

2019 SUSTAINABILITY REPORT



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1. Highlights

1.1 Corporate profile

Cheung Woh Technologies Ltd ('**Cheung Woh**' or the '**Company**'), together with its subsidiaries (the '**Group**'), is a manufacturer and supplier of precision hard-disk drive (**HDD**) and precision metal stamping (**PMS**) components.

The Group's mission is to meet the needs of our customers through continuous delivery of quality products and services, achieve growth and maximise returns to our shareholders.

We provide high precision engineering products to the HDD, communications, electrical and electronics, semiconductor, auto-motive and solar energy industries. The Group's core products are:

- HDD components, which include voice coil motor (VCM) plates, air-combs and baseplates; and
- PMS components, which include sheet metal machined parts and computer numerical-controlled (CNC) machined parts, servicing local, regional and international markets.

We have fully integrated manufacturing facilities in Johor and Penang, Malaysia; and Zhuhai, China. The Group also has a technologically advanced in-house precision tool and die manufacturing capability.

From a humble operation with around 10 staff more than 45 years ago, Cheung Woh has evolved to become a regional group employing some 1,200 staff over 3 locations.

Cheung Woh was listed on the Main Board of the Singapore Exchange Securities Trading Limited (**SGX-ST**) in December 2002.

1.3 Message to stakeholders

On behalf of the Board of Directors of Cheung Woh Technologies Ltd, I am pleased to present the Sustainability Report for the financial year ended 28 February 2019 (**FY2019**), published in compliance with the requirements as mandated by the Singapore Stock Exchange.

Cheung Woh seeks to create long term value in a sustainable manner for all stakeholders. While generating profits and increasing shareholder value is key to the business, it needs to be balanced with making business decisions that are socially and environmentally conscious in the countries that we operate.

Economic Sustainability

Economic sustainability is essential in ensuring that the Group continues to generate economic value to our shareholders through profit generation. In order to achieve this, Cheung Woh continues to focus on quality products and timely delivery of goods. This maximises customer satisfaction, and in turn ensures that Group is able to maintain a consistent flow of business.

Environmental Sustainability

Cheung Woh is committed to managing the environmental impacts of operating a business in a responsible manner. This includes the proper management of hazardous wastes and inculcating a culture of minimising wastage by using resources and energy efficiently.

Social Sustainability

Our employees are one of our important assets. Hence, we focus heavily on the health and safety of our employees. In addition, we strive to leave a positive impact on local communities by investing in yearly community projects.

Lastly, we wish to confirm that the Board has considered sustainability issues as part of its strategy formulation, determined the material environmental, social and governance (ESG) factors and overseen the management and monitoring of the material ESG factors.

As part of Cheung Woh's commitment to sustainable development, we will continue to strive to do business in a responsible way.

On behalf of the Board of Directors

LAW KUNG YING

Chief Executive Officer and Managing Director

1.3 Scope of sustainability report

The scope of the report covers information on material sustainability aspects of Cheung Woh, covering the following entities, from 1 March 2018 to 28 February 2019, unless otherwise specified:

- Cheung Woh Technologies (Malaysia) Sdn Bhd (**CWM**) Penang, Malaysia
- Cheung Woh Technologies (Johor) Sdn Bhd (**CWJ**)..... Johor, Malaysia
- Cheung Woh Technologies (Zhuhai) Co., Ltd and Zhuhai, China
Cheung Woh Precision (Zhuhai) Co, Ltd (**CWZH**)

This should sufficiently address stakeholders' concerns in relation to sustainability issues arising from the major business operations of the Group.

This report is prepared in accordance with the Global Reporting Initiative (**GRI**) Standards: Core Option as it provides an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7.6 of the SGX-ST Listing Manual. In preparing our report, we applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

1.4 Restatements

No restatements were made from the previous report.

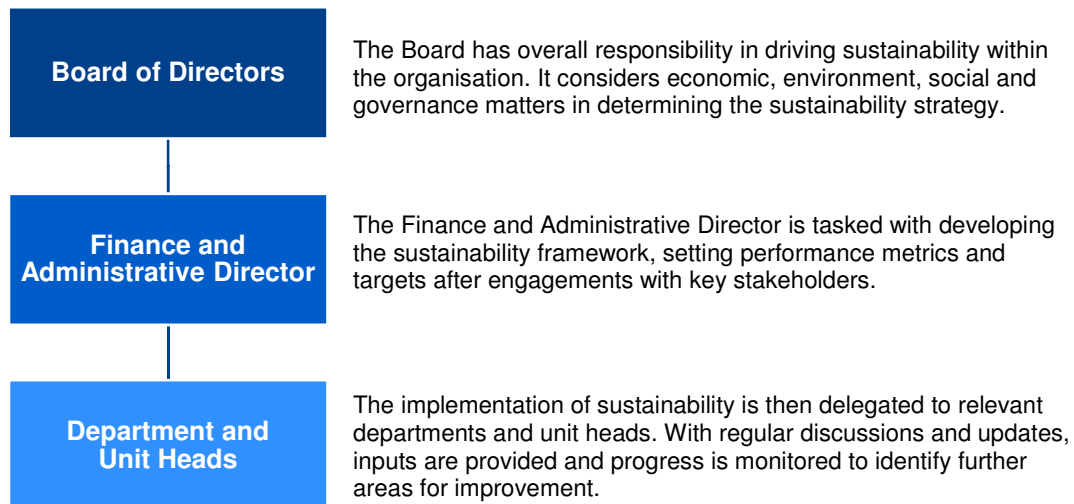
1.5 Sustainability contact

We welcome your views and feedback on our sustainability practices and reporting at investor.relations@cheungwoh.com.sg.

2. Our approach to sustainability

2.1 Sustainability organisational structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much influence our financial performance. In order to better accommodate our sustainability goals and values, we have developed a sustainability organisational structure to move things forward.



2.2 Sustainability strategy

Together with disciplined execution of our strategy and a commitment to doing business responsibly, we commit to deliver value to all our stakeholders through economic, environmental and social sustainability.



The sustainable strategy is underpinned by our comprehensive internal policies on the following:

- Economic Sustainability
Quality and Production Management, which covers product quality that meets customers' requirements and timely delivery of products, including how we manage our supply chain.
- Environmental Sustainability
Environmental Protection Management, which covers aspects on efficient use of resources, source pollution management and proper discharge of hazardous solid and liquid waste generated.
- Social Sustainability
Building Human Capital, which covers the creation of a safe working environment for all employees and encouraging continuous training and development.
Contributions to local society, which covers the development of local talent and assisting the disadvantaged in local communities.

The strategy is also guided by external sources, including International Organisation for Standardisation (**ISO**) 9001 and International Automotive Task Force (**IATF**) 16949 (for CWM only), Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7.6 of the Singapore Exchange Listing Rules.

2.3 Consulting our stakeholders

We listen to our stakeholders and engage with them on an ongoing and ad hoc basis. We recognise the need to continuously develop our responsible business approach in order to address growing stakeholder expectations around our impact on the economy, environment and society. As such, we periodically consult with our stakeholders to determine the issues that are most relevant to them and Cheung Woh.

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.

| Stakeholders | Method of stakeholder engagement | Stakeholder concerns | Outcomes of stakeholder engagements |
|-------------------------------------|--|---|---|
| Customers | <ul style="list-style-type: none"> Regular meetings Compliance audits Supplier grading by customers | <ul style="list-style-type: none"> On-time delivery Consistent quality | <ul style="list-style-type: none"> Improvements in production quality and efficiency |
| Employees | <ul style="list-style-type: none"> Regular meetings Formal/ informal feedback Whistleblowing | <ul style="list-style-type: none"> Employee welfare and benefits, continuous development, collective agreement (Singapore), contribution to union fund (China) | <ul style="list-style-type: none"> Improve working environment Provide trainings Employee outings |
| Financial institution | <ul style="list-style-type: none"> Annual review by financial institution | <ul style="list-style-type: none"> Financial covenants Ensure no major changes of shareholders. | <ul style="list-style-type: none"> Ensure compliance to financial covenant |
| Government and regulators | <ul style="list-style-type: none"> Safety (HSE) committee Department of Environment ah-hoc check (Malaysia) Department of Environment continuous monitoring (China) | <ul style="list-style-type: none"> Environmental issues Workplace safety Reduce pollution | <ul style="list-style-type: none"> Proper disposal of hazardous waste Proper wastewater treatment before discharge to environment Workers training |
| Investors/ shareholders | <ul style="list-style-type: none"> Annual reports Company updates or announcements | <ul style="list-style-type: none"> Financial results Economic/ industry outlook | <ul style="list-style-type: none"> Continual updates to keep shareholders informed |
| Local community | <ul style="list-style-type: none"> Government channels Selection of beneficiaries (elderly home / schools) | <ul style="list-style-type: none"> Donations Disaster recovery | <ul style="list-style-type: none"> Charity program (visiting elderly homes, orphanages) Volunteering |
| Suppliers/ business partners | <ul style="list-style-type: none"> Periodic supplier survey Quality check | <ul style="list-style-type: none"> On-time delivery Raw material quality | <ul style="list-style-type: none"> Provide non-conformance corrections report to vendor. |

2.4 Sustainability materiality

Based on the stakeholder engagement, we have developed our sustainability materiality matrix containing material aspects which are aligned with our principal business and operational risks. This forms our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix A**. We will review and adjust the matrix each year, as the external and business context changes.

The aspect boundaries 'within' the organisation are limited to CWM, CWJ, CWZH and our employees, whereas the aspect boundaries 'outside' the organisation include our customers, financial institutions, governments and regulators, investors and shareholders, the local community, and suppliers and business partners.



3. Our performance

3.1 How we measure our performance

Our sustainability strategy is embedded in the appropriate parts of our business, with dedicated teams for each focus area, and coordination by relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programmes have advanced through a series of 'commitments'.

Metrics and targets






We have established key performance indicators for each of the three focus areas outlined in our sustainability strategy. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.

Commitments

To ensure we have a robust sustainability programme in place, we have included the key commitments for each area of our sustainability strategy. The progress we have made against each key commitment is indicated using the symbols shown in the table below.

We track and review our sustainability programme with the Board of Directors at least once a year.

Symbols used to indicate progress against commitments

| Symbol | Meaning |
|---|---------------------------------|
|  | New commitment this year |
|  | Not started |
|  | In progress |
|  | Complete |
|  | Ongoing commitment: no end date |

3.2 Economic sustainability

Overview

Quality products and on-time delivery are key to maintaining customer satisfaction. This will help create a positive working relationship, thereby enabling Cheung Woh to retain its existing customers and invite new business opportunities.

Product quality

We strongly believe that commitment to quality is the key to sustainable growth. Our subsidiaries have been certified as meeting the quality management requirements of International Organisation of Standardisation (ISO) and International Automotive Task Force (IATF), as illustrated in the table below.

| Entity | Certifications | Last Audited |
|--------|--|--------------|
| CWJ | ISO 9001:2015 Quality Management System | 2018 |
| CWM | ISO 9001:2015 Quality Management System | 2018 |
| | IATF 16949: Automotive Quality Management System | 2018 |
| CWZH | ISO 9001:2015 Quality Management System | 2018 |

All ISO audits are conducted by accredited ISO consultants. We shall continuously improve based on the recommendations provided by the ISO consultant.

In addition, we operate a Quality Assurance (QA) Department at each subsidiary to monitor product quality throughout the entire manufacturing process.



Purchasing

We will ascertain that quality raw materials are purchased from approved vendors.



Manufacturing

We have established a QA Department at each subsidiary with the following roles and responsibilities:

- Incoming raw materials are inspected to meet quality requirements;
- Work-in-progress are inspected to ascertain consistent quality; and
- Outgoing goods are inspected prior to delivery to customers.



Sales

Our sales team continuously seeks feedback on the quality of our products. If quality issues arise, we will carry out the necessary investigations to ascertain the root cause.

Customers will also conduct yearly audits on each subsidiary and feedback will be given for further improvement.

As part of our sustainability strategy, Cheung Woh has committed to the following:

- Full compliance with ISO9001:2015 (Quality Management Systems) at CWJ, CWM and CWZH.
- Full compliance with IATF16949 (Automotive Quality Management System) at CWM only

On-time delivery

On-time delivery is very important to Cheung Woh in maintaining customer satisfaction. In order to achieve this, our Planning Department has been working closely with the Production Department and customer on the delivery schedule, as shown in the diagram below.



Procurement practices

Procurement is decentralised and each subsidiary is responsible for selecting its own vendors. While some procurement decisions are controlled by the customer, others are usually based on price, availability and reliability of vendors.

By purchasing from local vendors, the Group benefits from a shorter delivery time, better technical support and transport savings from local instead of overseas deliveries. Procuring from the domestic markets also helps to improve the local economy and boost small businesses.

Cheung Woh has committed to purchasing at least 50% of our goods and services from local suppliers. In FY2019, 72% of our purchases were sourced from local suppliers, representing a decrease of 2% from the previous year.

Commitments: Economic sustainability

Full compliance with ISO9001:2015 (Quality Management Systems)

Achievements

- All our factories are ISO9001:2015 certified.

FY2019 progress

- All our factories are ISO9001:2015 certified.
- All ISO audits are conducted by accredited ISO consultants. We shall continuously improve based on the recommendations provided by the ISO consultant.

Full compliance with IATF16949 (Automotive Quality Management System) (CWM only)

Achievements

- CWM is IATF16949 certified since FY2018.

FY2019 progress

- CWM is IATF16949 certified since FY2018.

Purchasing at least 50% of our goods and services from local suppliers

% Purchased from local suppliers

| | |
|------|----|
| 2019 | 72 |
| 2018 | 74 |

FY2019 progress

- 72% of our purchases were sourced from local suppliers, representing a decrease of 2% from the previous year.

3.3 Environmental sustainability

Overview

At Cheung Woh, we continuously seek new and innovative ways to reduce the environmental impact caused by our manufacturing processes. While maintaining the highest levels of quality, we recognise our responsibility to protect the environment for the health and wellbeing of future generations.

In FY2019, we had one incident of environmental non-compliance in China. We have taken the necessary steps to minimise future recurrences. We continue to be mindful of the environment in which we operate in and strive to minimise our impact.

Wastewater treatment

Electro-less nickel (**EN**) plating is an integral process used in the manufacturing of HDD components. This process coats the surface of the product with a layer of nickel. As EN plating uses chemicals that are hazardous to the environment, the wastewater generated needs to be treated before it is discharged into drainage canals. EN plating is performed in both CWJ and CWZH.

Our approach is to train the employees on the knowledge of wastewater treatment and ensure continued compliance to rules and regulations set by the country's regulators. Our subsidiaries have invested heavily in the wastewater treatment process to ensure that all wastewater discharged will be treated in order to comply with government regulations in our countries of operation.

Our performance for FY2019 is as follows:



CWJ/ CWM

- No penalties imposed by the regulatory authorities on CWJ.
- No environmental incidents that resulted in untreated/improperly treated wastewater being discharged.
- To further ascertain that the quality of treated water meets the regulator's guidelines, CWJ has engaged an approved third-party vendor to conduct testing on a weekly basis. A report will be issued by the vendor indicating the quality of the wastewater discharged. The Department of Environment (**DOE**) of Malaysia will also conduct inspections on the wastewater discharged on an ad-hoc basis.
- CWJ is ISO14001:2004 (Environmental Management Systems) certified since FY2017. It was last audited in FY2018 under ISO14001:2015.
- Although CWM does not require wastewater treatment, CWM has also obtained the ISO14001:2015 in FY2018.



CWZH

- In August 2018, the Chinese regulatory authorities had issued CWZH with a penalty of RMB 200,000.
- In this instance, wastewater discharged exceeded the discharge limits set by the regulatory authorities. As a result of staff turnover, the job was handled by employees who were not experienced in managing waste discharge.
- CWZH and the Group has taken this matter seriously and have mitigated future transgressions through additional trainings and added internal monitoring on discharge content.
- In addition, CWZH is in the process of obtaining ISO14001:2015 certification.

As part of our strategy, Cheung Woh has committed to full compliance with environmental laws and regulations in our countries of operation.

Managing hazardous waste

Proper management of hazardous waste is important in protecting our environment. Improper handling will be harmful to human health and the ecosystem around us. The Group takes into consideration methods of proper storage and disposal that will comply with local regulations.

During the process of manufacturing, contaminants in the form of liquid and solid waste are generated. Details on the types of waste produced since FY2018 are as follows.



Liquid waste

Types of liquid waste produced by the Group are as follows:

| Description | FY2018 (t) | FY2019 (t) |
|------------------------------|------------|------------|
| Mineral oil water emulsion | 75.5 | 100.5 |
| Inorganic acid | 50.4 | 46.5 |
| Halogenated organic solvents | 7.5 | 6.9 |
| Hydraulic oil | 0.6 | - |



Solid waste

Types of semi-solid and solid waste produced by the Group are as follows:

| Description | FY2018 (t) | FY2019 (t) |
|--|------------|------------|
| Nickel hydroxide sludge / metal sludge | 348.3 | 339.9 |
| Metal chips | 260.0 | 290.6 |
| Scheduled and non-scheduled waste | 6.5 | 3.5 |
| Contaminated soil | 2.9 | 0.7 |

In order to reduce the harmful effect caused by hazardous wastes, each factory assigns a designated area used for the storage of such waste before they are disposed. Only government approved vendors are permitted to collect these hazardous wastes in order to ensure that they are treated properly off-site.

Cheung Woh is committed to ensuring continued compliance with environmental regulations related to hazardous waste disposals.

Energy efficiency

Cheung Woh's electricity consumption mainly comes from various machines used in the production line and constitutes a significant proportion of our operating expenses. By investing in energy efficiency, we not only help protect the environment, but also enjoy costs savings.

In FY2019, our total electricity consumption intensity amounted to 484 megawatt-hours (MWh) per million dollars of revenue, representing a decrease of 7.1% from the previous year.

Our efforts on saving energy include the following:

- Replace some of the existing motors with energy saving motors
- Adoption of LED lighting in our factories
- Turning off machines, lights or air-conditioners when not in use

CWZH is also ISO 50001 (Energy Management Systems) certified since FY2017 and remains certified as of FY2019. ISO 50001 certification helps CWZH implement procedures and controls to use energy efficiently. This in turn helps in cost savings and conserve resources.

As part of our strategy, we are committed to ensuring that CWZH remains ISO50001 certified.

Managing usage of steel

Steel is a key material used in the manufacture of our products. With steel being a sustainable material, measuring and managing steel consumption is essential to the sustainability of our business.

Before the goods are manufactured, the Engineering teams will make some calculations to ensure that the usage of steel is maximised. This will help to minimise the amount of steel that is cut out as waste.

Steel scraps are also generated during the manufacturing process when the product does not meet quality standards.

We are committed to maximising the use of steel resources in the manufacture of our products. To support this commitment, regular training is conducted in order to minimize defects and steel scraps. Each subsidiary also closely monitors the scrap and product yield rate. Significant deviations will then be investigated thoroughly.

Commitments: Environmental sustainability

Full compliance with environmental laws and regulations

Achievements

- Achieved zero environmental regulatory compliance incidents in Malaysia and China

FY2019 progress

- There was one incident of environmental non-compliance in China but none in Malaysia. We remain committed to ensuring environmental regulatory compliance in the countries we operate in.

Full compliance with ISO14001:2004 (Environmental Management Systems)

Achievements

- CWJ is ISO14001 certified since FY2017.
- CWM is ISO14001 certified since FY2018.

FY2019 progress

- Both CWM and CWJ are currently ISO14001:2015 certified.
- CWZH is in the process of obtaining ISO14001:2015 certification.

Full compliance with ISO50001 (Energy Management Systems)

Achievements

- CWZH is ISO 50001 certified since FY2017.

FY2019 progress

- CWZH continues to be certified under ISO 50001.

Track and report on electricity consumption intensity

Electricity consumption intensity (MWh/\$\$m)



FY2019 progress

- The total electricity consumption intensity of the Group decreased 7.1% from the previous year.
- Our efforts on saving energy include: replacing existing motors with energy saving motors, adopting LED lighting in our factories, and turning off machines, lights or air-conditioners when not in use.

3.4 Social sustainability

Overview

Cheung Woh believes that it is important to create a workplace that emphasises occupational health and safety. By making safety a priority, employees will be able to enjoy a safe and secure working environment. We will keep our employees abreast of industry standards and provide the necessary training programmes.

In addition, we aim to contribute to local economies through job creation and investment in the community.

Managing occupational health and safety

At Cheung Woh, we strive to ensure a healthy, safe and supportive workplace environment by implementing occupational health and safety initiatives. As part of our strategy, Cheung Woh has committed to achieving zero fatalities at the workplace. In FY2019, there were no fatalities at CWM, CWJ and CWZH.

Each of our subsidiaries has established a Health and Safety Committee for the following purposes:

- To develop and monitor occupational safety systems and procedures
- To provide an opportunity for management and employees to work together to identify and resolve workplace health and safety issues
- To ensure that employees are given a channel to voice their concerns on health and safety matters.

In FY2019, the Health and Safety Committees in each subsidiary has conducted a total of 13 meetings to help raise awareness on the importance of safety compliance and provide employees with an opportunity to share best practices on various matters such as:

- Accident and investigation reporting procedures
- Compliance with government regulations on health and safety
- Fire drill evacuation procedures
- Workplace safety matters
- Factory cleanliness matters

Cheung Woh is committed to ensuring at least 12 health and safety committee meetings each year to ensure that all workplace safety issues are properly addressed.

In addition, we have added a new metric for this financial year to better gauge workplace health and safety relating to the number of workplace accidents that needed more than 7 days of medical leave ('reportable incident').

For FY2019, we have 1 reportable incident, whereby an employee in CWJ required 9 days of medical leave. The employee had failed to put on the appropriate personal protective equipment (PPE), resulting in injury to the hand while lifting sharp objects. CWJ had immediately conducted a briefing to all related staff to remind them of the importance of putting on PPE while at the workplace.

Cheung Woh is committed to track and report on our performance on reportable incidents in subsequent years.

Training and development

Continued investment in our employees is critical in keeping our employees motivated. We are committed to an effective learning and development program to ensure that they are equipped with the necessary skills and knowledge. This will help the Group deliver quality products to our customers and maximise resource efficiency.

In FY2019, a total of 31 trainings were conducted, including the following subjects:

- Manufacturing process
- Professional development
- Health and safety
- Environmental compliance
- Laws and regulations
- Technical skills

Cheung Woh is committed to conducting at least 10 sessions of training per year on an ongoing basis to ensure employee's skill competency.

Hiring from local communities

By hiring from local communities, it provides employment and career advancement opportunities in the places that we operate in. Through job creation and advancement, this will help improve the livelihood of the local community and the local economy.

Hiring from local communities also brings about benefits to the Group. By having local employees, it will enable the management to have a better understanding of the local culture and business practices.

As part of our strategy, Cheung Woh has committed to hiring at least 50% of our staff from local communities. In FY2019, 74% of our staff are hired locally, representing a 13% increase from the previous financial year.

Community investment

As a corporate citizen with deep roots in the local communities, we have been actively involved in activities that help benefit the local disadvantaged community. As part of our strategy, Cheung Woh aims to participate in at least 2 community projects each year as a sign of our commitment towards community investment.



CWM

Employees participated in a charity run, which helped to raise funds for a local school.



CWJ

Employees spent a day visiting a local orphanage. Donations were collected to purchase necessities such as stationery, cooking essentials and toiletries.



CWZH

Employees brought along mooncakes while visiting an elderly home. They spent time interacting with the residents of the home.

Commitments: Social sustainability

Achieve zero fatalities

Achievements

- Achieved zero fatalities.

FY2019 progress

- We had zero fatalities in Malaysia and China.

Track and report of number of workplace accidents requiring more than 7 days of medical leave

Number of reportable incidents

2019 1

FY2019 progress

- There was 1 reportable incident in CWJ.
- Employee required 9 days of medical leave due to injuries sustained from failure to put on appropriate PPE.
- CWJ has conducted a briefing to all related staff to remind them of the importance of putting on PPE while at the workplace.

Achieve minimum of 12 health and safety committee meetings per year

Health and safety committee meetings per year (Number)

2019 13

2018 11

FY2019 progress

- Health and Safety Committees in each subsidiary has conducted a total of 13 meetings to discuss on various matters such as accident and investigation reporting procedures, compliance with government regulations on health and safety, fire drill evacuation procedures, workplace safety matters, and factory cleanliness matters.

Achieve minimum of 10 sessions of training per year

Training sessions per year (Number)

2019 31

2018 27

FY2019 progress

- 31 training sessions were conducted in FY2019.

Hiring at least 50% of our staff from local communities

% staff hired from local communities

2019 74

2018 61

FY2019 progress

- 74% of our staff are hired locally, representing a 13% increase from the previous financial year.

Continual investment in at least 2 community projects each year

Achievements

- Conducted 3 community visits in FY2019 and 5 community visits cumulatively since FY2018.

FY2019 progress

- CWM employees participated in a charity run, which helped to raise funds for a local school.
- CWJ employees spent a day visiting a local orphanage. Donations were collected to purchase necessities such as stationery, cooking essentials and toiletries.
- CWZH employees brought along mooncakes while visiting an elderly home. They spent time interacting with the residents of the home.

Appendix A: Sustainability scorecard

Results

| Performance indicators | Units | FY2018 | FY2019 |
|------------------------|-------------|--------|--------|
| Revenue | S\$'million | 91.4 | 84.5 |

Economic sustainability

| Performance indicators | Units | FY2018 | FY2019 |
|--------------------------------------|------------|--------|--------|
| Compliance with ISO9001:2015 | Percentage | 100 | 100 |
| Compliance with IATF16949 (CWM only) | Percentage | 100 | 100 |
| Purchases from local suppliers | Percentage | 74 | 72 |

Environmental sustainability

| Performance indicators | Units | FY2018 | FY2019 |
|---|----------------------------------|--------|--------|
| Environmental regulatory and compliance incidents | Number | 0 | 1 |
| Compliance with ISO14001:2004 | Number of subsidiaries complying | 1 | 2 |
| Compliance with ISO50001 | Number of subsidiaries complying | 1 | 1 |
| Electricity consumption intensity | MWh/ S\$m | 521 | 484 |
| Liquid waste intensity | tonnes/ S\$m | 1.47 | 1.82 |
| Solid waste intensity | tonnes/ S\$m | 6.76 | 7.51 |

Social sustainability

| Performance indicators | Units | FY2018 | FY2019 |
|--|------------|--------|--------|
| Number of fatalities | Number | 0 | 0 |
| Number of health and safety meetings | Number | 11 | 13 |
| Number of reportable incidents | Number | N.A | 1 |
| Number of trainings | Number | 27 | 15 |
| Employees hired from local communities | Percentage | 61 | 74 |
| Community visits | Number | 2 | 3 |

Appendix B: GRI content index

GRI Standards Content Index

The GRI Content Index references the Cheung Woh Technologies Ltd Sustainability Report 2019 (SR), the Annual Report 2019 (AR) and the Cheung Woh Corporate Website (Web).

| Disclosure number | Disclosure title | Page reference and remarks | |
|-------------------------------------|------------------|---|---|
| GRI 102: General disclosures | | | |
| Organisational profile | 102-1 | Name of organisation | • SR: Corporate Profile (Page 1) |
| | 102-2 | Activities, brands, products, and services | • SR: Corporate Profile (Page 1) |
| | 102-3 | Location of headquarters | • Web: http://www.cheungwoh.com.sg/contact_us.html |
| | 102-4 | Location of operations | • Web: http://www.cheungwoh.com.sg/contact_us.html |
| | 102-5 | Ownership and legal form | • AR: Note 1 to the Financial Statements (Page 49) |
| | 102-6 | Markets served | • AR: Operating and Financial Review (Pages 8-10) • AR: Segment Information – Note 31 to the Financial Statements (Page 90-93) |
| | 102-7 | Scale of organisation | • SR: Corporate Profile (Page 1) |
| | 102-8 | Information on employees and other workers | • SR: Social Sustainability (Pages 14-16) |
| | 102-9 | Supply chain | • SR: Economic Sustainability (Pages 9-10) |
| | 102-10 | Significant changes to the organisation and its supply chain | • AR: Operating and Financial Review (Pages 8-10) |
| | 102-11 | Precautionary Principle or approach | • AR: Corporate Governance (Pages 15-34) |
| | 102-12 | External initiatives | • Not applicable |
| | 102-13 | Membership of associations | • Not applicable |
| Strategy | 102-14 | Statement from senior decision-maker | • SR: Message to Stakeholders (Page 2) |
| | 102-15 | Key impacts, risks, and opportunities | • AR: Operating and Financial Review (Pages 8-10) • AR: Independent Auditor's Report (Pages 38-43) |
| Ethics and integrity | 102-16 | Values, principles, standards, and norms of behavior | • SR: Sustainability Strategy (Page 5) |
| | 102-17 | Mechanisms for advice and concerns about ethics | • AR: Corporate Governance (Pages 15-34) |
| Governance | 102-18 | Governance structure | • AR: Corporate Governance (Pages 15-34) |
| | 102-19 | Delegating authority | • AR: Corporate Governance (Pages 15-34) |
| | 102-20 | Executive-level responsibility for economic, environmental, and social topics | • SR: Sustainability Organisational Structure (Page 3) |
| | 102-21 | Consulting stakeholders on economic, environmental, and social topics | • SR: Consulting Our Stakeholders (Page 6) |
| | 102-22 | Composition of the highest governance body and its committees | • AR: Corporate Governance (Pages 15-34) |
| | 102-23 | Chair of the highest governance body | • AR: Corporate Governance (Pages 15-34) |

| Disclosure number | Disclosure title | Page reference and remarks | |
|-------------------------------|--|--|---|
| 102-24 | Nominating and selecting the highest governance body | • AR: Corporate Governance (Pages 15-34) | |
| 102-25 | Conflicts of interest | • AR: Corporate Governance (Pages 15-34) | |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | • AR: Corporate Governance (Pages 15-34) | |
| 102-27 | Collective knowledge of highest governance body | • AR: Corporate Governance (Pages 15-34) | |
| 102-28 | Evaluating the highest governance body's performance | • AR: Corporate Governance (Pages 15-34) | |
| 102-29 | Identifying and managing economic, environmental, and social impacts | • SR: Sustainability Materiality (Page 7) | |
| 102-30 | Effectiveness of risk management processes | • AR: Corporate Governance (Pages 15-34) | |
| 102-31 | Review of economic, environmental, and social topics | • SR: Sustainability Report (Pages 1-21) | |
| 102-32 | Highest governance body's role in sustainability reporting | • SR: Sustainability Organisational Structure (Page 4) | |
| 102-33 | Communicating critical concerns | • SR: Sustainability Materiality (Page 7) | |
| 102-34 | Nature and total number of critical concerns | • SR: Sustainability Materiality (Page 7) | |
| 102-35 | Remuneration policies | • AR: Corporate Governance (Pages 15-34) | |
| 102-36 | Process for determining remuneration | • AR: Corporate Governance (Pages 15-34) | |
| 102-37 | Stakeholders' involvement in remuneration | • AR: Corporate Governance (Pages 15-34) | |
| 102-38 | Annual total compensation ratio | • AR: Corporate Governance (Pages 15-34) | |
| 102-39 | Percentage increase in annual total compensation ratio | • AR: Corporate Governance (Pages 15-34) | |
| Stakeholder engagement | 102-40 | List of stakeholder groups | • SR: Consulting Our Stakeholders (Page 6) |
| | 102-41 | Collective bargaining agreements | • Not applicable |
| | 102-42 | Identifying and selecting stakeholders | • SR: Consulting Our Stakeholders (Page 6) |
| | 102-43 | Approach to stakeholder engagement | • SR: Sustainability Strategy (Page 5) |
| | 102-44 | Key topics and concerns raised | • SR: Consulting Our Stakeholders (Page 6) |
| Reporting practice | 102-45 | Entities included in the consolidated financial statements | • AR: Investment in Subsidiary Companies – Note 7 to the Financial Statements (Pages 73-74) |
| | 102-46 | Defining report content and topic Boundaries | • SR: Sustainability Materiality (Page 7) |
| | 102-47 | List of material topics | • SR: Sustainability Materiality (Page 7) |
| | 102-48 | Restatements of information | • SR: Restatements (Page 3) |
| | 102-49 | Changes in reporting | • Not applicable |

| Disclosure number | Disclosure title | Page reference and remarks |
|--|--|--|
| 102-50 | Reporting period | • SR: Scope of Sustainability Report (Page 3) |
| 102-51 | Date of most recent report | • SR: Scope of Sustainability Report (Page 3) |
| 102-52 | Reporting cycle | • Annual |
| 102-53 | Contact point for questions regarding the report | • SR: Sustainability Contact (Page 3) |
| 102-54 | Claims of reporting in accordance with the GRI Standards | • SR: Scope of Sustainability Report (Page 3) |
| 102-55 | GRI content index | • SR: GRI Content Index (Pages 18-21) |
| 102-56 | External assurance | • No external assurance |
| GRI 200: Economic disclosures (applicable sections only) | | |
| Economic performance | 201-1 | Direct economic value generated and distributed • AR: Operating and Financial Review (Pages 8-10) |
| Procurement practices | 204-1 | Proportion of spending on local suppliers • SR: Economic Sustainability (Pages 9-10) |
| Anti-corruption | 205-3 | Confirmed incidents of corruption and actions taken • There is no incidences of corruption. |
| Anti-competitive behavior | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices • There is no legal actions for anti-competition. |
| GRI 300: Environment disclosures (applicable sections only) | | |
| Energy | 302-1 | Energy consumption within the organisation • SR: Environmental Sustainability (Pages 11-13) |
| | 302-3 | Energy intensity • SR: Environmental Sustainability (Pages 11-13) |
| | 302-4 | Reduction of energy consumption • SR: Environmental Sustainability (Pages 11-13) |
| Water | 303-1 | Water withdrawal by source • SR: Environmental Sustainability (Pages 11-13) |
| | 303-3 | Water recycled and reused • SR: Environmental Sustainability (Pages 11-13) |
| Effluents and waste | 306-1 | Water discharge by quality and destination • SR: Environmental Sustainability (Pages 11-13) |
| | 306-2 | Waste by type and disposal method • SR: Environmental Sustainability (Pages 11-13) |
| | 306-4 | Transport of hazardous waste • SR: Environmental Sustainability (Pages 11-13) |
| Laws and regulations | 307-1 | Non-compliance with environmental laws and regulations • SR: Environmental Sustainability (Pages 11-13) |
| GRI 400: Social disclosures (applicable sections only) | | |
| Occupational health and safety | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities • SR: Social Sustainability (Pages 14-16) |
| Training and education | 404-1 | Average hours of training per year per employee • SR: Social Sustainability (Pages 14-16) |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs • SR: Social Sustainability (Pages 14-16) |
| Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken • There is no incidents of discrimination. |

| Disclosure number | Disclosure title | Page reference and remarks |
|-----------------------------------|---|--|
| Child labor | 408-1 Operations and suppliers at significant risk for incidents of child labor | <ul style="list-style-type: none"> • Child labour is strictly prohibited. |
| Forced or compulsory labor | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <ul style="list-style-type: none"> • Forced and compulsory labour is strictly prohibited. |
| Local communities | 413-1 Operations with local community engagement, impact assessments, and development programs | <ul style="list-style-type: none"> • AR: Corporate and Social Responsibility (Page 11) • SR: Social Sustainability (Pages 14-16) |
| Socioeconomic compliance | 419-1 Non-compliance with laws and regulations in the social and economic area | <ul style="list-style-type: none"> • There is no non-compliance with socioeconomic laws and regulations. |