



**NEW TOYO**  
International Holdings Ltd

**ON THE PATH TO  
GREATER  
SUSTAINABILITY**

Sustainability Report 2022

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# MESSAGE FROM THE BOARD OF DIRECTORS

**"A FOCUS ON OPTIMAL EFFICIENCY AND SUPERIOR QUALITY IS FUNDAMENTAL TO THE SUSTAINABILITY OF OUR BUSINESS AND ENABLES US TO ACHIEVE OPTIMISED CUSTOMER SATISFACTION WHILE ENHANCING THE INTERESTS OF OUR STAKEHOLDERS."**

## **Dear Stakeholders,**

New Toyo is committed to delivering quality products and services, maintaining high productivity and delivering value to our shareholders and at the same time embracing a strong sustainability vision that sustains our business and the human economy at large.

In 2022, we stepped up our efforts to embed sustainability within our businesses and across the value chain. We have started to adopt TCFD recommendations. Our Scope 1 and Scope 2 greenhouse gas emissions are reported from this report onwards with the aim to set emissions reduction targets, develop Scope 3 inventory and a decarbonization plan in coming years. Collaboration with our value chain partners will be critical to reach our decarbonisation goals. Fundamental to this sustainability approach lies an overall enterprise risk management framework which includes comprehensive measures overseeing environmental, social and governance ("ESG") matters, as well as addressing climate risks and opportunities.

This is the sixth sustainability report ("Report") for New Toyo International Holdings ("NTIH" or "Company" and together with its subsidiaries, "Group") for the financial year ended 31 December 2022 ("FY2022"). Since 2018, our sustainability report has been issued alongside the company's annual report. The reporting scope for financial year ("FY") 2022 covers four countries of operation – Singapore, Malaysia, Vietnam, and United Arab Emirates ("UAE"). In FY2022, we have also expanded on the environmental performance data for energy consumption, greenhouse gas emissions, water and waste management.

Our pledge to promote sustainability starts with our initial production processes and reflects. We believe that entrenching the foundations of environmental

sustainability relies on rigorous planning and a responsible and efficient use of raw materials to maximise waste reduction. We also endeavour to promote employee well-being in the Group. Our employees are intrinsic to the success of the business, and their welfare, safety and security are of paramount importance. We empower and enable the local and regional communities where we operate, which bring enhanced benefits to our low-cost based operations in ASEAN's rapidly developing economies, such as Vietnam.

The Board of Directors of the Company ("Board") is responsible for overseeing New Toyo's overall sustainability practices, and climate-related risks and opportunities. The Board is also responsible for the review and consideration of ESG and climate-related issues when overseeing the formulation of and approval of long-term strategic objectives and directions.

The Group Sustainability Committee, which is chaired by the Group CEO, is responsible for assisting the Audit Committee ("AC") in reviewing ESG and climate-related issues, developing management policies, strategies, and frameworks for monitoring and mitigating climate-related risks and opportunities, as well as establishing priorities, goals and targets in the short, medium and long term. The Group Sustainability Committee reports to the AC, and the AC in turn reports to and assists the Board in the oversight of sustainability and climate-related issues.

This Report provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhances company risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

# ABOUT NEW TOYO

**"WITH MORE THAN 40 YEARS IN THE MARKET, NEW TOYO HAS AN ESTABLISHED REPUTATION AS A PROMINENT VALUE-ADDED SUPPLIER OF QUALITY PRODUCTS AND SERVICES. WE STRIVE TO ENHANCE PRODUCTIVITY AND ALIGN WITH THE LATEST TRENDS AND DEVELOPMENTS IN THE PACKAGING INDUSTRY AS WE ENDEAVOUR TO BE THE SUPPLIER OF CHOICE FOR OUR CUSTOMERS."**

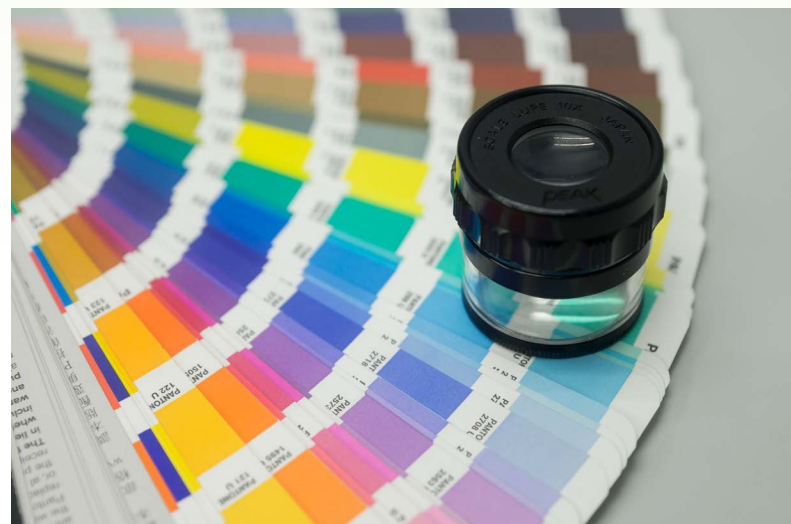
New Toyo International Holdings Ltd ("New Toyo") is a leading regional supplier in Asia Pacific region, recognized as key player in the supply of superior-quality specialty packaging materials primarily to the fast-moving consumer goods sector. New Toyo was established in 1975 and has been listed on Singapore Exchange's Mainboard since 4 April 1997. As at 31 December 2022, our global workforce comprises 1,126 employees mainly in Singapore, Malaysia, Vietnam, Indonesia and UAE. Our established manufacturing bases are strategically located in these five countries – the regional nature of our manufacturing and logistics components provides timely assistance to our clients in these markets, reinforcing our Group's pledge to fulfil customer needs and ensure product quality.

New Toyo has two core business divisions:

The **Specialty Papers ("SP")** division focuses on providing laminated and/or coated paper and paperboards in reel form or in sheets for fast-moving consumer goods and label industries. These materials are utilized on high-speed machines to package final consumer goods. Additionally, the range of products also include wrapping materials that act as barriers to air, oxygen, moisture, as well as oil and grease, providing an eco-friendly alternative to plastics packaging.

The **Printed Cartons and Labels ("PCL")** division features primarily gravure and lithography printing. Gravure printing is a specialised high-speed printing process used for high-quality paper prints. Lithography or offset printing is primarily for the supply of folded cartons and labels for fast-moving consumer goods.

In addition, the Group features a trading business involved in offering raw materials, paper products and equipment.



# OUR SUSTAINABILITY ETHOS

**"TO DO OUR PART TO SAFEGUARD OUR ENVIRONMENT AND BETTER THE LIVES OF OUR PEOPLE AND THE COMMUNITIES WHERE WE WORK AND LIVE."**

At New Toyo, we pride ourselves in proactively embedding sustainability measures into our operations. We are constantly evaluating measures that will allow us to operate in a more productive and efficient manner. We also understand the importance of ongoing communication and actively engage with our key stakeholders to build long-lasting relationships with them. We see prioritizing sustainability issues as vital to our standing in the market and to our deep connections with all our key stakeholders.

Our approach to sustainability considers the supply chain in its entirety, from raw materials and conversion to the eventual provision of products for our clients. Through a combination of effective planning and timely implementation, we can reduce the use of natural resources necessary in manufacturing paper, paper board and aluminium foil. Consistent efforts at improvement are reflected in our continuous review of all processes. We ensure our suppliers read and formally acknowledge their adherence to New Toyo's Supplier Code of Conduct policy ("Supplier CoC") to ensure alignment across our supply chain.



The Supplier CoC prompts our suppliers to view sustainability not only through the lens of compliance, but as a key principle underpinning how a business should be conducted. The Supplier CoC breaks down numerous issues, including ethics in business dealings, adherence to applicable laws and regulations, as well as environmental stewardship.

In line with our fundamental principles, we reiterate with pride that in line with our expectations, none of our products have been restricted in any of the markets we operate in. A proper conduct of business rests on having the right attitude and mind-set to promote ethical and responsible behaviour.

# ABOUT THE REPORT

This Report covers the key business units under the Specialty Paper ("SP") division, with our Printed Cartons and Labels ("PCL") division<sup>1</sup> reported in a separate report by our subsidiary, Tien Wah Press Holdings Berhad ("TWPH"). TWPH is listed on Bursa Malaysia and is also subject to Bursa's sustainability reporting requirements. The environmental performance data excludes New Toyo International Holdings Ltd which is the head office, and New Toyo International Co. (Pte) Ltd which is under trading division. However, employee headcount data and health and safety performance has been included for these two entities.

This Report is published annually and covers the same period as the financial year of the Company (January 2022 to December 2022). Our last sustainability report was published in May 2022. Where possible, we have shared three-year historical information on our material topics to provide a meaningful basis for comparison. Standard units of measurement are employed for this report. Any necessary and applicable conversion factors, in addition to the computational basis for certain metrics, are provided in respective sections.

This Report has been prepared based on the Singapore Exchange Securities Trading Limited Listing Manual (SGX-ST Listing Manual): Listing Rules 711A and 711B, Practice Note 7.6 Sustainability Reporting Guide, and has referenced the Global Reporting Initiative ("GRI") Standards, a globally recognised sustainability reporting framework, for reporting on topics that are deemed material to New Toyo. Our contribution to the United Nations Sustainable Development Goals ("UNSDGs") has been included to report on our sustainability performance. The Sustainability Report also takes into account the inclusion of the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD").

Although external assurance has not been sought for this year's report, an internal review of our sustainability reporting processes was conducted by our internal auditor, on a cycle basis, as part of the internal audit plan. The internal review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors.

Please address any queries in connection to this report to [enquiry@newtoyo.com](mailto:enquiry@newtoyo.com).

<sup>1</sup> For more information on PCL's Sustainability Approach and Statement, please refer to the TWPH website or link at <https://www.tienwah.com/annual-report>.

# OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ("UNSDGs")

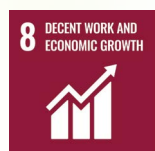
New Toyo is committed to the United Nations Sustainable Development Goals ("UNSDGs") and works actively to support the UNSDGs. We believe that businesses have a key role to play in implementing the goals. We contribute to social and economic development in the societies and communities we operate in, as well as do our part on climate action and conducting responsible business activities. New Toyo supports all the 17 UNSDGs and contributes in particular to the following 6 goals: gender equality, clean water and sanitation, decent work and economic growth, responsible consumption and production, climate action, and peace, justice and strong institutions. Our specific targets and contribution for each of these goals is described in the table below.



New Toyo recognises the importance of women participation and equal opportunities for leadership in the organisation. At the leadership level, 14% of our executive board members comprise of females. The senior management team comprise equally of males and females, and are all hired locally from countries where we operate.



Through a combination of conservation practices and improvement of work process, the total volume of water used in the last 3 years has gradually decreased from 21.20 megaliters in FY2020 to 19.87 megaliters in FY2022. Our water withdrawal intensity for FY2022 is 0.16 megaliters per S\$ million revenue which is approximately 23% less than in FY2021.



New Toyo prohibits any form of forced labour including child labour, human trafficking and modern slavery across all our business units. Across the Group, we had a 26% increase in total headcount from 367 employees globally<sup>2</sup> in FY2021 to 464 employees as at 31 December 2022. 83% of our employees are permanent, full-time employees. All our employees are paid fair wages in line with local regulations.



New Toyo seeks to optimise the circularity of packaging in the form of higher recyclability and increased recycling. Where possible, we have used recycled materials such as kraft, chipboard, duplex and woodfree paper in our manufacturing process. In FY2022, an average of 3.18% of recycled input materials was used for manufacturing our primary products.



We have achieved a reduction in our overall energy intensity and GHG intensity<sup>3</sup> in FY2022 for Specialty Papers segment. By switching to more sustainable packaging materials which are less energy intensive, we have achieved an energy intensity of 0.355 TJ/S\$ million revenue in FY2022. This is approximately 17% less than our energy intensity in FY2021. As we increase the proportion of renewable energy used in our total energy mix, our GHG emission intensity for FY2022 has also decreased by approximately 14% in FY2022 to 42.37 tCO<sub>2</sub>e/S\$ million revenue.



New Toyo does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromised equal opportunities in the recruitment process and career development.

<sup>2</sup> Headcount for Specialty Papers division as well as the trading office – New Toyo International Co. (Pte) Ltd, and the head office – New Toyo International Holdings Ltd.






<sup>3</sup> Energy and emissions intensity has been calculated based on revenue for Specialty Papers only.

# STAKEHOLDER ENGAGEMENT AND MATERIALITY

## Stakeholder Engagement

GRI 2-29

We nurture and grow long-term relationships with our key stakeholders by engaging them on matters of shared concern through measures such as regularly scheduled customer surveys and shareholder meetings. This form of consistent and continuous stakeholder engagement is a commitment to our stakeholders that their expectations and considerations are of material importance to us.

Stakeholder Group	Engagement Methods and Frequency	Key Topics and Concerns	How New Toyo has responded
 <b>Customers</b>	<ul style="list-style-type: none"> <li>Annual Customer Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>Provide consistent product and service quality</li> </ul>	<ul style="list-style-type: none"> <li>See: Supplier of Choice, page 19</li> </ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>Regular business meetings, emails and ad-hoc telephone calls</li> </ul>	<ul style="list-style-type: none"> <li>Ensure safe working conditions and compliance with locally relevant laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>See: Supplier of Choice, page 19</li> </ul>
 <b>Investors</b>	<ul style="list-style-type: none"> <li>Annual general meetings</li> <li>Half-yearly results announcements</li> <li>Regular stock exchange releases online</li> </ul>	<ul style="list-style-type: none"> <li>Give timely and regular updates on financial performance, business strategies and other investor related issues</li> </ul>	<ul style="list-style-type: none"> <li>See: Governance and Ethics, page 27-29</li> </ul>
 <b>Board of Directors</b>	<ul style="list-style-type: none"> <li>Regular Board and Board committee meetings (See: Corporate Governance Statement in our Annual Report)</li> </ul>	<ul style="list-style-type: none"> <li>Ensure business operations comply with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>See: Governance and Ethics, page 27-29</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>Annual/On-going performance evaluation for all Employees</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate and increase employee commitment and loyalty</li> </ul>	<ul style="list-style-type: none"> <li>See: Responsible Employer, page 20-26</li> </ul>



# STAKEHOLDER ENGAGEMENT AND MATERIALITY

## Materiality

### GRI 3-1, GRI 3-2, GRI 3-3

In FY2022, we reviewed our materials topics to ensure that they were still relevant and current. This review was done through a peer benchmarking and a stakeholder engagement exercise with both our internal and external stakeholders. An independent consultant was engaged to conduct the materiality assessment. To identify potential significant topics, a variety of sources and standards were used as inputs to the review:

- Reporting standards and frameworks, including the Global Reporting Initiative's ("GRI") Standards and the Task Force on Climate-related Financial Disclosures ("TCFD");
- Customer feedback on our sustainability performance through both formal and informal means;
- Legal/regulatory aspects affecting the company directly or indirectly;
- Input and feedback from direct ESG outreach meetings with investors;
- Sustainability information that various ranking organizations use to determine New Toyo's performance;
- Feedback on our prior sustainability reporting;
- Insight from our senior management team; and
- Our sustainability goals.

External stakeholders and internal stakeholders relevant to New Toyo's business were identified based on GRI's definition<sup>4</sup>. Through discussion with key management representatives from the various business units, external stakeholders were identified – suppliers, customers, and employees. Using the topics identified from the peer benchmarking exercise, a list of common material topics was established and these were used for the stakeholder engagement exercise with the external and internal stakeholders to better understand their needs and concerns, so that we could prioritise the various ESG topics.

The internal and external stakeholder engagement exercise was facilitated by an independent sustainability consultant. The external stakeholder engagement surveys were sent to various stakeholders which included suppliers, customers, and employees from the various business divisions. Respondents were asked to identify topics that were important for New Toyo to respond.



<sup>4</sup> GRI 3 Material Topics (2021): Stakeholders are defined as individual or group that has an interest that is affected or could be affected by the organization's activities. Source: Organisation for Economic Co-operation and Development (OECD), OECD Due Diligence Guidance for Responsible Business Conduct, 2018.

# STAKEHOLDER ENGAGEMENT AND MATERIALITY

Following the materiality assessment, the following ESG topics are prioritized in accordance with their level of significance to New Toyo's economic, environmental, and social impact, as well as their importance to our stakeholders, and will be disclosed in this Sustainability Report.

To provide guidance for the various business units so that they may implement sustainability initiatives, programs or target setting, we have established four focus areas that address our material topics. Topics in italics have also been included as they were assessed to have a material ESG impact on our business, based on senior management's assessment on industry and current business trends.

SUSTAINABILITY FOCUS AREAS	MATERIAL TOPICS	RELEVANT GRI DISCLOSURES
<b>Environmental Care</b>	<ul style="list-style-type: none"> <li>Resource Use and Efficiency Within the Organisation</li> <li><i>Climate-related Risks and Opportunities</i></li> <li>Resource Use and Efficiency in Products</li> </ul>	<ul style="list-style-type: none"> <li>Energy and GHG Emissions (GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-4)</li> <li>Water (GRI 303-3)</li> <li>Materials (GRI 301-1, GRI 301-2)</li> <li>Waste<sup>5</sup> (GRI 306-3)</li> </ul>
<b>Supplier of Choice</b>	<ul style="list-style-type: none"> <li><i>Responsible Sourcing</i></li> <li>Service &amp; Production Quality</li> </ul>	
<b>Responsible Employer</b>	<ul style="list-style-type: none"> <li><i>Employee Hiring, Turnover and Retention</i></li> <li><i>Employee Diversity and Inclusivity</i></li> <li>Non-Discrimination</li> <li>Employee Health, Safety and Security</li> <li><i>Training and Development</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Employment</i> (GRI 401-1, GRI 202-2)</li> <li><i>Diversity and Equal Opportunity</i> (GRI 405-1)</li> <li>Non-discrimination (GRI 406-1)</li> <li>Occupational Health &amp; Safety (GRI 403-9)</li> <li><i>Training and Education</i> (GRI 404-1)</li> </ul>
<b>Governance and Ethics</b>	<ul style="list-style-type: none"> <li>Financial Performance of Organisation</li> <li>Compliance</li> <li>Anti-Corruption</li> <li>Anti-Competition</li> <li>Data Privacy &amp; Security</li> </ul>	<ul style="list-style-type: none"> <li>Economic Performance (GRI 201-1)</li> <li>Compliance (GRI 2-27)<sup>6</sup></li> <li>Anti-corruption (GRI 205-3)</li> <li>Anti-competitive Behaviour (GRI 206-1)</li> <li>Customer Privacy (GRI 418-1)</li> </ul>

5 This material topic was previously known as Effluents and Waste but has since been revised to Waste so as to align it with the latest GRI disclosure – Waste (2020).

6 Environmental compliance (previously GRI 307-1) and socioeconomic compliance (previously GRI 419-1), has been moved and expanded under Disclosure 2-27 Compliance with laws and regulations in GRI 2: General Disclosures 2021. With the release of the Universal Standards 2021, GRI 307 and GRI 419 have been withdrawn.

# ENVIRONMENTAL CARE

- 10 Resource Use and Efficiency within the Organisation  
(Energy and GHG Emissions)
- 14 Resource Use and Efficiency in Products  
(Water, Materials and Waste)

# ENVIRONMENTAL CARE

## Resource Use and Efficiency within the Organisation

New Toyo takes responsibility for mitigating climate change by minimising our carbon emissions and maximising the climate benefits that arise through the value chain. Replacing some of our pre-processed material based on aluminum foil, paper and boards with our renewable packaging materials enables our customers to reduce their climate footprint. Packaging that preserves the content well also reduces waste and enables the material to be effectively recycled, increasing consumers' opportunities to contribute to a circular economy.

Production is at its most profitable and resource efficient when each machine is running at optimum speed and producing high quality for as many of the hours of the day as possible, maximising capacity utilisation at the lowest possible unit cost, while producing high-quality products. Our production stability has improved over the years, but we are continuing to focus on improvements to boost uptime and efficiency. Important aspects of this work include analysing the root causes of unplanned production stoppages and identifying what can be done more efficiently and at higher quality. Our production consumes energy and accounts for a significant proportion of the company's environmental and climate impact, representatives from all production facilities are responsible for sharing experiences and implementing the best solutions.

## Climate Risks and Opportunities

Climate change is one of the most pressing challenges today and there is a growing global emphasis on addressing its impacts. There are also significant challenges for businesses in adapting to the changing climate and moving towards a low-carbon economy. To this end, New Toyo has taken a phased approach in the adoption of recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). In FY2022, we started to align our disclosures with TCFD recommendations, specifically our approach to address the four core elements – governance, strategy, risk management and metrics and targets. We plan to provide further disclosures on this in the future. We are also enhancing our policy to guide our management approach and strategy on issues such as climate change mitigation, adaptation and resilience, and ensure that it is implemented across our various operational sites.

Through the Enterprise Risk Management, we have identified the following climate-related risks (physical and transition) relevant to our Specialty Paper business.



# ENVIRONMENTAL CARE

Risk Type	Description	Impacts	Mitigating Measures
Transition	Compliance	Stricter climate-related regulations could be imposed in the countries where we operate, which may lead to increased operational costs and litigation risks.	<p>We are committed to sustainability and reducing our carbon footprint. To this end, we have implemented various measures to improve energy use and efficiency across all our operations. For instance, we have adopted more efficient motors and pumps and transitioned to LED lighting to reduce our energy consumption effectively.</p> <p>In addition, we are taking proactive steps to decrease our carbon footprint and explore the feasibility of utilizing renewable energy sources where operationally feasible. Our recent installation of a solar panel system in our factory located in Vietnam is a prime example of our commitment to promoting renewable energy and sustainable practices.</p> <p>These risks are identified from our high level assessment and we will undertake further analysis of the climate related risks and opportunities in FY2023.</p>
	Technology	As the world transitions to a lower-carbon economy, existing equipment and machinery may become non-compliant with energy regulations or become inefficient to operate due to the rising costs of fossil-fuel-based energy sources in our operations and supply chains.	
	Environment	Higher costs may be incurred to source for environmentally friendly materials. Failure to monitor the procurement costs could result in production losses. In addition, shifting customer preferences towards environmentally friendly materials could impact sales, if we are not able to meet their requirements.	
Physical	Extreme weather	Heightened severity of extreme weather events, such as cyclones and floods, coupled with rising mean temperatures and sea levels, could damage our infrastructure and result in financial and business loss.	

# ENVIRONMENTAL CARE

## Energy and GHG Emissions

GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-4

In FY2022, we embarked on an extensive exercise to refine the data collection process for energy consumption data for all locations as well as our Scope 1 and 2 greenhouse gas ("GHG") emissions. In the coming years, we intend to develop our Scope 3 inventory to address upstream and downstream emissions in our value chain and set GHG reduction targets with an aim to decarbonise our operations. Replacing fuel oil will demand investments in process infrastructure to cope with the different characteristics of alternative fuels. We are hopeful that with advancement in technology, there may be more energy efficient equipment options in the future that we can explore. The Group will align its efforts towards Singapore's decarbonisation pledge of net zero emissions by year 2050.

The overall energy consumed by the Group in FY2022 was 44,947 GJ which is an approximately 5.4% increase from the energy consumed in FY2021. This increase was due to an increase in production at our Specialty Paper's sites in UAE and Malaysia.

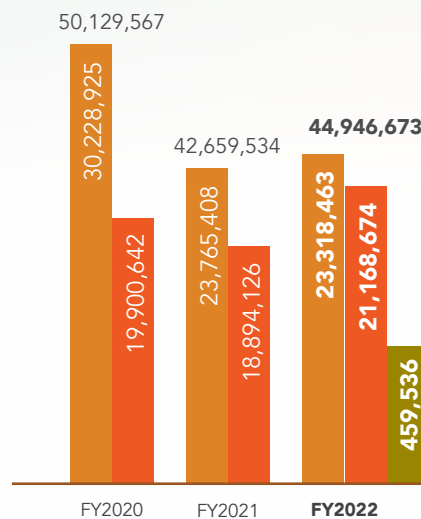


**Our overall energy intensity for FY2022 is 0.355 TJ/\$ million revenue which is approximately 17% less than our energy intensity in FY2021.**

### Total energy consumed & energy intensity for the Group

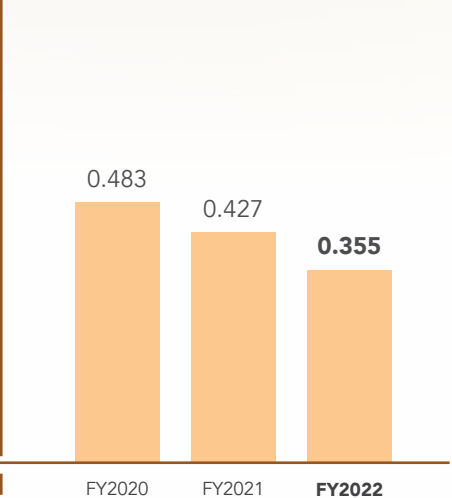
- Energy consumed from fuel
- Energy consumed from electricity
- Renewable energy

#### Total Energy Consumption (MJ)



#### Energy Intensity

Total energy consumed (TJ) / S\$ million revenue



# ENVIRONMENTAL CARE

Our overall GHG emissions amounted to 5,367 tonnes carbon dioxide equivalent (tCO<sub>2</sub>e), comprising of 1,736 tCO<sub>2</sub>e and 3,631 tCO<sub>2</sub> for Scope 1 and 2 emissions respectively. Our GHG emissions in FY2022 was approximately 8.8% more than what was emitted in FY2021, with the majority of the increase in emissions coming from the electricity consumed at our sites in UAE and Malaysia.

We are taking proactive steps to reduce our carbon footprint by lowering our energy consumption and exploring the use of renewable energy sources where operationally feasible. In FY2022, our factory in Vietnam installed solar panels to increase the proportion of energy from renewable sources. LED light bulbs were used to replace incandescent light bulbs, and inverter air conditioning with more efficient motors were also used to replace older non-inverter types. Fiber boards were also installed on the rooftop of our factory to reflect sunlight and reduce heat gain through the roofs. Other initiatives that we have taken to reduce our carbon footprint include regular machine maintenance and limiting machine downtime.

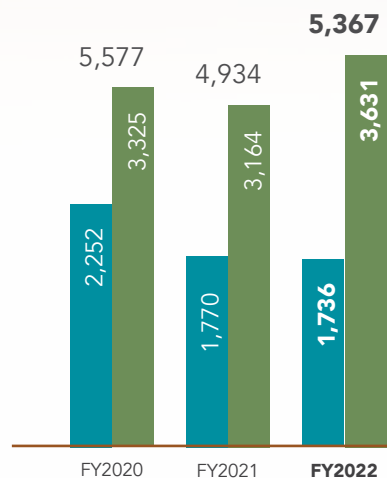


**Our GHG emission intensity for FY2022 is 42.37 tCO<sub>2</sub>e/S\$ million revenue which is also approximately 14% less than our GHG intensity in FY2021.**

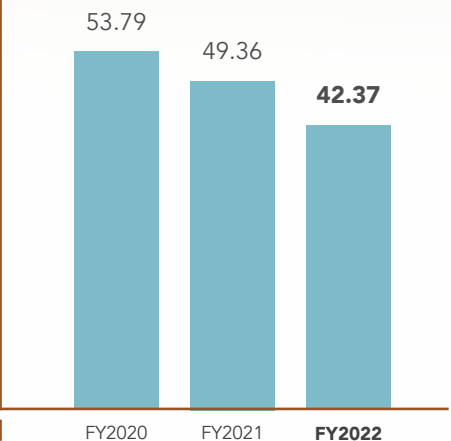
## Total Scope 1 and Scope 2 GHG emissions for the Group (tCO<sub>2</sub>e)

- Scope 1 (tCO<sub>2</sub>e)
- Scope 2 (tCO<sub>2</sub>)

## Total Scope 1 and Scope 2 GHG emissions (tCO<sub>2</sub>e)



## GHG emissions intensity (Total GHG (tCO<sub>2</sub>e) / S\$ million revenue)



Energy and emission conversion factors for the above tables and charts are based on Emission Factors for Cross Sector Tools March 2017. Global warming potential values applied are from the IPCC Fifth Assessment Report (AR5) (2014). Grid Emission Factors for Singapore are sourced from Singapore Energy Market Authority (EMA), grid emission factors for Vietnam, UAE and Malaysia were sourced from IGES Institute for Global Environmental Strategies (2022). List of Grid Emission Factors, version 10.12.

# ENVIRONMENTAL CARE

## Resource Use and Efficiency in Products

We aim to have our products and services made and delivered at high quality, with the lowest possible cost and a minimum consumption of resources for a small environmental footprint. We utilise water and various materials for manufacturing our products and in the process, generate both hazardous and non-hazardous waste.

We are constantly seeking new ways to reduce our impact on the environment to benefit our customers with safe and sustainable solutions. To achieve this, it is imperative that we shift to a circular economy model, where materials are used and reused over and over. Our initiatives extend from lean manufacturing and efficient use of raw materials to product design and product range optimisation. Package optimisation also minimises the resulting packaging waste. The use of thin, plastic film reduces the amount of raw material, translating into lower CO<sub>2</sub> emission.

## Water GRI 303-3

Sustainable water use is important to us. We rely on water mainly for use in our facilities, for cooling and cleaning, and for product formulation and manufacturing of water-based coatings. As resource use within the organization and our products has been identified as a material topic, moving forward, we shall be disclosing more on how we manage this natural resource in the areas where we operate. Water is supplied by municipal water sources at all our plants.



**The total volume of water used in the last 3 years has gradually decreased from 21.20 megaliters in FY2020 to 19.87 megaliters in FY2022. Our water withdrawal intensity for FY2022 is 0.157 megaliters per S\$ million revenue which is approximately 23% less than in FY2021.**

Two of our sites in Ho Chi Minh, Vietnam, and Dubai, United Arab Emirates, are in water-stressed areas<sup>7</sup>. We are conscious that this is important as we should take additional measures to conserve and reuse water at these sites.



**We shall continue to monitor our overall water consumption to assess if we can reach a steady state and achieve an optimal water intensity with aim to set a target in FY2024.**

<sup>7</sup> Based on current baseline data, WRI Aqueduct Water Risk Atlas. <https://www.wri.org/aqueduct>



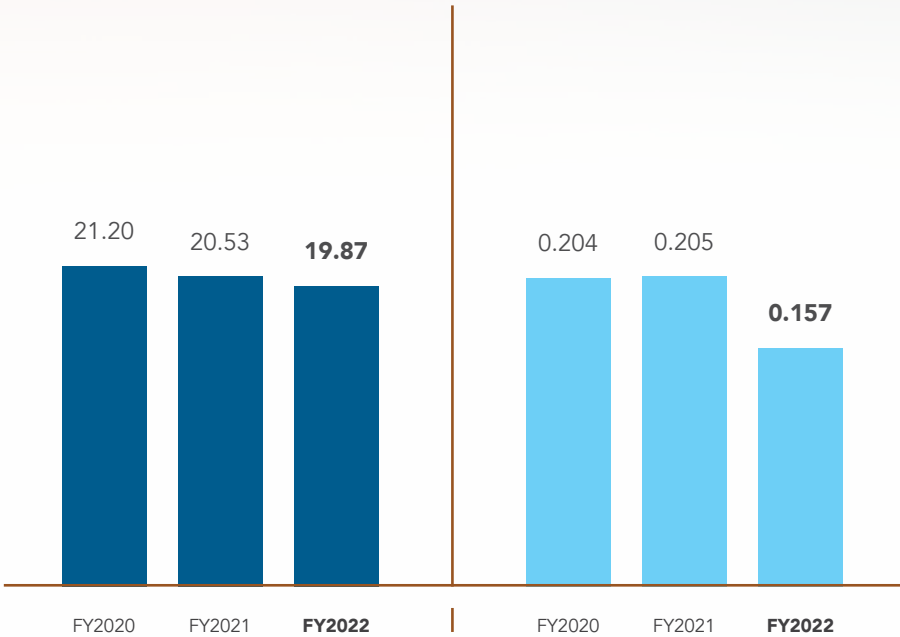
# ENVIRONMENTAL CARE



**Total volume of water withdrawn for the Group (Megaliters)**

**Total Volume of Water Withdrawal (Megaliters (MI))**

**Water Intensity (Megaliters (MI) per S\$ million revenue)**



# ENVIRONMENTAL CARE

## Materials

GRI 301-1, GRI 301-2

Higher demands and requirements in terms of sustainable packaging solutions are driving the trend to replace packaging that is difficult to recycle with paper-based alternatives. For example, this may involve developing board and paper with recyclable barriers, ability to preserve food and liquid over time, which are adapted to demands for food and product safety and have a low climate footprint. New Toyo seeks to optimise the circularity of packaging in the form of higher recyclability and increased recycling. Where possible, we have used recycled materials such as kraft, chipboard, duplex and woodfree paper in our manufacturing process.

### Materials used by weight by the Group in FY2022

<b>Total weight of non-renewable materials used to produce or package primary products and services (in tonnes):</b>	7,087
<b>Total weight of renewable materials used to produce or package primary products and services (in tonnes):</b>	27,273



A total of 3.2% recycled material was utilized in the manufacturing process of products by the Group during FY2022.



Moving forward, we plan to increase the recycled material content used for each of the sites, so as also to be able to divert this waste away from landfill or incineration.

	FY2020	FY2021	FY2022
<b>Percentage of Recycled Input Material Used in the Manufacturing of Products</b>	5.0%	3.2%	3.2%

# ENVIRONMENTAL CARE

## Waste GRI 306-3

Regular tracking and monitoring of different waste streams and volumes enhance our understanding of how we can further reduce, reuse and recycle waste materials. Our waste control procedures are also reviewed annually to align with statutory requirements and mitigate any environmental risks. In FY2022, we have embarked on a data collection exercise to understand the volume of hazardous and non-hazardous waste generated from our sites.



**A total of 1,415 tonnes (or 73%) of non-hazardous waste that was generated was recycled, while 46 tonnes (or 27%) of the 168 tonnes of hazardous waste generated was recycled.**

All our hazardous waste is collected by licensed third-party waste vendors. The volume of non-hazardous waste generated in FY2022 was almost 18% more than in FY2021, this is primarily due to an increase in production in Malaysia and also waste from test runs when developing new products for our customers.



**We shall continue to track and monitor our waste generated across the Group and identify opportunities for improvement to enable circular economy in our processes.**

## Total waste generated across the Group in FY2022

	Recycled	
<b>Hazardous</b> 168 tonnes	27% 46 tonnes	Waste from chemicals or contaminated by chemicals that have a risk to human health or environment as per regulations in country of operation.
<b>Non-Hazardous</b> 1,951 tonnes	73% 1,415 tonnes	Certain industrial waste that is not considered a risk to human health and environment as per regulations in country of operation. This includes metal, paper, plastic and wood waste.



# SUPPLIER OF CHOICE

- 19 Responsible Sourcing
- 19 Service & Production Quality



# SUPPLIER OF CHOICE

## Responsible Sourcing

New Toyo strives for a sustainable and responsible supply chain where all purchasing decisions are made in line with principles of business ethics and the sustainability criteria laid down. Our suppliers have a significant impact on our performance, so it is important that we monitor and evaluate them too. We have in place a Supplier Code of Conduct which all our suppliers are required to comply with. The Supplier Code of Conduct is part of the contract for suppliers and clearly sets out our expectations and minimum requirements in terms of statutory compliance, business ethics, human rights and labour law, health and safety and the environment. In FY2022, our new suppliers have acknowledged and declared that they would adhere to New Toyo's Supplier Code of Conduct.

Moving forward, for a holistic approach to our value chain, we plan to assess the sustainability impact at each stage of our product value chain – from sourcing raw materials to packaging. This will allow us to ensure that our sourcing is fully aligned with our responsible sourcing strategy and that our partners in the upstream supply chain operate according to the same corporate social responsibility standards as New Toyo.

## Service & Production Quality

(Customer Satisfaction)

Achieving ISO 9001 certification ensures that the quality of our products and services are consistently delivered with each order. This guarantee of quality results helps us to meet the needs of our customers and stakeholders more effectively with fewer internal and external rejects and a reduced consumption of resources that can translate into savings on materials, energy, transport and labour, which would otherwise be directed towards rectification and replacement. Presently, our Specialty Paper sites in Malaysia (Paper Base Converting Sdn Bhd), Singapore (New Toyo Aluminium Paper Product Co. (Pte) Ltd) and Vietnam (New Toyo (Vietnam) Aluminium Paper Packaging Co., Ltd), are certified to ISO 9001.

We regularly communicate with customers to improve our products, respond to their needs and support sustainability commitments along the value chain. Customer surveys help us find ways to improve our products and customer service. Our sales representatives and technical experts work closely with customers to address concerns and provide product stewardship information. Customers regularly visit our manufacturing sites to review our operations and observe our compliance with product specifications, as well as applicable laws and regulations.



**In FY2022, we have achieved an average of 4 out of 5 (Rating level: Good) based on our customers' satisfaction with products and the packaging.**



**We aim to maintain at minimum a Good performance rating in FY2023.**

# RESPONSIBLE EMPLOYER

- 21 Employee Hiring, Turnover and Retention
- 22 Employee Diversity and Inclusivity
- 23 Non-Discrimination
- 23 Employee Health, Safety and Security
- 25 Training and Development
- 26 Community Engagement

# RESPONSIBLE EMPLOYER

## Employee Hiring, Turnover and Retention

At New Toyo, we are firm believers that the success of our organisation is the result of our employees' performance. To bolster employee satisfaction and productivity, we have built a culture of inclusiveness and self-development within the organisation and employees are provided a diverse range of customised training and development pathways. We also want to have a high employee engagement as it has impact on the overall results for New Toyo, team performance and individual contribution and commitment.

To create high engagement, we need to have:

- An inclusive and customer focused culture.
- Diversity and inclusion across all operations. All employees should feel that they are seen, appreciated, and respected for who they are.
- A growth mindset, facilitate and emphasize curiosity and learning. We will attract, recruit and retain the talents that can realize our vision.
- An environment that promotes work-life balance.
- An equal and competitive remuneration within the framework of our remuneration policy.

## Employment GRI 401-1, GRI 202-2

As at 31 December 2022, our workforce<sup>8</sup> for the entities under Specialty Papers, together with our trading office and head office in Singapore comprised 464 employees in Singapore, Malaysia, Vietnam and United Arab Emirates ("UAE"). This comprises 383 permanent employees and 81 temporary employees. Majority of our employees are hired in Malaysia and Vietnam, which have 203 and 129 employees, respectively. In FY2022, we had a turnover rate of 22% and a hiring rate of 35%. Our turnover and hiring rates in FY2022 were higher compared to FY2021 due to shortage of manpower and challenges in staff retention in operations and production-related jobs. Approximately 68% of our new hires in FY2022 were under 30 years old.

We promote both the recruitment of local employees and their international deployment at all hierarchical levels. 100% of senior management for all countries that we operate in are hired from the same country as the location of our operations.

8 Refer to Pg. 4 on the boundary of reporting. The performance data in this section "Responsible Employer" covers the entities under Specialty Papers, as well as the trading office – New Toyo International Co. (Pte) Ltd, and the head office – New Toyo International Holdings Ltd.

# RESPONSIBLE EMPLOYER

## Employee Diversity and Inclusivity

At New Toyo, we believe that age diversity in the workplace can boost the overall performance of a business and that mixed-age work teams have increased productivity and improved performance when it comes to difficult decision-making activities.

### Diversity and Equal Opportunity GRI 405-1

As at 31 December 2022, 49.6% of our workforce comprise of employees aged between 30 to 50 years old, while 15.9% are aged 50 years old and above, and 34.5% are aged 30 years old and below. At the leadership level, 1 out of 7 (or 14.3%) of our executive board comprise of females. All of our

executive board is aged 50 years old and above. Due to the nature of our business which is physically demanding, our workforce consists predominantly of males.

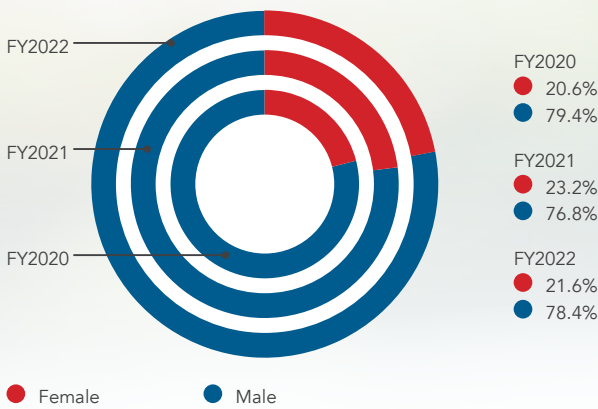


As of 31 December 2022, the ratio of males to females employees is approximately 8:2 and approximately half of all our employees are aged between 30 to 50 years old.

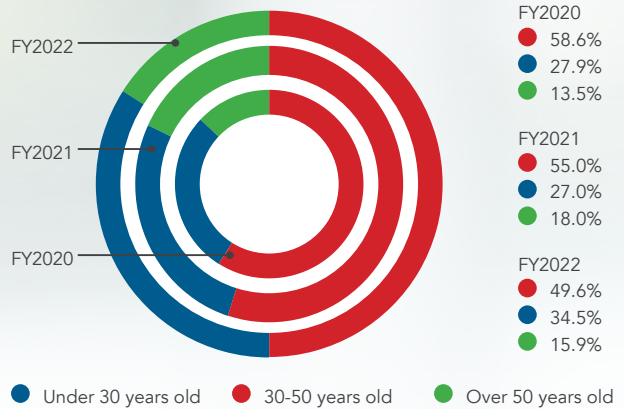


We will continue to strive towards a gender and age diverse workforce.

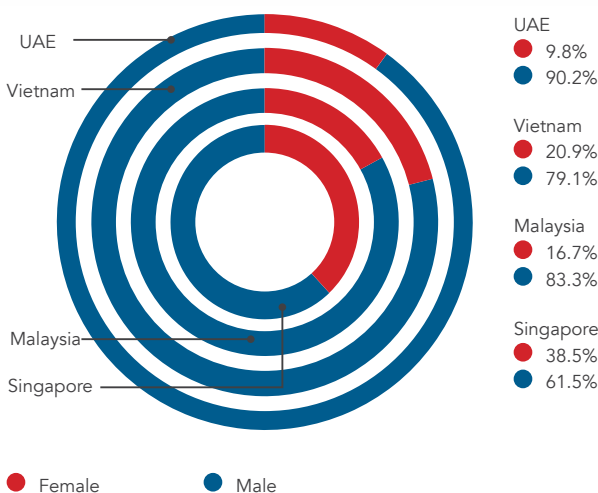
### Percentage of Employees by Gender



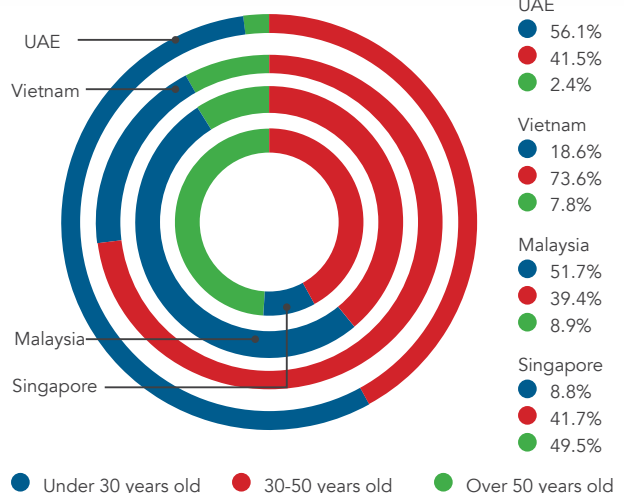
### Percentage of Employees by Age Group



### Percentage of Employees by Region (by Gender) for FY2022



### Percentage of Employees by Region (by Age Group) for FY2022





# RESPONSIBLE EMPLOYER

## Non-Discrimination

### Non-Discrimination

#### GRI 406-1

New Toyo promotes a workplace culture of shared collaboration in which all workers are appreciated. Discrimination, including all forms of abuse or harassment, is prohibited, and we diligently prevent and resolve any incident which may occur. We maintain a work environment that includes and respects all employees, and we avoid discrimination based on age, gender, ethnicity, nationality, or sexual orientation. The performance of newly hired and current employees is measured solely based on merit, qualifications, and work performance. Our employees know that their feedback, suggestions, and concerns are of high importance and are welcome regardless of each employee's status. This fosters an atmosphere that enables and promotes diversity of talent.



In FY2022, there were no reported cases of discrimination.



Our target for FY2023 is to have zero cases of discrimination.

## Employee Health, Safety and Security

A strong safety culture and safe working environment are the highest priorities for New Toyo. The goal of systematic work on health and safety is to result in zero injuries, but also to enable stable production and improved product quality. The management for each site is responsible for defining, organising, and ensuring the general guidelines of occupational health and safety and ensuring that occupational health and safety related

activities are properly organized and effective. The managers and supervisors are responsible to the day-to-day implementation of occupational health and safety, as well as the working conditions, facilities, machinery, equipment and for the control of working methods. All employees are responsible and accountable for our safety performance, regardless of their role or title. These commitments and expectations include:

- Stopping any process or work an employee deems unsafe
- Following all procedures and training that have been established, including area and site-specific procedures and safety rules
- Raising concerns if procedures are unclear or not adequately written
- Actively identifying and eliminating hazards, and suggesting improvements
- Watching out for the safety of co-workers, contractors and visitors
- Accepting the responsibility to know and always use appropriate personal protective equipment
- Reporting all job-related injuries or illnesses and near-miss incidents in a timely manner

### Occupational Health & Safety

**GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9**

Although none of New Toyo's sites are certified for ISO 45001:2018 Occupational health and safety management system, each site has in place a set of standard operating procedures for safe work practices and risk management program to identify, evaluate and mitigate potential health and safety risks and hazards as well as incident reporting and investigations. At each site, the hazards and risks of the work environment are identified and evaluated; these may include chemical, physical hazards, ergonomic, physiological and mental stress. Risk assessments are always updated when working conditions change, but at least once a year.

# RESPONSIBLE EMPLOYER

Safety and health briefings are done regularly for each site, together with refresher training that may include operation and driving of a forklift, work at height and operation of other heavy machinery. To ensure a safe working environment, health and safety representatives or officers are appointed for each site, regular health and safety meetings are held and internal health and safety audits are carried out. Regular safety trainings are also provided for employees, while safety briefings are conducted for contractors and visitors to ensure they are aware of emergency procedures and safe work practices.



To encourage our employees to adopt a healthy lifestyle, posters have been put up at our Singapore office to promote eating of healthy foods including the importance of a balanced diet. At our Malaysia site, a workers' sports fund has been set up

to encourage workers to take part in sporting activities. All permanent employees in Vietnam and Malaysia are provided with regular health checkups and health care coverage to screen for diseases or conditions which may not show any signs of symptoms or disease. Early detection allows for treatment and control of the condition, lowering the risk of serious complications.



**In FY2022, there were no work-related fatalities or high consequence work injuries<sup>9</sup>.**

There was a total of 105 lost days arising from 21 cases of recordable work injuries in Singapore, Malaysia and UAE resulting in an overall rate of recordable work injuries of 27.80 (per one-million-man hours worked). The main types of work-related injuries were hand injuries from machine handling and cuts, bruises or sprains.



**For FY2023, we aim to improve the health and safety awareness of our employees through increased training programs with an objective to reduce the number of work-related accidents and lost days. We also aim to have zero work-related fatalities.**

<sup>9</sup> The performance data in this section covers the entities under Specialty Papers, as well as the trading office – New Toyo International Co. (Pte) Ltd, and the head office – New Toyo International Holdings Ltd.

# RESPONSIBLE EMPLOYER



## Training and Development

At New Toyo, we promote a culture of lifelong learning. We provide ample opportunities for our employees to advance professionally through skills upgrading and training. External and in-house career training programmes provide an opportunity for our employees to excel in their roles and attain their highest potential. Financial assistance is available, consisting of subsidies for external courses, where workers are free to take advantage of opportunities to further enhance their skillsets. Instead of recruiting externally, we nurture and grow employees from within the organisation where possible, by considering employees who demonstrate the potential and drive to fill emerging positions. Our appraisal and profiling process allows us to determine appropriate candidates for leadership roles within the organisation. Human capital development remains a vital component of our planning as we fine tune our growth strategies and capitalise on opportunities.

## Training and Education

GRI 404-1



In FY2022, our employees<sup>10</sup> attended an average of 5.8 hours of training per employee.

Employees from all different categories attended training, with all categories of employees attending a higher average number of training hours in FY2022 compared to FY2021. The average number of training hours for males and females was 5.8 hours each. This increase from FY2021 figures was largely due to relaxation of COVID management measures, allowing for face-to-face training or other on-site training to resume.

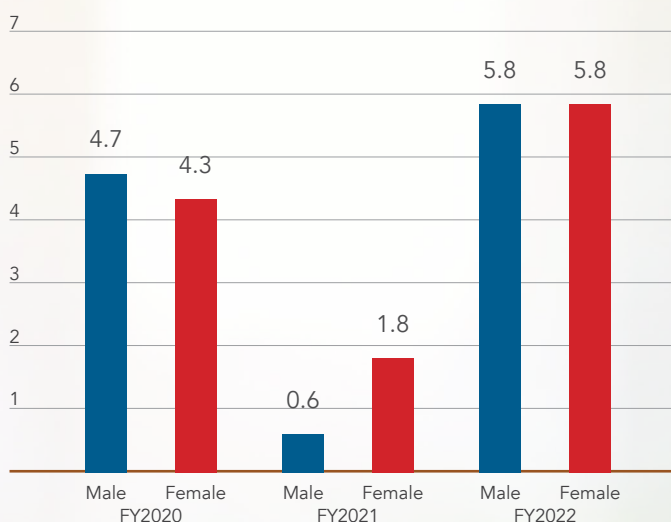


We will continue to explore ways to encourage learning and assist our employees in harnessing their talents for their own professional development, which will ultimately benefit our organisation.

<sup>10</sup> The performance data in this section covers the entities under Specialty Papers, as well as the trading office – New Toyo International Co. (Pte) Ltd, and the head office – New Toyo International Holdings Ltd.

# RESPONSIBLE EMPLOYER

## Average Training Hours per Employee by Gender



## Average Training Hours per Employee by Employee Category

	2020	2021	2022
Senior Management	24	–	6.3
Management	6.8	6.5	13.0
Senior	2.9	1.8	4.3
Junior	2.7	0.3	2.7
Non-clerical	4.8	0.1	7.6

## Community Engagement

We understand that our communities are critical to our success, therefore we make sure to give back to our communities accordingly for their support and contributions. This includes sponsoring charitable activities and commitments to non-profit organisations which serve to enhance community wellbeing. Our Sponsorship and Corporate Donation Policy provides a comprehensive roadmap to establish priorities and rationales for sponsorships and corporate donations. Non-profits involved with education, community development, environmental improvement and humanitarian and social projects, as well as economic development, are prioritised when identifying suitable organisations to receive our support.



In FY2022, we supported the Singapore Island Country Club May Day Charity event to help the underprivileged and the NTUC-U Care Fund to contribute to the families of eligible union workers. We also collaborated with various local organisations, such as HCM City Women Entrepreneurs Association ("HAWEE") and Thu Duc City Women's Union, to sponsor events or support those in need such as the orphans, homeless children and destitute women in Vietnam.

# GOVERNANCE AND ETHICS

- 28 Financial Performance of Organisation
- 28 Compliance
- 28 Anti-Corruption
- 29 Anti-Competition
- 29 Data Privacy & Security



# GOVERNANCE AND ETHICS

Our customers can rely on us to focus on reliability, dependability, and transparency through the adoption of ethical standards in our business practices, including any form of contact with clients, suppliers, and investors. We rigorously adhere to ethical standards in our practices, particularly when it comes to anti-competitive behaviour, anti-trust and monopoly issues and customer privacy. All employees must acknowledge and comply that they have read, comprehend, and abide by our Code of Conduct ("Code") to ensure they continue to uphold and adhere to ethical standards. The Code outlines all relevant aspects of compliance with applicable laws, rules and regulations, including insider trading, fraud, and anti-counterfeiting. These policies underpin our anti-corruption ethos as stressed in the Code and all new employees are required to sign off and acknowledge on the handbook when they join the company. For New Toyo's corporate governance structures and practices, please refer to page 21 to 41 of the Annual Report.

## Financial Performance of Organisation GRI 201-1

In FY2022, New Toyo distributed approximately 20% of our revenue to key stakeholders – 8% to employees, 1% to government in countries where we operate, and 3% to capital providers. The economic value retained was 5% of our revenue.

The Group reported an 22.0% year-on-year increase in revenue from S\$234.2 million in FY2021 to S\$285.7 million in FY2022, mainly due to higher revenue from Specialty Paper ("SP"), Tissue Paper and Trading divisions. The increase in revenue of SP division was attributed to positive demand growth from customers across different markets and regions. Full details of our economic performance can be found in the Annual Report on Page 49 to 56.

## Compliance GRI 2-27

It is vital to New Toyo and the wider society that we conduct our business in compliance with all relevant rules, regulations and guidance in relation to fair and transparent practices.



**There were no significant<sup>11</sup> instances and no significant fines<sup>12</sup> related to non-compliance with laws and regulations in the social, economic and environmental areas for 2022. In addition, there were no recorded incidents of breaches of customer privacy or losses of customer data. There were also no legal actions brought against New Toyo for anti-competitive behaviour or anti-trust and monopoly practices.**



**We aim to maintain this record as full compliance minimises our exposure to risk in the form of reputational damage.**

## Anti-Corruption GRI 205-3

New Toyo has in place a Code of Conduct applicable to all employees and which covers policies relating to ethical conduct, including conflicts of interest within or outside the Group. It also provides policies on the acceptance of gifts, hospitality, or other favours that each employee is tasked to follow with strict assurance. At the same time, we expect our suppliers to also put in place procedures within their organisations to ensure zero tolerance to bribery and corruption, as well as avoidance of conflicts of interest, or excessive gifts and entertainment. The Code of Conduct is communicated to all employees and our Board of Directors to ensure compliant practices and behaviour.

11 Significant instance is defined by the severity and impact of the instance where it requires a factory shutdown of one day or more.

12 Significant fines refer to fines which are SGD 2,000 and above.

# GOVERNANCE AND ETHICS



**No incidents of corruption were reported or confirmed in the reporting year. No public legal cases regarding corruption were brought against the company or its employees during the reporting period.**



**We aim to maintain zero occurrence of corruption incident.**

We shall continue to reiterate the importance of our group-wide anti-corruption policies with an aim to ensure that all employees are aware of how to identify and respond to corruption and bribery red flags, avoiding business practices that could give the appearance of corruption or bribery, and facilitation payment.

## Whistleblowing

We have put in place a Whistleblowing Policy which sets out the procedures for employees and other stakeholders to report concerns about possible improprieties in good faith to the Chairman of Audit Committee, confidentially and without fear of reprisals. The Audit Committee reviews and considers all whistleblowing complaints to ensure independent, thorough investigation and appropriate follow-up actions. This avenue for open dialogue values anonymity and non-retaliation and allows employees to share concerns freely and without hesitation.

## Anti-Competition

### GRI 206-1

All companies within our Group compete vigorously but honestly for business and uphold the highest standards of business ethics. We respect anti-trust and fair competition laws that prohibit certain actions that unfairly and dishonestly harm competitors. We also act in accordance with fair business, marketing and advertising practices.

There were no legal actions for anti-competitive conduct, antitrust or monopoly practices in FY2022.

## Data Privacy & Security

### GRI 418-1

Managing data securely and privately is important to New Toyo. Established policies and procedures aligned with Personal Data Protection Act requirements and other applicable local regulations guide the data management process for each location where we operate.

Based on the Group's Personal Data Protection Policy and Procedures, the Head and HR personnel of each unit are responsible for the implementation of the personal data protection policy. At the same time, employees also receive training on information and security awareness to reduce the vulnerability of data security incidents.

In FY2022, there was no data security incident or loss of customer data.

# PERFORMANCE DATA

## Responsible Employer

	By Region											
	Singapore			Malaysia			Vietnam			UAE		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021 <sup>13</sup>	2022
<b>Total number of new employee hires</b>	5	6	14	16	27	105	21	4	24	2	9	19
<b>Total number of new employee hires (By Gender)</b>												
Male	4	4	8	15	21	99	19	3	22	2	9	18
Female	1	2	6	1	6	6	2	1	2	0	0	1
<b>Total number of new employee hires (By Age Group)</b>												
Under 30 years old	1	0	2	13	24	76	5	2	15	1	8	17
30-50 years old	2	3	9	3	2	29	15	2	9	1	1	2
Over 50 years old	2	3	3	0	1	0	1	0	0	0	0	0
<b>New employee hires rate</b>	1.1%	1.6%	3.0%	3.5%	7.4%	22.6%	4.6%	1.1%	5.2%	0.4%	2.5%	4.1%
<b>New employee hires rate (By Gender)</b>												
Male	5.3%	5.5%	8.8%	9.9%	14.5%	48.8%	9.2%	2.4%	17.1%	10.0%	37.5%	43.9%
Female	1.3%	2.7%	6.6%	0.7%	4.1%	3.0%	1.0%	0.8%	1.6%	0.0%	0.0%	2.4%
<b>New employee hires rate (By Age Group)</b>												
Under 30 years old	1.3%	0.0%	2.2%	8.6%	16.6%	37.4%	2.4%	1.6%	11.6%	5.0%	33.3%	41.5%
30-50 years old	2.7%	4.1%	9.9%	2.0%	1.4%	14.3%	7.3%	1.6%	7.0%	5.0%	4.2%	4.9%
Over 50 years old	2.7%	4.1%	3.3%	0.0%	0.7%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total number of employee turnover</b>	10	11	18	16	19	47	29	31	33	0	4	2
<b>Total number of employee turnover (By Gender)</b>												
Male	9	8	14	13	17	43	24	26	26	0	4	1
Female	1	3	4	3	2	4	5	5	7	0	0	1
<b>Total number of employee turnover (By Age Group)</b>												
Under 30 years old	2	4	4	10	12	29	14	3	14	0	4	2
30-50 years old	2	4	9	4	7	18	13	26	18	0	0	0
Over 50 years old	6	3	5	2	0	0	2	2	1	0	0	0
<b>Employee turnover rate</b>	2.2%	3.0%	3.9%	3.5%	5.2%	10.1%	6.4%	8.4%	7.1%	0.0%	1.1%	0.4%
<b>Turnover rate (By Gender)</b>												
Male	12.0%	11.0%	15.4%	8.6%	11.7%	21.2%	11.7%	20.8%	20.2%	0.0%	16.7%	2.4%
Female	1.3%	4.1%	4.4%	2.0%	1.4%	2.0%	2.4%	4.0%	5.4%	0.0%	0.0%	2.4%
<b>Turnover rate (By Age Group)</b>												
Under 30 years old	2.7%	5.5%	4.4%	6.6%	8.3%	14.3%	6.8%	2.4%	10.9%	0.0%	16.7%	4.9%
30-50 years old	2.7%	5.5%	9.9%	2.6%	4.8%	8.9%	6.3%	20.8%	14.0%	0.0%	0.0%	0.0%
Over 50 years old	8.0%	4.1%	5.5%	1.3%	0.0%	0.0%	1.0%	1.6%	0.8%	0.0%	0.0%	0.0%
<b>Average hours of training per employee</b>	NA	NA	1.6	NA	NA	10.3	NA	NA	3.4	NA	NA	0.0
<b>No. of high-consequences work-related injuries (excluding fatalities)</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>No. of recordable work-related injuries</b>	0	0	8	5	4	9	1	0	0	2	0	4
<b>Injury rate (per million man-hours worked)</b>	0.00	0.00	39.91	10.20	7.70	39.51	2.00	0.00	0.00	30.80	0.00	81.08



# PERFORMANCE DATA

	Responsible Employer					
	By Gender					
	Male			Female		
	2020	2021 <sup>13</sup>	2022	2020	2021	2022
<b>No. of high-consequences work-related injuries (excluding fatalities)</b>	NA	NA	0	NA	NA	0
<b>No. of recordable work-related injuries</b>	NA	NA	20	NA	NA	1
<b>Injury rate (per million man-hours worked)</b>	NA	NA	26.47	NA	NA	1.32
<b>New employee hires rate</b>	8.8%	10.1%	31.7%	0.9%	2.5%	3.2%
<b>Employee turnover rate</b>	10.2%	15.0%	18.1%	2.0%	2.7%	3.4%
<b>Average hours of training per employee</b>	4.7	0.6	5.8	4.3	1.8	5.8

<b>No. of discrimination incidents</b>	2020	2021	2022
<b>Number of discrimination incidents</b>	0	0	0

	Environmental Care		
	2020 <sup>13</sup>	2021 <sup>13</sup>	2022
<b>Percentage of recycled input materials used for manufacture of primary products</b>	5.0%	3.2%	3.2%
<b>Scrap materials sent for recycling (Tonnes)</b>	1,743	1,647	1,415
<b>Hazardous waste sent for recycling (Tonnes)</b>	Not reported	Not reported	46.06
<b>Energy intensity (Total energy consumed (TJ) / S\$ million revenue)</b>	0.483	0.427	0.355
<b>GHG emissions intensity (Total GHG (tCO<sub>2</sub>e) / S\$ million revenue)</b>	53.79	49.36	42.37
<b>Water obtained from municipal water supplies (Megalitres)</b>	21.20	20.53	19.87
<b>Water withdrawal intensity (MI / S\$ million revenue)</b>	0.204	0.205	0.157
<b>Instances of non-compliance with environmental laws and regulations</b>	0	0	0
<b>Instances of non-compliance with laws and regulations in the social and economic area</b>	0	0	0

Data for the FY2020 and FY2021 is not available for some of the metrics shown in the chart above, and is denoted by "NA"

- 13 The following data has been restated:
- Under "Responsible Employer", by Region, for 2021, under UAE:
    - Total number and rate of new employee hires
    - Number and rate of new employee hires for male
    - Number and rate of new employee hires for employees under 30 years old and between 30-50 years old
  - Under "Responsible Employer", by Gender, for 2021, under Male:
    - New employee hires rate
  - Under "Environmental Care":
    - Scrap materials sent for recycling for 2021
    - Energy intensity for 2020 and 2021

# GRI CONTENT INDEX

<b>Statement of use</b>	New Toyo International Holdings Ltd has reported the information cited in this GRI Content Index for the period from 1 January 2022 to 31 December 2022 ("FY2022") with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
GRI 2: General Disclosures (2021)	2-1: Organizational details	About New Toyo (Pg. 2)
	2-2: Entities included in the organization's sustainability reporting	About the Report (Pg. 4) Annual Report > New Toyo's Business Divisions (Pg. 17)
	2-3: Reporting period, frequency and contact point	About the Report (Pg. 4)
	2-4: Restatements of information	Performance Data (Pg. 30-31)
	2-5: External assurance	About the Report (Pg. 4)
	2-6: Activities, value chain, and other business relationships	About New Toyo (Pg. 2) Our Sustainability Ethos (Pg. 3) Annual Report > Chairman's Statement, Group CEO's Business Review (Pg. 4-10)
	2-9: Governance structure and composition	Message from the Board of Directors (Pg. 1) Annual Report > Corporate Governance (Pg. 21-41) Annual Report > Board of Directors (Pg. 11-13)
	2-10: Nomination and selection of the highest governance body	Annual Report > Corporate Governance (Pg. 26-27)
	2-11: Chair of the highest governance body	Annual Report > Corporate Governance (Pg. 25)
	2-12: Role of the highest governance body in overseeing the management of impacts	Message from the Board of Directors (Pg. 1) Annual Report > Corporate Governance (Pg. 22, 34-35)
	2-13: Delegation of responsibility for managing impacts	Message from the Board of Directors (Pg. 1)
	2-14: Role of the highest governance body in sustainability reporting	Message from the Board of Directors (Pg. 1)
	2-15: Conflicts of interest	Annual Report > Corporate Governance (Pg. 21) Annual Report > Other Information Required under the SGX-ST Listing Manual (Pg. 145)
	2-17: Collective knowledge of the highest governance body	Annual Report > Corporate Governance (Pg. 21)
	2-18: Evaluation of the performance of the highest governance body	Annual Report > Corporate Governance (Pg. 30)
2-19: Remuneration policies	Annual Report > Corporate Governance (Pg. 30-31)	
2-20: Process to determine remuneration	Annual Report > Corporate Governance (Pg. 30-31)	
2-22: Statement on sustainable development strategy	Message from the Board of Directors (Pg. 1)	

# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures (2021)	2-23: Policy commitments	Our Sustainability Ethos (Pg. 3) Governance and Ethics (Pg. 27-29) Our Contribution to the United Nations Sustainable Development Goals (Pg. 5)
	2-24: Embedding policy commitments	Our Sustainability Ethos (Pg. 3) Governance and Ethics (Pg. 27-29) Our Contribution to the United Nations Sustainable Development Goals (Pg. 5)
	2-25: Processes to remediate negative impacts	Governance and Ethics (Pg. 29) Annual Report > Corporate Governance (Pg. 34-37, 41)
	2-26: Mechanisms for seeking advice and raising concerns	Governance and Ethics (Pg. 29) Annual Report > Corporate Governance (Pg. 34-37, 41)
	2-27: Compliance with laws and regulations	Governance and Ethics (Pg. 28)
	2-29: Approach to stakeholder engagement	Stakeholder Engagement and Materiality (Pg. 6)
GRI 3: Material Topics (2021)	3-1: Process to determine material topics	Stakeholder Engagement and Materiality (Pg. 7-8)
	3-2: List of material topics	Stakeholder Engagement and Materiality (Pg. 7-8)
	3-3: Management of material topics	Stakeholder Engagement and Materiality (Pg. 7-8)
GRI 201: Economic Performance (2016)	201-1: Direct economic value generated and distributed	Governance and Ethics (Pg. 28)
GRI 202: Market Presence (2016)	202-2: Proportion of senior management hired from the local community	Responsible Employer (Pg. 21)
GRI 205: Anti-Corruption (2016)	205-3: Confirmed incidents of corruption and actions taken	Governance and Ethics (Pg. 28)
GRI 206: Anti-competitive Behavior (2016)	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance and Ethics (Pg. 29)
GRI 301: Materials (2016)	301-1: Materials used by weight or volume	Environmental Care (Pg. 16)
	301-2: Recycled input materials used	Environmental Care (Pg. 16)
GRI 302: Energy (2016)	302-1: Energy consumption within the organization	Environmental Care (Pg. 12-13)
	302-3 Energy intensity	Environmental Care (Pg. 12-13)

# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: Water (2018)	303-3: Water withdrawal	Environmental Care (Pg. 14-15)
GRI 305: Emissions (2016)	305-1: Direct (Scope 1) GHG emissions	Environmental Care (Pg. 12-13)
	305-2: Energy indirect (Scope 2) GHG emissions	Environmental Care (Pg. 12-13)
	305-4: GHG emissions intensity	Environmental Care (Pg. 12-13)
GRI 306: Waste (2020)	306-3: Waste generated	Environmental Care (Pg. 17)
GRI 401: Employment (2016)	401-1: New employee hires and employee turnover	Responsible Employer (Pg. 21)
GRI 403: Occupational Health and Safety (2018)	403-1: Occupational health and safety management system	Responsible Employer (Pg. 23-24)
	403-2: Hazard identification, risk assessment, and incident investigation	Responsible Employer (Pg. 23-24)
	403-3: Occupational health services	Responsible Employer (Pg. 23-24)
	403-4: Worker participation, consultation, and communication on occupational health and safety	Responsible Employer (Pg. 23-24)
	403-5: Worker training on occupational health and safety	Responsible Employer (Pg. 23-24)
	403-6: Promotion of worker health	Responsible Employer (Pg. 23-24)
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Employer (Pg. 23-24)
	403-9: Work-related injuries	Responsible Employer (Pg. 23-24)
GRI 404: Training & Education (2016)	404-1: Average hours of training per year per employee	Responsible Employer (Pg. 25-26)
GRI 405: Diversity & Equal Opportunity (2016)	405-1: Diversity of governance bodies and employees	Responsible Employer (Pg. 22)
GRI 406: Non-Discrimination (2016)	406-1: Incidents of discrimination and corrective action taken	Responsible Employer (Pg. 23)
GRI 418: Customer Privacy (2018)	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Ethics (Pg. 29)

# OUR DISCLOSURES BASED ON TCFD RECOMMENDATIONS

Based on the requirements in the Listing Rule 711B(1) and Practice Note 7.6 Sustainability Reporting Guide, we have mapped our climate related disclosures based on TCFD Recommendations as shown in the table below.

TCFD Recommendations	Comments	Location
<b>Governance</b>		
Describe the board's oversight of climate-related risks and opportunities.	The Board of Directors oversees the Group's overall sustainability practices and climate-related risks and opportunities, and considers ESG and climate-related issues in the formulation of and approving overall long-term strategic objectives and directions.	Message from the Board of Directors (Pg. 1)
Describe management's role in assessing and managing climate-related risks and opportunities.	The Group Sustainability Committee, which is chaired by the Group CEO, is responsible for assisting the Audit Committee ("AC") in reviewing ESG and climate-related issues, developing management policies, strategies, and frameworks for monitoring and mitigating climate-related risks and opportunities, as well as establishing priorities, goals and targets in the short, medium and long term. The Group Sustainability Committee reports to AC, and the AC in turn reports to and assists the Board in the oversight of sustainability and climate-related issues.	
<b>Strategy</b>		
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	New Toyo has conducted a high level assessment of the climate-related risks and opportunities relevant to our Specialty Paper business. A more detailed exercise will be carried out in FY2023.	Climate risks and opportunities (Pg. 10-11)
Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.		
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	New Toyo plans to conduct climate-related scenarios analysis in the near future.	

# OUR DISCLOSURES BASED ON TCFD RECOMMENDATIONS

TCFD Recommendations	Comments	Location
<b>Risk Management</b>		
Describe the organisation's processes for identifying and assessing climate-related risks.	The Group adopts a consistent approach for risk management across its operation. The Group has in place a risk identification and management framework (Enterprise Risk Management), including identification, assessment, formulation of countermeasures, communication and implementation, and monitoring and reviewing. Please refer to the Risk Management and Internal Controls portion of our 2022 Annual Report for further information on our risk management practices and policies.	Climate risks and opportunities (Pg. 10-11)
Describe the organisation's processes for managing climate-related risks.		
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.		
<b>Metrics and Targets</b>		
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	As part of New Toyo's annual sustainability reporting, we track metrics such as Scope 1 and 2 emissions and energy use.	Energy and GHG Emissions (Pg. 12-13)
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Scope 1 and Scope 2 GHG emissions are disclosed in our SR. New Toyo will develop and report Scope 3 GHG emissions in the near future.	
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	New Toyo will set GHG reduction targets in the near future.	



# **NEW TOYO**

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