

Sustainability Report 2019

1. BOARD STATEMENT

We are pleased to present the inaugural annual Sustainability Report of The Place Holdings Limited ("The Place", the "Group") for our financial year ended 31 December 2019 ("FY2019"). This report is prepared in compliance with the requirements of Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules 711A and 711B, and references the Global Reporting Initiative (GRI) Standards. This report highlights the key economic, environmental, social and governance (EESG) related initiatives carried throughout a 12-month period, from 1 January to 31 December 2019.

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 accuracy of data and information. The board of directors of the Group (the "Board") oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group's strategic direction and policies.

To promote environmental conservation, no hard copies of this Report has been printed. A digital copy can be found on our website at http://www.theplaceholdings.com.

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 aili.tay@theplaceholdings.com.

13 April 2020

2. CORPORATE PROFILE

Listed on the Mainboard of the Singapore Exchange, The Place Holdings Limited (f.k.a. "Eucon Holding Limited") ("The Place" or "the Group") is an investment holding company whose portfolio coverage will include the investment, development and management of Media, Integrated Tourism and tourism-related "new retail" businesses, acquisition and development of commercial or mixed-use property.

The Group is backed by key management personnel who possess extensive track record in Singapore and abroad to build up its core competencies and execution know-how. The substantial shareholders of the Group are the co-founders of The Place Investment Group based in Beijing, a multi-billion PRC conglomerate renowned for its extensive businesses in tourism, media, property management, bio-medical technology investments and international trade.

The Group strives to create value proposition through innovative idea, vigorous management know how, forward looking vision, strategic win-win partnership and long term sustainability.

The Group's current business activities include

- Provision of comprehensive branding strategy, planning and organising of corporate events, and exhibitions, and other large-scale events in China;
- Develop and manage integrated tourism business including but not limited to the development of tourism townships at renowned tourist destinations, the development of commercial malls, hotels, entertainment and recreation facilities, resorts, corporate clubhouses and wellness resorts for the elderly;
- Acquire or invest in companies in the "new retail" businesses (i.e. those which manage and/or provide retail services by incorporating new technological advancements including artificial intelligence, virtual reality) which can enhance the Group's competitive edge; and
- Acquire and develop commercial or mixed-use property for recurring income and profit growth.

2.1. Group's Vision

To create a better future by embodying the spirit of enduring innovation. To create product superiority and society values by embracing a committed attitude.

2.2. Group's Mission

To foster the holistic development of tourism, new retail, real estate and media and emerge as the underlying innovator of respective industries.

2.3. Business Ethics

The Group is committed to safeguard the interests of our stakeholders through sustainable growth. To achieve this, we uphold ourselves to high standards of corporate governance, business and ethical conduct.

This value has been communicated to all of our employees, major suppliers and business partners. Adhering to corporate governance, business and ethical conduct is preach constantly at internal meetings. Any forms of corruption within the Group will not be tolerated, and will be escalated to the Executive Chairman of the Board of Directors.

3. OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY METHODOLOGY



STAKEHOLDERS ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and the 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 and employees. 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.

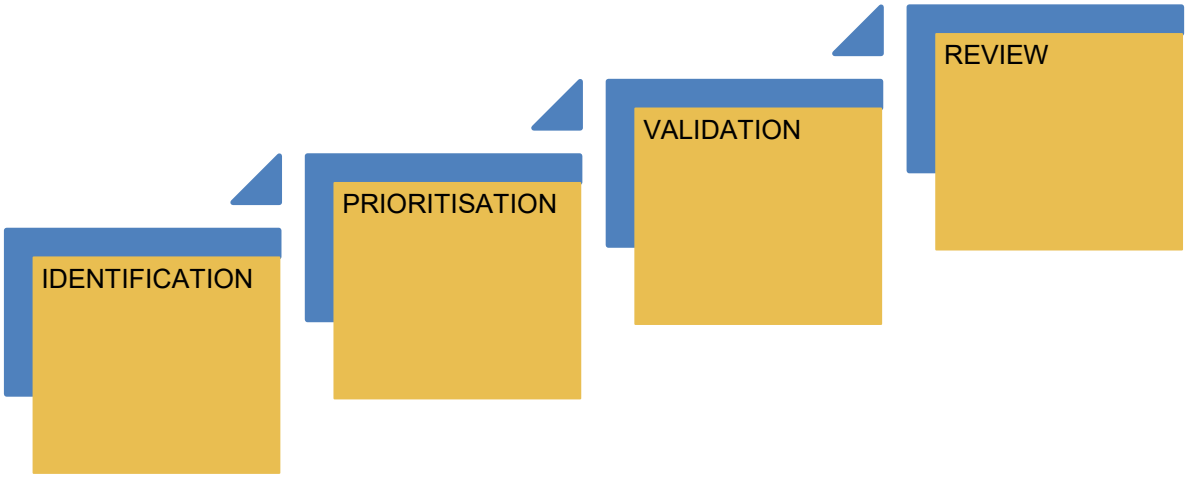
In order to ensure that our business interests are aligned with those of our stakeholders, we regularly engage with them through various medium and channels. This helps us understand and address their concerns, while improving our own service and product standards, and business operations for long-term growth and sustainability.

Key Stakeholders	Key Concerns	Engagement Platforms
Suppliers	• Service quality	• Vendor assessment via Face-to-face meetings
Customers	• Quality products and services	• Feedback handling via Face-to-face meetings, emails and phone calls
Employees	• Benefits and remuneration • Employee engagement • Talent retention and career progression • Employee safety and well-being • Training and development	• Mobile chat groups and SMS • Internal and external trainings • Whistle blowing policy
Investors and Shareholders	• Financial performance and stability • Business diversification • Regulatory compliance • Risk management • Corporate governance	• Annual General Meeting/ Extraordinary General Meeting • Dedicated investor relations section on Company website • Half-yearly financial results announcement
Government and Regulators	• Compliance with laws and regulations • Maintaining good corporate governance standard • Anti-corruption and bribery	• Develop and maintain relationships and communication channels with government agencies and regulators across different business aspects

The Place is a member of Singapore Business Federation (“SBF”) as required by SBF Act.

MATERIALITY ASSESSMENT

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



The Group has conducted a materiality assessment during the year with the help of an external consultant. We engaged our employees from different departments, seeking our internal stakeholders' feedback for prioritisation of these topics. Going forward, materiality review will be 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

SOCIAL
Employment
Socioeconomic Compliance

ENVIRONMENTAL
Environmental Compliance

GOVERNANCE
Corporate Governance
Risk Management

4. ECONOMIC

ECONOMIC PERFORMANCE

The Place firmly believes that focusing on financial sustainability is critical. The Company's basic principle is that long-term profitability and shareholder value is ensured by taking into account the interests of stakeholders, such as shareholders, employees, suppliers and society as a whole.

For detailed financial results, please refer to the following sections in our Annual Report 2019:

- Financial Highlights
- Financial Statements

We will put in place an innovative team and will inject high-quality projects into the listed company to demonstrate our commitment to foster mutually beneficial relationships while at the same time creating value for our Singapore-based stakeholders.

ANTI-CORRUPTION

The Place do not tolerate corruption in any form, such as extortion and bribery. This has been made clear to our employees, our suppliers and our business partners. There have also been no reported incidents of corruption during the same reporting period.

Whistleblowing Policy

The Place does not tolerate any malpractice, impropriety, statutory non-compliance or wrongdoing by staff in the course of their work. Our Whistleblowing Policy is intended to provide a framework to promote responsible and secure whistleblowing without fear of adverse consequences.

Employees and outside parties, such as suppliers, customers, contractors and other stakeholders, may use the procedures set out in the Policy to report any concern or complaint regarding questionable accounting or auditing matters, internal controls, disclosure matters, conflict of interest, insider trading, collusion with competitors, serious breaches of Group policy, unsafe work practices or any other matters involving fraud, corruption and employee misconduct.

The Policy allows for reporting by employees or outside parties of such matters to the Lead Independent Director of the Company, without fear of reprisal, discrimination or adverse consequences, and also permits the Group to address such reports by taking appropriate action, including, but not limited to, disciplining or terminating the employment and/or services of those responsible.

Complaints are directed to the Lead Independent Director and Financial Controller of the Company via a designated e-mail (feedback@theplaceholdings.com).

All whistle blowing reports are investigated thoroughly, independently and fairly, with prompt and proper closure.

5. ENVIRONMENTAL

ENVIRONMENTAL COMPLIANCE

Similar to FY2018, there was no incidence of non-compliance with laws and regulations resulting in significant fines or sanctions in FY2019. We endeavor to maintain this track record.

6. SOCIAL

EMPLOYMENT

Every employee plays an essential role in our company. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for each other. Our employees are the drivers of our business and we believe in creating a respectful, rewarding and safe working environment for our people. We support and respect the protection of internationally proclaimed human rights.

Continuous open dialogue is the main platform used to engage our employees. Open dialogues are conducted informally to encourage employees to raise any issues to management. We believe that this provides a more interactive and direct channel for any form of feedback.

The company provides competitive remuneration based on merit to all our employees. Our employees are not covered by collective bargaining agreements but are given the rights to exercise freedom of association.

5♂: 2♀ Our headcount increases from four in FY2018 to seven in FY2019. Four employees were recruited in FY2019 while there was one resignation. Our employee's gender ratio is five males to two females. Four employees aged between 30-50 years old while three employees aged between 50-60 years old.

There have been no reports of discrimination based on race or gender within the Group.

SOCIOECONOMIC COMPLIANCE

The Place is proud to inform that it is in compliance, in all material aspects, with all social, economic, and environmental rules and regulations and anti-competitive practices. There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations over the past year.

7. GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of The Place are committed to the best practices in corporate governance to ensure sustainability of the Group's operations. 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 shareholders. Please refer to the Annual Report FY2019 for details of the Group's Corporate Governance Report.

RISK MANAGEMENT

The Board is committed to ensuring that the Group has an effective and practical enterprise risk management framework in place to safeguard Shareholders' interests, and the sustainability of the Group as well as provide a basis to make informed decisions having regard to the risk exposure and risk appetite of the Group. For detailed disclosure on our risk management, please refer to Group's Corporate Governance Report of our Annual Report FY2019.

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure		Reference / Description
GRI 101: Foundation 2016			
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-1	Name of organisation	The Place Holdings Limited
	102-2	Activities, brands, products and services	Sustainability Report (SR) page 3
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	China
	102-5	Ownership and legal form	Annual Report (AR)
	102-6	Markets served	China
	102-7	Scale of the organisation	AR, SR page 8
	102-8	Information on employees and other workers	SR page 8
	102-9	Supply chain	Not applicable
	102-10	Significant changes to the organisation and its supply chain	Not applicable
	102-11	Precautionary Principle or approach	The Place supports the intent of the Precautionary Principle, but has not expressed a specific commitment
	102-12	External initiatives	None
	102-13	Membership of associations	SR page 4
	102-14	Statement from senior decision maker	SR page 2
	102-16	Values, principles, standards and norms of behaviour	SR page 4
	102-18	Governance structure	AR
	102-40	List of stakeholder groups	SR page 5
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	SR page 5
	102-43	Approach to stakeholder engagement	SR page 5
	102-44	Key topics and concerns raised	SR page 5
	102-45	Entities included in the consolidated financial statements	AR
	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	None
	102-49	Changes in reporting	None
	102-50	Reporting period	1 January to 31 December 2019
	102-51	Date of most recent previous report	22 April 2019
	102-52	Reporting cycle	Annually
	102-53	Contact point for questions about the report	SR page 2
	102-54	Claims if reporting in accordance with the GRI Standards	This report is with reference to the GRI Standards (Core option).
	102-55	GRI content index	SR page 10
	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 page 6
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations	SR page 7
GRI 401: Employment	401-1	New employee hires and employee turnover	SR page 8
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	SR page 9