

SUSTAINABILITY REPORT 2021

Together, We Build Excellence.



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This sustainability report has been prepared by the Company and reviewed by the Company's sponsor, Novus Corporate Finance Pte. Ltd. ("**Sponsor**"), in compliance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "**SGX-ST**") Listing Manual Section B: Rules of Catalyst.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made, or reports contained in this sustainability report.

The contact person for the Sponsor is Mr. Pong Chen Yih, Chief Operating Officer, 7 Temasek Boulevard, #18-03B Suntec Tower 1, Singapore 038987, telephone (65) 6950 2188.

ABOUT THE REPORT

Reporting Boundary

As a guide, this report covers operations and all subsidiaries for which Pollux Properties Ltd. (“**Pollux**” and together with its subsidiaries, the “**Group**”) has management control, unless otherwise stated. It seeks to provide an overview of our sustainability practices, commitment, and performance of the Group’s material Environmental, Social and Governance (“**ESG**”) topics.

Reporting Period & Standard

Following the change of the financial year end, as announced pursuant to Rule 730B of the Listing Manual Section B: Catalist Rules of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”), the reporting period herein will be from 1 January 2021 to 31 December 2021. This report was prepared in accordance with the Global Reporting Initiative (“**GRI**”) Standards – “Core” reporting requirements. The GRI Standards is the most widely used and internationally accepted sustainability reporting framework. A GRI Index at the end of the report specifies the location of the relevant disclosures.

Independent Assurance

The ESG performance data presented in the report have mainly been extracted from internal information systems and original records to ensure accuracy. The Group has not sought external assurance for this sustainability report but have relied on internal verification to ensure the accuracy of data.

Feedback

We are fully committed to our stakeholders and we welcome feedback on any aspect of our sustainability policies, processes, and performance. Kindly address all feedback to info@pollux.com.sg. Your feedback will be valuable to us in achieving our goals to build a sustainable and thriving business. As an attempt to promote environmental conservation, there will be no hard copies of this report.

BOARD STATEMENT ON SUSTAINABILITY

Pollux is pleased to issue its fifth sustainability report prepared in accordance with the GRI Standards and in compliance with the SGX-ST guidelines on sustainability reporting.

The Group recognises that ESG factors should inform our corporate strategy and thus we aim to be an environmentally conscious partner in the communities we operate to reduce the ecological footprint of our operations. At Pollux, we pursue a sustainability strategy that seeks to balance our economic interests with environmental concerns.

We recognise the need to mitigate the effects of human-induced climate change by evaluating our current processes and integrating environmental considerations in our business. In addition to dedicated sustainability efforts and continuity with best environmental practices, the Group ensures that operations are conducted to comply with environmental standards and legislation.

Our commitment to sustainability remains woven into our policies and the Group continues to make a concerted effort by embedding sustainability in our business for sustainable development. We keep abreast with leading sustainability reporting frameworks and are focused on scaling up participation in a green economy.

There is a fine balance between growth and sustainability. At Pollux, we balance the interests of our stakeholders, impact on the environment and our long-term growth strategy. Strong corporate governance, ethical business conduct and a culture of compliance are pillars of our sustainable business model. Year on year, we pursue a sustainability strategy that seeks to balance our economic interests with environmental concerns. We continuously evaluate our governance practices to ensure that we conduct our business in a transparent and sound manner. With a clear and decentralised governance approach, we identify and evaluate the adequacy and effectiveness of our sustainability targets when setting strategy and making day-to-day business decisions.

*The Board of Directors (“**Board**”) and senior management (“**Management**”) remain committed to establishing and maintaining an effective sustainability management framework, which is supported by underlying internal controls, risk management practices, clear accountability, and reporting process. The Board evaluates and considers ESG risks and opportunities relevant to the Group during the formulation of overall business strategy, objectives, and performance measurements.*

*The Sustainability Reporting Committee (“**SR Committee**”) supports the Management in identifying the type of relevant ESG topics caused by its day-to-day operations. The Management then determines the materiality of the ESG topics based on the level of significance of impact, and influence on stakeholder values, and the achievement of the Group’s strategic objectives. The Board supports and approves the identification and assessment parameters of material ESG topics.*

The ESG topics in this report, reviewed by the Board and the Management, are assessed to be material and relevant. The Board and Management shall continue to dedicate leadership and maintain a high standard of sustainability governance to drive continuous and long-term growth for

all its stakeholders. The Group will continue to work towards a balanced disclosure on the management and monitoring of material ESG topics for continual improvement.

ABOUT THE GROUP

Corporate Profile

Pollux is a property developer in Singapore with an exclusive focus on the development of residential and commercial properties. The Group actively engages in the business of developing premium real estate projects, with the key aim of creating homes reflecting the philosophy of lavish and modern living. Pollux develops high-end real estate projects with distinguished style and luxurious quality.

In year 2021, the four key pillars of growth remain - property development, property investment, fund management and hospitality management, and the Group plans to continue adopting an asset-light strategy, backed by lean human capital and continual growth of the core business.

Our Commitments:

- The pursuit of excellence and perfection is embedded into everything we do.
- We build the future through confidence and trust.
- We build lasting impressions, long-term value, and peace of mind.
- We build excellence and perfection through our people.

Our Vision:

To be the premier multi-national real estate group that shapes the future of real estate, fund management and hospitality in the region.

Our Mission:

To create, invest in, manage, and operate innovative landmark developments and businesses that deliver perennial value to the community and achieve sustainable higher returns to our shareholders.

Corporate Philosophy

Excellence in crafting great homes and plush communities starts by working with leading interior designers and suppliers of the best home fittings.

Relationships built on integrity and trust are important to us because we believe in building homes, not just apartments.

Refined luxury to us means tasteful finishing and intricate pairings. Simply put, we are making it a point to fuss over every detail even when you are not.

Passion for details sets Pollux apart. We are constantly in the search of the best materials befitting your dream home. We want to make moving in a pleasure and living as leisurely as possible. That's why we call it home, it's the way living is meant to be.

Sustainability should be at the start of every venture and not its end. Pollux works with a clear end in mind. That means sharing our vision of great dwelling places and plush communities with our customers, a robust business for our investors and a responsibility to share our success with the community.



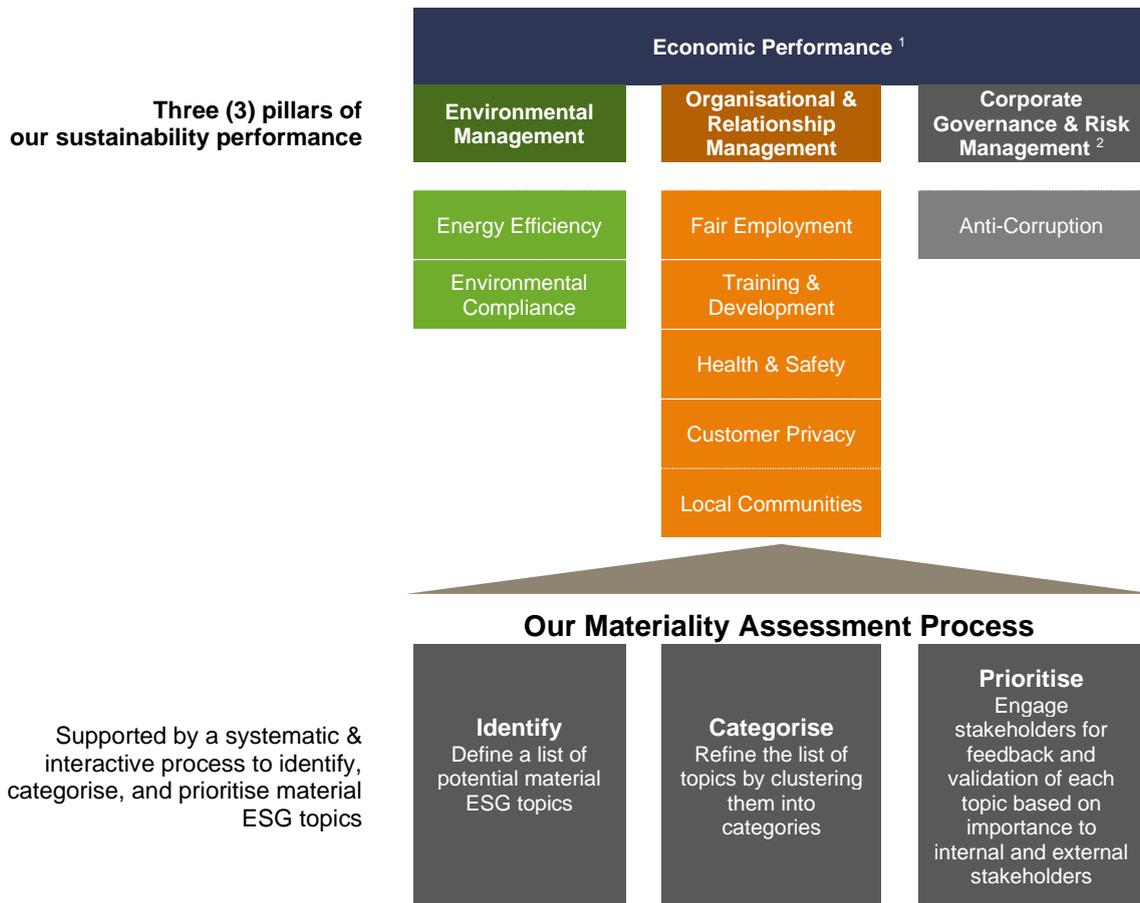
STRATEGIC APPROACH FOR SUSTAINABILITY

The Group firmly believes that while our businesses are driven by earnings, what we do must also have a positive impact on environment, employees, and all other stakeholders in our value chain.

Starting from the financial year ended (“**FYE**”) 31 December 2019, apart from achieving desired economic performance, the Group with the help of an independent external consultant, Mazars LLP, established a sustainability performance management framework (*Refer to Exhibit 1*) to review and monitor our sustainability practices and performance. Under this framework, the Management have defined key pillars and non-financial topics that are material to the sustainability of our economic performance and business operations.

For FYE 31 December 2021, via collaboration with the same independent external consultant, the Management has reviewed and concluded the framework and topics for disclosure in our sustainability report for FYE 31 December 2021.

Exhibit 1. Pollux Group’s Sustainability Performance Management Framework



Notes:

¹ Please refer to Financial Statement of the Annual Report for FYE 31 December 2021.

² Please refer to the Corporate Governance section of the Annual Report for FYE 31 December 2021.

GOVERNANCE STRUCTURE

Sustainability is integrated into our business and embedded across various roles and functions. The SR Committee, chaired by our Chief Executive Officer, comprises senior management of all businesses to provide an oversight on the integration of sustainability practices into all aspects of the business. The Board maintains overall responsibility and ensure that sustainability matters are considered as part of business strategy. There were no changes in the composition of the SR Committee since the first year of reporting.

The SR Committee focuses on formulating, implementing, and reviewing the Group’s sustainable policies and practices, sustainability development programs and initiatives. Periodic reviews are conducted at both the SR Committee and business department levels to ensure that initiatives have been effectively implemented and remain in line with the Group’s strategic development strategy.

STAKEHOLDER ENGAGEMENT

The Group recognises that knowing and understanding the demands and concerns of stakeholders is key to sustainable growth. Through internal discussion and review with the independent consultant, the Management has identified three (3) key stakeholder groups across the Group’s value chain. These are stakeholders defined as having the most influence over and the highest level of interest in the Company’s operations as set out in Exhibit 2.

Exhibit 2. Key Stakeholder Groups



Employees	Customers	Shareholders and Investors
Engagement with employees is conducted regularly to measure satisfaction levels, gather constructive feedback as well as discuss potential business strategy and organisational changes.	Customer satisfaction is one of the Key Performance Indicators (KPI) for all our businesses. Engagement with customers allows us to receive timely, valuable feedback to improve our service standards.	We strive to maximise shareholder returns, maintain good corporate governance, and improve levels of transparency through financial and sustainability reporting and timely communication.

MATERIALITY ASSESSMENT

Materiality with respect to sustainability reporting, as defined by GRI Standards, includes topics and indicators that reflect the organisation’s significant economic, environmental, and social impacts; and would substantively influence the assessments and decisions of stakeholders.

Guided by our independent external consultant and having considered the topics of concern and expectations of identified key stakeholders. The SR Committee and Management have assessed and prioritised material topics to focus on for the Group, as well as targets and commitments.

OUR TARGETS AND COMMITMENTS

ENVIRONMENTAL MANAGEMENT 	
Energy Efficiency	<ul style="list-style-type: none"> ❖ Maintain and achieve energy efficiency and a balanced energy intensity usage correlated with business growth.
Environmental Compliance	<ul style="list-style-type: none"> ❖ Zero incidents of non-compliance ❖ No significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations
ORGANISATIONAL & RELATIONSHIP MANAGEMENT 	
Fair Employment	<ul style="list-style-type: none"> ❖ Continue to promote diversity and equal opportunity in the workplace. ❖ Comply with local labour regulations across our operations.
Training and Education	<ul style="list-style-type: none"> ❖ Achieve an average of 12 hours or more of training per employee annually.
Occupational Health and Safety	<ul style="list-style-type: none"> ❖ Zero fatalities and/or workplace injuries.
CORPORATE GOVERNANCE 	
Anti-Corruption	<ul style="list-style-type: none"> ❖ Zero incidents of bribery and corruption, including facilitation payment. ❖ Zero tolerance towards all forms of bribery and corruption.

The above material ESG topics were also reviewed by Pollux’s Board of Directors and were determined to be relevant, specific, and measurable to Pollux’s context in our current business environment. Moving forward, to keep abreast of critical issues, the Management will review Pollux’s material ESG topics against the changing business environment, stakeholder opinions, and emerging global and local trends annually.

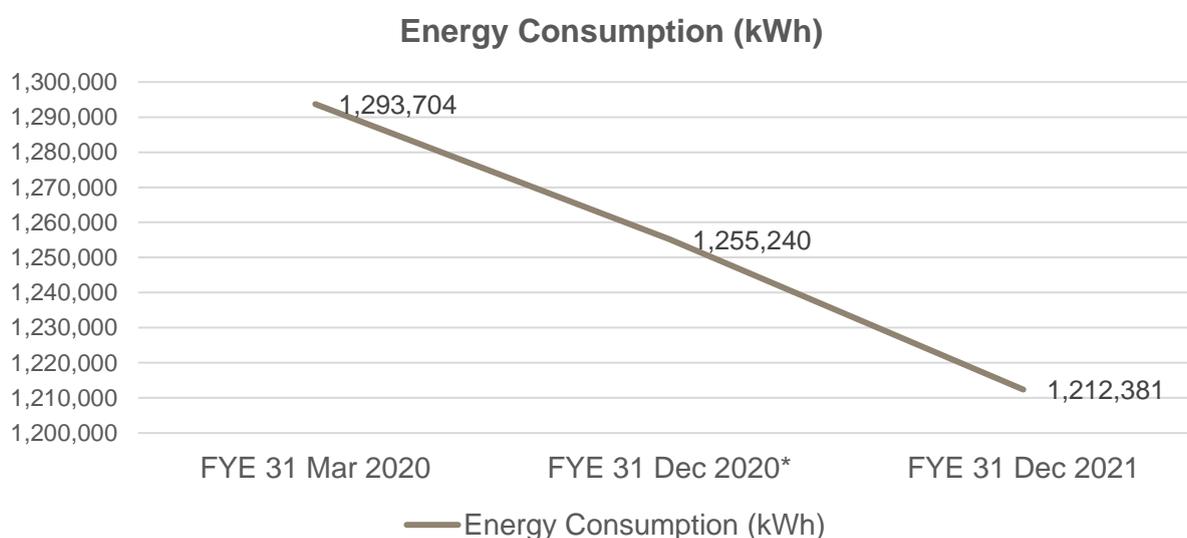
ENVIRONMENTAL MANAGEMENT

With the real estate industry driving a large proportion of the world's carbon emissions and environmental impacts, we recognise the significant role we play in the transition to a more sustainable economy. We strive to adopt the best sustainability practices across business operations to reduce the amount of environmental impact on our global ecosystem.

ENERGY EFFICIENCY

Efficient energy management can significantly reduce business operating costs, carbon emissions and negative impacts on the environment. The Group places a strong emphasis on reducing the energy consumption levels of our various business units. In view of the operating impact on the environment, the Group aligns its operational processes with its environmental commitments such as implementing energy-saving practices and measures to reduce energy consumption throughout all facets of operations.

For FYE 31 December 2021, despite the increase in the number of staff allowed to return to office, the Group managed to reduce energy consumption by 3% as compared to the previous financial year (the data for 9-months period ended 31 December 2020 is extrapolated to match that of a 12-month period for a fairer comparison).



The table below reflects the past energy consumption at Louis Kienne Serviced Residences, which also houses the Corporate Office.

Service Apartment	Energy Consumption (kWh)		
	FYE 31 December 2021	FYE 31 December 2020*	FYE 31 March 2020
Louis Kienne Serviced Residences	1,212,381 kWh	1,255,240 kWh	1,293,704 kWh

* The data for 9-months period ended 31 December 2020 is extrapolated to match that of a 12-month period for a fairer comparison. The data for 9-months period ended 31 December 2020 amounted to 941,430 kWh.

Energy saving initiatives demonstrates our active approach in reducing energy consumption. Utility and energy management systems implemented in our daily operations include:

- Employees are reminded to switch off lights and air conditioners when leaving the office or when toilets are not in use; and
- Room attendants are instructed to remove key cards from vacant rooms, reducing energy consumption.

The Group will continue to explore solutions that minimise environmental impact and will seek to actively reduce unnecessary energy consumption.

ENVIRONMENTAL COMPLIANCE

The Group continues to operate in an environmentally responsible manner and ensures that our operations comply with local laws and regulations. We strive to reduce our impact on the environment and develop appropriate strategies to mitigate climate-related risks.

All employees of Pollux are encouraged to be proactive and forthcoming in managing and reporting environmental related issues and complaints, if any. Environmental considerations are integrated into our Group's operations, with initiatives that promote the reduction of waste, consumption of materials and water.

To uphold the environmental commitments, the Group has implemented initiatives to:

1. Minimise paper usage / Transitioning to a paperless office:

Employees are encouraged to reuse all non-confidential prints as scrap paper. The printing of internal documents is kept to a minimum and employees, regardless of designations, are highly encouraged to adopt paperless practices.

In addition, Pollux has recently implemented a new accounting system which allows for electronic approval of documents (i.e., payment vouchers, journal vouchers etc.) and further minimising paper wastage.

Moving forward in 2022, the Company will be transitioning to a paperless office. Unless specifically requested by counterparties, all official documents (i.e., Vendor contracts, notices, board resolutions, attendance sheets etc.) will be electronically signed and retained to eliminate printing of documents.

2. Decrease waste generated:

Due to the pandemic, all Group employees, apart from those at serviced residences, are working remotely. This has resulted in the decrease in waste generated. To ensure that excess waste is not generated, employees are educated and reminded by department heads to be environmentally conscious during staff dialogue sessions.

3. Limit energy and waste consumption:

Housekeeping is a highly energy and water consuming service, thus, implementing sustainable practices in housekeeping processes can significantly reduce the amount of energy

consumption, in line with our Group's environmental efforts. Pollux has adopted an energy and water conservation strategy through decreasing the frequency of housekeeping. The frequency of housekeeping services has also been reduced to weekly instead of daily, unless specifically requested by guests.

4. Ensure effective energy consumption:

Motion sensors have been installed at lift lobbies and various common areas, which only turns lights on as and when they are required. This has allowed the Group to automate the lighting controls and reduce energy consumption.

5. Prevent pest breeding:

The Group also recognises the importance of maintaining our facilities to exceptional standards to prevent the breeding of pests. In FYE 31 December 2021, we have rolled out a pest control management programme, in which preventive pest control treatments are applied on a bi-weekly basis. Landscaping maintenance and inspections are also conducted on a weekly basis to ensure good horticultural management to maintain plant health and prevent insect infestation.

Beyond working with our employees, the Group also ensures that we only engage contractors and consultants who are environmentally conscientious and meet the Group's requirements of environmentally and socially responsible behaviour.

During the reporting period, there were no incidents of non-compliance and penalties pertaining to environmental-related issues.

Moving Forward

To maintain the highest standards of environmental compliance, the Management will continue to review and improve our existing environmental management system and practices and ensure that all our activities and operations comply with existing regulatory requirements. For the financial year ending 31 December 2022, the Group will aim to ideally reduce overall energy consumption by 1-3%, even though this target is dependent on the occupancy rates and guests' profiles for the year.

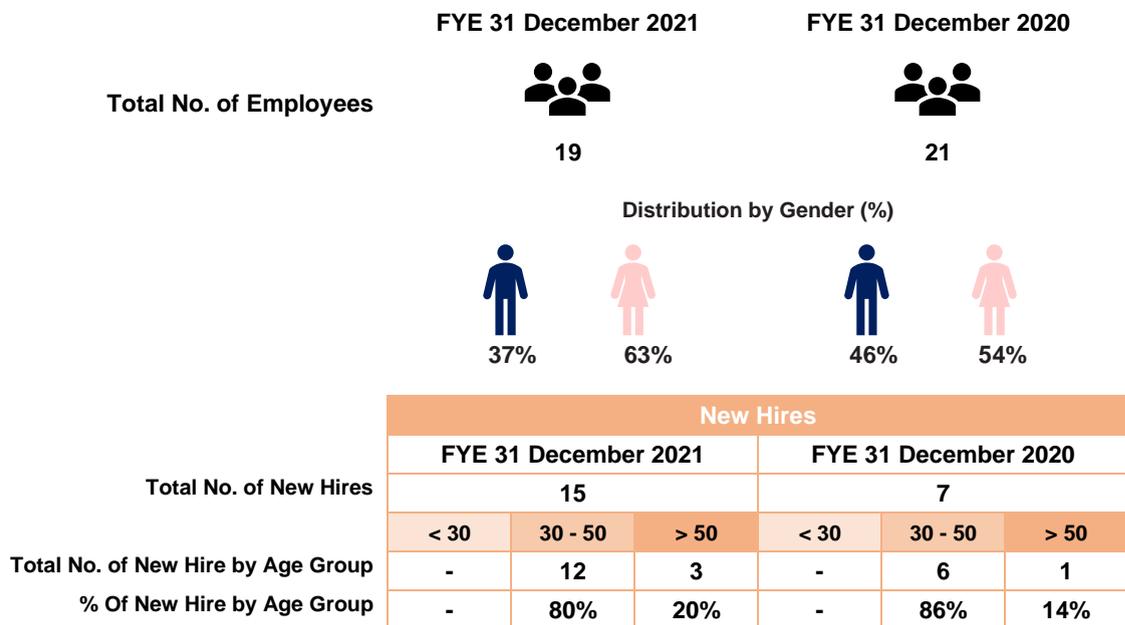
ORGANISATIONAL & RELATIONSHIP MANAGEMENT

FAIR EMPLOYMENT

At Pollux, we are dedicated to providing a fair and inclusive workplace where all employees are valued and treated with respect. The Group recognises that employees make up the foundation of a strong and long-running organization and strives to attract and retain talented individuals who are aligned with our organisation's objectives.

We are committed to fair employment practices, upholding human rights principles, and investing in the development and training of our people. The Group strives to foster a performance-driven work environment to empower our employees to pursue their professional goals. As an employer that provides equal opportunities, the Group has an equitable system in place to ensure equal opportunities and non-preferential treatment for all new hires. There are no preferences or prejudices towards religions, ages, ethnicities, any physical disabilities, or genders of potential new hires. Employees are also required to observe and adhere to all relevant policies and practices.

As of 31 December 2021, Pollux has a total of 19 employees as compared to 21 employees as of 31 December 2020. With the continuation of the pandemic and the arrival of the new variant, further business disruption has impacted business activities and operations. Through the adoption of a lean human capital model, the Group was able to better adapt to the cyclical nature of the hospitality industry. In addition, the adoption has allowed for improvements in areas such as management of process complexity, costs, and productivity.



Employee Remuneration and Benefit

The Group recognises the valuable contribution of all employees and acknowledges the inextricable relationship between fair remuneration and corporate governance. As a Singapore company, the Group makes contributions to the Central Provident Fund scheme in Singapore, a defined pension scheme. Apart from complying with employment legislation, we ensure that our remuneration packages are competitive and sufficient to attract, retain and motivate our employees.

In setting remuneration packages, the Group considers the regulatory requirements, salary, and employment conditions within the same industry and in comparable companies. In addition, all employees undergo annual performance appraisals and are remunerated fairly based on their experience, qualifications, and performance.

Pollux strives to continuously cultivate a transparent and inclusive environment for all employees, as well as ensure a top-down approach to promote fair and ethical business dealings. We maintain our stance on zero tolerance for unethical labour practices such as child labour, forced labour, slavery, and human trafficking in all our operations.

The Group also has an open-door policy where employees are encouraged to speak-up or report their grievances directly to their superior, head of department, human resource department, chief executive officer and/or independent directors. This is to reinforce our commitment to our employees to provide them with a workplace that is healthy, safe, and secure. Across our business segments, there were no grievance or whistleblowing cases reported for FYE 31 December 2021.

TRAINING AND DEVELOPMENT

As the working world continues to evolve, the Group recognises that it is increasingly important for employees to adapt to these changes. We are committed to encouraging and supporting our employees in developing skills and achieving their career goals. Both on-the-job training and ad-hoc trainings are scheduled to allow employees to enhance their professional skills and capabilities.

Automation and new technologies are reshaping many roles in business operations and are undeniably a major part of the transformation of the future business landscape. In FYE 31 December 2021, the Group has adopted new systems, such as a new property management system and accounting system, to improve operational efficiency. To ease the transition and adoption of these new systems, employees who are required to operate these systems were provided with the necessary training.

Apart from these specialised trainings, Pollux provides employees with opportunities to attend courses which are relevant to their work and continues to encourage lifelong learning. We believe that providing employees with support can help build confidence and increase job satisfaction.

For FYE 31 December 2021, an increase in training hours have been achieved. Pollux provided an additional hour of training for employees, from 9 hours in 2020 to 10 hours in 2021. This brings Pollux closer to its target of providing an average of 12 hours or more of training per employee annually.

	FYE 31 December 2021	FYE 31 December 2020
Average Hours of Training Per Employee	 10 hours	 9 hours

The Group will continue to provide training and education opportunities through development programmes wherever applicable and promote a conducive corporate environment where everyone could achieve their potential.

HEALTH AND SAFETY

Safeguarding the health and safety of employees and guests is a top priority at Pollux. We remain committed to maintaining a safe and productive environment, free from harassment in which all individuals are treated with respect and dignity. All employees and individuals who work at our sites are expected to follow our health and safety policies and procedures.

To ensure the Group’s health and safety policies are clearly communicated, Work Health & Safety posters are placed in strategic locations, such as offices, staff room, pantry, and meeting room. These serves as reference tools or to reinforce awareness of health and safety messages, techniques, and best practices.

Operational meetings regarding workplace health and safety are conducted weekly to provide regular opportunities for employees to highlight any safety issues, such as dealing with workplace hazards or potential malpractice. It also provides a platform for department heads to alert employees of potential safety risks.

In light of the ever-evolving nature of the Covid-19 situation and changes in regulations, Pollux ensures that employees are kept abreast of the updates from Government agencies and are in compliance with the current measures. Communication channels have been created to allow for effective dissemination of information such as the current applicable Safe Management Measures (“**SMM**”).

The Group continues to monitor the situation closely and continues to adapt policies and procedures to ensure compliance with changing Covid-19 developments.

Close monitoring and evaluation of processes are in place to identify, mitigate and report risks as well as to communicate best practices across all operations. The Group engages contractors and suppliers who are not only committed to providing high quality products and services, but also committed to adhering to environmental, health and safety standards. Our Management works in tandem with contractors and subcontractors to ensure clear understanding of our requirements and expectations.

All contractors and subcontractors engaged by Pollux must minimally have a bizSAFE Level 3 certification. Our main contractors appointed for development projects are required to be Occupational Health and Safety Management Systems (OHSAS) 18001 certified or to engage an independent accredited assessor to conduct site Occupational Health and Safety (“**OHS**”) legal compliance audits.

During FYE 31 December 2021, no non-compliances were noted for breaching SMM and there were no incidents of fatalities across Pollux's business operations. The Group strives to continue maintaining its health and safety standards and drive continuous improvement in our OHS processes and performance.

Commitments & Targets

- We aim to maintain zero instances of non-compliances or fatalities.

CUSTOMER PRIVACY

Customers are becoming increasingly intentional about the data that they share and the parties they are sharing these data with. With the increase in cyber security threats in the current landscape, data security ranks as one of the major risks organisations face and it is our responsibility to keep our stakeholders' data safe.

The Group remains committed to protecting and maintaining stakeholders' privacy and data. All information collected from guests are stored securely and when no longer required, they are appropriately disposed of. Stringent measures and internal policies are in place to safeguard stakeholders' information and Pollux does not divulge or sell such personal information to third parties for business, marketing, or promotional purposes.

Commitments & Targets

- We aim to maintain zero breaches of customer privacy or loss of data.

All personal data is provided by stakeholders in strict confidence and will only be used in the manner set out in our privacy policy. Our privacy policy which states in detail the information that we collect, how we use it, and under what circumstances we disclose it, along with any changes, is publicly accessible on our website. For FYE 31 December 2021, there were no complaints or instances of breaches of customer privacy and data loss.

LOCAL COMMUNITIES

Corporate social responsibility ("CSR") is embedded in our corporate culture and forms an integral part of our business. We are guided by the belief that inclusion of community interests into our business processes supports the long-term interests of our company and our stakeholders.

With our proactive approach to promote CSR, we seek to elevate our corporate image and attract investors. As we place greater value to social inclusiveness and integration, this would also provide the platform for our employees to work in positive workplace to boost employee engagement and increase productivity at work.

We strongly encourage our employees to recycle items and reduce wastage through donation of unwanted reusable items and participate in volunteering activities. We believe that when our employees contribute their time and effort to worthy causes, they would in turn develop professionally and personally, with a greater sense of purpose.

We continue to strive to achieve a positive and sustainable outcome for our business and the communities by balancing our CSR and commercial viability. The Group will continue to enhance

relationships with stakeholders in our value chain and hope to create wider economic value in the communities we operate in.

CORPORATE GOVERNANCE

Pollux remains committed to conducting business with integrity and upholding the highest standards of business ethics. The Group recognises the importance of good corporate governance in regulating financial, reputational, operational and compliance risks as well as minimising the opportunity for corruption.

In ensuring compliance, the Management closely monitors developments in the laws and regulations of countries where Pollux operates to ensure that our businesses and operations comply with all relevant laws and regulations. Pollux currently operates in Singapore only.

ANTI CORRUPTION

The Board undertakes to investigate complaints of suspected fraud in an objective manner. We recognise that fraud risk exists throughout the procurement process thus, the heads of departments at Pollux have recently updated the procurement policy to enhance the transparency of existing processes.

Apart from the procurement policy, Pollux has a comprehensive whistle-blowing policy in place. The Group's whistle-blowing policy and procedures provide employees with well-defined and accessible channels within the Group including a direct channel to the Audit Committee, for reporting suspected fraud, corruption, dishonest practices, or other similar matters.

The anti-corruption policies aim to encourage the reporting of such matters in good faith, with the confidence that employees making such reports will be treated fairly and, to the extent possible, be protected from reprisal. On an ongoing basis, the whistle-blowing policy is covered during staff training as part of the Group's efforts to promote fraud control awareness. The policy and its effectiveness will be reviewed by the Audit Committee periodically, with recommendations regarding updates or amendments, if any, to be made to the Board as required. There were no whistle-blowing cases received for FYE 31 December 2021.

Commitments & Targets

- We are fully committed to upholding the highest standards of corporate governance and business integrity in all our business activities. Our emphasis is clear and consistently reiterated.
- We have zero tolerance for bribery, corruption, fraud and violation of laws and regulations.

Moving Forward

The Audit Committee continues to support the Board in its oversight of anti-corruption and is responsible for driving Pollux's focus on implementing effective compliance and governance systems. At the operational level, the respective departments within the Group continue to be responsible to identify, self-assess the adequacy and effectiveness of mitigating measures, and manage their financial, operational, compliance and reputational related risks.

Please refer to the Corporate Governance section of the Annual Report for more information.

GRI CONTENT INDEX

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: General Disclosures	102-1 *	Name of the organization	Cover Page
	102-2 *	Activities, brands, products, and services	Refer to Page 4 – Corporate Profile
	102-3 *	Location of headquarters	554 Havelock Road Singapore 169639
	102-4 *	Location of operations	Singapore
	102-5 *	Ownership and legal form	Refer to Notes 1, 14 to 16 of Notes to The Financial Statements of Annual Report FYE 31 December 2021
	102-6 *	Markets served	Refer to Chairman's Statement and Corporate Structure of Annual Report FYE 31 December 2021
	102-7 *	Scale of the organization	Headquarters in Singapore. As of 31 December 2021, the Group has 19 employees.
	102-8 *	Information on employees and other workers	All organisation's activities are performed by workers who are employees. The Group have no temporary or part-time employees.
	102-9 *	Supply chain	The Group's suppliers are all local operators.
	102-10 *	Significant changes to the organization and its supply chain	In FY2021, there were no significant changes in the Group's supply chain or relationship with suppliers.
	102-11 *	Precautionary Principle or approach	Page 6 – Strategic Approach for Sustainability Page 7 to 8 – Stakeholder Engagement & Materiality Assessment
	102-12 *	External initiatives	Page 7 – Awards & Certifications
	102-13 *	Membership of associations	Nil
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Refer to Chairman's Statement of Annual Report FYE 31 December 2021
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Refer to Corporate Governance of Annual Report FYE 31 December 2021
GRI 102: Governance	102-18 *	Governance structure	Page 7 – Governance Structure

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder groups	Page 7 – Stakeholder Engagement
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Page 7 – Stakeholder Engagement
	102-43 *	Approach to stakeholder engagement	Page 7 – Stakeholder Engagement
	102-44 *	Key topics and concerns raised	Page 7 – Stakeholder Engagement Page 8 – Materiality Assessment
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Refer to Corporate Structure of Annual Report FYE 31 December 2021
	102-46 *	Defining report content and topic Boundaries	Page 2 – Reporting Boundary
	102-47 *	List of material topics	Page 8 – Materiality Assessment
	102-48 *	Restatements of information	Not Applicable
	102-49 *	Changes in reporting	Not Applicable
	102-50 *	Reporting period	1 January 2021 to 31 December 2021
	102-51 *	Date of most recent report	28 May 2021
	102-52 *	Reporting cycle	Annual
	102-53 *	Contact point for questions regarding the report	Page 2 – Feedback
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core option
	102-55 *	GRI content index	Page 17 to 19
	102-56 *	External Assurance	The Group has not sought external assurance for this sustainability report.
GRI 302: Energy	DMA	Management approach disclosures	Page 9 to 11 – Energy Efficiency
	302-1	Energy consumption within the organisation	Page 9 to 11 – Energy Efficiency
	302-4	Reduction of energy consumption	Page 9 to 11 – Energy Efficiency

GRI 307: Environmental Compliance	DMA	Management approach disclosures	Page 10 to 11 – Environmental Compliance
	307-1	Non-compliance with environmental laws and regulations	Page 10 to 11 – Environmental Compliance
GRI 401: Employment	DMA	Management approach disclosures	Page 12 – Fair Employment
	401-1	New employee hires and employee turnover	Page 12 – Fair Employment
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	As per Employment Act
	401-3	Parental leave	In support of the Singapore government's pro-family legislation, eligible working mothers and fathers who are legally married and whose newborn child is a Singapore citizen are entitled to 16 weeks of maternity leave and 2 weeks of paternity leave respectively. Eligible working parents of at least one Singapore citizen child who is less than seven years old; or between ages of 7 to 12 (by extension) are entitled to 6 days of paid childcare leave annually.
GRI 403: Occupational Health and Safety	DMA	Management approach disclosures	Page 14 to 15 – Health and Safety
	403-9	Work-related injuries	Page 14 to 15 – Health and Safety
GRI 404 Training & Education	DMA	Management approach disclosures	Page 13 to 14 – Training and Development
	404-1	Average hours of training per year per employee	Page 13 to 14 – Training and Development
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 13 to 14 – Training and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	All employees are assessed regularly and remunerated fairly based on their experience, qualifications, and performance.
GRI 413: Local Community	DMA	Management approach disclosures	Page 15 – Local Communities
	413-1	Operations with local community engagement, impact assessments, and development programs	Page 15 – Local Communities
GRI 413: Customer Privacy	DMA	Management approach disclosures	Page 15 – Customer Privacy
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data development programs	Page 15 – Customer Privacy
GRI 205 Anti-Corruption	DMA	Management approach disclosures	Page 16 – Anti Corruption
	GRI 205-3	Confirmed incidents of corruption and actions taken	Page 16 – Anti Corruption



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