TOTM
TECHNOLOGIES

ENVISIONING CHANGE

SUSTAINABILITY REPORT 2021

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BOARD STATEMENT

We are pleased to present the Sustainability Report of Totm Technologies Limited ("Totm Technologies", or the "Company" and together with its subsidiaries, the "Group") (formerly known as Yinda Infocomm Limited) for the financial year ended 31 May 2021 ("FY2021"). This report is prepared in compliance with the Rules 711A and 711B of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited ("SGX-ST")("Catalist Rules"), and is referenced to the guidance set out in SGX-ST's Sustainability Reporting Guide under Practice Note 7F of the Catalist Rules. This Sustainability Report is prepared based on the Guidelines of the Global Reporting Initiative ("GRI") Standards: Core Option. We have chosen to report using the GRI Standards because it is an internationally recognised reporting framework that covers a comprehensive range of sustainability disclosures. It provides the Group a flexible and future-proof reporting structure as the forward-looking and rigorous approach advocated by GRI ensures its processes and topics are always up-to-date and relevant.

The Group's sustainability report summarises the expectation from various stakeholders, general business environment that the Group is operating in and what the Group has done in order to ensure the sustainability of the Group over the years. This report highlights the key economic, environmental, social and governance ("EESG") related initiatives carried throughout the 12-month period, from 1 June 2020 to 31 May 2021. For this report, we will be focusing on our sustainability approach, initiatives and performance in respect of the Group's operations in Singapore. The Group intends to expand the scope of its sustainability report in the future to include its sustainability practices in other geographical regions, including Thailand as the Group expands in those markets. The Group adopts the precautionary principle to minimise negative effects of conducting its business whenever feasible.

On 6 April 2021, the Group completed the acquisition of a 51.0% stake in International Biometrics Pte. Ltd. ("InterBIO") which signified its expansion into the field of providing identity management biometrics technology solutions. This report has not included information from InterBIO as it was acquired only at the end of the financial year. InterBIO's information will be included in our report upon the availability of a full calendar year of data.

Sustainability is a part of the Group's wider strategy to create long-term value for all its stakeholders. As such, the key material EESG factors for the Group have been identified and cautiously reviewed by the management. The data and information provided have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure the accuracy of the data and information provided. Where required and as the Group's sustainability reporting matures, the Group will consider seeking external independent assurance for its sustainability report. The Board of Directors (the "Board" or "Directors") oversees the management and monitoring of the material EESG factors affecting the Group and considers them in the determination of the Group's strategic

direction and policies while the key management team are responsible for the implementation of sustainability initiatives.

We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results. Please send your comments and suggestions to ir@totmtechnologies.com.

On behalf of Board of Directors
Mr. Pierre Prunier
Chief Executive Officer and Executive Director
29 October 2021

ORGANISATIONAL PROFILE

Totm Technologies is a regional integrated solutions and services provider in digital identity management technology and telecommunications. The Company was listed in August 2015 on the Catalist Board of the SGX-ST.

In January 2021, the Group embarked on a business transformation exercise, having identified growth opportunities in the digital identity management space. By early April 2021, the Group completed the acquisition of a 51% controlling stake in InterBIO and an investment in TECH5 SA, marking the Group's official entry and diversification into the field of developing and providing digital identity management and biometric solutions.

The Group's Telecommunications business unit provides innovative solutions, consistent and reliable services in the implementation of indoor and outdoor mobile network infrastructures, installation and commissioning radio base transceiver stations, and planning, optimisation and maintenance of networks.

SUSTAINABILITY APPROACH

OUR SUSTAINABILITY METHODOLOGY
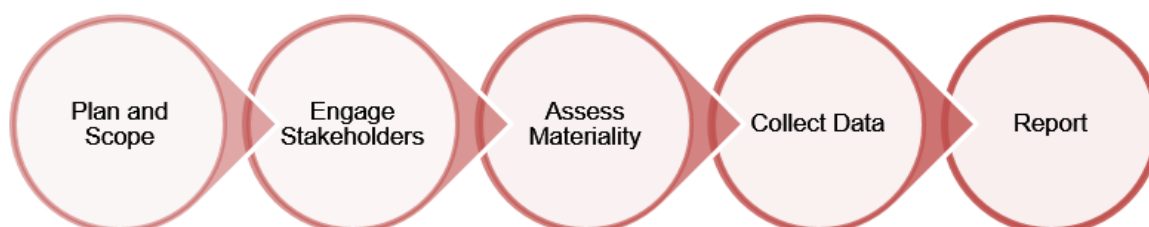
STAKEHOLDERS ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and material aspects relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to, customers, suppliers, shareholders, employees, and regulators. We adopt both formal and informal channels of communication to understand the needs of key stakeholders, and incorporate these into our corporate strategies to achieve mutually beneficial relationships.

Stakeholders	Engagement Platforms	Frequency	Key Concerns Raised
Suppliers	Vendor assessment	Annually	Joint development Contracts fulfilment Fair and transparent procurement
	Emails/Calls	Continuously	
	Face-to-face meetings	Continuously	
Shareholders	Annual General Meeting/ Extraordinary General Meeting	Annually and when required	Ensure compliance with SGX rules and regulations Realise healthy growth Timely and adequate disclosures and updates
	Annual report	Annually	
	Announcement	Continuously	
	Websites-investor relationship	Continuously	
Customers	Face-to-face meetings and virtual meetings	Continuously	Quality Service Rights protection
	Email feedback	Continuously	
	Customer cold calls	Continuously	
Employees	Staff appraisal	Continuously	Guarantee of basic rights and interest Employee capabilities and career development
	Whistle blowing policy updates	Annually	
	Department & management meetings	Continuously	
	Staff engagement sessions	Continuously	
Board	Board meetings	Half yearly and when required	Financial sustainability and business viability of operations Regular updates on operational activities
	Board circulation via e-mails	Continuously	
Government and Regulators	Regular reports	Continuously	Strengthen safety management Compliance with regulations
	Websites	Continuously	
	Calls	Continuously	

MATERIALITY ASSESSMENT

Our sustainability reporting process begins with the identification of relevant EESG factors. Such factors are then prioritised to identify material factors which are subjected to validation. The end result of this process is a list of material factors disclosed in the Sustainability Report. Processes are as shown below:

| IDENTIFICATION | PRIORITISATION | VALIDATION | REVIEW |
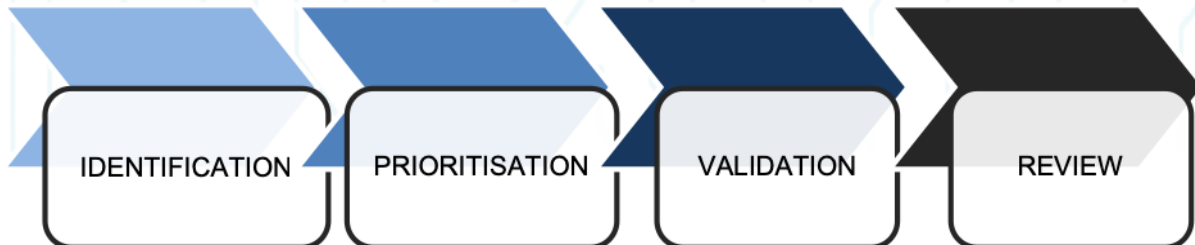
The Group has conducted a materiality assessment during the year. We engaged our employees from different departments and sought their feedback for ranking of these topics according to priority. Materiality review is conducted every year, incorporating inputs gathered from stakeholders' engagements.

In order to determine if an aspect is material, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders. Applying the guidance from GRI, we have identified the following as our material aspects:

ECONOMIC

Economic Performance
Anti-Corruption

ENVIRONMENTAL

Environmental Compliance
Supplier Environmental Assessment

SOCIAL

Diversity and Equal Opportunity
Occupational Health and Safety

GOVERNANCE

Corporate Governance
Business Ethics and Compliance
Enterprise Risk Management

ECONOMIC

ECONOMIC PERFORMANCE

The COVID-19 pandemic continued to weigh heavily on the global economy in FY2021 with the emergence of new variants and the reimposition of lockdown measures across major markets to contain the spread of the virus. The Group has received support from the Singapore Government such as received grants such as Job Support Schemes and foreign worker levy rebates, which provide wage support to employers to help them retain their local employees (Singapore Citizens and Permanent Residents) during this period of economic uncertainty and ease labour costs of firms that employ foreign workers in this period. While vaccination programmes worldwide started to gain momentum, the gradual easing of strict social distancing restrictions has only just begun, curtailing the pace of recovery in our primary markets. With our sights set on positioning Totm Technologies for the pending recovery and long-term growth, we conducted a strategic business review of our business during the year and announced our commitment to focus on building our presence in the digital identity and biometrics industry.

Totm Technologies firmly believes that focusing on financial sustainability is critical and we are fully committed to the highest standards of corporate governance. The Group's basic principle is to ensure long-term profitability and shareholders' value is ensured by taking into account the interests of all stakeholders, such as shareholders, employees, suppliers and society as a whole.

In the face of unprecedented, difficult and challenging market conditions for the telecommunications industry in Singapore, for the financial year ended 31 May 2021, the Group recorded a revenue of S$6.1 as compared to S$9.9 million in the financial year ended 31 May 2020 representing a decrease of S$3.8 million or 38.4%.

The decline was primarily due to lower contribution of telecommunications business as market conditions remained challenging, intensified by government measures that led to project delays in Singapore and Thailand.

FUTURE PROSPECTS

According to a report from Markets and Markets, the identity verification market is projected to grow by 15.6% compound annual growth rate ("CAGR") from US$7.6 billion in 2020 to US$15.8 billion in 2025, with biometric technology solutions growing at a higher rate than non-biometric platforms[1]. In addition, the wider biometric system market is expected to grow from US$36.6 billion in 2020 to US$68.6 billion by 2025, a CAGR of 13.4%[2].

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[1] https://www.biometricupdate.com/202011/biometrics-to-lead-identity-verification-market-growth-to-15-8b-by-2025
[2] https://www.biometricupdate.com/202012/biometric-systems-market-to-grow-by-over-30b-in-next-five-years-report-says

The major factors driving growth in these biometric markets include the increasing use of biometrics in consumer electronic devices for authentication and identification purposes, the growing need for surveillance and security with the heightened threat of terrorist attacks, and the surging adoption of biometric technology in automotive applications.
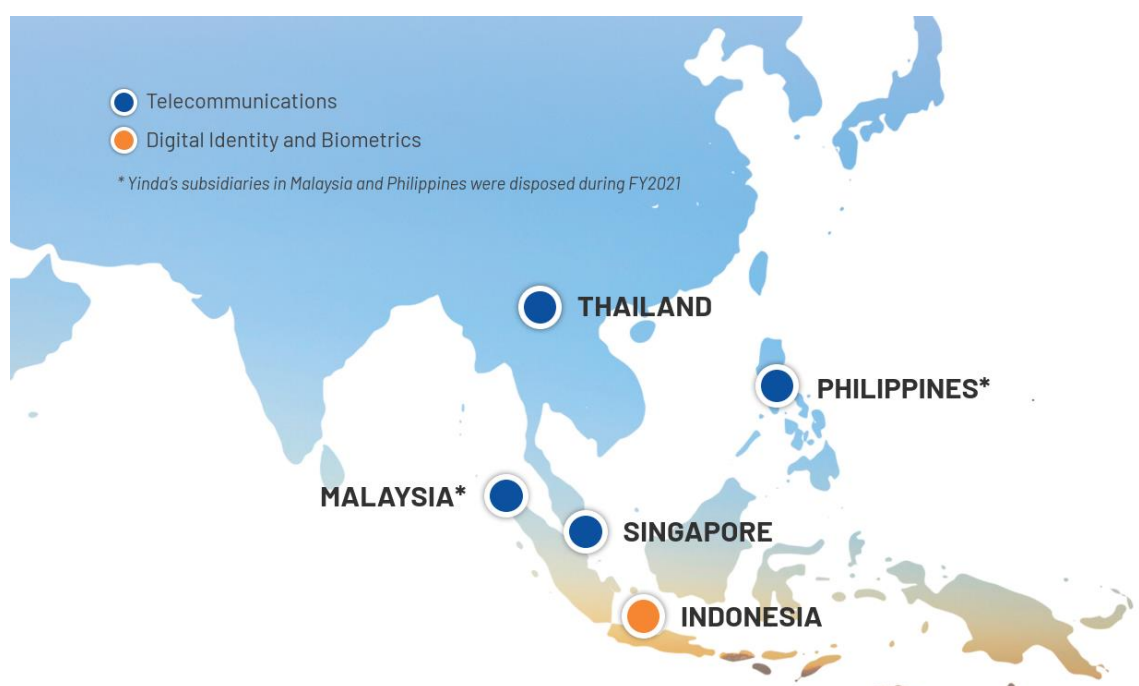
To capture the business opportunities in this growing industry, the Group will continue to build on our foothold in the digital identity management industry and increase our access to advanced biometrics technologies and digital identity management solutions. Identity management will be a key growth driver for the Group given the high demand by both the public and private sectors to innovate digital identification as an enabler of secure economic and social activities.

We are proactively building our sales pipeline and bidding for medium to large-scale end-to-end digital identity projects to further expand the Group's presence in the identity management industry. On the operational front, we will continue to manage expenses and streamline business processes to achieve cost efficiency.

For detailed financial results, please refer to our FY2021 Annual Report, pages 66 to 138.

REGIONAL PRESENCE

Our presence in these markets nurtures our ability to adapt to diverse operating conditions, enabling us to respond quickly to the changing needs and requirements of our customers and secure projects on providing solutions and services beyond Singapore. Through our regional business networks, we are able to enjoy economies of scale which allows us to provide cost-effective solutions and services to our customers.

Telecommunications
Digital Identity and Biometrics
Yinda's subsidiaries in Malaysia and Philippines were disposed during FY2021

THAILAND
PHILIPPINES*
MALAYSIA*
SINGAPORE
INDONESIA

ANTI-CORRUPTION

We do not tolerate corruption in any form and strive to conduct our business with utmost integrity and transparency. This has been made clear to all of the Group's Directors, officers and employees. The Directors and senior management team have attended the relevant trainings provided by Singapore Institute of Directors which inculcated business ethics and integrity. Our whistleblowing email was set up so that anyone who wants to report any issue on corruption can do so confidentially. Any report of corruption will be escalated to the attention of the Audit Committee (**"AC"**).

Similar to FY2020, there were no reported incidents of corruption in FY2021.

Whistleblowing Policy

The Group has implemented a whistleblowing policy. The policy aims to provide an avenue for employees and external parties to raise concerns about misconduct or improprieties in the Group and at the same time assure them that they will be protected from victimisation for whistleblowing in good faith. Significant cases are reviewed by the AC for adequacy of investigation actions and resolutions. The Company has provided the email address – whistleblow@yinda.com.sg which is accessible by the Lead Independent Director on the Company's website to allow external parties to raise any concerns they may have.

We have achieved zero whistleblowing cases in FY2021 and in FY2020.

We have achieved our target to maintain zero incidences of corruption. We will continue to regularly review our whistleblowing and anti-corruption policies.

ENVIRONMENTAL

Totm Technologies endeavors to minimise the potential impact of our operations on the environment. We are committed to reduce any carbon footprint and consumption of natural resources in all possible aspects of business operations. We encourage the use of renewable materials and resources, and where possible, reduce waste through reusing and recycling. We avoid any unnecessary use of hazardous materials and products and take all reasonable steps to protect the environment when such materials must be used, stored or disposed of.

ENVIRONMENTAL COMPLIANCE

Here at Totm Technologies, we view compliance with relevant codes and regulations on environmental issues as mandatory. The Group has implemented policies and procedures designed to ensure compliance with the relevant laws and regulations and prevent environmental pollution and resource depletion with due diligence. We have compiled a Legal & Other Requirements Register for relevant legal and other requirements that the Group needs to comply with. For example, we are in compliance with the Environmental Public Health Act and Regulations, Environmental Protection and Management Act and Regulations and Smoking Act. We have taken steps at all worksites to ensure the requirements are met throughout the duration of the projects.

In FY2021 we have achieved our target of zero incidences of non-compliance with laws, environmental rules and regulations resulting in significant fines or sanctions (FY2020: nil). We will aim to continue full compliance with all environmental rules and regulations.

SUPPLIER ENVIRONMENTAL ASSESSMENT

Totm Technologies will continue to reduce its environmental impact and encourage its stakeholders, such as suppliers and trading partners, to meet the same expectations. The Group also performs an assessment when screening new major suppliers (with more than $100,000 worth of transactions per month), to check that they are providing high quality and green products. Supplier evaluation forms are prepared by the procurement team for gathering and verifying information on new suppliers in terms of quality of products and services, having resources to meet requirements, responsiveness of the vendor or subcontractors, product certification and records, et cetera.

The Group aspires to continuously promote and integrate sustainability in our business operations and taking stakeholders' interest in our consideration. EESG factors are integrated into our value and supply chain as our sustainability efforts progressively mature. Moreover, Totm Technologies pledges to uphold sustainable business practices across its supply chain, from our subsidiaries to suppliers.

The Group trusts that sustainable supply chain management drives organisational excellence and delivers desirable business results to the stakeholders. This includes completion of supplier evaluation procedure to reduce the risk that a supplier's products do not meet the Company's requirements. We will perform assessment on new major suppliers to ensure that suppliers for important telecommunications equipment or materials are selected in accordance to their conduct and to ensure the stability of the supply of goods to further reduce the procurement risks.

There was no assessment performed as there were no new major suppliers this financial year. Going forward, our target is to ensure that all new major suppliers will be screened and selected in accordance to their conduct which can be evaluated against an environmental assessment.

SOCIAL

Our employees are our greatest assets. Their contributions and support are valued at all times. As such, we conduct regular reviews on compensations and benefits policies according to the industry benchmark, financial results as well as individual performance of employees. Other fringe benefits and pension funds contributions are provided to retain loyal employees with the aim to form a professional staff and management team that can bring the Group to new levels of success. Furthermore, the Group places great emphasis on the training and development of employees and regards excellent employees as a key factor in remaining competitive.

We respect human rights and support the elimination of all forms of forced and compulsory labour, especially child labour. The Group does not tolerate any discrimination in respect of employment and occupation.

DIVERSITY AND EQUAL OPPORTUNITY

A diverse workforce is an asset in today's ever-changing global marketplace. We cultivate an inclusive culture where employees with wide-ranging backgrounds and qualities are highly motivated, engaged and connected. We do not discriminate against one's race, age, gender, religion, ethnicity, disability or nationality.

The Group also considers the benefits of the diversity of skills, experience, background, gender, age, ethnicity and other relevant factors when we determine the optimum composition of the Board. All Board appointments are made based on merit, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective.

Reflecting the diverse focus of the Group's business in the region, five of Totm Technologies' nine Directors are from, and have extensive experience in, jurisdictions in and outside of Singapore, namely, the Non-Executive and Non-Independent Chairwoman, Mdm Song Xingyi, Executive Director and CEO, Mr Pierre Prunier, and Executive Directors Mr Ngo Yit Sung, Mr. Gordon Tan Chee Bun and Ms Shao Lifang. In relation to gender diversity, 22% of the Totm Technoogies Board, or two out of the nine Board members, are female.

As of 31 May 2021, we had a workforce of 51 (FY2020: 77) full-time, permanent employees for our operations in Singapore. The decrease is mainly due to the natural employee attrition as well as the decrease of foreign workers due to additional restrictions on hiring foreign workers under new measures outlined by the government.Our headcounts were distributed as follows:
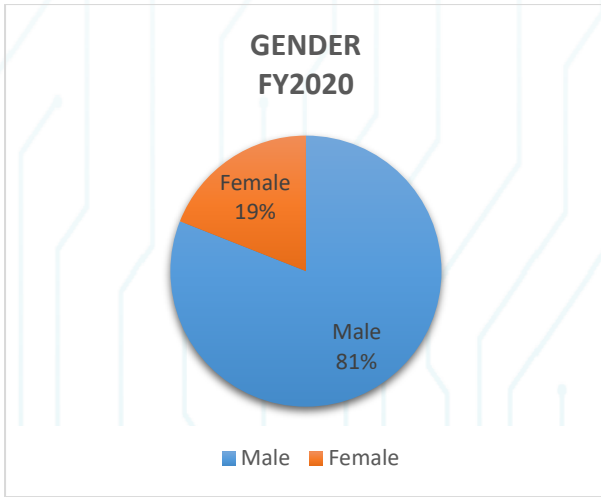
GENDER FY2020
- Female 19%
- Male 81%
- Legend: Male, Female

Figure A: Headcount distribution by gender FY2020

GENDER FY2021
- Female 18%
- Male 82%
- Legend: Male, Female
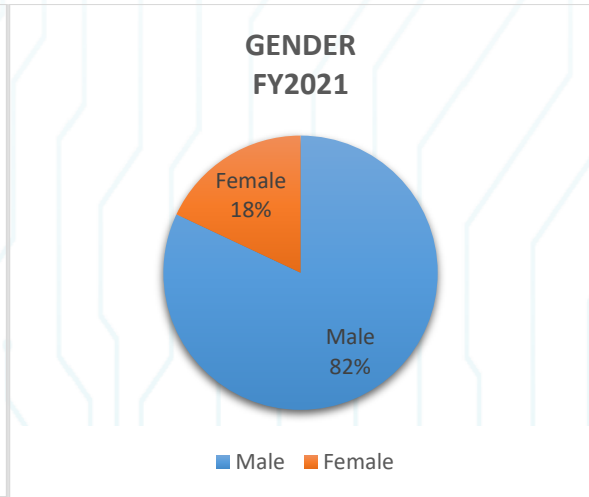
Figure B: Headcount distribution by gender FY2021

NATIONALITY FY2020
- 46%
- 29%
- 8%
- 6%
- 6%
- 5%
- Legend: Indian, Singapore, Chinese, Philippines, Malaysian, Bangladesh
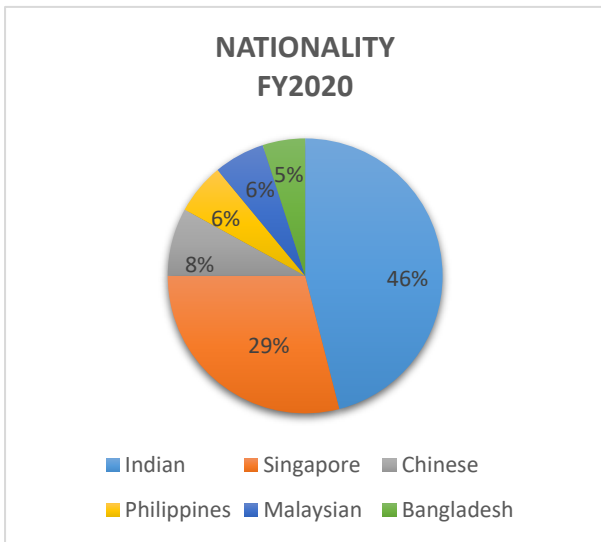
Figure C: Headcount distribution by nationality FY2020

NATIONALITY FY2021
- 49%
- 29%
- 6%
- 4%
- 2%
- 10%
- Legend: Indian, Singapore, Chinese, Philippines, Malaysian, Bangladesh
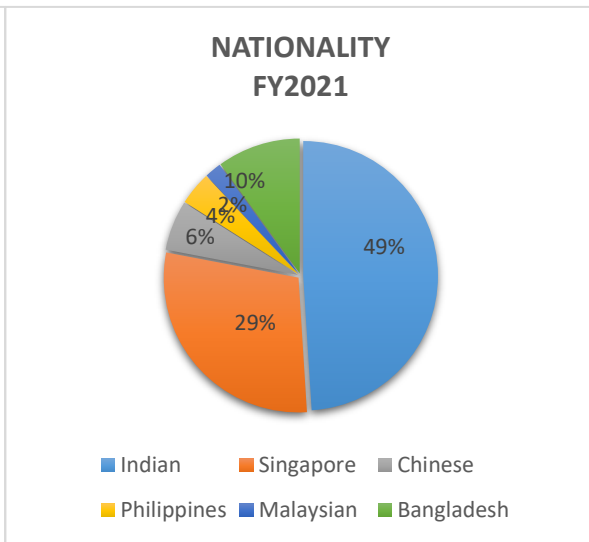
Figure D: Headcount distribution by nationality FY2021

AGE FY2020
- 5%
- 51%
- 44%
- Legend: <30, 30-50, >50
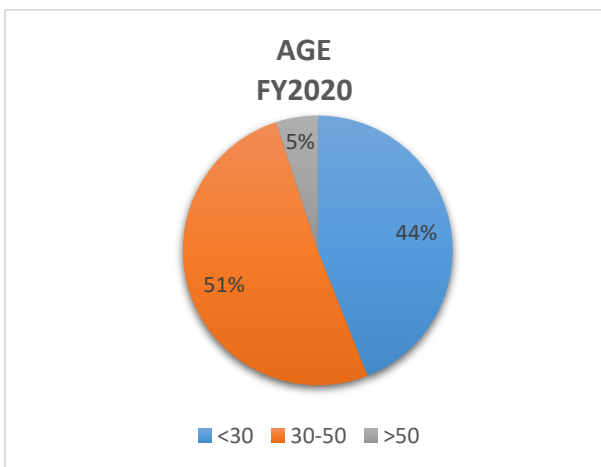
Figure E: Headcount distribution by age FY2020

AGE FY2021
- 6%
- 63%
- 31%
- Legend: <30, 30-50, >50
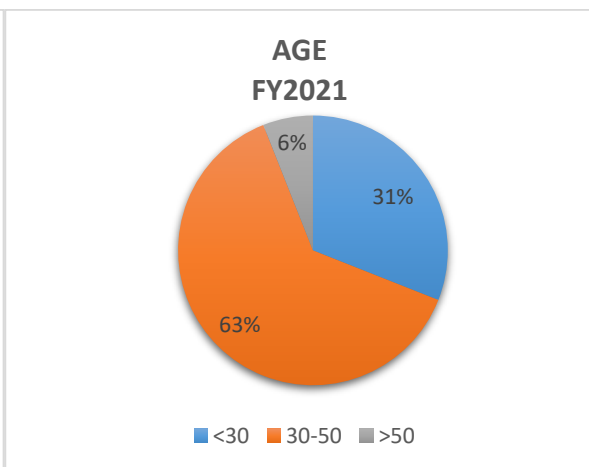
Figure F: Headcount distribution by age FY2021

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LENGTH OF SERVICE FY2020	LENGTH OF SERVICE FY2021
9% / 91%	20% / 80%
■ <5 ■ 5-10 YEARS ■ 10-15 YEARS ■ >15 YEARS	■ <5 ■ 5-10 YEARS ■ 10-15 YEARS ■ >15 YEARS

Figure G: Headcount distribution by length of service FY2020
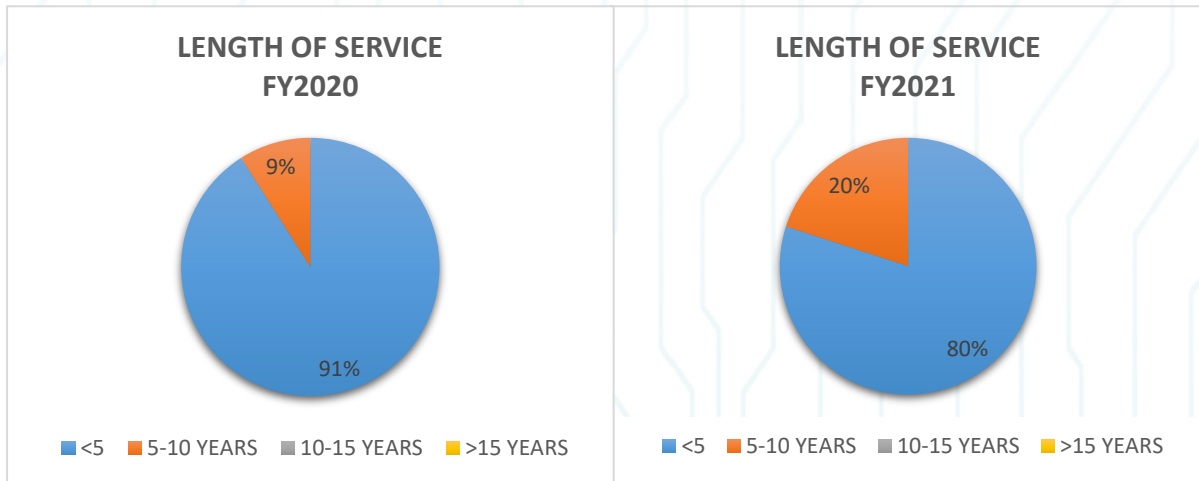
Figure H: Headcount distribution by length of service FY2021

The Group's gender diversity gap is relatively wide but this is not unusual for our industry due to the nature of the business.

Our recruitment of staff is based solely on merit and qualifications, without discrimination of race, age, gender, religion or ethnicity. There was no non-compliance incident reported in the current year, as targeted. We will continue to aim to maintain zero incidents of non-compliance of manpower related rules and regulations, as well as complaints.

To promote equal opportunity, we have implemented various human resource measures as follows:

Staff Assessment	Staff recruitment	Employment terms
Staff assessment is performed annually, and upon-completion of probation for new staff to evaluate their performance and provide them with a sense of self-awareness on their work performance to identify training opportunities that will improve their skills and abilities	Staff recruitment advertisements do not state age, race, gender or religious preferences as requirement	Employment terms in the employment letter are explained to staff when they join the Group

Every employee plays an essential role in our Company and we pay utmost attention to our employees' general well-being. In FY2021, due to the COVID-19 pandemic we had ceased all events so as to comply with safe management measures.

OCCUPATIONAL HEALTH AND SAFETY

We are committed to safeguard our employees' health and safety against any potential workplace hazards. Ensuring our employees' safety and health in the workplace is one of our top priorities, and our ultimate target is to have a zero-accident workplace. We are committed to reduce any risks related to safety and health through effective risk management.

In FY2021, the COVID-9 pandemic prompted the introduction of additional safety measures to ensure a safe working environment for our staffs. Employees' safety is our utmost concern, we enforce safe distancing by marking out 1-metre social distancing requirement in office space. Apart from that, we perform daily screening and monitoring of employees' temperature. We also issue medical face masks to all our employees to protect them against the COVID-19 virus. To prevent the spread of virus, we have implemented routine swab tests for our employees. Visitors to our premises are required to provide their details such as name, ID number and temperature reading. We also provide training for employees as Safe Management Officer to facilitate and ensure good practices at the workplace and this can help to reduce the spreading of COVID-19.

Social distancing markers on table

Social distancing markers on sofa

The Group has recorded zero workplace fatality and non-fatal workplace injuries in FY2021 and in FY2020, as targeted. We will continuously work towards maintaining having zero occurrence workplace fatality and non-fatal workplace injuries.

We have set up a Health and Safety and Environmental (**"HSE"**) Committee and established a strict set of policies and procedures. We have also developed and implemented an HSE Management System, and will continuously monitor and evaluate our HSE standards.

YINDA

Health, Safety and Environmental (HSE) Policy Statement

Health, Safety and Environmental (HSE) is paramount and essential to all our work processes and activities so that our employees as well as our stakeholders are protected from any potential harm in the workplace and all possible environmental friendly approach are taken to protect the environment as well as to conserve the limited resources.

In Yinda Technology Singapore Pte Ltd, we believe and are committed to the followings:

1. Provide a safe and healthy environment for all our employees and stakeholders.
2. Prevent environmental pollution and resource depletion with due diligence.
3. Identify and manage any foreseeable workplace risk or environmental aspects and work towards zero workplace accident and to build an environmental friendly culture.
4. Comply with applicable Health, Safety and Environmental (HSE) legislations and other requirements which include directives, guidelines and standards prescribed by the company.
5. Provide sufficient management support and resources for effective implementation of Health, Safety and Environmental (HSE) measures and initiatives.
6. Promote competency of employees through proper training, instruction and guidance.
7. Adopt national security initiatives such as Sg Secure to address terror threats through awareness, alertness and active participation from all employees and relevant stakeholders.
8. Strive for continual improvement in Health, Safety and Environmental (HSE).
9. Communication with employees and contractors with the intent that they are made aware of their HSE obligations and the implications of not conforming to HSE.

We will endeavour all works to be conducted safely and in a healthy manner so that workplace accidents can be prevented with vigilance and commitment from all stakeholders and all levels of employment.

Yinda will engage with all levels of workforce and various stakeholders to promote a safe and healthier workplace as well as an environmental friendly culture through effective communication and participation with workers and other levels of workforce.

This policy shall be reviewed annually to ensure its relevancy and shall be documented and made available to any interested parties.

Country Manager
Sean Xie
Reviewed Date: 15th March 2021

The Company's latest detailed HSE policy statement detailed the Company's commitment to promote a safe workplace as well as an environmentally friendly culture through effective communication and participation with the employees. In addition to the HSE policy statement, the Company has detailed Workplace Safety and Security Clauses stated in the HSE Management System Manual and Procedure. This covers a standard procedure to identify hazards relating to HSE, to evaluate risks associated with these hazards and to ensure that appropriate actions by the designated personnel are taken to manage the risks involved, such as incident reporting, management of incident, investigation and follow up.

Totm Technologies makes continuous efforts in investing on internal and external training to raise the employees' awareness and develop their skills to ensure safe operations.

In FY2021, the Company started an initiative to increase employee awareness by including specific briefing topics related to Health and Safety in the daily toolbox briefing such as safe use of ladder and COVID-19 Safe Management Measures.

The following is a list of our external training programmes conducted in FY2021:

No.	Course Name	Attendees	Training Hours
1	Apply Workplace Safety & Health in Construction Site (Recertification)	9	36
2	Develop a Risk Management Implementation Plan	2	36
3	Contractor Supervisor Safety Course-GNR RQMTS&NSWE&CCL&TEL STN	1	8
4	Quality Management System Internal Auditor Course	1	18
5	Safe Managamenet Officers Course for Construction	16	56
6	WSQ-Supervise Construction Work for WSH (BCSS)	1	50
7	Managing Work at Height	3	90
8	Occupational First Aid Course CPR+AED Course	2	16
9	Work-At-Height for Supervisors Course	2	46
10	Contractor Safety Course - BPLRT	1	4
	Total	**38**	**360**
	Average training hour per employee	**9.5**	

Average training hour per employee by Gender in FY2021:

Gender	Average number of training hours per employee
Male	8.5
Female	17.0

Average training hour per employee by Employee Category/Department:

Employee Category/Department	Average number of training hours per employee
Senior Management	7.0
Middle Management	8.0
Technical	14.5
Administrative	8.0
Production	7.0

Due to the COVID-19 outbreak, on-site training was put on hold until further notice. To increase awareness of our employees, briefing for new staffs was conducted virtually on 20 August 2021.
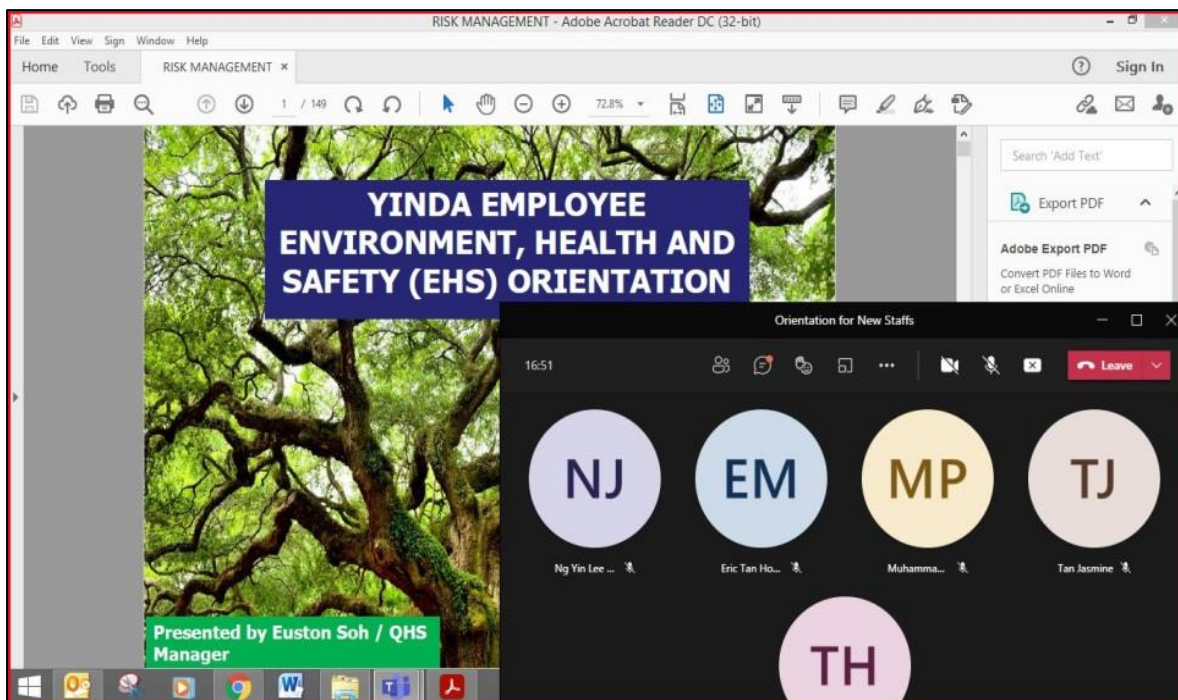
HSE performance is continuously monitored and evaluated monthly so that we could identify and monitor the hazards, implement the control measures to mitigate the risk to as low as reasonably practicable:

No.	Description	FY2021	FY2020
1	Excessive noise exposure hours per year (more than 85db)	-	200
2	Number of fatalities per year	-	-
3	Number of lost time injuries per year	-	-
4	Number of other reportable injuries per year	-	-
5	Number of first aid cases per year	-	-
6	Number of accidental environmental release per year	-	-

Given that we value our employees' health and safety as a priority within our organization, achieving affirmations through certifications and implementing the framework of required systems are vital to the Company. The implementation of these frameworks has enabled us to systematically identify, reduce and mitigate risks involved in our operations.

During FY2021, we have obtained and renewed the following certifications:

ISO 9001:2015	• Valid from 28 June 2019 to 27 June 2022 for design, project management, implementation and maintenance for wireless telecommunication networks
BizSAFE STAR	• Presented by the Workplace Safety and Health Council, valid till 11 October 2023
ISO 45001:2018	• Valid from 12 October 2020 to 11 October 2023 for design, project management, implementation and maintenance for wireless telecommunication networks

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GOVERNANCE

CORPORATE GOVERNANCE

We believe that strong governance is the key to a sustainable business. The Board and Management of Totm Technologies are committed to maintaining a high standard of corporate governance. The Company understands that good corporate governance is an integral element of a sound corporation, enabling it to be more transparent and forward-looking. Please refer to our Annual Report for FY2021, pages 15 to 47 for the Group's Corporate Governance Report.

Our overall Singapore Governance and Transparency Index ("SGTI") score assessed by the National University of Singapore Business School is 63 for FY2021 (FY2020: 68). This placed us within the 63% (FY2020: 44%) percentile of the public listed companies that were assessed.

We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby increasing the value of the Company and its value to our stakeholders. We will continue to comply with the Code of Corporate Governance and meet all requirements that are expected of us by our stakeholders.

BUSINESS ETHICS AND COMPLIANCE

Totm Technologies takes serious considerations of any possibilities of conflict of interest during our hiring procedures. Our Code of Conduct clearly states our expectations from our staff and the consequences if any of the rules are violated or standards are not met. We also have clear and fair grievance procedures. Our target is to ensure all allegations received are promptly addressed. There were no allegations received in FY2021 and FY2020.

Business ethics are communicated to all our heads of business units regularly and they must fully understand that compliance with rules and regulations is a key part of running a responsible business. Topics covered under the ethics training are comprised of the following:

Honesty
- To act honestly and in the best interest of the Company

Integrity
- By doing what they think is right even when there is great pressure to do otherwise; they are principled, honourable and upright

Promise-Keeping & Trustworthiness
- Make every reasonable effort to fulfil the letter and spirit of their promises and commitments

Accountability
- Ethical executives aknowledge and accept personal accountability for the ethical quality of thieir decisions and omissions to themselves, their colleagues, their companies and their communities

Totm Technologies regularly updates key staff on developments in international and local regulations. We are fully compliant with all environmental rules and regulations, confidentiality clauses, anti-competitive behaviour laws and all requirements on health and safety.

Cyber security and data privacy are not only important for compliance, but also in safeguarding both our data and that of our customers. We have taken measures to guard against cyber risks for both our internal and external stakeholders by complying with the Personal Data Protection Act Policy. This policy also applies to our employment process where the privacy of all applicants is safeguarded and access to personal data are restricted to authorised persons or senior management on a need-to-know basis.

Unfortunately, we did not achieve our target set in FY2020, as we had one incident of non-compliance to law and regulations due to the late payment of staff salary. However, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations in both FY2020 and FY2021. We will continue to maintain and ensure no significant fines or non-monetary sanctions for non-compliance with laws and regulations.

ENTERPRISE RISK MANAGEMENT

The Board acknowledges its responsibilities for the overall internal control framework and governance of risk, ensuring that the management maintains a sound system of risk management and internal controls to safeguard the interests of the Company and its shareholders.

The Board, assisted by the AC, reviews annually and ensures that a sound system of risk management and internal controls is maintained by the Group to safeguard shareholders' interests and the Group's assets and determines the nature and extent of the significant risks which the Group is willing to take in achieving its strategic objectives. The Group has implemented a system of internal controls designed to provide reasonable assurance that assets are safeguarded, proper accounting records are maintained operational controls are adequate and business risks are suitably managed. The Board, with the assistance of the AC, oversees the management in the design, implementation and monitoring of the risk management and internal control systems, and reviews the adequacy and effectiveness of such systems at least annually.

Please refer to our Annual Report for FY2021, pages 15 to 47 for the Group's Corporate Governance Report.

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure		Reference / Description
GRI 101: Foundation 2016			
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-1	Name of organization	Totm Technologies Limited (formerly known as Yinda Infocomm Limited)
	102-2	Activities, brands, products and services	SR Page 3
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	SR Page 2
	102-5	Ownership and legal form	Annual Report Pages 10, 73, 104- 108 139-140
	102-6	Markets served	SR Page 7
	102-7	Scale of the organisation	SR Pages 3, 10, Annual Report Pages 3-4
	102-8	Information on employees and other workers	SR Pages 10-12
	102-9	Supply chain	SR Page 9
	102-10	Significant changes to the organisation and its supply chain	There were no significant changes.
	102-11	Precautionary principle or approach	SR Page 2
	102-12	External initiatives	None
	102-13	Membership of associations	None
	102-14	Statement from senior decision maker	SR Pages 2-3
	102-16	Values, principles, standards and norms of behaviour	SR Pages 17-18
	102-18	Governance structure	SR Pages 17-18, Annual Report Pages 15- 47
	102-40	List of stakeholder groups	SR Page 4
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	SR Page 4
	102-43	Approach to stakeholder engagement	SR Page 4
	102-44	Key topics and concerns raised	SR Page 4
	102-45	Entities included in the consolidated financial statements	Annual Report Pages 10, 104-108
	102-46	Defining report content and topic boundaries	SR Page 2
	102-47	List of material topics	SR Page 5
	102-48	Restatement of information	Not applicable.
	102-49	Changes in reporting	Not applicable. No change in reporting.
	102-50	Reporting period	SR Page 2
	102-51	Date of most recent previous report	30 October 2020
	102-52	Reporting cycle	Annually
	102-53	Contact point for questions about the report	SR Page 3
	102-54	Claims of reporting in accordance with the GRI Standards	SR Page 2
	102-55	GRI content index	SR Pages 19-20
	102-56	External Assurance	We may seek external assurance in the future.
MATERIAL TOPICS			
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	SR Pages 6-7
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	SR Page 8
	205-2	Communication and training about anti-corruption policies and procedures	SR Page 8
	205-3	Confirmed incidents of corruption and actions taken	SR Page 8
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations	SR Pages 8-9

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure		Reference / Description
GRI 308: Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	SR Page 9
GRI 403: Occupational Health and Safety	403-9	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR Pages 13-16
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	SR Pages 10-12