



**ANNUAL REPORT FOR
FINANCIAL YEAR ENDING 31st DECEMBER 2024**

Social Health Growth Ltd

社会健康成长学会

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About Us

Our logo depicts a child in her mother's embrace. Shaped like a heart, the logo represents our dedication to helping the underprivileged families. The letters, S, H and G represent Social, Health, and Growth respectively. The vines and flowers extending from the G expresses the organization's strength to reach beyond our values and capacity. The three flower buds signify us exercising our values through our minds, hearts and physical actions:

Commitment, Teamwork and Cooperation, Improvement, Trust & Care

Vision

To helping parents and disadvantaged families raise children into healthy and contributing members of society.

Mission

Social - To understand social inclusion and emphasizes the significance of social belongingness.

Health - To supports and promote the physical and emotional health.

Growth - To provide financial literacy services.

SHG MANIFESTO

To build a sustainable ECO Social Community within the social service space.

To provide quality education to disadvantaged families and children by demonstrating what can be changed to achieve quality education.

1. Physical and mental space for learning and experimentation is a mandatory requirement.
2. We require alternative and diverse ECO Social Community.
3. Innovation and creativity transformation from old sharpening to new working environment.
4. We need to experiment with alternative social relations and social values.
5. To build a sustainable financing with the Social, Environment and Government.
6. Transformative change requires hybrid combinations of civil society, state and market.
7. Social innovation to create and develop an impact in the social community.
8. Woman empowerment is a promising response to the challenges of globalisation by adopting Sustainable Development Goals (“SDGs”).
9. Social innovation is about fostering a sense of belonging and competence.
10. Transparent and inclusive decision-making is a necessary condition for change.

Overview of Charity

Social Health Growth Ltd (“SHG”) was established on 16 February 2012 following extensive research by Chairman Mr. Alson Boo. His sole purpose is to improve the socio-economic conditions of unwed and/or single mothers in our community who were mostly left alone to fight their daily battles. SHG was formally registered as a Charity under the Charities Act (Chapter 37) in 2017.

Organization Milestones

- **Mid 2017** - Registered as a full-fledged Charity Organisation
- **Aug 2017** - Obtained NCSS membership
- **Jun 2018** - Registered as an Institute of Public Character (“IPC”)
- **Feb 2019** - President’s Challenge 2019 award
- **Jan 2020** - Best Single Parent & Elder Care Support by APAC Insider
- **Nov 2020** - President’s Volunteerism & Philanthropy awards Special Edition 2020
- **Mar 2020** - President’s Challenge 2020 award
- **Mar 2021** - President’s Challenge 2021 award

Unique Registration Number (UEN): 201203801G

Registered Address:

200 Jln Sultan, #03-07B Textile Centre,
Singapore 199018



Alson's Message

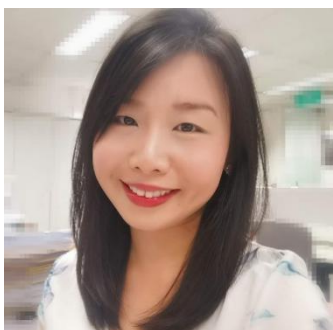
Reflecting on 2024 Financial Year, Social Health Growth has faced significant changes and started its new chapter of opportunities. There were many great initiatives by the board member, committee member, staffs and volunteer. Volunteer and member have drop slightly however the organization managed to pursue a different strategy in the 2nd half of 2024 by involving more actively in certain networking events and activities to bring in new volunteers. Fundraising has increased due to street and online donation.

Beneficiaries has achieved their desired outcome with more than 90% beneficiaries who found jobs.

In 2025, we will be introducing new programmes and partnership program with existing partners and new partners, social enterprises, SSA and other NGO.

Once again thank you so much for your generosity and kind

**Mr Alson Boo,
Past Chairman**



New Chairman's message 2025

Hi, Nice to meet everyone. Thank you donors, the board, committee member, member and volunteers for supporting me and SHG. I am looking forward to work closely with our stakeholders to provide more shared values to grow and expand the worldview of our community. To created and continue to sharpen our beneficiaries knowledge with evidenced-based practice so that they could learnt the skillsets. Bring what is helpful for them so that they could help themselves and their families.

Chairman

Ms Nellie Chua



Executive Director's Message

I joined Social Health Growth as a tutor in since 2021 and I witnessed significant growth in Social Health Growth. As such in I've decided to join SHG as an Executive Director. I will continue to do my best to grow the beneficiaries, continue to bring in new beneficiaries and more involvement in engaging new and existing volunteers. To continue to create more impact for the community at large.

Below are the following main programs and achievement we'll had in financial year 2024:

Financial Literacy - Created since February 2012 and to-date, more than 5000 beneficiaries have benefited from this program. They are able to manage their cashflow and create their own budgeting which save them a lifetime. This program has achieved 90% positive changes for our beneficiaries in 2024.

Smart Mobile Literacy - Created in April 2019 and to-date, more than 3,000 beneficiaries have benefited from this program. Management of simple mobile apps and understanding how to use and apply in their daily life. This program has achieved 90% positive changes for our beneficiaries in 2024.

Computer Literacy - Created in April 2019 and to-date, more than 5,000 beneficiaries have benefited from this program. Management of simple mobile apps and understanding how to use and apply in their daily life. This program has achieved 90% positive changes for our beneficiaries in 2024.

Health Dance - Created in July 2017 by Dr Daphne (our volunteer trainer) and to-date, more than 2,000 beneficiaries have benefited from this program. Interactive exercises for the elderly. This program has achieved 90% positive changes for our beneficiaries in 2024.

Health Care - Created in July 2017 by Dr Daphne (our volunteer trainer) and to-date, more than 2,000 beneficiaries have benefited from this program. Measuring their blood pressure daily. This program has achieved 90% positive changes for our beneficiaries in 2024.

Women Empowerment Leadership Management - Created in February 2019 and to-date, more than 5,000 beneficiaries have benefited from this program. This program has achieved 100% positive changes for our beneficiaries in 2024.

Children Enrichment (N1, N2, K1, K2, P1 to P6, Sec 1 to Sec 3) English and Mathematics - Created in February 2012 and to-date, more than 6,000 beneficiaries have benefited from this program. This program has achieved a life changing 100% for our beneficiaries in 2024.

Milk Powder - Created in February 2012 and to-date, more than 3,000 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Fruits and Vegetables - Created in February 2012 and to-date, more than 6,000 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Job Creation - Created in July 2017 and to-date, more than 8,000 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Youth Leadership program - Created in July 2017 and to-date, more than 3,000 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Learning Management System - Created in April 2024 and to-date, more than 150 beneficiaries have benefited from this program. This program has achieved 80% changes for our beneficiaries in 2024.

English program - Created in July 2017 and to-date, more than 5,000 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Social Coaching - Created in July 2023 and to-date, more than 200 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Social Mentoring - Created in July 2023 and to-date, more than 200 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Social Supervision - Created in July 2023 and to-date, more than 150 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Social Facilitation - Created in July 2023 and to-date, more than 500 beneficiaries have benefited from this program. This program has achieved 90% changes for our beneficiaries in 2024.

Ms Hajira

Executive Director

Leadership

Governing Board Members

Name	Designation	Date of Appointment
Ms Nellie Chua	Chairman	16 Feb 2016 (Re-elected) on 28 May 2025
Mr Syed Imtiaz Hussain	Board Member (Secretary)	30 Apr 2024 (Re-elected) on 28 May 2025
Ms Jayne Lee	Board Member (Treasurer)	28 May 2025 Elected
Mr Alson Boo	Board Member	16 Feb 2012 (Resigned as Chairman) Elected as board member on 28 May 2025
Mr Benjamin Teow	Board Member(Program)	30 Apr 2024 (Resigned) on 17 April 2025

Advisory Council

Name	Designation	Date of Appointment
Pratap Kishan	Advisor to the Board	16 Feb 2016
Ms Tin Pei Ling	Patron to the org	5 March 2024

Nellie Chua has been a Vice Chairman and served the Board since 2016. Nellie is a paralegal in a local law firm. She has been giving board strategic and providing community training to community members. She is the Treasurer. She resigned as a Treasurer and was re-elected on 28 May 2025 as Board Chairman. Nellie does not hold any relevant offices in any other charity except SHG. She holds a Master degree in Human Resource from Universidad Isabel I.

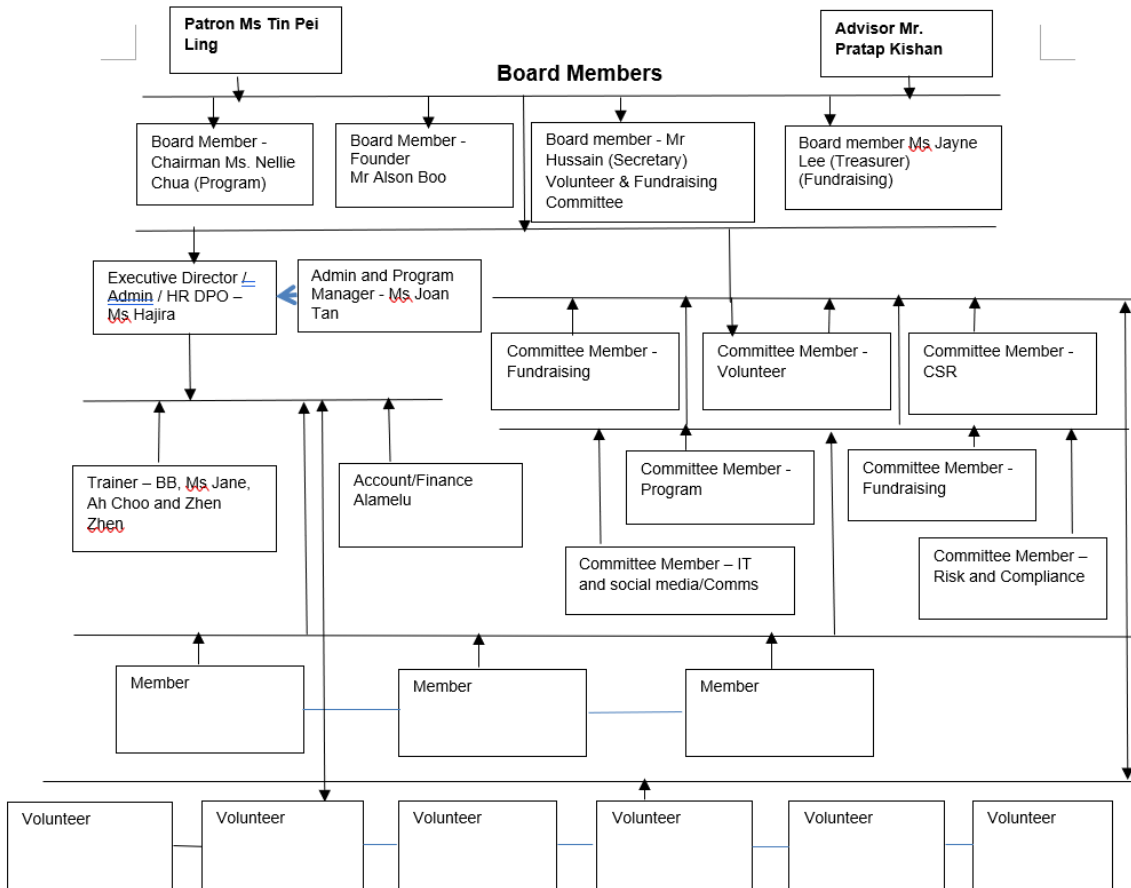
Hussain, joined SHG as a committee member Since 2022. And became a board member in 2024. He has contributed in board planning and giving guidance and innovative ideas to the board volunteering and programmes. He was re-elected on 28 May 2025 and was elected as Secretary on 28 May 2025. He does not hold any relevant offices in any other charity except SHG.

Jayne Lee, joined SHG as a volunteer since 2020. In 2025, she decided to joined the board and was elected as a Treasurer on 28 May 2025. She is a visionary entrepreneur and seasoned educator with a strong track record in programme coordination, educational leadership, and collaborative partnerships. As the Manager of MindsHeart, a mental health organisation with a multidisciplinary team, Jayne plays a critical role in bridging stakeholders, driving strategic initiatives, and ensuring the seamless execution of training and educational programmes. MA in Arts and Cultural Leadership and Bachelor in Music Education

Alson Boo has been a Chairman and served the Board since 2012. He helps to oversee the daily operations in the charity. He's working for a Wealth and Asset

Management company in Singapore since 2009. In 2023, he has reduced his involvement in operations and is putting in more effort in board strategy and planning. He resigned on 27 May 2025 as a Chairman and was re-elected as a Board Member on 28 May 2025. Alson does not hold any relevant offices in any other charity except SHG.

Benjamin, joined SHG as a board member since 2024. He has contributed in programmes and fundraising ideas to upskilling our beneficiaries and volunteers. He does not hold any relevant offices in any other charity except SHG. He resigned on 28 May 2025.



Remark

- Executive Director reports to the board member
- Committee members report to the board member
- Office staff, Members and Volunteers report to the executive director

Social Health Growth bank account

Bank details

Bank Name: Oversea-Chinese Banking Corporation Limited
 Account Number: 641794177001
 Currency: SGD
 Type of Account: Current
 Account Name: Social Health Growth Ltd
 Bank Name: Oversea-Chinese Banking Corporation Limited
 Swift Code: OCBCSGSG
 Bank's Code: 7339
 Branch Code: 641
 Branch Name: North Branch
 Address: 65 Chulia St, OCBC Centre, Singapore 049513
 Registered Number: 201203801G

If you wish to make a donation to us, please make your cheque payable to "Social Health Growth Ltd", and mail it to the below address.

Information for Receipt

Name: Social Health Growth Ltd

Mailing address: 200 Jln Sultan, #03-17B Textile Centre, Singapore 199018

Attention To : Ms Joan Tan (Admin and Program Manager)

Email: Admin@socialhealthgrowth.org

Auditor name: Athel Assurance Public Accounting Corporation

Address: 21 Merchant Road, #07-02, Singapore 058267

Website: www.primeac.com.sg

Declaration

SHG staff does not exceed or received more then \$100,000 remuneration.

No Executive Head received more then \$50,000 in salary.

No Board Member remunerated.

Pathways To Better Life Ltd and SHG Academy both are social enterprises created to support SHG's beneficiaries. Engaging in programmes and activities which are operating independently by itself.

SOCIAL HEALTH GROWTH LTD.

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

	Note	2024	2023
		\$	\$
INCOME			
Voluntary income			
Donations	4	225,676	1,045,408
Membership fee		2,001	2,349
Event income		-	126,895
Grant income	5	15,849	238,326
Toteboard fund receipts		-	151,115
		<u>243,526</u>	<u>1,564,093</u>
Other income			
Government grant		3,924	159
Miscellaneous income		2,623	14
	6	<u>6,547</u>	<u>173</u>
Total income		<u>250,073</u>	<u>1,564,266</u>
EXPENDITURE			
Cost of charitable activities			
Beneficiary support		(80,322)	(1,225,909)
Donations		-	(347)
Event expenses		-	(51,949)
		<u>(80,322)</u>	<u>(1,278,205)</u>
Employee benefits expenses	7	(45,253)	(116,476)
Depreciation expense		(14,181)	(14,068)
Other expenses	8	<u>(121,130)</u>	<u>(174,596)</u>
Net expenditure before income tax		(10,813)	(19,079)
Income tax	9	-	-
Net movement in funds the financial year, representing the total comprehensive loss for the year		<u>(10,813)</u>	<u>(19,079)</u>

Balance Sheet

SOCIAL HEALTH GROWTH LTD.

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Note	2024 \$	2023 \$
ASSETS			
Non-current assets			
Plant and equipment	10	<u>82,452</u>	<u>96,390</u>
Current assets			
Other receivables	11	11,620	6,120
Cash and bank balances	12	<u>49,481</u>	<u>33,702</u>
		<u>61,101</u>	<u>39,822</u>
TOTAL ASSETS		<u>143,553</u>	<u>136,212</u>
FUND AND LIABILITIES			
Fund			
Accumulated funds		<u>122,399</u>	<u>133,212</u>
Liabilities			
Current liabilities			
Other payables	13	<u>21,154</u>	<u>3,000</u>
TOTAL LIABILITIES		<u>21,154</u>	<u>3,000</u>
TOTAL FUND AND LIABILITIES		<u>143,553</u>	<u>136,212</u>

SOCIAL HEALTH GROWTH LTD.

**STATEMENT OF CHANGES IN FUNDS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

	Total \$
At 1 January 2023	152,291
Total comprehensive loss for the year	(19,079)
At 31 December 2023	<u>133,212</u>
At 1 January 2024	133,212
Total comprehensive loss for the year	(10,813)
At 31 December 2024	<u>122,399</u>

CashFlow

SOCIAL HEALTH GROWTH LTD.

STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Net expenditure before income tax		(10,813)	(19,079)
Adjustments for:			
Depreciation for plant and equipment	10	14,181	14,068
		15,772	(5,011)
Changes in working capital:			
Other receivables		(5,500)	4,215
Other payables		18,154	(1,500)
Net cash generated from / (used in) operating activities		<u>16,022</u>	<u>(2,296)</u>
Cash flows from investing activities			
Purchase of plant and equipment	10	(243)	(5,998)
Net cash used in investing activities		<u>(243)</u>	<u>(5,998)</u>
Net increase / (decrease) in cash and bank balances		15,779	(8,294)
Cash and bank balances at the beginning of year		33,702	41,996
Cash and bank balances at the end of year	12	<u>49,481</u>	<u>33,702</u>

Summary Financial Performance

	2024	2023	Change	Change%
Total Revenue	243,526	1,564,093	-1,320,056	-86%
Total Expenditure	(80,322)	(1,278,205)	-1,197,883	-84%
Surplus / (Deficit)	-10,813	-19,079	8,266	-94%

- Total donations stood at SGD243,000 (FYE2024), SGD1,560,000 (FYE2023). In view of the significant drop in donations, subject is still growing its donations in a comfortable net cashflow of SGD49,000 (FYE2024). Net-profit was stood at (SGD10,813, FYE2024), (SGD19,079, FYE2023) has improved. In view of FYE2024, we've reduced our beneficiaries' training sponsor. With the positive net cashflow in FYE2024 it stood at positive cashflow SGD38,668. On the other hand, our online learning management system had completed the development works.

As such expenditure had reduced significantly. In FY2024, SHG had completed its organization re-structuring. In Dec 2024, SHG received an additional donation from our long time donors. In FY2025, we forecasted that our donation will increase by 80% more as compared to FYE2024.

- SHG continue to receive new beneficiaries coming to seek help and support from SHG. Hence, we will be increasing our manpower and volunteer involvement as time needed. We will continue to grow our programmes and co-create together with our [AAS, FSCs and social enterprises](#).

Beneficiaries' Story

Wu Xiao Xia

Single mother



I've learnt a lot since 2019. SHG provided me with diaper and milk powder for my children. I am a single mother from Nee Soon centre. SHG provided my children tuition where it helped me reduce my expenses. SHG also supply fruits and vegetables for me and my children. I've attended the financial literacy, women empowerment leadership management and computer literacy program. This programmes totally changed myself and shift my thoughts to have more clarities for my worldview. This programme impacts my life and my children. I am able to think better and do better at my workplace. My life started to take shape for myself and my family.



Children - Sim Ding Kun

I love the program. I like the tuition teacher. They are very nice to me. I love learning. I always like to come for the tuition. There are a lot of nice people here. I am able to spend my time here and meet new friends.

Hotline: 24 by 7 and 7 days helplines

9751 6906

Volunteer Engagement

House visit

Regularly we'll conduct our house visit to our beneficiaries's house. To check if they need any help and other services. One photo add in

New Partners

We will be looking for new SSA, and other social enterprises to co-create new collaborations. Engagement with corporates to create common shared values for our beneficiaries.

Six new projects in 3rd quarter 2025

1) Financial sustainability - From our trainers and volunteers, enhancing their saving and expenditure in a deeper dive into each and every single item of their daily needs and wants. It helps them to better identify those items in a qualitative and quantitative manner. To help them strengthen their mindsets, being able to enhance and expand their critical thinking with stable problem solving. Using T.P.D.C.A.T. for 1 hour sessions on every Tuesday.

2) Women Empower Leaders - By successful professional and industry women to influence our single mother, youth and low-income families. Sharing their story to the beneficiaries in a team, group, peer-to-peer interactive sharing and discussion sessions. 1 hour per day from Monday to Sunday.

3) Child Play Therapy - Trainers and Volunteers will be running this program. 2 to 3 sessions per week. Depending on the client's availability. 45mins to 1 hour of therapy.

4) Mental Health gears toward personal well-being.

5) Cybersecurity program

Every Monday cybersecurity Monday achievable target

Coaching, mentoring, supervision, facilitation training target numbers can be the same as cybersecurity

6) Coaching/Mentoring/Supervision/Facilitation/Training – To train our beneficiaries to become a coach. Help them to better engage and managed at work and families.

Reserve Policy

Social Health Growth Ltd maintains a justifiable reserve policy for sustainability. Reserve policy stood at 0.40: 1 as of Dec 2024, (-0.02):1 as of 2023. This improvement is due to further reduction in operational expenditures, for example staffs salary, training program and rental costs. Since 2023, organization restructuring had helped the organization streamlining some of our programs so that we could minimize our donation and funding. In 2025, we are expecting our reserve to be further strengthen back to pre-covid period. The Board member shall review the Reserve Policy annually and shall give its recommendation to the Board. The Board shall regularly meet once a year to review the policy and to maintain the reserves at a level deems sufficient for its operating needs, taking into consideration the recommendation of the Board Members.

Our Work: New Activities

2024 program for our Beneficiaries

1) NTUC food ration for our beneficiaries. Total 150 beneficiaries benefited from this program.

Joined project with South-East CDC from December 2023 to March 2024 at \$80 per elderly. 240 elderly have benefitted.

2) Republic Polytechnic Final Year Project with 8 students in a team that took place from July to January 2023 - Volunteer Engagement Project

3) Republic Polytechnic - July 2024 to March 2025

To create a volunteering environment for the Youths.

8 students in a group

4) Singapore Polytechnic

July 2024 to March 2025

Selling and promoting T-shirts that are created / designed by our single mothers.
Total of 120 pieces using solar panels energy.

5) Surety – Menopause seminar

12 beneficiaries benefited.

6) Rotary Club – December 2024

Sponsoring foods and stationary gifts for more than 100 children.

7) Foodbank - July, Sept, Oct and December 2024 total 250, 250, 250, 350
beneficiaries benefited respectively.

8) Digital jobs - Home-Based job

Companies employ our beneficiaries to post advertisements on for their products
and services. To bring in B2B and B2C traffics. Beneficiaries are able to better
manage their children at home and earn additional income.

Platforms include: Facebook, Instagram, Twitter, WeChat and LinkedIn.

9) Ties of Love (November 2024) - Initiative Dream Big, Dream On (DBDO) - an
exploratory career programme for vulnerable children & youths (12-16 years old).
20 children have benefitted.

10) Canva Program (December 2024) by students of Singapore Management
University. Exploring youth and children's critical thinking knowledge and using
Canva to deliver their innovative ideas in creative and critical thinking skills. 20
children benefitted.

Corporate Donors/Activities

Donors_St James Place

Private donors: 80%

Corporate Donation: 20%

Increase by 12% as compared to 2023

Board and Committee Member Training (Internal and External) - We had a new
refresher board. Getting new committee members to be trained. Internal training and
external training. Sending them to NUSS-SSI, NUS, SMU and other training
provider, to learnt how to become a board member.

Operational staffs training

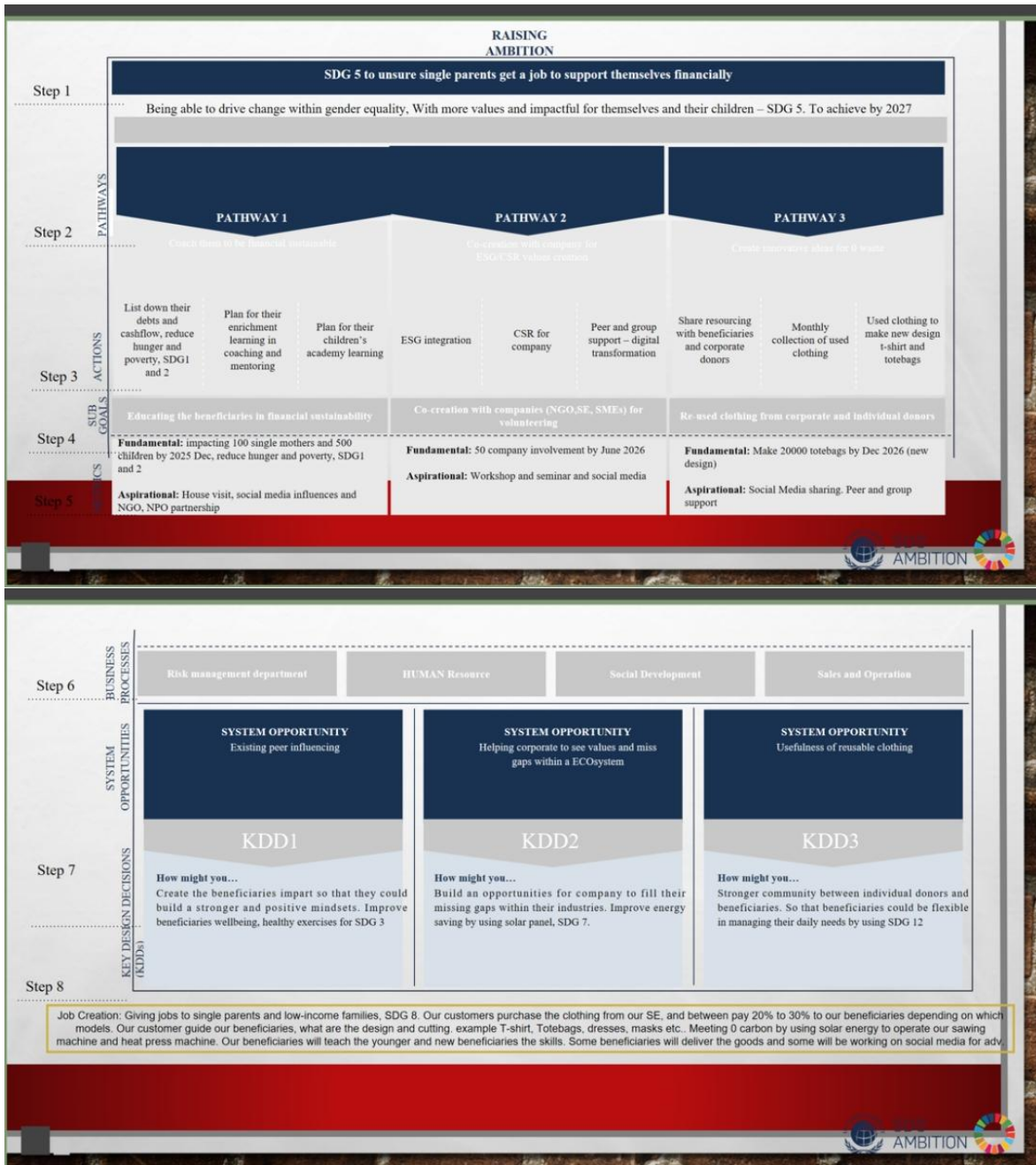
Program - Upskilling their skillsets to better manage daily operation with
stakeholders.

Volunteer Engagement - Build a solid community support from volunteer, both individually and corporate.

Fundraising - Ensure fundraising is carry out diligently while approaching the member of public.

Sustainable progression - SDG/PPP/CSR/

Six companies in 2023 - We have created and helped 6 companies sustainable reporting. Improving their ESG and CSR. In return, they provide their volunteers and they also made corporate donation. SHG creates social impacts for their annual financial reporting by using GRI and IFRS S1 and S2 reporting frameworks. SHG has created the impact mind map for 2025 to 2026.



<p>3-6-9 Month Plan</p> <p>Instructions</p> <p>Key actions identify - to achieve our SDG Ambition Benchmark. Below factors:</p> <ul style="list-style-type: none"> • Actions • Owners • Timeframe • Milestones • Blockers • Catalysts 	<p>Improve gender equality for low-income families</p> <p>Create financial sustainability for our beneficiaries</p>		
	<p>6 MONTHS</p> <ul style="list-style-type: none"> • Guide them and facilitate the coaching and mentoring session. In addition, looking into the missing gaps for any risk assessment. • By June 2025 • Follow the regulation guidelines strictly till we meet our goal settings. And follows create a sustainable policy to drive change for 3 to 9 months. <p>Policy setting for sustainable reporting for all SMEs. Beneficiaries got a job. Improve from 20% to 30%</p>	<p>12 MONTHS</p> <ul style="list-style-type: none"> • Bring new beneficiaries and by inviting existing beneficiaries to co-create the guiding principles together. Drive action plan and meet stakeholders expectation. • By Dec 2025 • Build policy internally and externally. For corporate partners 	<p>18 MONTHS</p> <ul style="list-style-type: none"> • Create events and talks for beneficiaries to show case their works. Example Sharing sessions. Review goals settings and objectives so to being in alignment with our beneficiaries and partners. • By June 2026 • Train them for public speaking

Commitment Cards

SDG Ambition progress

We, Social Health Growth Ltd, commit to the following:

- To improve gender equality for low income families
- Reduce 0 waste management with corporate and individual partnership
- Reduce 0 carbon with corporate partnership

To ensure we meet the followings: Giving jobs to single parents and low-income families, SDG 8. Our customers purchase the clothing from our SE, and between pay 20% to 30% to our beneficiaries depending on which models. Our customer guide our beneficiaries, what are the design and cutting, example T-shirt, Totebags, dresses, masks etc.. Meeting 0 carbon by using solar energy to operate our sawing machine and heat press machine, SDG12. Our beneficiaries will teach the younger and new beneficiaries the educational skills, SDG 4. Some beneficiaries will deliver the goods and some will be working on social media for adv.

Code of Governance Policies

SHG is governed by its Memorandum and Articles of Association dated 16th Feb'2012.

Board Meetings and Attendance

A total of 12 Board meetings were held in this financial year and 100% board member attended the board members' meeting in FY2024, together with new and existing committee members. With the existing committee and new committee member they could get themselves better prepared and familiarized with succession planning.

Disclosure of Board Fee & Staff Remuneration

Board members: None of the board of directors receive any board fees.

Paid staff: None of the paid staff receive more than \$100,000 per annum and none of the paid staff serve on the Board.

Governance Review and Internal Audit

During the financial year, Athel Assurance Public Accounting Corporation was engaged to conduct charity governance and internal audit review for SHG. SHG continues to work with professional audit agencies to regularly review its internal control measures and aims to achieve standards comparable to the Charity Governance Transparency Award.

In 2025/2028, SHG is conducting training for new process for orderly renewal of Board & Key Office Bearers. The board of directors will also process for regular review of Board composition, diversity & skillsets. In addition, SHG have had process for performance evaluation report of the Board and Committees. Currently, we have a policy for management of conflicts of interest that is in place and regularly reviewed by the Board of Directors.

Risk Management and Internal Controls

The Board and Audit & Risk Sub-committee are assisted by the Board and Management Risk Committee to evaluate the adequacy and effectiveness of the organisation's risk management and internal control systems, including financial, operational, compliance and information technology controls.

The Board and Management Risk Committee oversees the risk management framework and guidelines of the organisation. It is responsible for, among other

things, reviewing the organisation’s policies, risk and fundraising management framework, processes and procedures for identifying, measuring, reporting and mitigating key risks in the organisation’s programmes and operations.

Fundraising Risk Management

To promote consistent organisation behaviour in order to prevent and detect fraud, SHG has developed a policy on donation fundraising guidelines and volunteer management framework and fundraising policy which provides guidelines and assigns responsibility when conducting investigations. Any irregularity that is detected or suspected must be reported immediately to the Executive Director (“ED”), who reports the irregularity immediately to the Board of Directors or audit committee.

Governance Evaluation Checklist – Code of Governance:

Check list to be used by SHG as tool to ensure compliance and adherence to best practices:

Principle 1: The charity serves its mission and achieves its objectives.

Call for Action Code ID Did the charity put this principle into action?

1. Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity’s governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	Fully complied and documented and verified annually.
2. Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	Fully complied. Board member discussed it and make changes annually and documented
3. Have the Board review the charity’s strategic plans	1.3	Yes	Fully complied. Board member discussed it and make changes

regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.			annually and documented
4.Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. “Capacity” refers to a charity’s infrastructure and operational resources while “capability” refers to its expertise, skills and knowledge.	1.4	Yes	Fully Complied and Documented in Terms of Reference

Principle 2: The charity has an effective Board and Management.

5. The Board and Management are collectively responsible for achieving the charity’s charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	Fully complied and documented in Terms of Reference and code of Policy and Procedures
6.The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	Board training documented. Fully complied and documented in board performance management report and review by the board regularly and annually.
7.Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity:	2.3	Yes	Fully complied and documented in terms of reference and code of Policy and Procedures for board member and committees member

<p>a. Audit</p> <p>b. Finance</p> <p>* Other areas include Programmes and Services, Fund-raising, Appointment/Nomination, Human_Resource, and Investment.</p>			
<p>8. Ensure the Board is diverse and of an appropriate_size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.</p>	2.4	Yes	Fully Complied and documented by the board members annually.
<p>9. Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.</p>	2.5	Yes	Fully complied and documented in terms of reference and code of Policy and Procedures and review by the board member annually.
<p>10. Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position).</p> <p>For Treasurer (or equivalent position) only:</p> <p>a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board_responsible for overseeing the finances of the charity) should be four consecutive years.</p> <p>If there is no Board member who oversee the finances, the Chairman will take on the role.</p>	2.6	Yes	Fully complied and documented in terms of reference and code of Policy and Procedures and review by the board member annually. Board refreshed in 2025.

<p>i. After meeting the maximum term limit for the Treasurer, a Board member's reappointment to the position of Treasurer or an equivalent position may be considered after at least a two-year break.</p> <p>ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.</p>			
<p>11. Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well.</p> <p>a. No staff should chair the Board and staff should not comprise more than one-third of the Board.</p>	2.7	Yes	Fully complied and documented and reviewed by the board annually.
<p>12. Ensure the Management has suitable qualifications And experience, understands its duties clearly, and performs well.</p> <p>a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.</p>	2.8	Yes	Fully complied and roles and responsibility documented and reviewed by the Executive Director annually or if need arise.

<p>13. The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break.</p> <p>For all Board members:</p> <p>a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board.</p> <p>b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting).</p> <p>c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.</p>	<p>2.9a</p> <p>2.9b</p> <p>2.9c</p>	<p>Yes</p>	<p>Fully complied and documented in code of Policy and Procedures and annual report</p>
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<p>14. For Treasurer (or equivalent position) only:</p> <p>d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years.</p> <p>i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.</p>	2.9d	Yes	Fully complied and documented in code of Policy and Procedures and annual report.
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Principle 3:

The charity acts responsibly, fairly and with integrity.

<p>15. Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.</p>	3.1	Yes	Fully Complied and documented during each board members' meeting with the board member and executive director or if any needs arise.
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<p>16. Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise.</p> <p>a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.</p>	3.2	Yes	Fully Complied and Documented and reviews if any needs arise
<p>17. Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.</p>	3.3	Yes	Fully Complied and Documented
<p>18. Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.</p>	3.3	Yes	Fully Complied and Documented
<p>19. Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.</p>	3.4	Yes	Fully Complied and Documented in code and policy and procedures
<p>20. Take into consideration the ESG factors when conducting the charity's activities.</p>	3.5	Yes	Fully Complied and recorded and Documented in our annual report and stakeholders and reviews if any needs arise.

Principle 4:

The charity is well-managed and plans for the future.

<p>21. Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.</p> <p>a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures. (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).</p>	4.1a	Yes	Fully Complied and documented and review by the board member and executive director annually.
<p>22. Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.</p> <p>b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as:</p> <p>i. Revenue and receipting policies and procedures;</p> <p>ii. Procurement and payment policies and procedures; and</p> <p>iii. System for the delegation of authority and limits of approval.</p>	4.1b	Yes	Fully Complied and Documented. Board member and Executive Director just completed the reviewed of policies in 2025 and will review it if any needs arise.
<p>23. Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).</p>	4.2	Yes	Fully Complied and documented
<p>24. Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.</p>	4.3	Yes	Fully Complied and Documented by Board members and reviewed annually or regularly if any needs arise.

<p>25. Set internal policies for the charity on the following areas and regularly review them:</p> <p>a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT);</p> <p>b. Board strategies, functions, and responsibilities;</p> <p>c. Employment practices;</p> <p>d. Volunteer management;</p> <p>e. Finances;</p> <p>f. Information Technology (IT) including data privacy management and cyber-security;</p> <p>g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board);</p> <p>h. Service or quality standards; and</p> <p>i. Other key areas such as fund-raising and data protection.</p>	4.4	Yes	Fully Complied and Documented in Terms of Reference, Code of Policy and Procedures, Terms of Reference and Code of Policy and Procedures, Cybesecurity policy and IT Policy and Board strategies.
<p>26. The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.</p>	4.5	Yes	Fully Complied and Documented in the IT Policy and Cyber security policy
<p>27. The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.</p>	4.6	Yes	Fully Complied and Documented in Annual Report, Terms of Reference and Code of policy and Procedures

Principle 5:

The charity is accountable and transparent.

<p>28. Disclose or submit the necessary documents (such as Annual Report,</p>	5.1	Yes	Fully Complied and Documented 2 to 3
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Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).			months before expired of the term.
29. Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes	Fully Complied and Documented and verified annually if the needs arise.
30. The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes	Fully Complied and Documented
31. The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should	5.4	Yes	Fully Complied and Documented

<p>any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.</p>			
<p>32. The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.</p>	5.5	Yes	Fully Complied and Documented
<p>33. Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.</p> <p>a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.</p>	5.6a	Yes	Fully Complied and Documented on BOD meetings, Media communication policy, Term of Reference and code of policy and procedures.

<p>34. Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.</p> <p>a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.</p>	5.6b	Yes	Fully complied and documented on BOD meeting minutes and code of policy and procedures
<p>35. Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.</p>	5.7	Yes	Fully Complied and Documented

Principle 6

The charity communicates actively to instil public confidence.

<p>36. Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).</p>	6.1	Yes	Fully Complied and Documented and reviews annually.
<p>37. Listen to the views of the charity's stakeholders and the public and respond constructively.</p>	6.2	Yes	Fully Complied and Documented

38. Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	Fully Complied and Documented
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Fundraising 2025 forecast

Nov 2025

Fundraising event – Positive change for the communities.

Purpose: Job creation and upskilling our beneficiaries

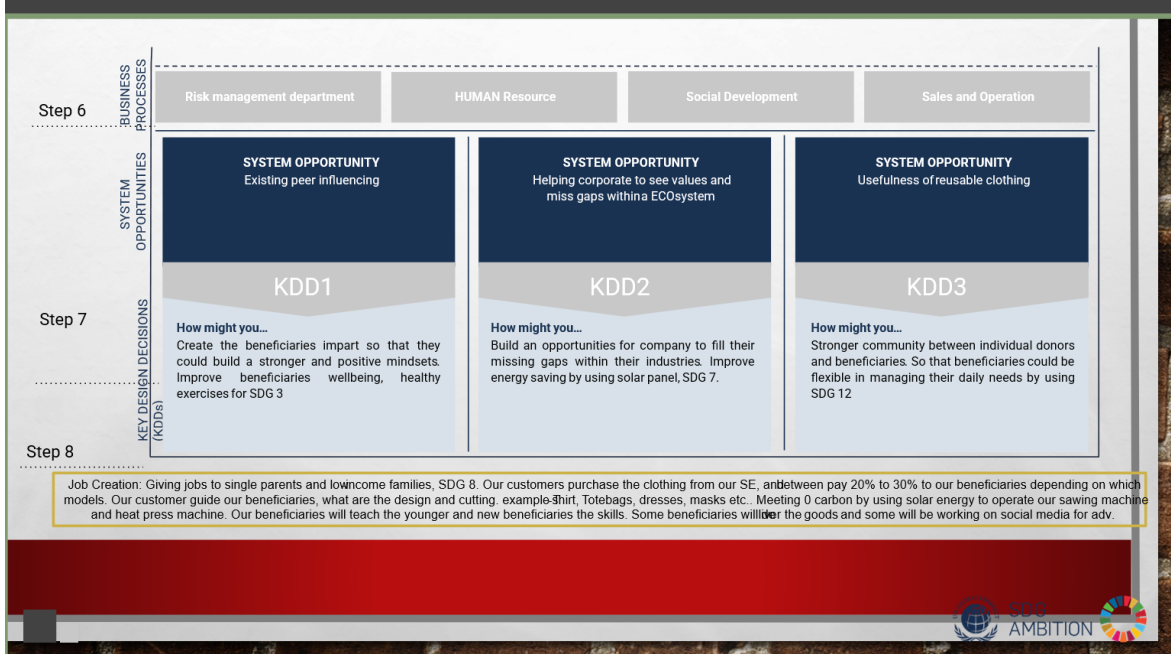
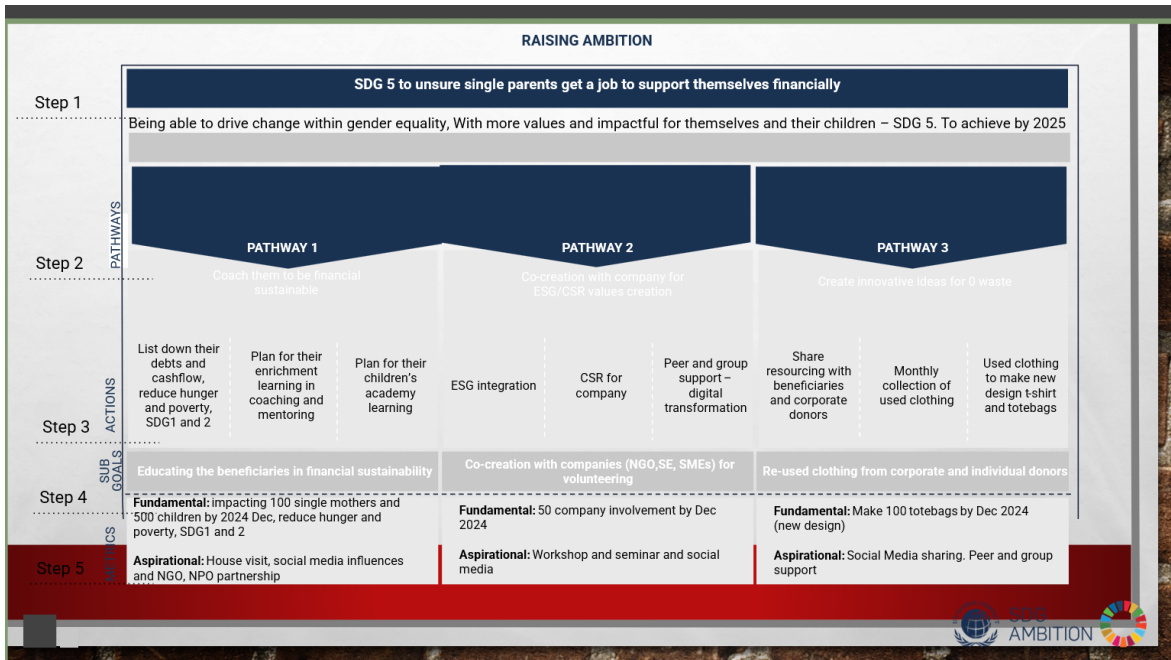
To raise \$200,000

GRI G4 NGO Sector Disclosures

In view of 2023/24 projection, SHG is on track with its sustainability disclosures for 2025/2028 projections.

Category	Social			
Sub-Categories	Labor Practices and Decent Work	Human Rights	Society	Product Responsibility
Aspects	Employment	Non-Discrimination	Local Communities	Customer Health and Safety
	Labour/Management Relations		Public Policy	Marketing communications
	Occupational Health and Safety		Compliance	Beneficiaries and donors and volunteer privacy
	Training and Education			Affected Stakeholder Engagement
	Diversity and Equal Opportunity			Feedback, Complaints and Action
	Equal Remuneration for Women and Men			Monitoring, Evaluation and Learning
				Gender and Diversity
				Public Awareness and Advocacy
				Coordination
Section	Sector Disclosures			
Strategy and Analysis	In view of 2023, we have had slight drop in individual volunteer and donation. Volunteer decreased by 10% and individual donations drop by 30%. However, corporate volunteer have shown increased by 80% and corporate donation have shown increased by 200%.			
Organizational Profile	<p>Objective: In 2024, we hope to increased both individual volunteer and donations by 40%. With more committed and regular volunteer and donations. Create financial sustainability for our beneficiaries. Being able to drive change within gender equality, with more values and impactful for themselves and their children, with SDG 5 to be achieve by 2025. Please refer to page 30 to 31 of annual report.</p> <p>G4-4 We hope to achieve continuous growth in advocacy with our program and new educational programs SDG 4. To improve gender equality for low income families .</p> <p>Expand and tap on new donor based in oversea and other local companies (example small and medium enterprises) decent works SDG 8 and 12</p> <p>G4-8 Improve and plan strategic goals for poverty reduction (single mother and single parents, children and elderly) SDG 1 and SDG 2, improve the environment for our job creation by implementing solar panels with 0 waste and 0 carbon, SDG 7 and 12.</p> <p>G4-9 As of Dec 2023, we have about 45 paid members and 250 individual volunteers and 7 corporate members.</p> <p>G4-10 Compliation - Full-time: volunteers who work a minimum of 4 hours per week</p> <p>Part-time: Volunteers who work less than 2 hours per week; and occasionally mobilized volunteers activated for fruits and vegetable and house visit tasks on a non-regular basis. Activities program include financial literacy, women empowerment leadership management, computer literacy, health dance, health care, children enrichment, coaching and mentoring.</p> <p>G4-16 NCSS full membership. Attended 3 times a year for its events. Relevant updates about program and volunteer engagement.</p> <p>United Nations Global Compact full membership. Attended online event 4 times a year. Relevant updates about sustainability activities and programs</p>			
Stakeholder Engagement	<p>Funders meeting to create sustainability projects for beneficiaries and volunteer management.</p> <p>Members meeting to explore enhancement for volunteer and program engagement</p> <p>Volunteers meeting engagement about beneficiaries learning</p>			
Governance	<p>Board member and committee member attending NCSS and MSF talked and events for building stronger engagement for volunteer, donation, fundraiser and risk & compliance.</p> <p>G4-45 Social Health Growth board members adherence or compliance with singapore charity and IPC standards, codes of conduct and principles.</p>			
Economic Disclosures for the SHG sector	Sector Disclosures			
Aspects				
G4 Aspects				
Economic Performance	<p>Sector Additions To G4 Indicators</p> <p>Direct Economic Value Generated and Distributed</p> <p>Relevance</p> <p>SHG helps donors to create values for their impact investing and shown some traction by influencing corporate and individual donors created wealth for affected stakeholders (beneficiaries)</p> <p>Compliation</p> <p>Donation from corporate donors and NCSS</p> <p>Community investment from corporate donors to support the Social Health Growth core goals.</p>			
Occupational Health and Safety	<p>Sector Specific Guidance for DMA</p> <p>G4-DMA Health dance and Health Care - assisting beneficiaries and volunteers regarding serious health problems, which improve SDG 3, such programs involve healthy exercises, education, training, counseling, prevention and risk control measures and treatment.</p> <p>G4-LA6 - Relevance - SHG has a duty of care toward our volunteers including full-time and part-time volunteers. No injury of 2023</p>			
Training and Education	<p>G4-LA9 - Average hours of training per year per employee by gender, and by employee category</p> <p>SHG's volunteers have undertaken during the reporting period by:</p> <p><u>Gender</u>: Male 1578 hours , Female 2288 hours</p> <p><u>Volunteer</u>: Full-time 122 volunteers and Part-time 157 volunteers</p>			
Anti-corruption	<p>G4-S03 - Total number and percentage of operations assessed for risks related to corruption and the significant risks identified</p> <p>One program identify for board and committee member, risk and compliance program</p> <p>Corruption, to be defined beyond the material act and impact of fraud and theft, is a significant risk to the integrity of Social Health Growth, to its opportunities to realize its mission, to its social, economic and political relations with, within and outside its key constituencies and to the wider field of civil society action. It contributes to shortage and misallocation of resources, poverty, environmental damage, and abuse of human rights (including rights to political participation), in addition to undermining the rule of singapore law. Increasingly, social health growth are expected to live up to voluntary and statutory rules, both at national and international level, to demonstrate adherence to principles of good practice and standards of governance. Reporting on instances of corruption helps to demonstrate the capacity of social health growth to uphold standards of governance and social integrity, limit exposure to and risk of repeated material and reputational damage, both to its own work and the wellbeing of its constituents, and practice in response to such threats.</p>			
Marketing Communications	<p>G4-DMA - Social Health Growth has maintain ethical fundraising, including with reference to respect for rights of affected stakeholders and donors.</p> <p>Social Health Growth have had created and implemented proper recording and documentation for volunteer fundraising standards relating to fundraising and marketing communication applied across the Social Health Growth</p>			
Donors and volunteer and beneficiaries Privacy	<p>Social Health Growth ensure fully compliance with all stakeholder's particulars and safe keep all data and informations at all times</p>			

SDG Ambition and Goals setting



3-6-9 Month Plan	Improve gender equality for low-income families		
	Create financial sustainability for our beneficiaries		
Instructions	3 MONTHS	6 MONTHS	9 MONTHS
<p>Key actions identify - to achieve our SDG Ambition Benchmark. Below factors:</p> <ul style="list-style-type: none"> • Actions • Owners • Timeframe • Milestones • Blockers • Catalysts 	<ul style="list-style-type: none"> • Guide them and facilitate the coaching and mentoring session. In addition, looking into the missing gaps for any risk assessment. • By Dec 2024 • Follow the regulation guidelines strictly till we meet our goal settings. And follows create a sustainable policy to drive change for 3 to 9 months. <p>Policy setting for sustainable reporting for all SMEs. Beneficiaries got a job. Improve from 20% to 30%</p>	<ul style="list-style-type: none"> • Bring new beneficiaries and by inviting existing beneficiaries to co-create the guiding principles together. Drive action plan and meet stakeholders expectation. • By June 2025 • Build policy internally and externally. For corporate partners 	<ul style="list-style-type: none"> • Create events and talks for beneficiaries to show case their works. Example Sharing sessions. Review goals settings and objectives so to being in alignment with beneficiaries and partners. • By Dec 2025 • Train them for public speaking

Commitment Cards

SDG Ambition progress

We, Social Health Growth Ltd, commit to the following:

- 1. To improve gender equality for low income families**
- 2. Reduce 0 waste management with corporate and individual partnership**
- 3. Reduce 0 carbon with corporate partnership**

To ensure we meet the followings: Giving jobs to single parents and lowcome families, SDG 8. Our customers purchase the clothing from our SE, and between pay 20% to 30% to our beneficiaries depending on which models. Our customer guide our beneficiaries, what are the gaps and cutting example T-shirt, Totebags, dresses, masks etc. Meeting 0 carbon by using solar energy to operate our sawing machine and heat press machine, SDG12. Our beneficiaries will teach the younger and new beneficiaries the educational skills, SDG 4. Some beneficiaries will deliver goods and some will be working on social media for adv.

IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information

SHG will continue to provide social & impact for the corporate donors, and help to continue to be innovative and creation in co-creation and partnership.

Objective

1. The objective of IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information is to require Social Health Growth to disclose information about its sustainability-related risks and opportunities that is useful to primary donors, beneficiaries, volunteer, members, trainer, staffs and board member of general purpose financial reports in making decisions relating to providing resources to the Social Health Growth. SDG pages 29 to 30.
2. Information about sustainability-related risks and opportunities is useful to primary users because Social Health Growth's ability to generate cash flows over the short, medium and long term is inextricably linked to the interactions between the Social Health Growth and its stakeholders, society, the economy and the natural environment throughout the Social Health Growth's value chain. Together, the Social Health Growth and the resources and relationships throughout its value chain form an interdependent system in which the Social Health Growth operates. The Social Health Growth's dependencies on those resources and relationships and its impacts on those resources and relationships give rise to sustainability-related risks and opportunities for the Social Health Growth. Refer to page 28, GRI G4 NGO Sector Disclosures
3. This Standard requires Social Health Growth to disclose information about all sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's cash flows, its access to finance or cost of capital over the short, medium or long term. For the purposes of this Standard, these risks and opportunities are collectively referred to as 'sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects'.
4. This Standard also prescribes how Social Health Growth prepares and reports its sustainability-related financial disclosures. It sets out general requirements for the content and presentation of those disclosures so that the information disclosed is useful to primary users in making decisions relating to providing resources to the Social Health Growth.

Scope

5. Social Health Growth shall apply this Standard in preparing and reporting sustainability-related financial disclosures in accordance with IFRS Sustainability Disclosure Standards.
6. Sustainability-related risks and opportunities that could not reasonably be expected to affect Social Health Growth's prospects are outside the scope of this Standard.

7. Other IFRS Sustainability Disclosure Standards specify information Social Health Growth is required to disclose about specific sustainability-related risks and opportunities.
8. Social Health Growth may apply IFRS Sustainability Disclosure Standards irrespective of whether the Social Health Growth's related general purpose financial statements (referred to as 'financial statements') are prepared in accordance with IFRS Accounting Standards or other generally accepted accounting principles or practices (GAAP).

Conceptual Organization

9. For sustainability-related financial information to be useful, it must be relevant and faithfully represent what it purports to represent. These are fundamental qualitative characteristics of useful sustainability-related financial information. The usefulness of sustainability-related financial information is enhanced if the information is comparable, verifiable, timely and understandable. These are enhancing qualitative characteristics of useful sustainability-related financial information

Fair presentation

10. A complete set of sustainability-related financial disclosures shall present fairly all sustainability-related risks and opportunities that could reasonably be expected to affect an Social Health Growth's prospects.
11. To identify sustainability-related risks and opportunities that could reasonably be expected to affect an Social Health Growth's prospects.
12. Fair presentation requires disclosure of relevant information about sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects, and its faithful representation in accordance with the principles set out in this Standard. To achieve faithful representation, Social Health Growth shall provide a complete, neutral and accurate depiction of those sustainability-related risks and opportunities.
13. Materiality is an entity-specific aspect of relevance based on the nature or magnitude, or both, of the items to which the information relates, in the context of the Social Health Growth's sustainability-related financial disclosures.

Fair presentation also requires Social Health Growth:

14. A) to disclose information that is comparable, verifiable, timely and understandable; and
b) to disclose additional information if compliance with the specifically applicable requirements in IFRS Sustainability Disclosure Standards is insufficient to enable users of general purpose financial reports to understand the effects of sustainability-related risks and opportunities on the Social Health Growth's cash flows, its access to finance and cost of capital over the short, medium and long term.
15. Applying IFRS Sustainability Disclosure Standards, with additional information disclosed when necessary, is presumed to result in sustainability-related financial disclosures that achieve fair presentation.

Materiality

16. Social Health Growth shall disclose material information about the sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects.
17. In the context of sustainability-related financial disclosures, information is material if omitting, misstating or obscuring that information could reasonably be expected to influence decisions that primary users of general purpose financial reports make on the basis of those reports, which include financial statements and sustainability-related financial disclosures and which provide information about a specific reporting Social Health Growth.

Reporting entity

18. Social Health Growth's sustainability-related financial disclosures shall be for the same reporting Social Health Growth as the related financial statements

Connected information

19. Social Health Growth shall provide information in a manner that enables users of general purpose financial reports to understand the following types of connections:
- a) the connections between the items to which the information relates such as connections between various sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects; and
 - b) the connections between disclosures provided by the Social Health Growth:
 - i) within its sustainability-related financial disclosures—such as connections between disclosures on governance, strategy, risk management and metrics and targets; and
 - ii) across its sustainability-related financial disclosures and other general purpose financial reports published by the Social Health Growth —such as its related financial statements.
20. Social Health Growth shall identify the financial statements to which the sustainability related financial disclosures relate.
21. Social Health Growth shall identify the financial statements to which the sustainability related financial disclosures relate.
22. When currency is specified as the unit of measure in the sustainability related financial disclosures, the Social Health Growth shall use the presentation currency of its related financial statements.

Core content

23. Unless another IFRS Sustainability Disclosure Standard permits or requires otherwise in specified circumstances, Social Health Growth shall provide disclosures about:
- a. Unless another IFRS Sustainability Disclosure Standard permits or requires otherwise in specified circumstances, Social Health Growth shall provide disclosures about:
 - b. strategy—the approach the entity uses to manage sustainability related risks and opportunities

- c. strategy—the approach the Social Health Growth uses to manage sustainability related risks and opportunities
- d. metrics and targets—the Social Health Growth’s performance in relation to sustainability-related risks and opportunities, including progress towards any targets the Social Health Growth has set or is required to meet by law or regulation

Governance

24. The objective of sustainability-related financial disclosures on governance is to enable users of general purpose financial reports to understand the governance processes, controls and procedures Social Health Growth uses to monitor, manage and oversee sustainability-related risks and opportunities.

25. To achieve this objective, Social Health Growth shall disclose information about:

- a. the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the Social Health Growth shall identify that body(s) or individual(s) and disclose information about:
 - i) how responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);
 - ii) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities;
 - iii) how and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities;
 - iv) how the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the Social Health Growth’s strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and
 - v) how the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.
- b. how the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.
 - i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and
 - ii) whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.

Strategy

26. The objective of sustainability-related financial disclosures on strategy is to enable users of general purpose financial reports to understand Social Health Growth's strategy for managing sustainability-related risks and opportunities.
27. Specifically, Social Health Growth shall disclose information to enable users of general purpose financial reports to understand:
- a. the sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects
 - b. the current and anticipated effects of those sustainability-related risks and opportunities on the Social Health Growth's business model and value chain
 - c. the effects of those sustainability-related risks and opportunities on the Social Health Growth's strategy and decision-making
 - d. the effects of those sustainability-related risks and opportunities on the Social Health Growth's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the Social Health Growth's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the Social Health Growth's financial planning and
 - e. the resilience of the Social Health Growth's strategy and its business model to those sustainability-related risks

Sustainability-related risks and opportunities

28. Social Health Growth shall disclose information that enables users of general purpose financial reports to understand the sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects. Specifically, the Social Health Growth shall:
- a. describe sustainability-related risks and opportunities that could reasonably be expected to affect the Social Health Growth's prospects;
 - b. specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur; and
 - c. explain how the Social Health Growth defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the Social Health Growth for strategic decision-making.
29. Short-medium and long-term time horizons can vary between entities and depend on many factors, including industry-specific characteristics, such as cash flow, investment and business cycles, the planning horizons typically used in an entity's industry for strategic decision-making and capital allocation plans, and the time horizons over which users of general purpose financial reports conduct the assessments of Social Health Growth in that social industry.

Social model and value chain

30. Social Health Growth shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of

sustainability-related risks and opportunities on the Social Health Growth's social model and value chain. Specifically, the Social Health Growth shall disclose:

- a. a description of the current and anticipated effects of sustainability-related risks and opportunities on the Social Health Growth's social model and value chain, GRI and SDG ref. page 28 to 30; and
- b. a description of where in the Social Health Growth's social model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).

Financial position, financial performance and cash flows

31. Social Health Growth shall disclose information that enables users of general purpose financial reports to understand:

- a. the effects of sustainability-related risks and opportunities on the Social Health Growth's financial position, financial performance and cash flows for the reporting period (current financial effects); and
- b. the anticipated effects of sustainability-related risks and opportunities on the Social Health Growth's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the Social Health Growth's financial planning (anticipated financial effects).

32. Specifically, Social Health Growth shall disclose quantitative and qualitative information about:

- a. how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;
- b. the sustainability-related risks and opportunities identified in paragraph 34(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;
- c. how the Social Health Growth expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability related risks and opportunities, taking into consideration:
 - i. its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, social transformation, innovation, new social areas, and asset retirements), including plans the Social Health Growth is not contractually committed to; and
 - ii. its planned sources of funding to implement its strategy; and
- d. how the Social Health Growth expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.

33. In providing quantitative information, Social Health Growth may disclose a single amount or a range.

34. In preparing disclosures about the anticipated financial effects of a sustainability-related risk or opportunity, Social Health Growth shall:

- a. use all reasonable and supportable information that is available to the Social Health Growth at the reporting date without undue cost or effort and

- b. use an approach that is commensurate with the skills, capabilities and resources that are available to the Social Health Growth for preparing those disclosures.
35. Social Health Growth need not provide quantitative information about the current or anticipated financial effects of a sustainability-related risk or opportunity if the Social Health Growth determines that:
- a. those effects are not separately identifiable; or
 - b. the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful.
36. In addition, Social Health Growth need not provide quantitative information about the anticipated financial effects of a sustainability-related risk or opportunity if the Social Health Growth does not have the skills, capabilities or resources to provide that quantitative information.
37. If Social Health Growth determines that it need not provide quantitative information about the current or anticipated financial effects of a sustainability-related risk or opportunity applying the criteria set the Social Health Growth shall:
- a. explain why it has not provided quantitative information;
 - b. provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that sustainability-related risk or opportunity; and
 - c. provide quantitative information about the combined financial effects of that sustainability-related risk or opportunity with other sustainability-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.

Whistleblowing

SHG Whistleblowing in the charity sector involves reporting concerns about potential wrongdoing and misconduct within Social Health Growth, such as criminal activity, harassment, or financial irregularities. It's a vital aspect of a healthy civil society, promoting transparency and improving accountability. SHG enhanced its internal control system with the whistleblowing policy in place for the reporting of any malpractice, illegal act or omission by management, staffs, volunteers, Board of Directors, both internal and external stakeholders that contribute to or have a vested interest in SHG 's operations programmes and fundraising activities.

Conflict of Interest

SHG's conflict of interest policy, documented procedures for board members and employees to declare actual or potential conflict of interest to the board member. Board members ensure that board of directors, management, volunteer and both internal and external stakeholders prevent any person's personal interests or loyalties could potentially influence SHG's decision-making in a way that is not in the best interests of SHG. In various situations, including when a person benefits personally from SHG decision, or when their duties to SHG compete with other loyalties or duties. Board member do not vote or participate in decision-making on matters where they have a conflict of interest.

SHG@WORK

Sustainable reporting for St James Foundation and St James Wealth

Jan 2023 to Dec 2023 – ESG/CSR

This is a projects based on the United Nation framework Sustainability - SDG 2, 3, 4, 5, 7, 8 and12.

Financial Literacy basic and intermediate program managed to help the beneficiaries to understand the importance of saving. Through the programs, our beneficiaries gained the know-how and techniques about saving, calculating their cashflow and managing a better planned budgeting for their families.

The companies created impact investing, by making a donation and assigning volunteer to drive these projects. Company created impact investing with Social Health Growth with Financial Literacy, Cybersecurity, Food rationing and Job creation. It provided stronger awareness by identifying new phishing attacks. Increases their experiences and knowledge in the latest digital technology tools and equipped them with relevant skillsets in the cyberspace which helped them to plan their online traveling and online shopping purchases.

Food ration allows them to have access to healthy food. Reduce their daily expenses which directly helped them to save more money to meet their daily needs. Achieve cost effectiveness in purchasing of fruits, vegetables and many others.

Using Heat press making T-shirt and Totebag, helps them to learnt a new skillsets. They're able to used what they learned such as digital skills to market their t-shirt and totebags. Learning new design and made new tote bags to sell it to end-user so that they can earn some income to feed their families and children. This actually helps them in terms of decarbonization which is sustainable for clean energy using solar panel. It created 0 carbon and 0 wasted for SMEs so that their company could achieve sustainability commitment.



Below are the following programs:

Financial Literacy

15 beneficiaries benefited from online and face to face program. Below is the quantitative outcome of the program.

- 5 beneficiaries benefit face to face per week,

- reduction in carbonization for online 8km x 15 beneficiaries, 480 km per month,
- reduction in decarbonization for face-to-face 8km x 5 beneficiaries, 160 km per month,

For 6 months 20 beneficiaries, 3840 km for 6 months reduction of carbon emissions.

Cybersecurity

15 beneficiaries benefited from online and face to face program. Below is the quantitative outcome of the program.

- 5 beneficiaries benefit face to face per week,
- reduction in carbonization for online 8km x 15 beneficiaries, 480 km per month,
- reduction in decarbonization for face-to-face 8km x 5 beneficiaries, 160 km per month,

For 6 months 20 beneficiaries, 3840 km for 6 months reduction of carbon emissions.

Food ration

20 beneficiaries * 30 days = 600 beneficiaries per month

Per day save \$2 for each beneficiary = \$1200 per month

\$2 * 30 days = \$60 each beneficiary save per month

6 months = 600 * \$60 = \$36,000 total savings for 600 beneficiaries for 6 months

Making of T-shirt and Totebags

Making of T-Shirt and Tote bag, using solar panels saving 5 **kWh** per day 60 days reduce carbon

30 days = 150 **kWh** energy saving per month

150 * 6 months = 900 **kWh** watts of saving for 6 months

Note: Benefiting environmentally. Decarbonization using solar panel energy. Which is enough to generate power a small house lights, fans, a refrigerator, a TV, and a computer.



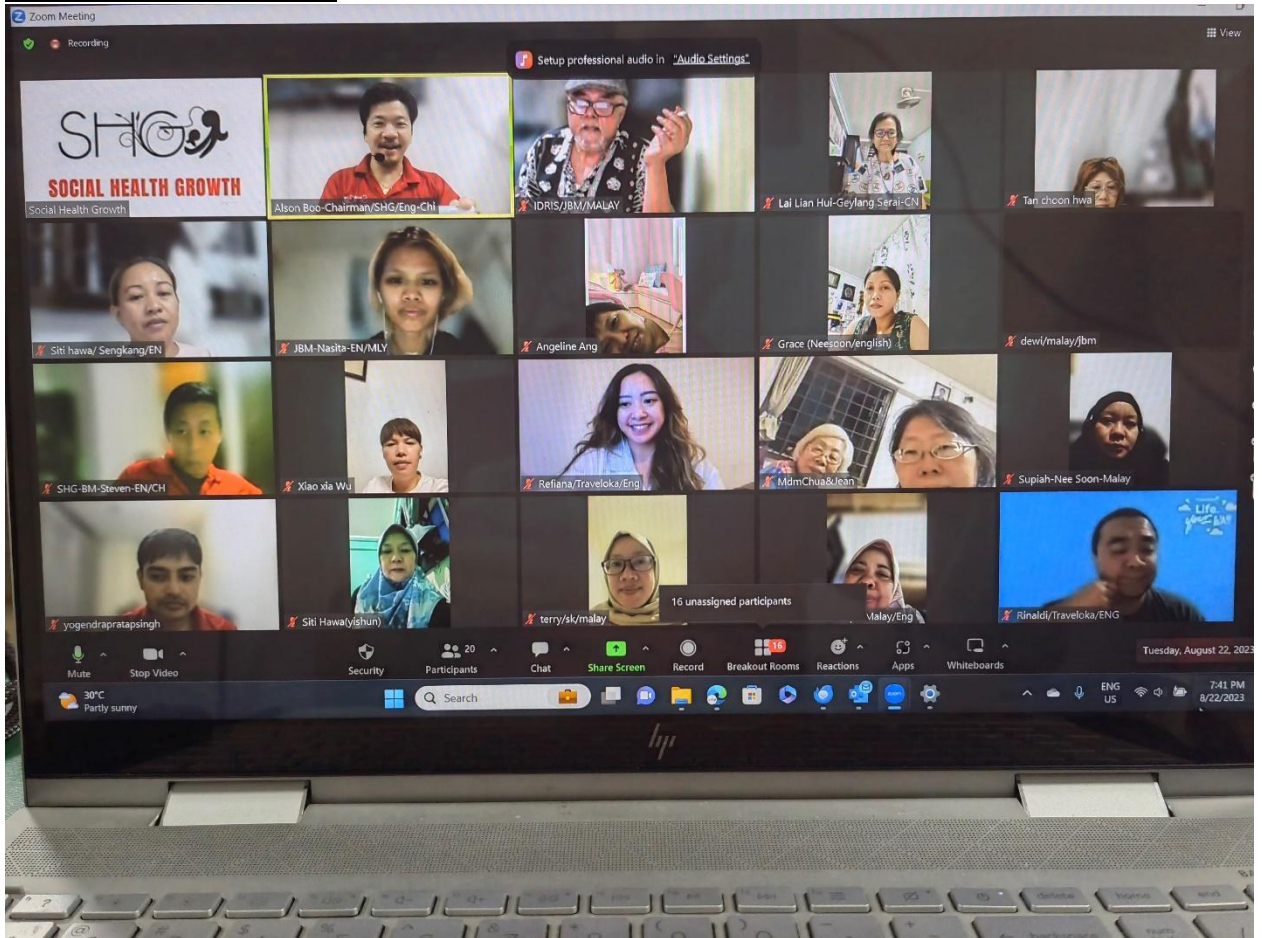
CSR program with FoodBank and Corporates



AGM and Board Meeting Gathering

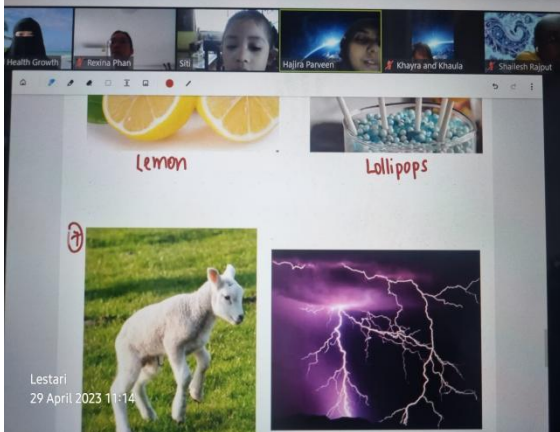


Traveloka – ESG-CSR





Children Enrichment Program - English and Math (N1,N2,K1,K2, P1 to P6, Sec 1 to Sec 3





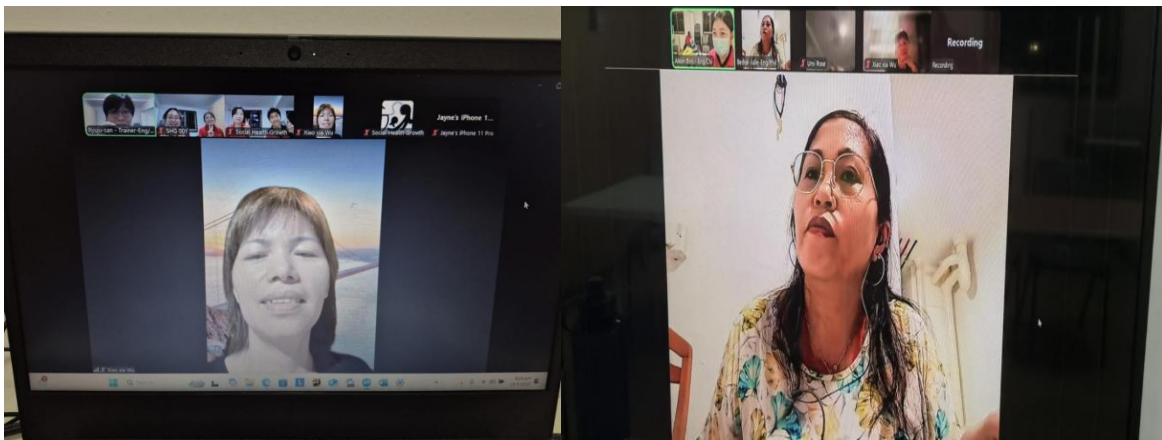
Foods rations - and Fruit & Vegetables



Diaper & Milk Powder Program



Financial Literacy Program



Women Empowerment Leadership Management program



Smart Mobile Literacy program



Health Dance and Health Care exercises