

G. K. Goh Holdings Limited



Sustainability Report

Year ended 31 December 2022

Board Statement

The Board of Directors and Management of G. K. Goh Holdings Limited (the “Company”) and its subsidiaries (collectively, the “Group”) are committed to creating long-term value for all its stakeholders through sustainable business strategies and practices.

Together with Management, the Board identifies the key stakeholders, determines the material Environmental, Social and Governance (“ESG”) factors to be managed, and oversees the management and monitoring of these factors.

Organisation Profile

The Group has evolved from its origins as a leading Singapore-based regional securities business into an investment company owning operating businesses as well as a diverse portfolio of investments.

The Group has operating businesses in the aged care sector held through Allium Healthcare Holdings Pte Ltd (“Allium”), which provides a suite of services emphasising a holistic continuum of long-term personalised eldercare. The portfolio in Singapore includes Allium Care Studio and Allium Care Suites, offering day care and residential care respectively.

Allium has also invested in Opal HealthCare Group, a leading Australian provider of residential aged care services; and Habitat Assets Pte Ltd, a fund that invests in a portfolio of operating retirement villages in Australia.

The financial investments arm holds a diverse portfolio of listed and unlisted equities as well as third-party managed funds.

Approach to Sustainability

Sustainability to the Group is about creating long-term shareholder and social value by building and investing in well-governed companies that contribute positively to society. Through Allium, the Group is making a commitment to play a constructive and progressive role in meeting the geriatric care needs of Singapore’s rapidly ageing population. Allium aims to create awareness in the community through its webinars and media appearances, engaging both elders and their caregivers, by highlighting prevalent and specific age-related concerns, as well as effective interventions for optimal health and improved caregiving experiences. Its first Singapore nursing home, Allium Care Suites, started its operations in Venus Drive in November 2019.

As an investment company, its sustainability work centres around supporting investee companies that implement sound values and structures for sustainable development.

The Group also supports local businesses and helps to create jobs through the goods and services purchased from its suppliers, which includes office space providers, food vendors, technology and information services providers, as well as professional consultants.

Sustainability Reporting

This report outlines the sustainability policies, practices and performance of the Group for the financial year ended 31 December 2022 (“FY2022”), and it is prepared in accordance with the following regulations, guidelines and framework:

- SGX-ST Listing Rules (711A and 711B);
- SGX Sustainability Reporting Guide; and
- Global Reporting Initiative (GRI) Standards - Core. The GRI Content Index can be found at the end of this report.

The Board is also guided by the recommendations of the Taskforce on Climate-related Financial Disclosures in the climate-related disclosures.

The Board has determined the reporting content on the basis of materiality assessment and stakeholders' interests, expectations and concerns. To ensure reporting quality, the Board has observed the principles of accuracy, balance, clarity, comparability, reliability and timeliness to help stakeholders assess the Group's overall ESG performance.

Stakeholder Engagement

Stakeholder engagement is crucial in helping the Board make informed commercial and policy decisions, and this is done through various platforms and channels. Insights gained from such engagements are incorporated into the Group's business strategies. Key stakeholders are identified through Board and Management discussions. The table below summarises the Group's approach to stakeholder engagement:

Key Stakeholders	Forms of Engagement	Key Concerns
Customers	<ul style="list-style-type: none"> • Customer feedback • Focus group discussions • Promotional roadshows 	<ul style="list-style-type: none"> • Quality of services • Customer privacy and information confidentiality
Employees	<ul style="list-style-type: none"> • Team building sessions • Corporate events • Company intranet platform 	<ul style="list-style-type: none"> • Competitive wages and benefits • Opportunities for career growth and development • Work-life balance
Shareholders	<ul style="list-style-type: none"> • Annual general meetings • Annual reports • Half year and full year financial results • SGXNET announcements 	<ul style="list-style-type: none"> • Stable and sustainable growth and profitability • Returns to shareholders
Business partners	<ul style="list-style-type: none"> • Transaction meetings • Annual partners' meetings • Corporate events 	<ul style="list-style-type: none"> • Stable partnerships • Quality referrals • Good investment returns
Governments and Regulators	<ul style="list-style-type: none"> • Engagements and meetings with local authorities • Consultations with regulatory bodies 	<ul style="list-style-type: none"> • Compliance with regulations • Corporate governance and ethical behaviour
Suppliers	<ul style="list-style-type: none"> • Requests for quotations and proposals • Supplier briefings 	<ul style="list-style-type: none"> • Fair supplier selection process • Timely payment
Communities	<ul style="list-style-type: none"> • Webinars • Media appearances • Donations 	<ul style="list-style-type: none"> • Corporate social responsibility initiatives

Material ESG Factors

Keeping in mind the key concerns of the Group's stakeholders, the Board has identified the following material ESG factors for FY2022:

- Employees;
- Environment; and
- Anti-corruption.

The Board will continue to identify and evaluate the material ESG factors against both the changing business landscape and key business developments to ensure that they remain relevant.

Climate-related Disclosures

The Board and Management take into consideration opportunities and risks arising from sustainability trends, including climate change, as they evaluate the Group’s investments and divestments, and make other decisions to manage and shape the Group’s portfolio. They review, among other things, the Group’s portfolio risk appetite and profile, material ESG matters, risk management as well as sustainability frameworks and policies.

The Group recognises that there is an urgent need for solutions that support sustainable, longer and more fulfilling lives, while protecting the natural environment. Therefore, it has been increasingly reshaping its portfolio to invest in companies that provide such solutions, with an emphasis on healthcare, infrastructure and scientific innovation.

The Group also assesses the impact of climate change on the economy and individual businesses. In this context, it considers two dimensions: 1) physical risks, such as extreme weather events; and 2) transition risks, which include the risk of an abrupt devaluation of assets due to regulations that facilitate the shift to a greener economy.

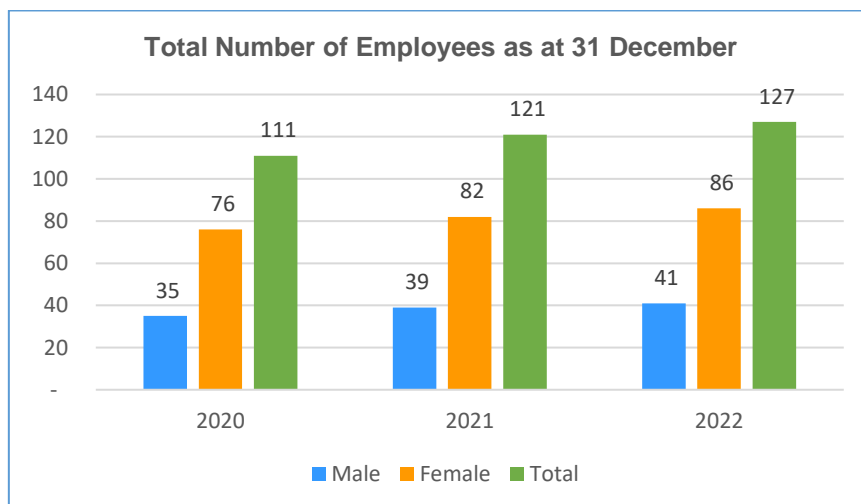
Whether the Group is making new investments or managing its investment portfolio, identification, assessment and management of climate-related risks form an integral part of overall risk assessment. The Group examines climate impact from several perspectives:

- investee company’s contribution to climate change through its carbon footprint;
- impact of climate change from physical and transition risk perspectives; and
- any potential new opportunities arising from technology innovations as well as evolving customer needs.

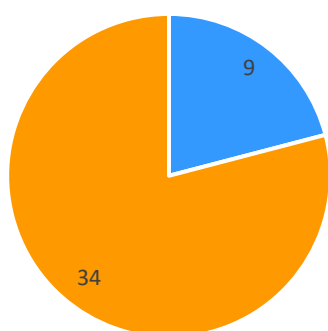
The Group’s greenhouse gas (“GHG”) emissions are disclosed in the *Environment* section of this report.

Employees

As at 31 December 2022, the Group employed a total of 127 employees, comprising of 117 permanent full-time and 10 permanent part-time employees, all located in Singapore. The increase in headcount was in line with expectation as the Aged Care business unit ramped up its operations. The rates of new employee hires and employee turnover during the year were 34% and 30% respectively. The recruitment landscape for care staff is subject to both local and global competition, and the COVID-19 pandemic has increased the challenge of recruiting and retaining care staff.

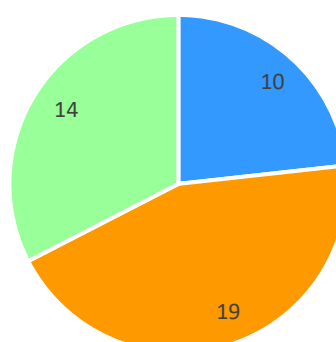


New Hires by Gender



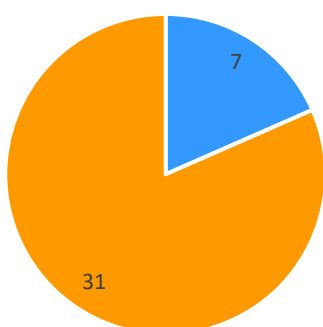
■ Male ■ Female

New Hires by Age



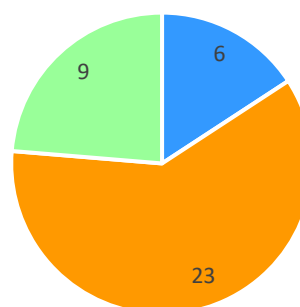
■ < 30 yrs old ■ 30 - 50 yrs old ■ > 50 yrs old

Turnover by Gender



■ Male ■ Female

Turnover by Age



■ < 30 yrs old ■ 30 - 50 yrs old ■ > 50 yrs old

Talent attraction and retention

The Group recognises that its ability to remain commercially viable and competitive is influenced by its continued success in attracting and retaining talent. Nurturing a highly motivated and efficient workforce, and developing our talent pool, is critical to successful growth and operational efficiency. The Group is committed to building a safe, nurturing and inclusive workforce where all employees are treated respectfully and professionally, and are given equal opportunity based on merit.

The remuneration framework for all employees comprises a fixed component in the form of a base salary and a variable component in the form of a bonus. The bonus is linked to the Group's and the employee's performance.

In caring for the wellbeing of the employees, the Group offers a range of benefits to allow employees achieve better work-life balance. These benefits include annual leave, parental leave, portable healthcare benefits and life and accident insurance. The Group also offers flexible work options such as staggered working hours and work-from-home arrangements.

Developing human capital

The Group encourages its employees to further their potential by supporting lifelong learning and skills development. Employees who attend courses that are related to their fields of specialty are able to seek reimbursement for the course fees. They are also entitled to 2 days of exam or study leave each year.

For the past years, Allium has devoted its efforts in ensuring that its care staff are equipped with all relevant skill sets. It has worked with leading and innovative training providers to provide training to the care staff.

Measures taken to protect employees during the COVID-19 pandemic

Protecting employees' safety and wellbeing is especially important during the COVID-19 pandemic. The Group has increased the frequency of cleaning and disinfection of its premises and ensured that they were well-stocked with hand sanitisers and hand soap. Masks and antigen rapid test kits are also distributed to all employees. Safe distancing measures in the workplace are strictly adhered to. Work processes have been reorganised and infrastructure upgraded to make it easier for employees to work from home.

At Allium Care Suites, the Group has taken precautionary measures against the spread of COVID-19 in line with stringent regulatory requirements and other guidelines imposed by the Ministry of Health and AIC. All employees in Allium Care Suites are required to undergo regular COVID-19 swab tests. On-site vaccination programmes are also implemented for employees and residents.

Environment

The Group relies mainly on purchased electricity for operating equipment at business premises, lighting, office work and cooling in order to run its operations. Other than indirect GHG emissions (Scope 2), the Group does not generate material direct GHG emissions (Scope 1) and therefore no separate disclosure is made on direct GHG emissions.

Allium Care Suites accounts for the majority of the Group's environmental impact. To manage its environmental footprint, the Group has committed to design and construct a green, sustainable building which is energy effective and resource efficient. Allium Care Suites is the first private nursing home in Singapore to receive the BCA Green Mark¹ Platinum for its sustainable building.

As a BCA Green Mark Platinum certified nursing home, it is designed and built with a climatic responsive design in mind. Glass of low heat transmittance is used to ensure lower heat gain into the building. Minimising thermal heat gain through the building envelope and roof can enhance indoor thermal comfort and reduce the energy needed to condition the indoor environment.

Allium Care Suites is also equipped with a building management system that monitors electricity and major water use. The building uses energy-efficient unitary air-conditioning system and is fitted with LED lights with high frequency ballasts, thereby reducing flickering incidents which are damaging to the eyes. Motion sensors are used at staircases, corridors and washrooms to moderate the luminaries and reduce energy usage when the areas are unoccupied. The use of solar tubes draws in natural daylight from the third floor to the first floor of the building, and has a duo effect of saving energy as well as enhancing the illuminance. Drawing on nature's free resource, solar photovoltaic panels integrated with rooftop trellis provide shelter and replace a portion of the total building energy consumption.

In terms of water efficiency, the building uses "Excellent" WELS-rated water fittings and a rainwater harvesting tank has been installed to collect rainwater for landscape irrigation. In addition, the use of drip irrigation system over conventional sprinkler irrigation system ensures efficient and effective irrigation of the landscape.

¹ BCA Green Mark is a green building rating system to evaluate a building for its environmental impact and performance. It provides a comprehensive framework for assessing the overall environmental performance of new and existing buildings to promote sustainable design, construction and operations practices in buildings.

Alongside our energy and water conservation efforts, material selection is quintessential to Allium Care Suites. Low carbon concrete certified by the Singapore Green Building Council is used for the construction of the building. For the purpose of enhancing indoor environmental quality for occupants, low VOC paint is used for the finishing in the interior spaces.

Energy consumption within the Group over the last 3 years are as follows:

Performance indicators	2022	2021	2020
Electricity consumption			
Energy consumption (kWh)	912,507	758,263	635,012
Energy intensity (kWh/m ²)	139	106	85
GHG emissions			
Indirect GHG emissions ² (tCO ₂ e)	370	309	259
GHG emissions intensity (tCO ₂ e/m ²)	0.056	0.043	0.035

Energy consumption increased in FY2022 due to the ramped up operations at Allium Care Suites.

The Group has elected to send electronic copies of annual reports and circulars to shareholders in order to reduce paper usage. Shareholders are encouraged to download the reports from SGXNET or the Company's website. Hard copies are sent only upon shareholders' requests.

Anti-corruption

The Group adopts a zero-tolerance approach to bribery and corruption, and employees are expected to conduct their business activities in full compliance with applicable laws and regulations. All employees are guided by a code of ethics and business conduct ("Code of Ethics") and code of best practices on securities transactions ("Code of Best Practices"), which are disseminated to them at the start of their employment. Further information on the Codes can be found in the Corporate Governance section of the Annual Report 2022.

The Group has put in place a Whistleblowing Policy to provide an avenue for all stakeholders to raise concerns about possible improprieties within the Group, and to provide assurance that whistleblowers will be protected from victimisation. A copy of the policy can be found on the Company's website at <https://www.gkgoh.com/compliance.aspx>.

The Group has also developed a Procurement Policy to ensure that its procurement process is fair, and to reduce the risk of complaints and legal challenges. The policy specifies the procedures in all aspects of the procurement process, from requests for quotations to dispute resolution, and will be reviewed periodically for relevance.

The Group is pleased to report that there were no incidents of bribery or corruption during the year.

Contact Information

Comments or feedback on this report can be sent to enquiries@gkgoh.com.

² Indirect GHG emissions are calculated based on the average emissions factors published by the Energy Market Authority.

GRI Content Index

GRI Standard		Corresponding Sections	Page Number
General Disclosures			
Organisational Profile			
102-1	Name of the organisation	G. K. Goh Holdings Limited	-
102-2	Activities, brands, products and services	Organisation Profile	1
102-3	Location of headquarters	Singapore	-
102-4	Location of operations	Singapore and Australia	-
102-5	Ownership and legal form	Public limited company listed on the Singapore Exchange	-
102-6	Markets served	Singapore and Australia	-
102-7	Scale of the organisation	Organisation Profile Employees Annual Report 2022 – Chairman’s Statement	1 3 3-5
102-8	Information on employees and other workers	Employees	3
102-9	Supply chain	Approach to Sustainability	1
102-10	Significant changes to the organisation and its supply chain	No significant change during the reporting period.	-
102-11	Precautionary principle or approach	Environment	5
102-12	External initiatives	None	-
102-13	Membership of associations	None	-
Strategy			
102-14	Statement from senior decision-maker	Board Statement	1
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	Annual Report 2022 – Corporate Governance	15-35
Governance			
102-18	Governance structure	Annual Report 2022 – Corporate Governance Board Statement	15-35 1
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	2
102-41	Collective bargaining agreements	There were no employees covered by collective bargaining agreements.	-
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	2
102-43	Approach to stakeholder engagement	Stakeholder Engagement	2
102-44	Key topics and concerns raised	Stakeholder Engagement	2
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Annual Report 2022 – Group Structure	12
102-46	Defining report content and topic boundaries	Sustainability Reporting	1
102-47	List of material topics	Material ESG Factors	2
102-48	Restatements of information	No restatement of information during the reporting period.	-
102-49	Changes in reporting	No significant change during the reporting period.	-

GRI Standard		Corresponding Sections	Page Number
102-50	Reporting period	1 January 2022 to 31 December 2022	-
102-51	Date of most recent report	27 May 2022	-
102-52	Reporting cycle	Annual	-
102-53	Contact point for questions regarding the report	Contact Information	6
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Reporting	1
102-55	GRI content index	GRI Content Index	7
102-56	External assurance	The Company has not sought external assurance for this reporting period and may consider it for future periods.	-
Topic-specific Disclosures			
Employment			
103-1	Explanation of the material topic and its boundary	Employees	3
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
401-1	New employee hires and employee turnover		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Temporary or part-time employees enjoy the same benefits as full-time employees.	-
401-3	Parental leave	3 female employees were entitled to and took parental leave during the reporting period.	-
Environment			
103-1	Explanation of the material topic and its boundary	Environment	5
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
302-1	Energy consumption within the organisation		
302-2	Energy consumption outside of the organisation	Not applicable	-
302-3	Energy intensity	Environment	5
Anti-corruption			
103-1	Explanation of the material topic and its boundary	Anti-corruption Annual Report 2022 – Corporate Governance	6 15-35
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
205-1	Operations assessed for risks related to corruption		
205-2	Communication and training about anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken	None	-