by the emission factors (based on the waste treatment method) from UK DEFRA data. 3. It is assumed that the products sold were disposed of in the same reporting period (due to one-off usage) and we used Singapore's national waste treatment rates to proxy for the mode of disposal (i.e. 55% recycled, 42% incinerated and 3% sent to landfill).

Appendix B: GRI Content Index

Statement of use	Teckwah Value Chain has reported with reference to the GRI Standards for the period from 1 January 2023 to 31 December 2023
GRI 1 used	GRI 1: Foundation 2021

GRI standards	Disclosure Content	Section Reference
GRI 2: **General Disclosures 2021**	2-1 Organizational details	Corporate Profile
	2-2 Entities included in the organisation's sustainability reporting	Reporting Scope
	2-3 Reporting period, frequency and contact point	Reporting Framework
	2-4 Restatements of information	Restatements
	2-5 External Assurance	Assurance
	2-6 Activities, value chain and other business relationships	Packaging Printing Business Segment
	2-7 Employees	Diversity and Inclusion
	2-8 Workers who are not employees	Not applicable. All workers are employees.
	2-9 Governance structure and composition	Board Statement and Governance Structure
	2-10 Nomination and selection of the highest governance body	Board Statement and Governance Structure
	2-11 Chair of the highest governance body	Board Statement and Governance Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Governance and Ethics
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics
	2-15 Conflicts of interest	Governing Policies
	2-16 Communication of critical concerns	Governing Policies
	2-17 Collective knowledge of the highest governance body	Focus 1: Governance and Ethics
	2-18 Evaluation of the performance of the highest governance body	We will look to implement this when practicable.

GRI standards	Disclosure Content	Section Reference
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report
	2-21 Annual total compensation ratio	Confidential
	2-22 Statement on sustainable development strategy	Chairman's Message
	2-23 Policy commitments	Governing Policies
	2-24 Embedding policy commitments	Governing Policies
	2-25 Processes to remediate negative impacts	Governing Policies
	2-26 Mechanisms for seeking advice and raising concerns	Governing Policies
	2-27 Compliance with laws and regulations	Regulatory Compliance
	2-28 Membership associations	Our Memberships
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
	2-30 Collective bargaining agreements	Not applicable. We do not participate in this type of agreement.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Materiality Assessment
Topic: Economic Performance		
3-3	Management of material topics	Climate-related Risks
201-2	Financial implications and other risks and opportunities due to climate change	Climate-related Risks
Topic: Market Presence		
3-3	Management of material topics	Diversity and Inclusion
202-2	The proportion of senior management hired from the local community	Diversity and Inclusion
Topic: Anti-Corruption		
3-3	Management of material topics	Anti-Corruption
205-1	Operations assessed for risks related to corruption	Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption

Topic: Supplier Environmental Assessment

3-3	Management of material topics	Supplier Environmental Assessment
308-1	New suppliers that were screened using environmental criteria	Supplier Environmental Assessment
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Environmental Assessment

Topic: Employment

3-3	Management of material topics	Employment
401-1	New employee hires and employee turnover	Employment
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment
401-3	Parental leave	Employment

Topic: Occupational Health and Safety

3-3	Management of material topics	Occupational Health and Safety
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety

Topic: Training and Education

3-3	Management of material topics	Training and Education
404-1	Average hours of training per year per employee	Training and Education
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education
404-3	Percentage of employees receiving regular performance and career development reviews	Training and Education

Topic: Diversity and Equal Opportunity

3-3	Management of material topics	Diversity and Inclusion
405-1	Diversity of governance bodies and employees	Diversity and Inclusion

Topic: Non-discrimination

3-3	Management of material topics	Human Rights
406-1	Incidents of discrimination and corrective actions taken	Human Rights

Topic: Child Labour

3-3	Management of material topics	Human Rights
408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights

Topic: Local Communities

3-3	Management of material topics	Local Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Local Communities

Topic: Supplier Social Assessment

3-3	Management of material topics	Supplier Social Assessment
414-1	New suppliers that were screened using social criteria	Supplier Social Assessment
414-2	Negative social impacts in the supply chain and actions taken	Supplier Social Assessment

Topic: Customer Health and Safety

3-3	Management of material topics	Customer Health and Safety
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health and Safety