

COMMUNICATION ON ENGAGEMENT (COE)

EDBI Pte Ltd



Period covered by this Communication on Engagement

From: 23 Sep 2020

To: 28 Oct 2022

Part I. Statement of Continued Support by the Chief Executive or Equivalent

28 Oct 2022

To our stakeholders:

I am pleased to confirm that EDBI Pte Ltd (edbi.com) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

EDBI is a government-linked global investor in high growth technology sectors that shape the future economic pillars of Singapore. Since 1991, we have been supporting our portfolio companies' growth in Asia and globally through our extensive network, resources, and experience. We are committed to attract future leaders and innovators into Singapore, thereby anchoring new capabilities, creating employment opportunities, and building a resilient economy.

2022 marks the milestone of EDBI's inaugural sustainability report and our first Communication of Engagement. Within, we outline our ESG framework and describe the activities in our organisation that support the UN Global Compact and its Principles. We welcome feedback on its contents.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Chu Swee Yeok'.

CHU Swee Yeok
CEO and President
EDBI Pte Ltd

Part II: Description of Actions & Part II: Measurements of Outcomes

Description of Actions	Measurement of Outcomes
General	
<p>EDBI embarks on its sustainability journey in 2021 and publishes its first Sustainability Report.</p>	<p>Through the sustainability assessment exercise, EDBI identified three pillars where we map and integrate our ESG efforts. The three pillars are:</p> <ol style="list-style-type: none"> 1. Responsible Investment Management 2. Responsible Operating Principles 3. Meaningful Portfolio Impact <p>The Sustainability Report helps to track EDBI’s progress in incorporating sustainability practices in our daily work processes and communicate this to our stakeholders.</p>
UN Global Compact Principles	
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 2: Make sure that they are not complicit in human right abuses.</p> <p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	
<p>EDBI is committed to provide a work culture that is fair, inclusive, and enriching, to foster both career and personal growth for our employees.</p>	<ul style="list-style-type: none"> • EDBI does not discriminate against employees based on age, gender, race, and disabilities. Our terms of employment are guided by Singapore’s legislations, including the Employment Act, the Workplace Safety and Health Act, and the Retirement and Re-Employment Act. EDBI also aligns its HR practices with the Tripartite Guidelines on fair employment practices. • Close to 50% of our permanent employees are female. • EDBI employees are free to join trade unions in accordance with the Singapore Ministry of Manpower’s employment practices. • New hires attend a comprehensive induction programme on the organisation’s policies, Acts, and standard operating procedures (SOPs). Existing staff are notified of policy changes through communication sessions or company-wide communication platforms such as email, MS Teams, and mobile phone channels. • All relevant policies, Acts, and SOPs are easily accessible through our intranet. • EDBI values our employees and seeks feedback on a regular basis through structured appraisals and team building activities. Employees have direct access to communicate with their supervisors and team members in-person or virtually. • EDBI employees are also guided by their supervisors in setting career goals and development plans during the annual performance appraisal. • To support employees towards a healthy work-life balance, different categories of leave (e.g., medical, compassionate, elder care leave, preparation of exams, birthday time-off) and flexible work arrangements are available. Paid parental leave is also provided to both male and

	<p>female employees.</p> <ul style="list-style-type: none"> • EDBI employees are entitled to flexi-benefits, medical and dental benefits, subsidised medical schemes, and corporate discounts with selected merchants.
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	
<p>EDBI upholds the highest level of corporate governance to protect stakeholder interests and mitigate risks across our investment journey.</p>	<ul style="list-style-type: none"> • As part of EDBI’s responsible investment management framework, we incorporate ESG considerations in our investment process, where we work with our portfolio companies to strengthen their corporate practices and cultivate positive social and environmental effects in their businesses. • Risk management and internal controls include due diligence checks on investees’ financial, legal, technology, IP, and corporate governance. All investments are required to undergo Risk and ESG impact assessment, anti-money laundering and Combating the Financing of Terrorism (AML & CFT) screening. • EDBI appoints external auditors who provide the Board and other stakeholders with independent opinion and reviews on regulatory compliance with the assistance of our internal auditors. • Our investment process includes thorough due diligence checks on investees’ financial, legal, technology, IP, and corporate governance. All investments are required to undergo Risk and ESG impact assessment, AML and CFT screening.
<p>EDBI has a zero-tolerance policy on fraud and misconduct by employees and has in place a stringent internal code of conduct.</p>	<ul style="list-style-type: none"> • EDBI’s code of conduct establishes clear standards of integrity, ethics, propriety, and incorruptibility. • This code of conduct and discipline is applicable to all EDBI’s employees and is readily available through the EDBI’s intranet and in the Staff Handbook. • All new employees are informed about the code of conduct when they are onboarded. Reminders on the code are also regularly sent to employees. • All EDBI employees are required to make quarterly declarations on their private investments and land ownership. • Whistleblowing consultation channels are accessible and available to all employees. Reports made are investigated thoroughly by an Investigative Committee in accordance with EDBI’s whistleblowing policy.
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: Undertake initiatives to promote greater environmental responsibility Principle 9: Encourage the development and diffusion of environmentally friendly technologies</p>	
<p>EDBI seeks to influence positive ESG impact by encouraging businesses to embed social and environmental good in their mission and operations.</p>	<ul style="list-style-type: none"> • EDBI strives to unlock our portfolio companies’ potential, accelerate growth globally while promoting positive ESG impact and advocating ESG best practices. • In 2021, EDBI ran three sustainability initiatives - a survey, a workshop on ESG considerations and reporting, and a series of one-to-one deep dive sessions - to create awareness on sustainability reporting frameworks, including UNGC, establish a baseline of our portfolio companies and to

	measure future progress.
<p>EDBI works with our portfolio companies to deliver transformational technologies and urban solutions that better serve communities and the environment.</p>	<ul style="list-style-type: none"> • EDBI invests in select high growth technology sectors that shape the future economic pillars of Singapore. Our focal sectors range from Information & Communication Technology, Emerging Technology, Healthcare to promising Singapore SMEs in strategic industries. • Through our value creation efforts and expansive network, we support our portfolio companies with opportunities in: <ul style="list-style-type: none"> ○ New market access and partnerships ○ Strategic development and financing ○ R&D collaborations and technology commercialization ○ Talent support ○ ESG best practices • Our portfolio companies drive meaningful impact and address multiple SDGs that contributes to our sustainability impact.