



ORIENTATION FOR SBF MEMBERS

9 September 2025



Administrative Details

- There will be photography at today's event. Photos taken will be used for SBF's publicity purposes or other related use.
- The presentation slides will be available on our corporate website after today.
- We also seek your cooperation to switch your mobile devices to silent mode.
- We will share administrative details for the business matching segment before we break for tea reception.

Today's Programme

2.00pm	Registration
2.30pm	Mobilising the whole of business, magnifying your world of opportunities By Kok Ping Soon, Chief Executive Officer
2.40pm	Scaled Internationally: Scale your business internationally with SBF By Tanya Sahni, International Business Division
2.50pm	Skills-Empowered: Unlock Grants, Build Talent and Drive Growth by Thian Tai Chew, Workforce Development Division
3.00pm	Smart-Enabled: Embracing technology as an enabler and a source of opportunity for growth by Lai Wei Bing, Smart Technologies and Sustainability Division
3.10pm	Sustainability-Centric: Incorporating sustainability into business as a source of competitive advantage by Hu Ching, Smart Technologies and Sustainability Division
3.20pm	Socially Impactful: Embedding social impact into business strategy and contributing meaningfully to community By Tham Kok Wing, Social Sustainability Division and Choy Mun Kit, SBF Foundation
3.30pm	SBF Membership – Engage and Connect with us by Kenny Chan, Membership and Corporate Services Division
3.35pm	Tea Reception and Networking Members' Business Matching and Networking
5.30pm	End

Mobilising the Whole of Business, Magnifying your World of Opportunities

Why your SBF Membership matters

What SBF does to advance your business

How you can benefit from SBF

Seismic-grade External Uncertainties

US Policy Volatility (Trump 2.0)

End of Multilateralism

China's Prolonged Slowdown



Immutable Internal Constraints

Manpower Shortages



Land Scarcity

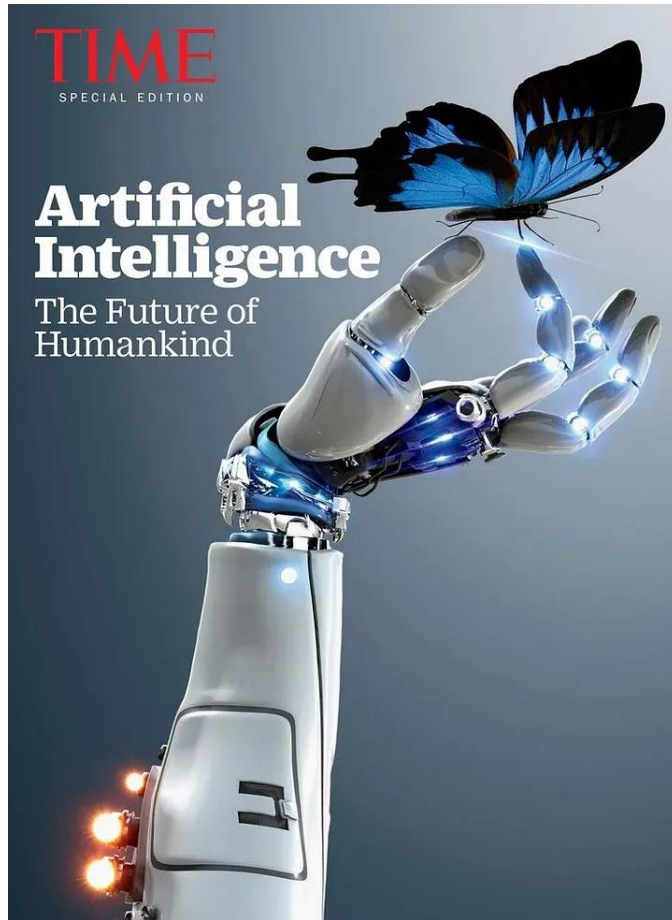


Carbon Constraints



Unlimited Growth Opportunities

Rise of AI



Green Economy



ASEAN



Mobilising Business, Magnifying Opportunities

Vision



Globally Competitive Sustainable Economy
Future-Ready Business
Impactful Trade Associations And Chambers

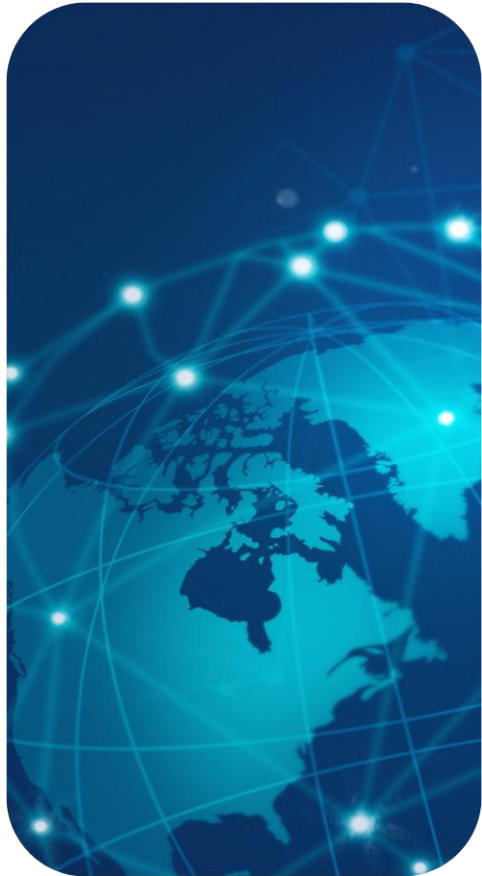
Mission



Shape Solutions, Build Partnerships and Foster
Capabilities with businesses to advance
Singapore

Enabling Future-Ready Businesses

Scaled
Internationally



Smart
Enabled



Skills
Empowered



Sustainability
Centric



Socially
Impactful



Shaping Change & Driving Growth for Businesses

LOOKING BACK AT 2024



32,000
members



15,644
companies engaged



7,798 companies
benefitted from SBF's work



>50
0

Companies benefitted
from CTO-as-a-
Service programme

>260

Training Courses
Conducted

>1,50
0

Market and FTA
Advisories Issued

1,292

Companies supported
through socially
impactful programmes

129

TACs
Engaged

>20
0

Aggregated localised
emission factors on
Singapore Emission
Factors Registry

Invest in your future with SBF Membership

Shape Solutions



Policy Advocacy

- Provide feedback to Policy & Regulations through surveys, FGDs, Dialogues
- Tap on domain expertise in Internationalisation, Human Capital, Digitalisation, Sustainability and more

Build Partnerships



Partnerships Platforms

- Showcase your business at SBF events (>600 annually) and channels
- Participate in SBF Networks of Issues, People and Markets
- Attend our Key Events for networking

Foster Capabilities



Programmes Participation

- Sign up for Programmes across our Action Agendas to internationalise, digitalise, decarbonise, upskill your workforce and do good



Connect with SBF



SingaporeBusinessFederation



@sbfsg



@sbf.sg



新加坡工商联合总会SBF



01

Scale your business Internationally with SBF



Tanya Sahni

Partnerships Manager
International Business Division

The International Business Division

Enabling Singapore Companies' Internationalisation Aspirations

- Key driver of SBF's 'Scaled Internationally' Action Agenda.
- ~40-person strong team.
- We are guided by an Internationalisation Action Committee and Business Groups, comprising of senior business leaders.

2024 Highlights



144 OVERSEAS PROJECTS FACILITATED
\$64 MILLION TOTAL PROJECTS VALUE
1200 MARKET ADVISORIES



13 OVERSEAS MARKET WORKSHOPS
FOR 118 COMPANY REPRESENTATIVES

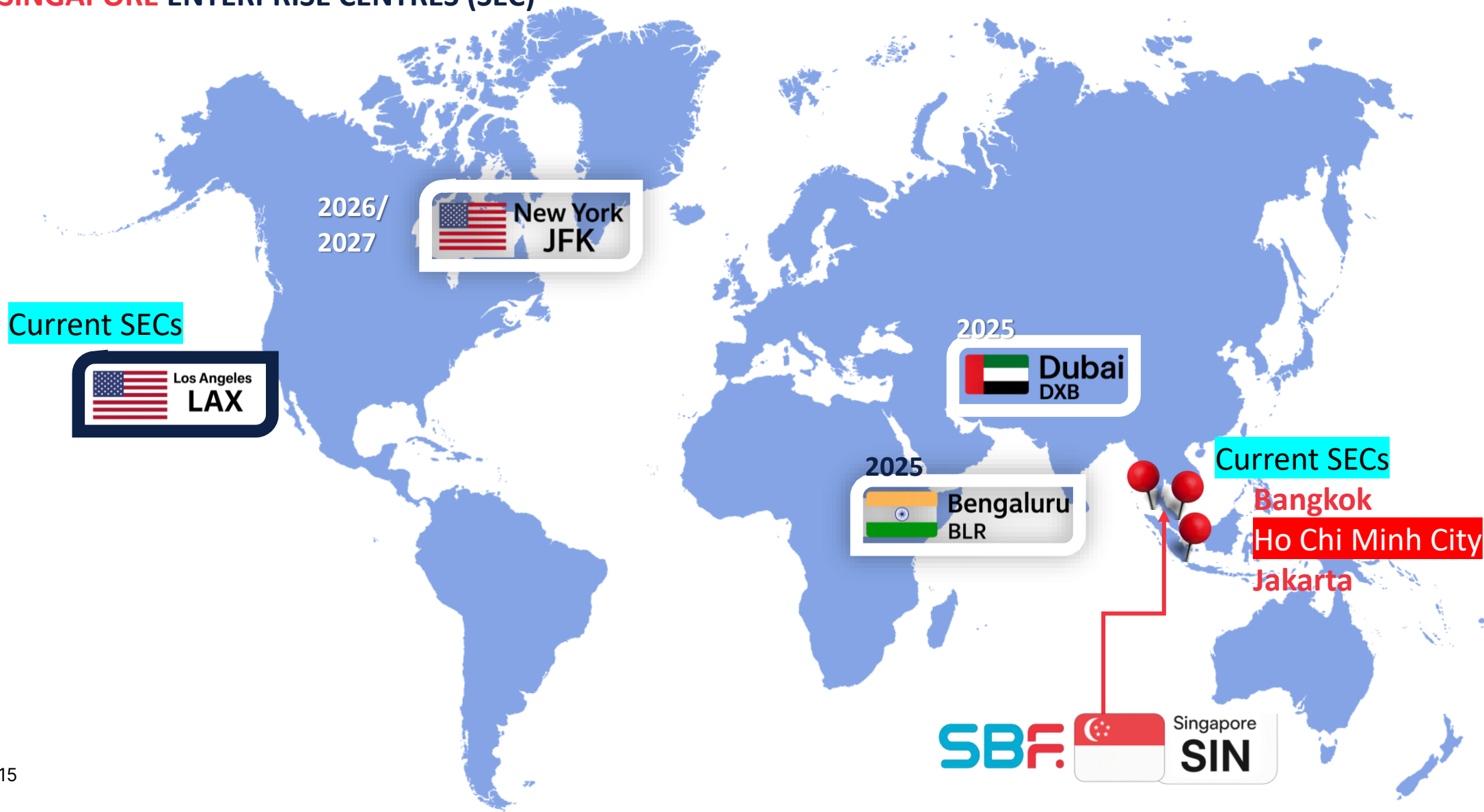


50 INTERNATIONALISATION
-THEMED NETWORKING EVENTS

SBF's Global Footprint



SINGAPORE ENTERPRISE CENTRES (SEC)



How SBF Supports Your Businesses

The 4 “L” FRAMEWORK

**Global
Connect@SBF**

AN INITIATIVE BY

**Enterprise
Singapore** **SBF**

LEARN

Gain In-depth Market Intelligence
and Access Expert Advisory

LEADS

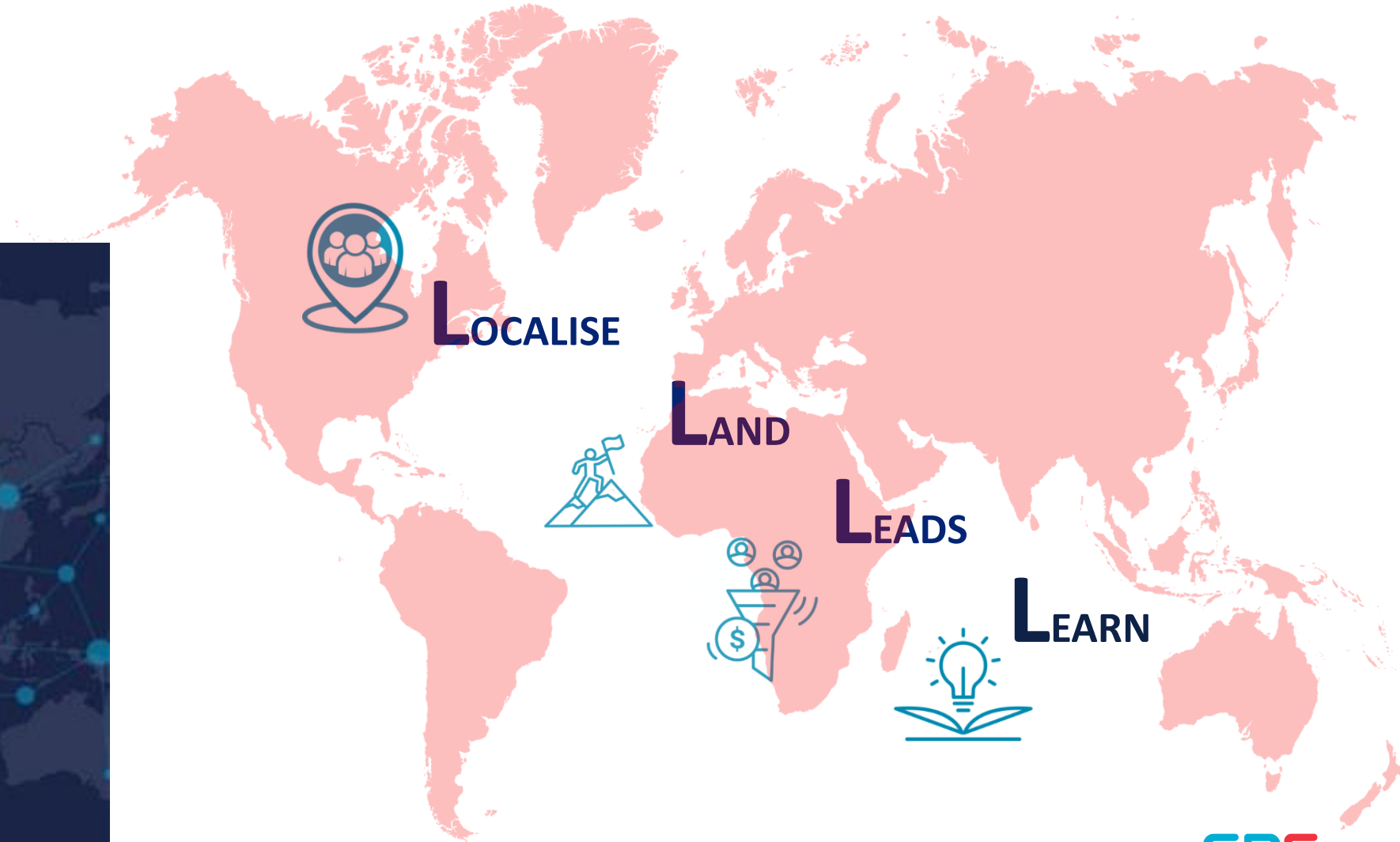
Expand Customer Networks
and Accelerate Deal-Making

LAND

Deepen In-Country Engagement
and Scale Strategically

LOCALISE

Launch Overseas Presence
and Optimise Operations



Your Partner in Networks, Services, and Global Opportunities

SBF

How you can Leverage On Our Services

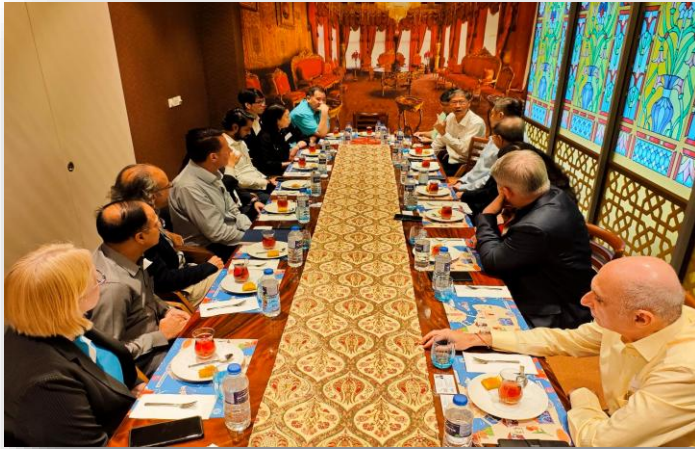


International Business Division

Roundtables, Seminars and Forums

~40

Roundtable – Türkiye



Business Roundtable: Investment Opportunities in Ho Chi Minh City



2025 Highlights

- Global Innovation Forum ASEAN-Japan
- Budget Seminar India
- La Kopi Kazakhstan
- Canada-Singapore Business Roundtable
- Unlocking Business Success in Gujarat & Telangana
- Finland La Kopi Business and Investment Opportunities
- Vietnam Business Roundtable
- Finding Your Customers in Cambodia
- Business & Investment Opportunities in Panama
- Singapore-China Economic Partnership Seminar
- Poland-Singapore High Level Business Roundtable
- Pakistan-Singapore Agri Trade Dialogue
- Maldives Singapore Business Forum
- Business Dialogues on Bahrain
- Singapore-Indonesia Business Networking
- Andhra Pradesh – Singapore Business Forum
- La Kopi: Exploring Egypt
- Bangkok SEA Regional Biz Forum
- Investment opportunities in Ho Chi Minh City

International Business Division

Overseas Mission Workshops & Business Missions

~20

OMW to Oman



JS-SEZ Business Mission



2025 Highlights

- Oman
- Gujarat & Telangana
- Kazakhstan
- Japan
- USA
- Jakarta & Tangerang
- Philippines, Manila and Clark
- Mongolia
- Hanoi
- Cambodia
- Thailand
- Hong Kong & Shenzhen
- Johor Bahru
- Taiwan
- Italy

Coming Up

- Egypt : 21-24 Sept 2025
- Vietnam Business Mission: 27 – 30 Oct 2025
- India: 10-15 Nov 2025
- Mexico : 24 Nov - 3 Dec 2025



International Business Division Conferences

3

ASEAN CONFERENCE 2025

Over 600 participants from close to 20 countries - **July 2025**



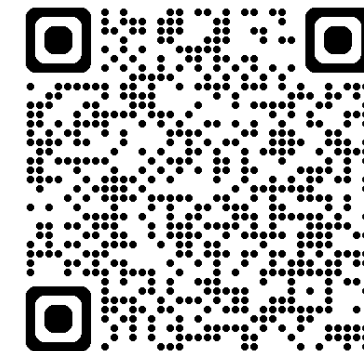
LATIN AMERICA CONFERENCE 2025

Over 180 participants from Singapore and across Latin America - **July 2025**



Coming up EUROPE CONFERENCE

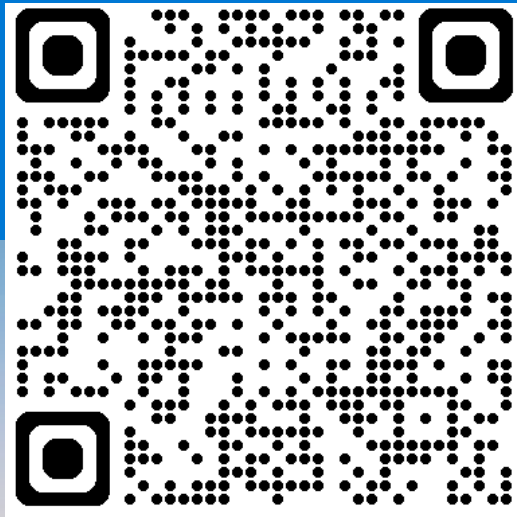
~ 250 local and foreign organisations
– **14 Oct 2025**



Scan here to Register for
Europe Conference



Scan here for Enquiries



Contact SBF today at
globalconnect@sbf.org.sg
to discover how your business
can thrive in Singapore



**Follow us for more updates
on our #goglobal with SBF page**

SBF

Contact SBF today at
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02

Skills-Empowered

Unlock Grants. Build Talent. Drive Growth.



THIAN Tai Chew

Executive Director,
Workforce Development Division

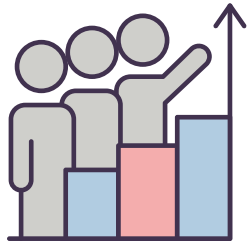
Building a Future-Ready Workforce- Helping firms recruit, reskill, redesign jobs and adopt progressive wage recognition through highly subsidised programmes



RECRUIT

Mid-career Pathways Programme (MCP)

- Helps mature mid-career individuals (>=40 yrs) look for a full-time role with Host Organisations
- 70% allowance support from Government



RECRUIT

Career Conversion Programme (CCPs)

- SBF handles 6 CCPs :
 - Sustainability
 - WST
 - Professional Exe
 - SME
 - OMIP
 - Human Capital
- Salary Support : Up to 90%, from 3 to 6 months
- (up to \$7,500 per month for mature individuals)



RESKILL, UPSKILL

Training Workshops

- Training in 4 areas : Internationalisation, Digitalisation, ESG, Business Operations.
 - Customised and in-house training available
- New Popular Workshops:
- COMPASS Framework
 - Flexible Work Arrangement Requests
 - Generative AI



REDESIGN JOBS & TRANSFORMATION

Jobs Skills Integrator Programme (JSIT)

- Help Wholesale Trade companies hire, train and redesign jobs.

Career Conversion Programme (CCPs)

- CCPs also extend financial help to companies to redesign existing jobs



RECOGNITION

Progressive Wage (PW) Mark

- Accredits firms that pay progressive wages to lower-wage workers.
- Mark-eligible suppliers and subcontractors must be Mark-accredited for government tenders and quotations.

Mid-Career Pathways Programme

Helps mature mid-career individuals (>40 yrs) acquire industry-relevant experience through attachments with Host Organisations and look forward to a full-time role with the Host Organisation

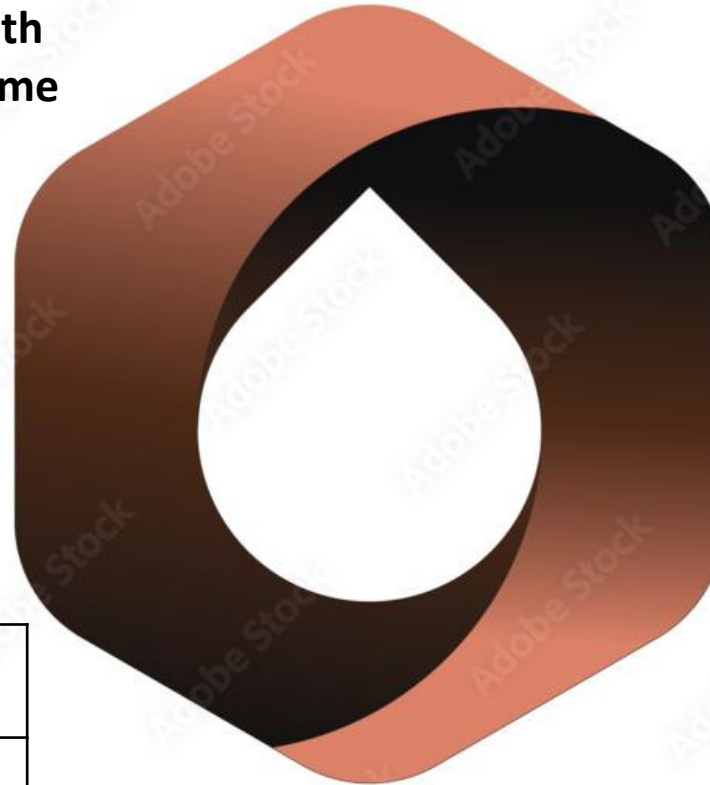
Provide a 4 to 6-month attachment programme

Provide monthly stipend* during attachment *No CPF

Provide clear attachment descriptions and development plans

Post attachment vacancies on MCF

my careersfuture



Offer a full-time employment by the end of the attachment, if the individual's performance is satisfactory.

Note: Continue to receive the remaining approved funding support for early conversion

Monthly Training Allowance	\$1,800 - \$3,800
Government Funding of 70%	\$1,260 - \$2,660
Eligible Roles	All PMET and non-PMET roles

SBI aims to help SBF members and the wider business community build capabilities through up-skilling and reskilling the workforce

SBF Business Institute

(set up in 2014)

#participants (2024) :
3,200 (include CCPI)

#Workshops (2024) :
300



New Popular Workshops:

- COMPASS Framework
- Flexible Work Arrangement Requests
- Generative AI

LEARN @SBF BUSINESS INSTITUTE



4 FOCUS AREAS



INTERNATIONALISATION / TRADE

Acquire essential skills required to maximise business value in areas relating to internationalisation / trade



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

Future-proof your business in the area of ESG through frameworks and best practices shared by industry experts



DIGITALISATION

Develop digital competencies required to leverage technology to keep up with the industry and remain competitive



BUSINESS OPERATIONS

Improve business efficiency and effectiveness through a range of practical training courses

Download our Training
Calendar Here!








Join our Telegram Channel!
@SBFInternationalisationNetwork

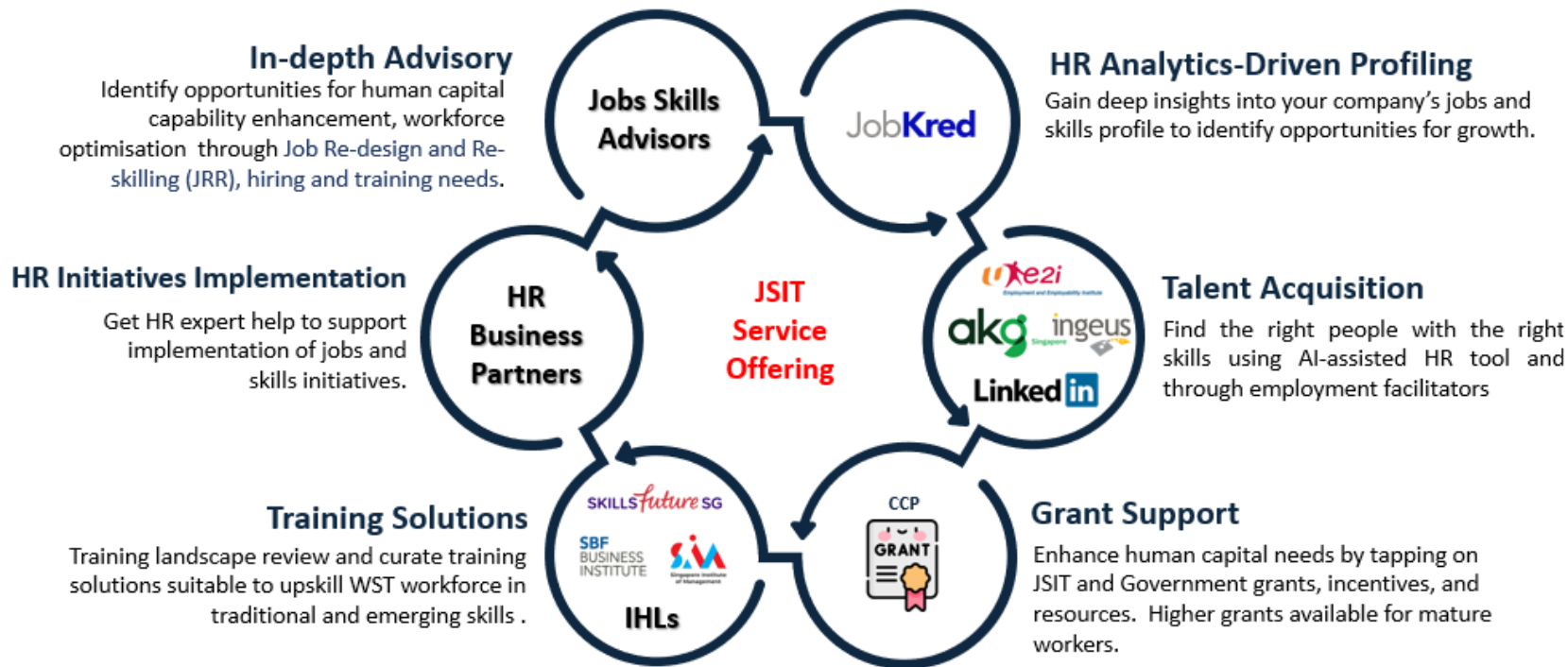
- a. 70% Salary Support over approved period – Aged < 40 Years Old
- b. 90% Salary Support over approved period – Aged 40 Above & LTU
- Salary Cap \$5,000 per mth for (a)
- Salary Cap \$7,500 per mth for (b)

Career Conversion Programme@SBF

CCP allows companies to expand their search for talents who do not fit 100% into the role and to reskill existing employees to take on new roles.

 Overseas Markets Immersion Prog	 CCP-Wholesale Trade Professionals	 CCP-Sustainability Professionals	 CCP-Human Capital Professionals	 CCP-Professional Executives	 CCP-SME Professionals
PMET Roles only (Min Salary \$4,000) Up to \$8k per mth	PMET Roles only (Min Salary: New Hire- \$4,000, JRR \$3,500)	PMETs Roles Only (Min Salary \$4,000- <u>TBA</u>)	PMETs Roles Only (Min Salary \$3,200)	PMETs Roles (Min Salary \$3,000)	PMETs Roles for SMEs (Min Salary \$3,500)
New Hires & Existing Staff (9 mths period)	New Hires (6 mths period) Existing Staff (3 mths period)	New Hires (6 mths period) Existing Staff (3 mths period)	New Hires (4 mths period) Existing Staff (3 mths period)	New Hires Only (4 mths period)	New Hires Only (3 mths period)
✓ Companies with market growth <u>AND/OR</u> ✓ With overseas/global business transformation plan	✓ New hire transiting to Wholesale Trade job roles <u>OR</u> ✓ Existing employee taking on growth job roles and/or growth skills in Wholesale Trade sector	✓ Sustainability related roles <u>AND</u> ✓ Company with <u>strong business case for sustainability implementation</u> (with specific outcomes and plan in place)	✓ New hire transiting into HR professions <u>OR</u> ✓ Existing employee taking on growth HR roles and/or growth HR skills	✓ New hire must be equipped with at least one digital skill competency (eg. Data analytics, technology applications)	✓ From different job role <u>OR</u> ✓ Similar role but from Non-SME

Jobs Skills Integrator Programme (JSIT-WST) is a 3-year Government-funded programme to help companies in the Wholesale Trade sector transform their workforce



WHOLESALE TRADE COMPANIES (SSIC 46)

Benefits redeemable at SBF-JSIT Booth

- **Complimentary*** HR AI Analysis Tool (Worth up to \$10,800)
- **Complimentary** 1-to-1 Workforce Transformation Advisory by Jobs Skills Advisors (Worth up to \$5,000)
- **Complimentary** Hiring Support (Worth up to \$9,500)
- **Receive** Training Solutions & Subsidies of Up to 70%
- **Receive** Salary Support, Allowances of Up to 90%

The Progressive Wage (PW) Mark accredits firms that pay progressive wages to lower-wage workers. It enables consumers and employees alike to easily identify these progressive employers.



- The PW Mark is **administered by SBF** on behalf of the Tripartite Partners, as part of a national effort to uplift the wages and well-being of lower-wage workers.
- Mark-eligible suppliers and subcontractors must be Mark-accredited for government tenders called from 1 Mar 2023 and for quotations from 1 Mar 2024.

Over 8,600 PW Mark
accredited firms

Firms that hire locals or PRs across the below in-force PWMs are eligible for the PW Mark:

Sectoral PWMs



Occupational PWMs



ATTRACT AND
RETAIN
WORKER AS
PROGRESSIVE
EMPLOYER



GAIN GREATER
VISIBILITY AND
SUPPORT
FROM
CONSUMERS



ACCESS TO
GOVERNMENT
PROCUREMENT



OPPORTUNITY
TO
DEMONSTRATE
INDUSTRY
LEADERSHIP



IMPROVE FIRMS'
CORPORATE
IMAGE



VISIT OUR WEBPAGE
to kickstart your PW Mark journey
bit.ly/sbfpwmark

-----**END**-----

Happy to take questions and please talk to
my colleagues after this briefing.

03

Smart-Enabled

Embracing technology as an enabler and a source of opportunity for growth

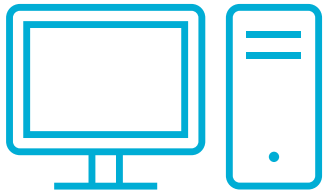


LAI Wei Bing

Director, Smart Enterprise
Smart Technologies and Sustainability Division

New technologies are constantly redefining digitalization

1990s:
Digital Dawn



- Dial-up internet
- Websites and early e-commerce
- Mobile phones (voice and SMS)

2000s:
Internet Era



- Broad band internet
- Social media (Facebook, Youtube)
- Smart phones (iPhone in 2007)

2010s:
Mobile-Cloud-AI



- Cloud computing enabled scalable digital services
- Big data and analytics
- AI and ML became main stream
- Mobile-first designs took root

2020s:
AI Acceleration



- ChatGPT - GenAI capabilities expanded rapidly
- Cybersecurity, AR/VR and smart enabled automation
- Workforce transformations
- Responsible and ethical use of tech

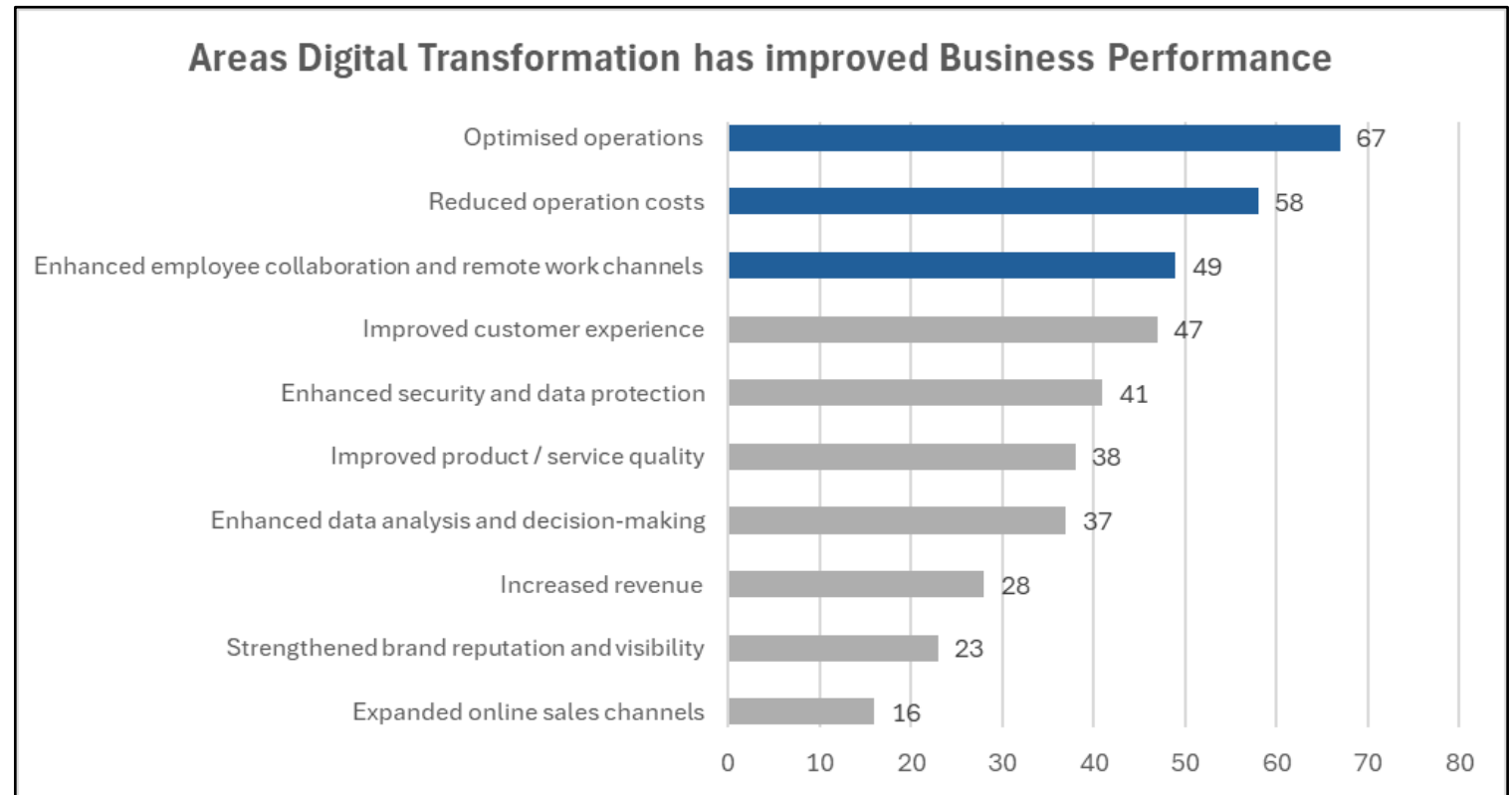
The **Smart Enabled Action Agenda** is a cornerstone of the **SBF25 Strategic Plan**, designed to support **enterprise digitalisation** in the **next bound**.

It is anchored in a broader vision to build a **sustainably competitive economy** and **future-ready businesses**.

Businesses are focusing their digital transformation initiatives on gaining operational efficiencies

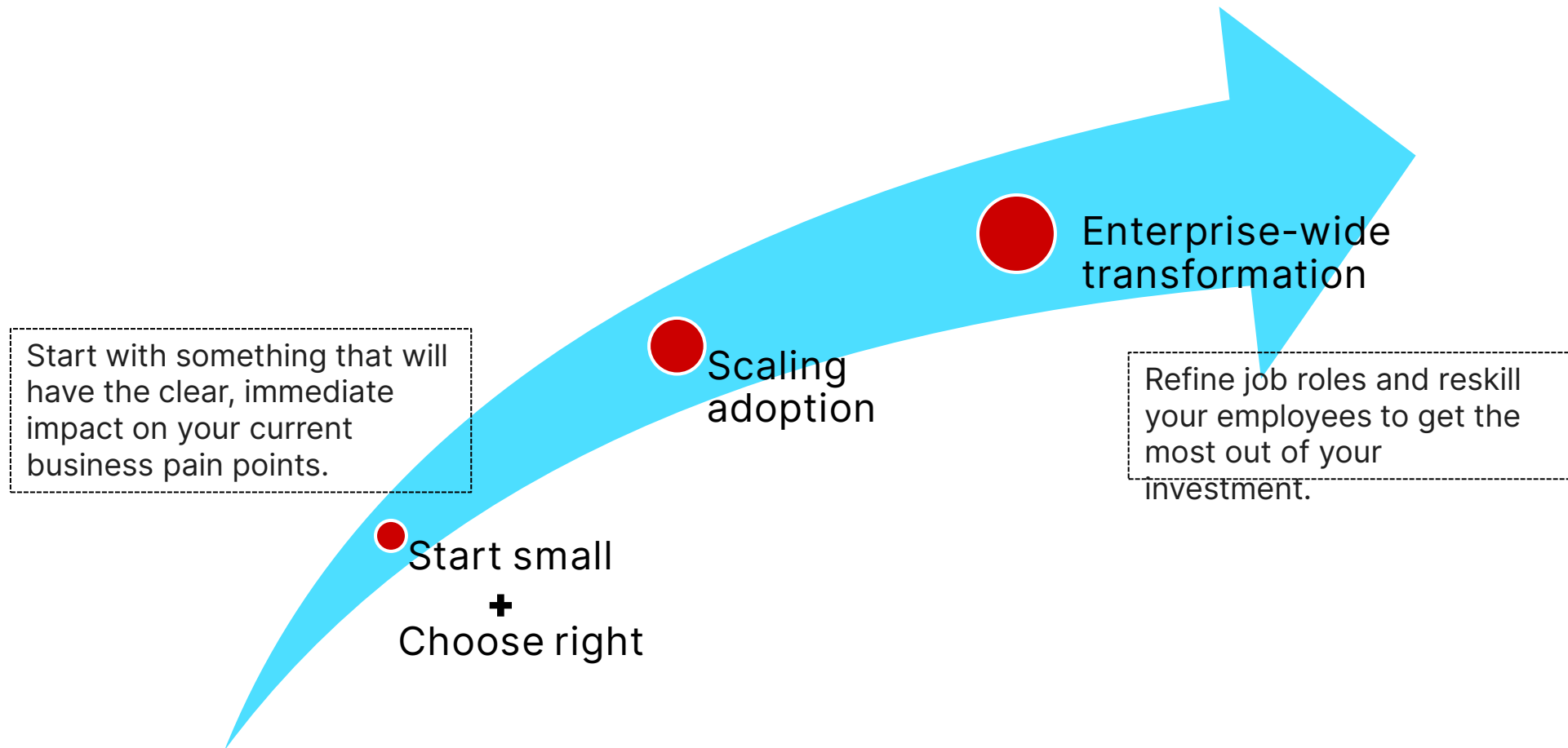
9 in 10 businesses have responded that digital transformation is important. The areas where businesses have found important, and have experienced most performance improvements are centered around operation processes.

Business Aspect	% of Respondents rating as Important (%)
Operational Processes	77 (▲by 7%-points)
Information Technology System	71 (▲by 19%-points)
Products or Services	65 (▼by 3%-points)
Customer Experience / Service	65 (▼by 1%-points)
Business Models	65 (▲by 3%-points)
Research & Development	48 (▲by 9%-points)
Expanding Overseas	46 (▲by 5%-points)



Transformation can start with small steps

SBF can be your navigator to the right resources, and your source of information



We provide support and recommendations for digital project implementations

Technology Implementation Advisory Services

- SBF programme with a tri-phased process involving a comprehensive discovery process, vendor sourcing and assessment, and project oversight support to ensure effective management of digital project execution including engagement, requirements gathering, and solution scoping, to ensure the development of a fit-for-purpose solution.
- Supported by Enterprise Singapore and IMDA

AI-enabled Customer Engagement Virtual Assistant

Company X
(B2B Corporate Gift Services)

SBF consulted with Company X to understand their current engagement modes (WhatsApp manned by service staff) and operational goals. Proposed an AI-powered virtual assistant capable of providing human-like interactions, integrated with backend data for handling customer queries and collating quotation requirements.

Data Warehouse & Business Intelligence

Company Y
(Consumer Goods Retailer)

Company Y spends considerable time to track stock keeping units (SKUs) that are fast or slow moving and SKUs with high defects or returns. SBF proposed data warehouse solution with business intelligence integrated with software (like Tableau) for data analytics, visualization and reporting.

Unified Contact Centre Functions

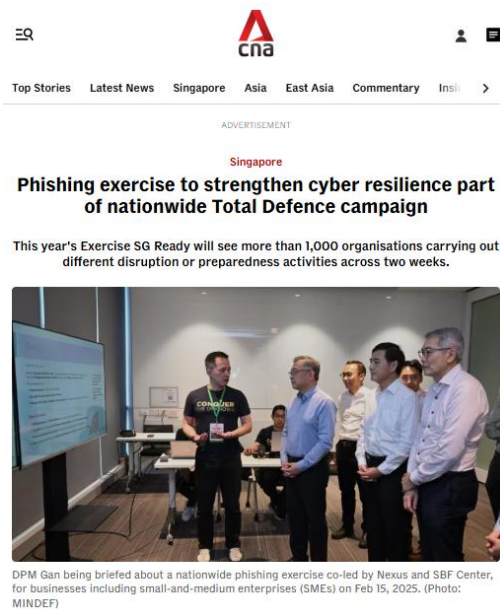
Company Z
(Financial Institution)

Company Z engages clients via multiple channels – phone, email, chat, social media, F2F and seeks a centralised contact centre function. SBF proposed to enhanced existing functions using AI, such as via a Call Center AI Agent on MS Teams, embed compliance recording and make available meeting AI summaries to help agents with customer engagement, info retrieval and improve service quality.

We bring together ecosystem partners to support enterprises in cyber resilience and GenAI

Cybersecurity - Phishing

- National Phishing Exercise co-led by SBF, Nexus/MINDEF as part of Exercise SG Ready in Feb 2025.
- 4,586 employees from 126 companies across 5 sectors participated.
- Close to 1 in 5 fell prey to phishing (higher than global average).



Workshops and clinics

- Workshops and clinics in partnership with industry practitioners like RSM IT, Mastercard, Ensign Infosecurity and Singtel to:
 - Help companies stay current on the threat landscape
 - Adopt about cyber hygiene and data security best practices
 - Learn about ways to raise enterprise cyber resilience, preparedness, readiness and incident response
 - Find out about CSA's cyber trust marks

GenAI

We work with ecosystem partners, including the tech hyper scalers. Through these activities, you can:

- Stay updated on AI trends, solutions and govt grants that may be applicable to your business
- Experience hands-on exercises in using AI tools (like ChatGPT, Gemini, Copilot etc) to build relevant use cases or functions for your business.
- Find out how to go beyond everyday AI – enterprise productivity, process automation, cost reduction, customer engagements etc
- Hear from industry practitioners on pertinent matters like safe use of AI, overcoming adoption headwinds such as data readiness, inter-operability with existing systems, workforce upskilling and change management.



Continuously exploring collaborations with partners to develop programmes and services relevant to your business



Upcoming initiatives to strengthen enterprise cybersecurity vigilance, resilience and response



New activities and programmes related to AI, AI solutions and capability building

Scan the QR code to get in touch or reach out to us at smart.tech@sbfi.org.sg



Thank You

04

Sustainability-Centric

Incorporating sustainability into business as a source of competitive advantage



HU Ching

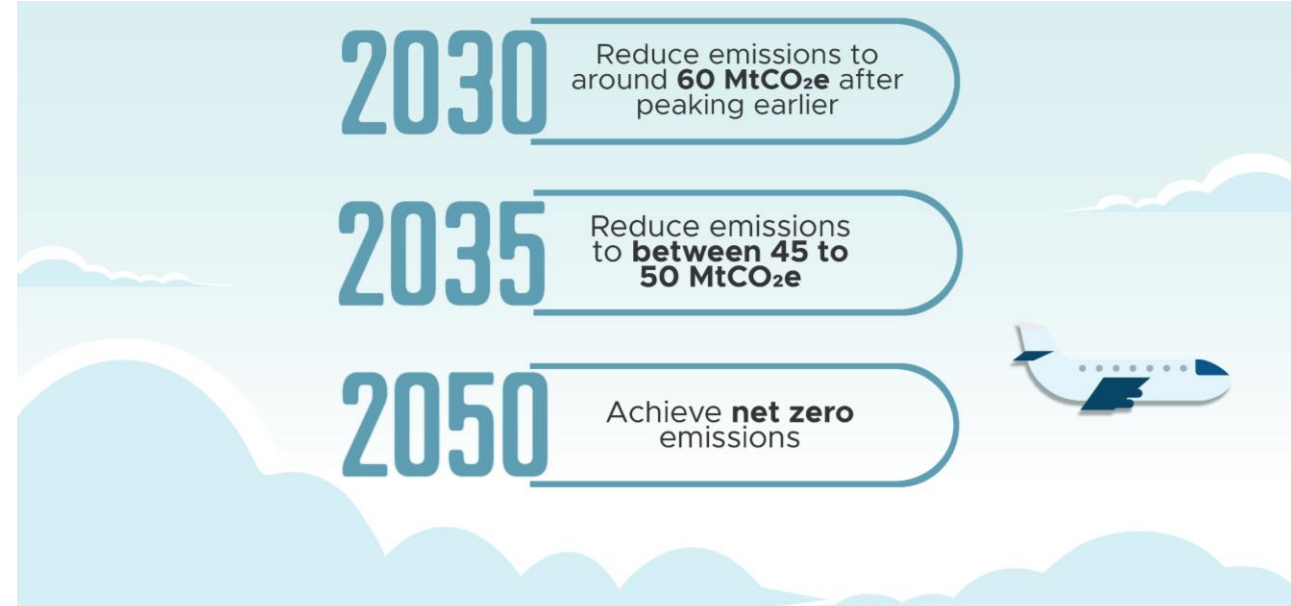
Head, Net Zero Transition Programme Office
Smart Technologies and Sustainability Division

Singapore Govt has committed to net zero

Singapore is among the first 18 countries to submit its 2035 Nationally Determined Contributions (NDC), reaffirming our commitment to climate action.

"Our 2035 NDC is an ambitious target that signals to businesses our commitment to decarbonisation, so that we may attract and catalyse economic opportunities for Singapore in a low-carbon future.

It will require more stringent regulations, pricing and market policies to incentivise and enable all sectors of the economy to decarbonise"



NCCS
NATIONAL CLIMATE CHANGE SECRETARIAT
SINGAPORE

STRATEGY GROUP
PRIME MINISTER'S
OFFICE

SG GREEN PLAN



So what? This will impact your business

Singapore has set ambitious targets to advance our national sustainability agenda and has implemented initiatives that will impact local businesses.

Mandatory climate-related disclosures



- FY2025 • All listed companies required to report Scope 1 and 2 emissions
STI companies required to make ISSB-based CRD
- FY2026 • STI companies required to report Scope 3 emissions
- FY2028 • Non-STI large listed companies required to make ISSB-based CRD
- FY2030 • Smaller listed companies required to make ISSB-based CRD
- Large non-listed companies required to make ISSB-based CRD

Other policies and regulations



Carbon Tax

Covers large emitters like power operators but indirectly affects all businesses.

Gradual increase from S\$5/tCO₂e in 2023 to between S\$50 to 80/tCO₂e by 2030



Singapore Green Plan 2030

Real economy measures such as banning ICE vehicle sales and achieving 80% green buildings by 2030



Mandatory Packaging Reporting

Mandates companies to report packaging use and submit 3R plans annually

Sustainability will impact your business

Large firms are setting climate targets, reporting Scope 3 value-chain emissions, and incorporating sustainability criteria in their procurement. These will impact all businesses, including non-listed SMEs.

Actions of large local firms



Net-zero carbon emissions targets by 2045.

Goals to quantify and initiate Scope 3 value-chain inventory tracking by working with suppliers to reduce their emissions.



Net-zero carbon emissions targets for domestic operations by 2030.



Net-zero carbon emissions targets by 2045.

Ongoing efforts to reduce their scope 3 supply chain emissions, such as embodied emissions of Singtel's network infrastructure.

Challenges for SME suppliers



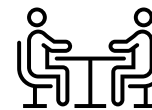
Regulatory and Compliance Risks

Legal implications for non-adherence to sustainability requirements



Financial Implications

Revenue loss or increased business costs



Loss of Business Opportunities

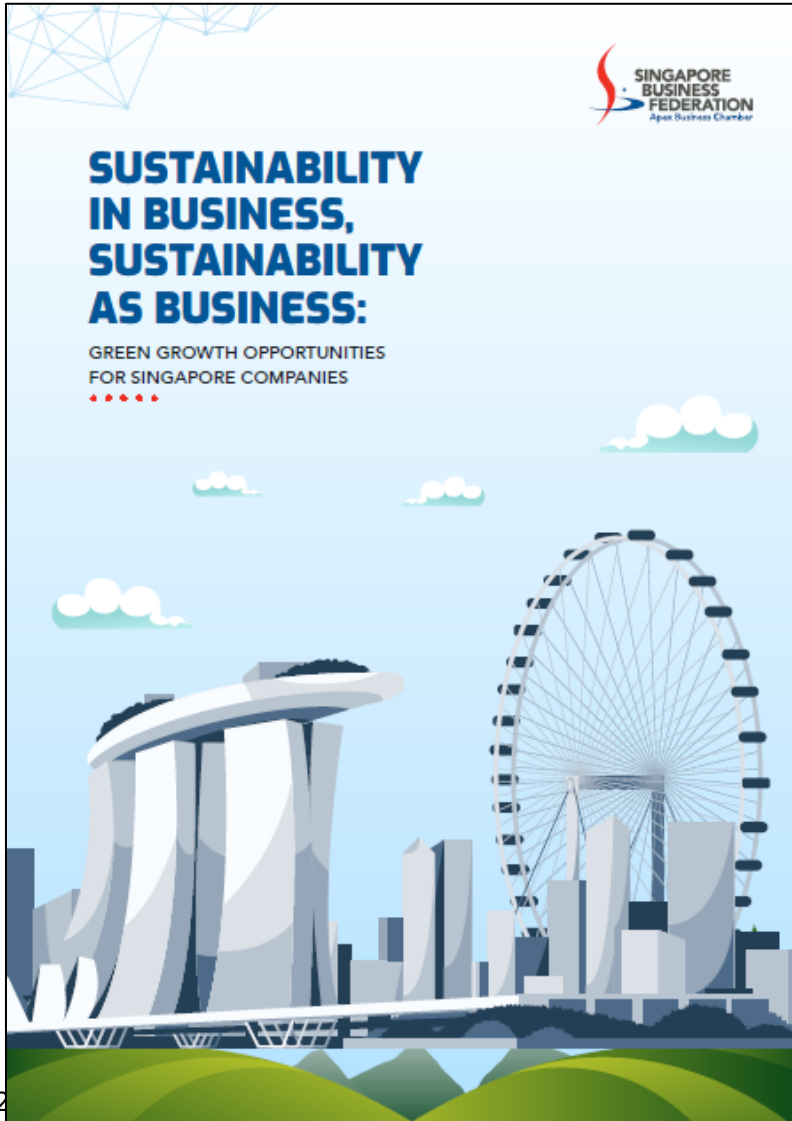
Supplier exclusion and reduced market access



Long-term Competitive Disadvantage

Loss of market position

But there are also substantial opportunities



Growing Market for Green Products and Services

Higher price premium with sustainability as a differentiator, and increased market share by attracting more customers



Cost Savings and Avoidance

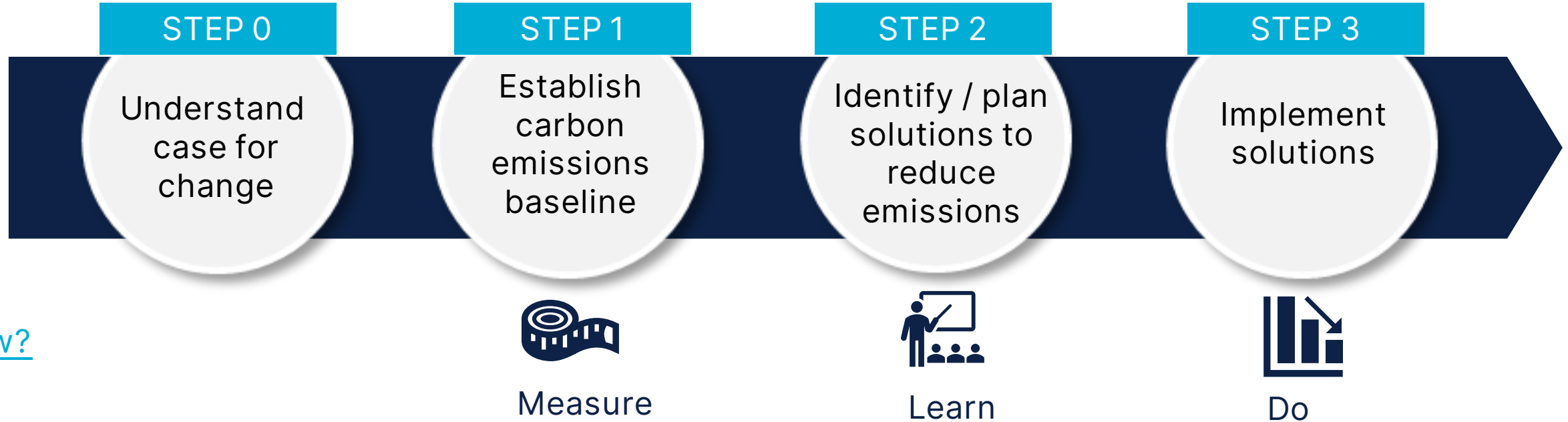
E.g. from the adoption of energy efficient solutions



Access to Sustainable Financing

Greater access to both private and public sector financing such as grants and sustainability-linked loans

SBF can help your business go green



How?

1) Singapore Emission Factors Registry (SEFR)

2) Resource Portal

3) Decarbonisation Programmes

4) Sustainability Advisory

1) Singapore Emission Factors Registry (SEFR)



- Emission Factors (EFs) convert an organisation's activity or spend-based data to quantifiable carbon emissions.
- In the past, most Singapore firms use EFs from international sources (i.e. US / UK) to calculate their carbon emissions, especially Scope 3 emissions.
- Minister Grace Fu announced at Ecosperity Week 2024 that SBF would lead a public-private consortium to develop and scale localised EF data.

Benefits:



Central 'single source of truth' platform which is conveniently accessible

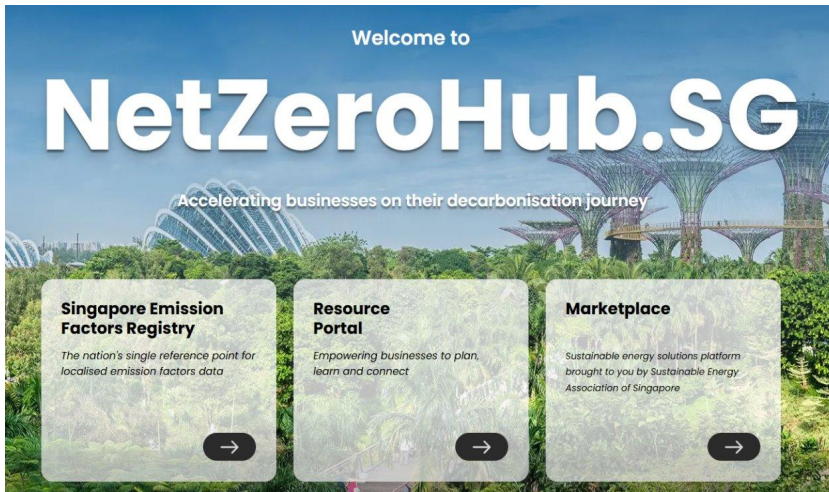


Greater consistency and accuracy in emissions reporting



Improve strategic decision-making

1) Singapore Emission Factors Registry (SEFR)



Categories Clear Category

☐ Building Equipment
☐ Building Materials
☐ Fuel
☐ Greenhouse Gases
☒ Land Transport
☐ Purchased Energy
☐ Waste
☐ Water

Clear Filters X

Sub-Categories Clear All

☒ Bus
☒ Car
☒ Train

Search...

Share Data Export Export All

Data View: ☒ Core ☐ Additional

Category	Sub-Category	Activity	EF (kg CO2-eq per unit)	Unit	Year
Land Transport	Car	Internal Combustion Engine (ICE) Car	0.17	pax-km	2022
Land Transport	Car	Hybrid Car	0.13	pax-km	2022
Land Transport	Car	Battery Electric Car	0.06	pax-km	2022
Land Transport	Bus	Public Bus	0.07	pax-km	2022
Land Transport	Train	Train	0.01	pax-km	2022

THE BUSINESS TIMES

Singapore companies can access over 200 emission factors in new registry

The online portal is a multi-stakeholder initiative led by the Singapore Business Federation



Janice Lim

Published Fri, Oct 4, 2024 - 08:30 PM

Sustainability Reporting

Follow



Listed companies in Singapore will be required to report their Scope 1 and 2 emissions, as well as other climate-related disclosures aligned with the frameworks set out by the International Sustainability and Standards Board from FY2025. PHOTO: BT FILE

SINGAPORE companies will have access to more than 200 localised emission factors through a single online portal, which could support their sustainability reporting needs.

THE STRAITS TIMES

New registry helps S'pore firms calculate their carbon emissions more accurately



Dr Koh Poh Koon (left), Senior Minister of State, Ministry of Sustainability and the Environment, with Mr Kok Ping Soon, CEO, Singapore Business Federation, during the fireside chat at the APEX Gala Dinner & Awards Ceremony at One Farrer Hotel on Oct 4, 2024. ST PHOTO: ARIFFIN JAMAR



Sue-Ann Tan

UPDATED OCT 05, 2024, 06:10 AM



SINGAPORE – Local companies can get more help in calculating their carbon emissions thanks to a new registry launched by the Singapore Business Federation (SBF).

2) Resource Portal

NetZeroHub.SG

Welcome to

Accelerating businesses on their decarbonisation journey

Singapore Emission Factors Registry
The nation's single reference point for localised emission factors data

Resource Portal
Empowering businesses to plan, learn and connect

Marketplace
Sustainable energy solutions platform brought to you by Sustainable Energy Association of Singapore

NANYANG TECHNOLOGICAL UNIVERSITY SINGAPORE
Certificate Programme in Sustainable Finance
13-21 Feb 2025, 15-23 May 2025, 6-14 Nov 2025
Understand how sustainable finance and responsible investment strategies can help accelerate action on the Sustainable Development Goals (SDGs) and further impact their business and industry.
Nanyang Technological University
From SGD622.30

Global Compact Network Singapore
Carbon Accounting & GHG Management - Key to a Low-...
18-27 Feb 2025, 23-30 Jul 2025, 20-28 Aug 2025
A professional certificate course about the global transition to a low-carbon energy system and intended to upskill company staff in carbon accounting and greenhouse gas (GHG) management.
UN Global Compact Network Singapore
From SGD 480.00

ntuc Learnir
CSE Certified Sustainability Practitioner - Basic
22 Feb - 8 Mar 2025
Introduction to ESG principles and practice into key topics like sustainability framework, stakeholder engagement, business strategies.
NTUC Learning Hub
From SGD900.00

NUS National University of Singapore
Sustainability: The Next Challenge
20 Feb 2025
Develop key skills and competences that are relevant to advancing sustainability in the respective industries and

ISCA INSTITUTE OF SINGAPORE CHARTERED ACCOUNTANTS
Sustainability E-Training for Directors
Self-Paced (e-learning)
Provides an insight to enhance directors' understanding of sustainability reporting and the

Singapore Environment Council
Putting Sustainability Into For Business
26-27 Feb 2025
The three-module course covers topics and issues such as global trends, physical and transitional risks.

- An industry-led digital platform designed to support Singapore businesses to understand and implement decarbonisation.
- First-stop knowledge hub with toolkits, case studies, events calendar and training programme listings to guide businesses in their net zero transition.

3) Decarbonisation Programmes

3a) Cost and Carbon Reduction Programme

THE BUSINESS TIMES

SBF and Bain launch decarbonisation-focused programme for SMEs

Initiative will link businesses with decarbonisation experts specific to their sector, as well as with financial institutions and other funding providers with green financing solutions



Janice Lim

Published Thu, Oct 3, 2024 - 10:00 AM

Decarbonisation

Follow



More than 34 per cent of 476 SMEs polled have been assessed to be at the "mid" or "advanced" stage in their decarbonisation journey, having started emissions reporting or committing to emissions reduction targets. PHOTO: BT FILE

SMALL and medium-sized enterprises (SMEs) in Singapore will be able to tap into a programme specially catered to support those looking to decarbonise their businesses.



3b) Queen Bee Enabled Sustainability Transition (QUEST) Programme

THE STRAITS TIMES

SingPost's SME suppliers to get help with going green



Senior Minister of State for Trade and Industry Low Yen Ling (third from left) and SingPost group CEO Vincent Phang (third from right) at the MOU signing on Oct 18. ST PHOTO: DESMOND FOO

Rosalind Ang

UPDATED OCT 18, 2024, 10:58 PM

SINGAPORE – A new initiative aims to help the smaller companies that supply Singapore Post (SingPost) transition to more sustainable business models.

SingPost chief sustainability officer Michelle Lee said the programme is needed as many small- and medium-sized enterprises (SMEs) may want to go green but are not sure how to start.



3) Cost and Carbon Reduction Programme

Build Your Net Zero Plan with Consulting-Grade AI Tool Tailored for Singapore SMEs

What is included in the programme

- ✓ 2 bespoke, consulting-grade workshops tailored to SMEs
- ✓ Access to AI-enabled tool to measure baseline emissions and build a customised CSO-quality decarbonisation plan for SMEs without CSO
- ✓ One-on-one advisory support with experts from Bain and SBF



80%
of SMEs

Estimated their emissions baseline for the first time



Great initiative for SMEs who **may not have the time / resources / know how** on how to embark on this journey...

*Testimony from Sr. Executive,
Food Manufacturing SME*

The upcoming cohort focuses on these sectors:



Manufacturing (including Food Manufacturing)



Food Services (e.g., catering, restaurants)



Transport & Logistics

3) Cost and Carbon Reduction Programme

Build Your Net Zero Plan with Consulting-Grade AI Tool Tailored for Singapore SMEs

Register for upcoming cohort

The Foundational Package (workshop on 1 October 2025)

- Suitable for participants with no prior knowledge of decarbonisation.
- It comprises Foundational Workshop and 2 hours Advisory.

The Advanced Package (workshop on 12 November 2025)

- Suitable for participants who have already estimated Scope 1 & 2 emissions baseline for their company.
- It comprises Advanced Workshop, 2 hours Advisory, and Access to AI Tool.

The Full Package (workshops on 1 October & 12 November 2025)

- Comprises both Foundational and Advanced Workshops, 4 hours Advisory and Access to the AI Tool.
- Register using the two QR codes above and use promo code for a discount.



4) Sustainability Advisory

- SBF's sustainability advisors can be seconded to your company on a part-time basis to offer expert guidance and tailored support.

What Sets Us Apart

- **Cost effective:** More cost effective than hiring traditional consultants or full-time staff.
- **No need to submit claims or wait for reimbursement**
- **Flexible and pay-as-you-use:** No minimum hours required, activate us whenever you need.

Selected Examples



Company X (Logistics Real Estate MNC)

Drafted their annual Sustainability Report, updated their company-wide ESG policies, managed their UN PRI disclosures, advised on metrics and targets for SLLs and Green Loans



Company Y (Maintenance Service SME)

As Company Y has no dedicated sustainability team, SBF stepped in to review their EcoVadis submissions, enhance their policies, and manage the questionnaire submission.

"The journey of a thousand miles begins with a single step."
– Lao Tzu



05

Socially Impactful

Embedding social impact into business strategy and contributing meaningfully to community



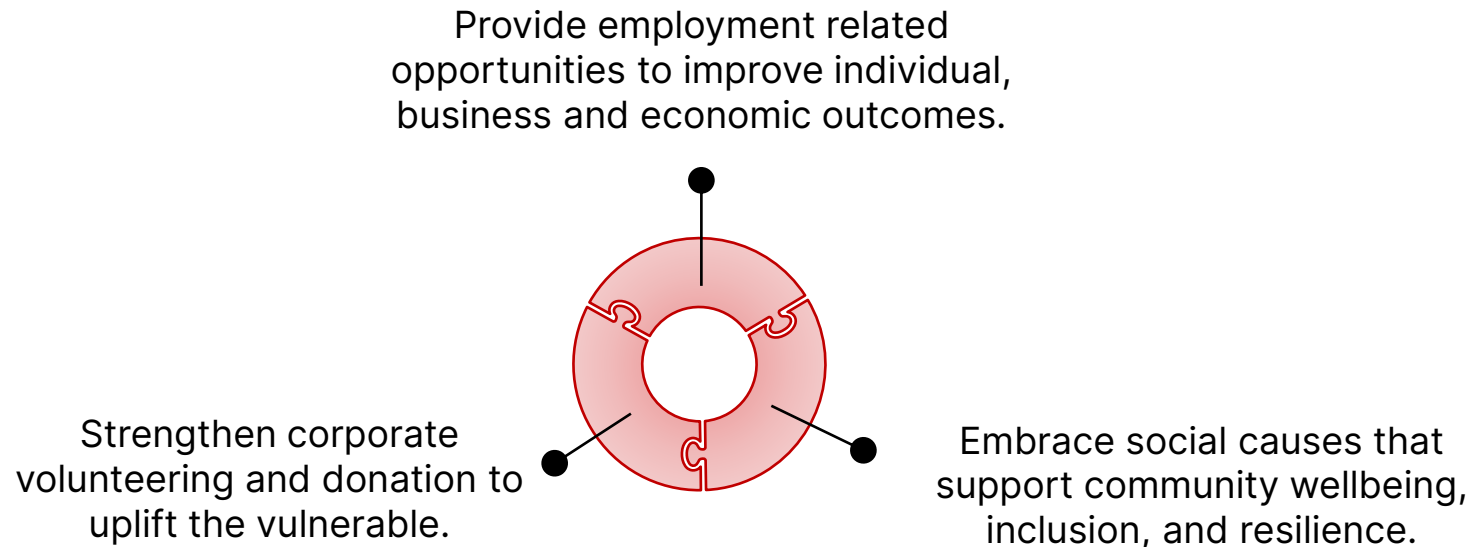
THAM Kok Wing
Head, Programme Office
Social Sustainability
Division



CHOY Mun Kit
Head, Programmes
SBF Foundation

Socially Impactful Action Agenda

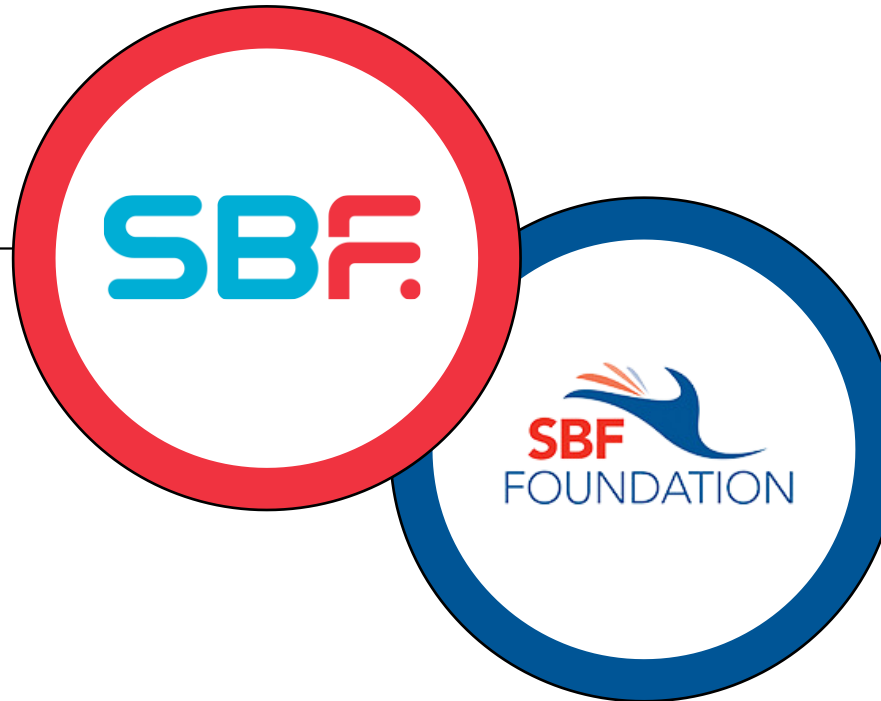
A strong social compact forms the foundation of a functional and resilient society.



Our Social Impact Action Agenda aims to mobilise the business community to develop and deepen their social impact contribution to society.

Our socially impactful work with the business community is co-driven by SBF and SBF Foundation

Apex business chamber and enabler of future-ready businesses to create positive impact under socially impactful action agenda.

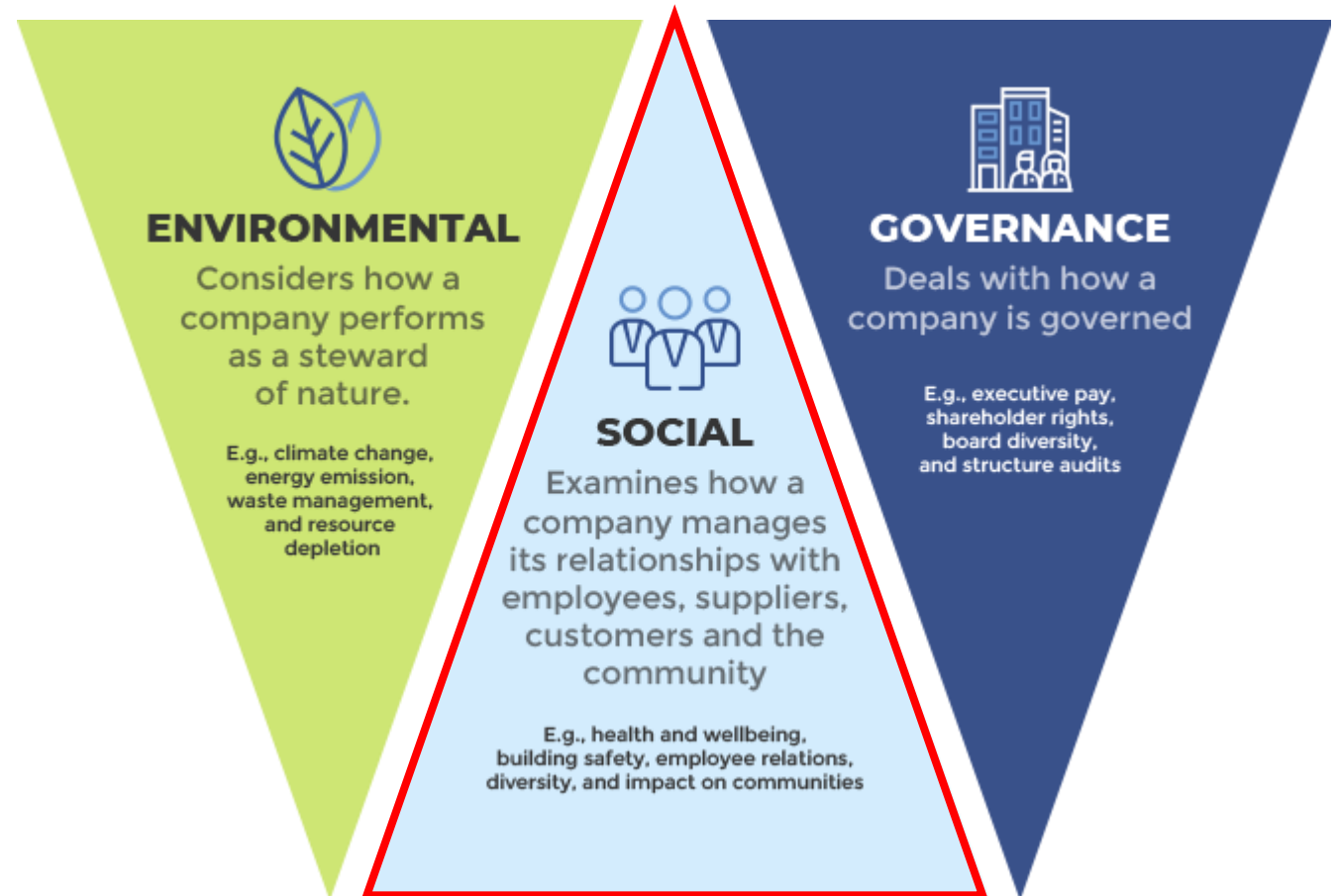


Social impact arm of SBF that mobilises corporate capital and develops programmes for social impact.

We mobilise the business community to develop and deepen their social impact contribution to society because a strong social compact forms the foundation of a functional and resilient Singapore.

Social Sustainability as a driver of socially impactful business

- Businesses drive social impact by embedding social sustainability into their core operations.
- Social Sustainability refers to the capacity of the company to uphold and enhance the well-being of its stakeholders, such as its employees, customers and community.
- It emphasizes the creation of inclusive, fair, and resilient communities where individuals have access to opportunities, resources, and rights that enable them to thrive.



The New Business Imperative

Why Social Impact Matters More Than Ever

1. Consumers now expect brands to be ethical, inclusive, and responsible.
2. Employees want purposeful work and values-driven employers.
3. Reputation, regulation, and relevance are converging under ESG.
4. Social contribution is now a core business strategy, not charity.
5. In consumer industries, a social licence to operate is non-negotiable.

What Does “Doing Good” Look Like for Businesses?

Social Impact Opportunities

- Inclusive hiring: Access new talent pools e.g. under-resourced women, persons with disabilities, seniors, & other vulnerable communities.
- Corporate volunteering: Give staff time to contribute to causes during work hours
- Community engagement: Partner local charities or ground-up groups for impact
- Purpose-driven products: Support goods from social enterprises or ethical sources
- Storefront storytelling: Use retail space to spotlight causes & inspire customers



How to Get Started or Scale Up

A Practical Approach: 5 Simple Steps

1. Reflect - Define your purpose beyond profit; clarify the values that guide your business.
2. Identify - Find community or cause partners that align with your brand; map key stakeholders.
3. Start small - Pilot a project, e.g., corporate volunteering, an inclusive hire or cause partnership.
4. Measure - Track both social and business outcomes.
5. Communicate - Share your story with customers and staff.

Here are **ways you can work with us** to be socially sustainable

WORKFORCE

Building resilient workforce
(individuals entering, within and re-entering workforce)

A.
Support
Employees
in need



Caring for workers experiencing sudden hardships from within the industry. Industry Led Compassion Fund

B.
Equal Access
to
Employment



Breaking Employment Barriers for Differently-abled Groups. EmployWell



Building Bridges & Network to widen Youths' horizons. Youth Connections

COMMUNITY

Supporting SMEs in building cohesive and inclusive community in diverse sectors

C.
Enable
Sustainable
Giving



Empathy Building
Poverty simulation
Understanding needs



Community Marketplace
Galvanise enablers
Meeting of SMEs



Corporate Volunteering
Mobilising the corporate community to give back

D.
Connect to
Charity of
Choice



MigrantWell
Healthcare for migrant workers in Singapore

Programmes You Can Adopt

VolunteerInc.

Enabled by:

SBF

SBF
FOUNDATION

Together, Because **SG** Cares

VolunteerInc

- The SBF Corporate Volunteering Programme, VolunteerInc., provides companies with tools and assistance to start or scale corporate volunteering activities through advisory, capability-building, and research.



**WALK FOR
WORK
2025**



EMPLOYWELL: FOR INCLUSIVE HIRING

9 Nov 2025, Sunday
8 am – 12 pm

Event Square
@Marina Bay

Flag Off Time: 10 am
4 KM

EmployWell

- EmployWell helps re-integrate vulnerable individuals into the workforce by providing tailored support to overcome employment barriers, while enabling businesses meet manpower needs through under-utilised talent pools

Walk for Work 2025 – Support EmployWell and Inclusive Hiring

WALK FOR WORK 2025



EMPLOYWELL: FOR INCLUSIVE HIRING

9 Nov 2025, Sunday
8 am – 12 pm

Event Square
@Marina Bay

Flag Off Time: 10 am
4 KM



DONATE

Finance a Life-Changing Journey

Help fund job readiness, skills training, and placement for those who need it most.



PARTICIPATE

Engage Your Team in Purposeful Action

Form a corporate team and walk with us at Marina Bay on 9 November!



ADVOCATE

Champion Inclusive Employment

Be a voice for change. Encourage peers to walk the talk and build a workforce that includes all.

SBF Foundation will launch an annual fundraiser to support EmployWell.

The inaugural Walk for Work 2025 will foster corporate and community engagement while raising funds to support the re-integration of vulnerable individuals into the workforce.

Target: 1,000 participants from corporate and community partners

Strategic Impact:

- Positions SBFF as a catalyst for business-led social impact
- Builds stronger community and business alignment on inclusive growth

More details are available at this [link](#).

Volunteer with **Youth Connections** to build social networks and support social mobility of vulnerable youths

UPCOMING [6th RUN] – 24 September 2025

This programme fosters connections through three simple sessions of speed matching, bonding over lunch and a company visit, spanning two months.



Mr Alvin Yapp
BusAds Pte Ltd
Director, Corporate Affairs



Ms Tan Sock Huan
RSM Stone Forest Pte Ltd
Director, Corporate Solutions



Mr Jeshier Loi
Ya Kun International Pte Ltd
Director, Branding and Marketing Development



Mr Sanjiv Rajan
Allen & Gledhill
Lawyer and firm partner



Mr Ronnie Seah
Sankyu Singapore
General Manager (Admin)

What is Youth Connections?

Youth Connections is designed to help youths from lower-income families expand their social networks, while connecting business leaders with an impactful cause. By acting as a 'connector' for under-privileged youths, it facilitates meetings and interactions with professionals from various fields, provide networking opportunities to expand their personal and professional ties, and broaden their worldview with new perspectives.

"I believe with his experience, knowledge and wisdom, my connector would be able to change me to a better version of myself"

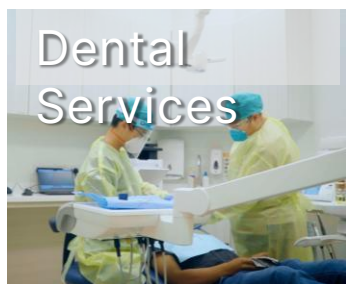
"Someone I would like to learn more from because I feel that I would be influenced by my connector's positive mindset and thinking"

"I am surrounded by people who come from very different backgrounds, and my connector shared his personal experience on how he was when he was younger, and I think I can learn a lot of lessons from it and see how I want to grow and pave my path in my future"

"The business of life is human connection" – Robin Sharma



Donate to and engage with **MigrantWell** to support the well-being of the migrant worker community in Singapore



Dental
Services



Psychological
Services



Physiotherapy
and Rehab



The SBF Foundation catalyses business involvement in social, educational, environmental, and health causes to strengthen society's social compact.

One notable initiative is MigrantWell Singapore (MWS), which evolved from Project MigrantWell, a philanthropic effort driven by the collective concern of the Estates of Khoo Teck Puat and Ng Teng Fong for migrant workers' welfare in Singapore.

MWS was registered as a charity in 2022 by SBFF to address care gaps in dental health, mental health and rehabilitative care of migrant workers with programme partners such St Andrew's Mission Hospital, HealthServe and SATA CommHealth.

Through these collaborations, some 19,280 migrant workers have since received assistance for dental, physiotherapy and psychological care services.

How does Corporate Volunteering Help YOU?

While it has been known to benefit the Community.....



Support Community Development
Businesses participating in volunteer activities contribute to local community development and create lasting positive changes.



Address Social Issues
Volunteer efforts help tackle pressing social issues within communities, promoting social equity and support for vulnerable groups.



Foster Goodwill
Involvement in community service fosters goodwill between businesses and community, strengthening relationships and trust.

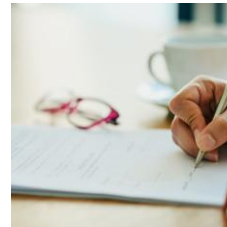
Research has shown that it also benefits Businesses



Enhance Employee Engagement
Volunteering helps your employees build a sense of identity connection and purpose in their work and with the wider community.



Improve Brand Image
Engaging in corporate volunteering demonstrates the organisation's commitment to social responsibility and community support, attracting customers.



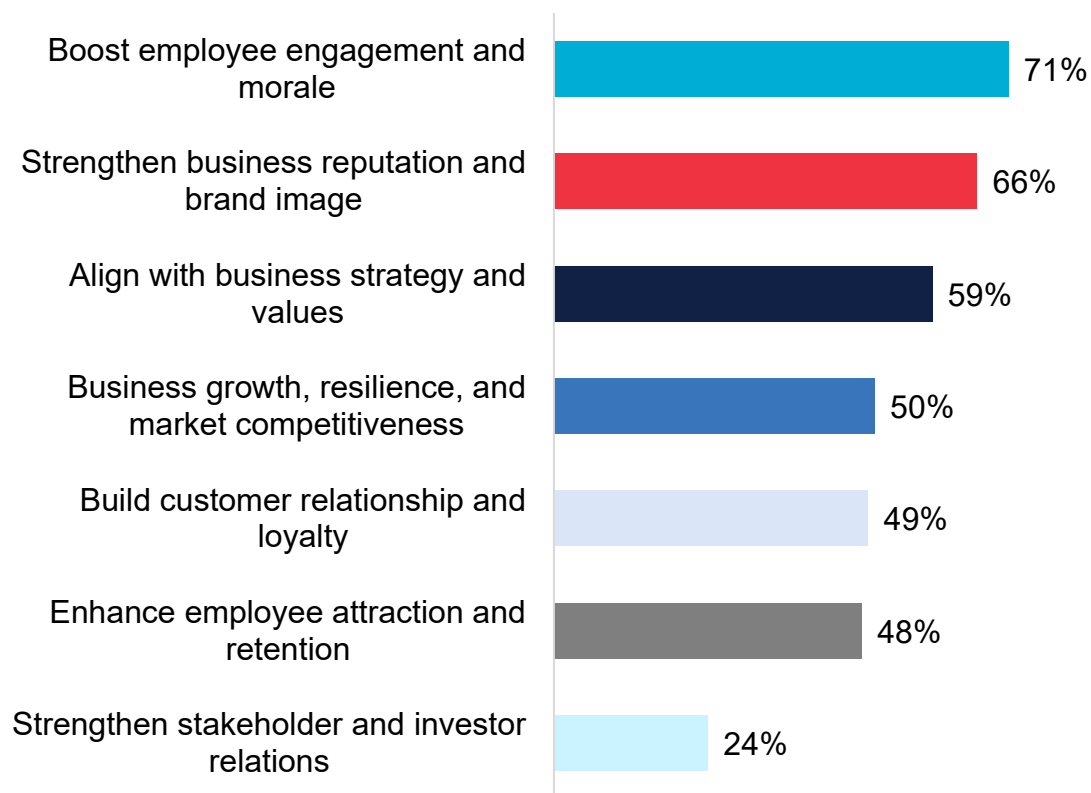
Enhance Recruitment
Being socially responsible attracts potential employees who value community involvement and corporate ethics, enhancing recruitment and retention strategies.

- Corporate Volunteering emerged as one of the top choices planned by companies for implementation in the next 12 months in a recent study on social sustainability in Singapore's business landscape commissioned by SBF and conducted by KPMG.
- Corporate volunteerism is not only an act of social responsibility but also a strategic investment in Singapore's future. By aligning business objectives with social impact, companies can contribute to a stronger social compact and equip themselves with the capabilities to thrive in a dynamic and interconnected world.

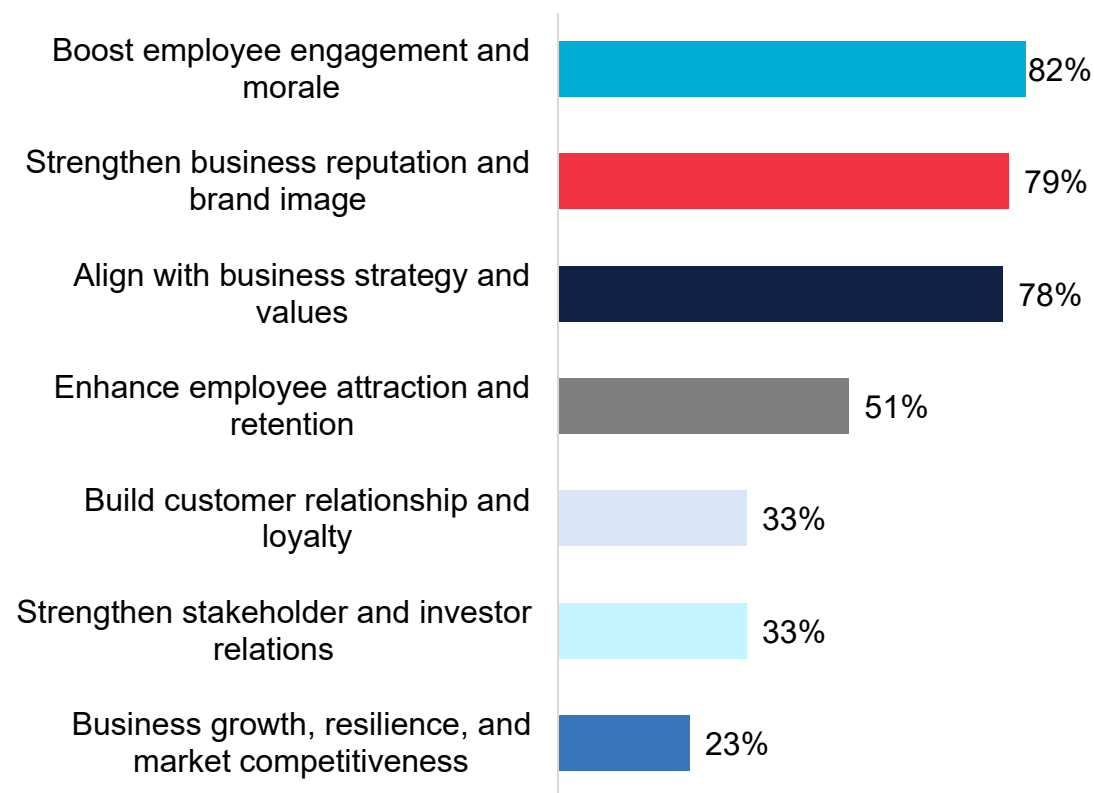
Corporate volunteering is increasingly recognised as a meaningful way to build employee morale and community connection

Businesses are choosing to engage in CV because it is increasingly recognised as a meaningful way to build employee morale and community connection, not because businesses are required to

Key motivating factors to start CV



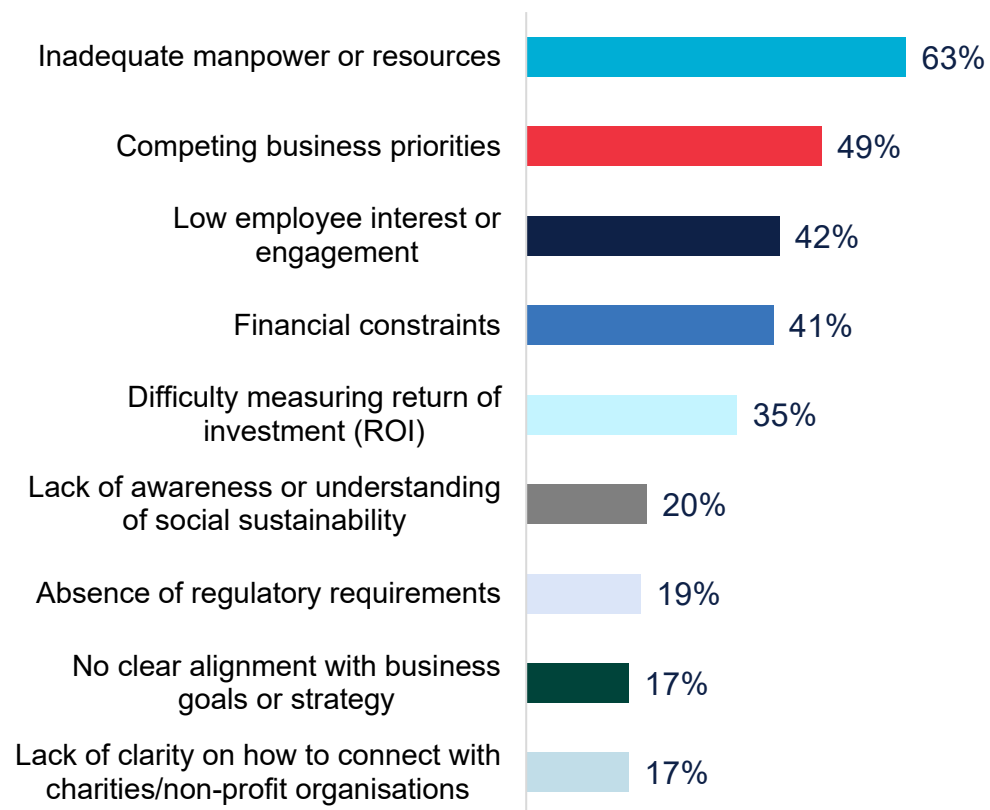
Key motivating factors to scale CV



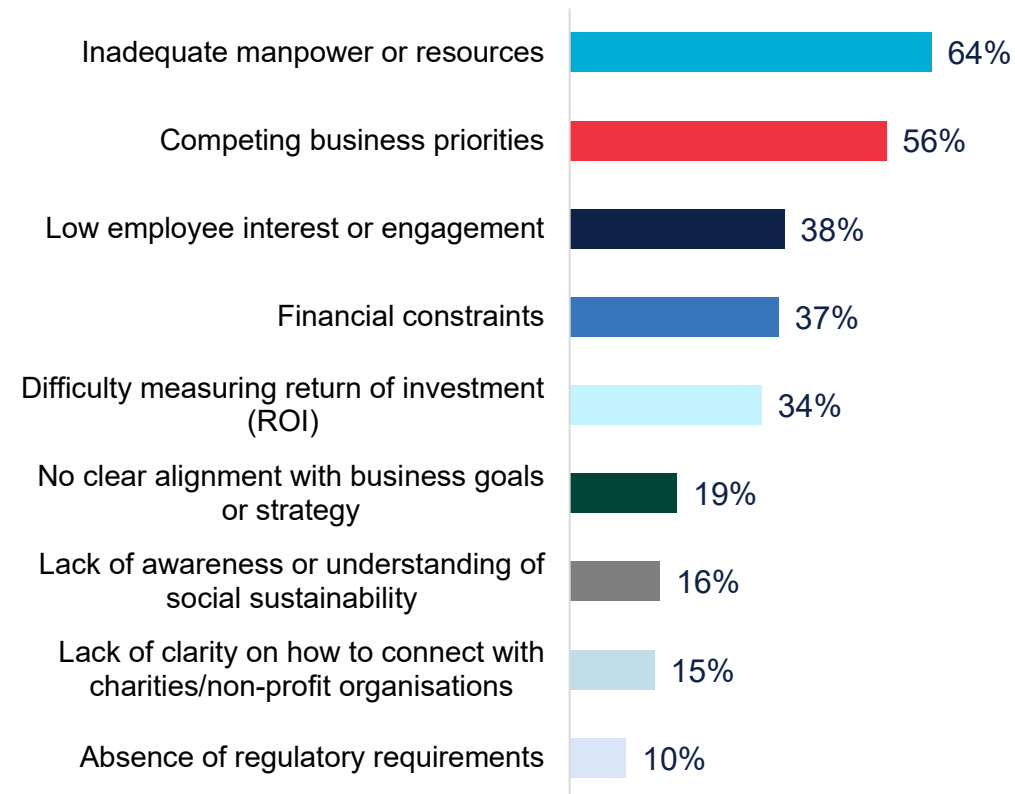
Inadequate manpower or resources as the top barrier for CV

Inadequate manpower or resources affected 64% of businesses. This is followed by competing business priorities, and low employee interest or engagement.

Key barriers for business to start CV



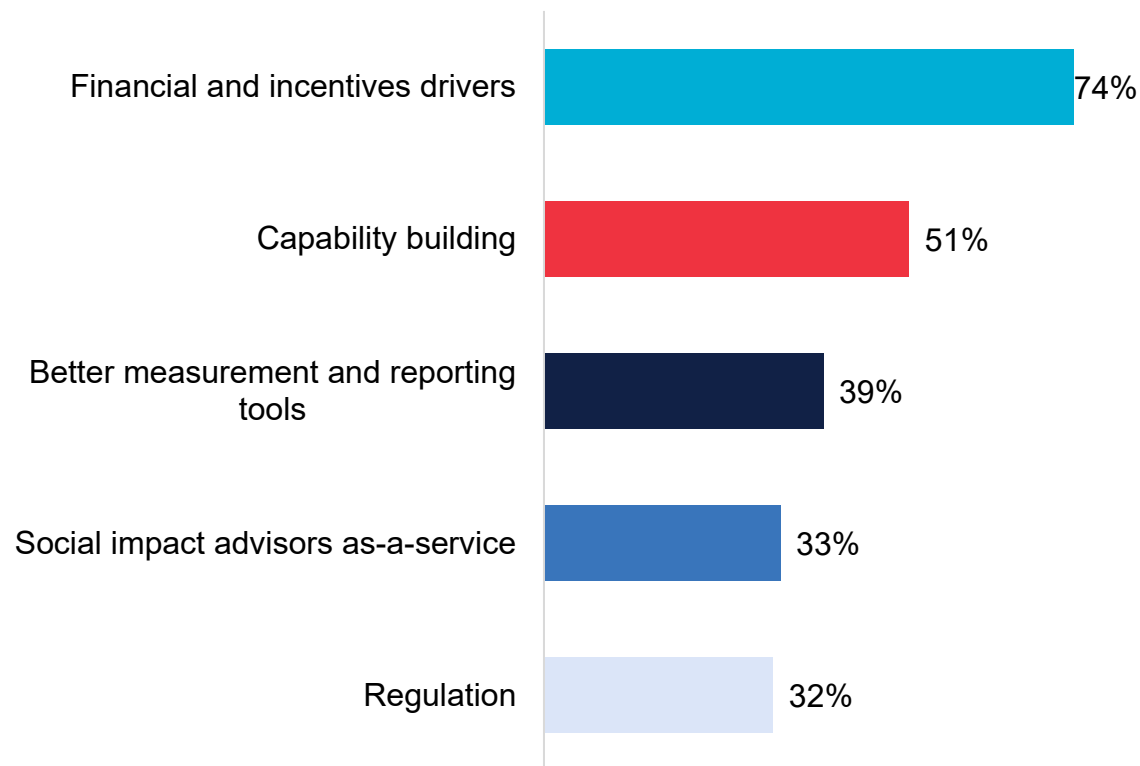
Key barriers for business to scale CV



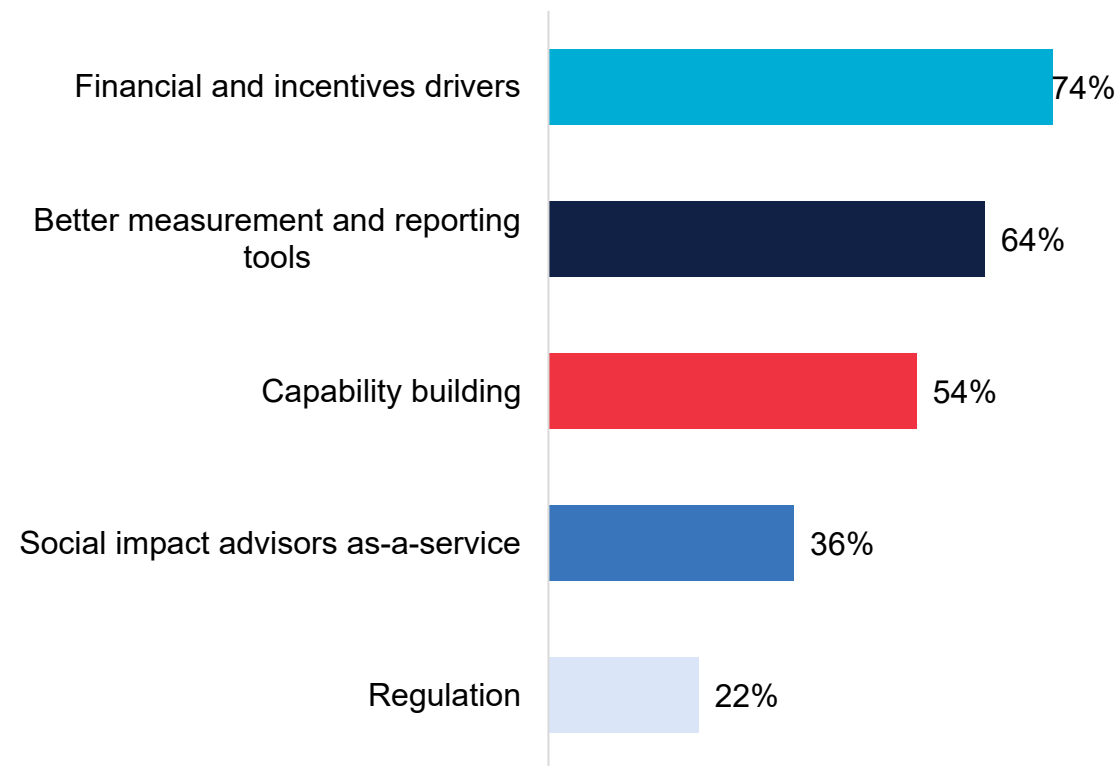
There is need for maturity-based support tailored to businesses at different stages of their CV journey.

Financial and incentive drivers can reduce the cost burden to implement CV and lower entry barriers and strengthened the business case for CV. On the other hand, capacity building programmes can build up confidence and CV efforts, and measurement and reporting tools can justify the ROI.

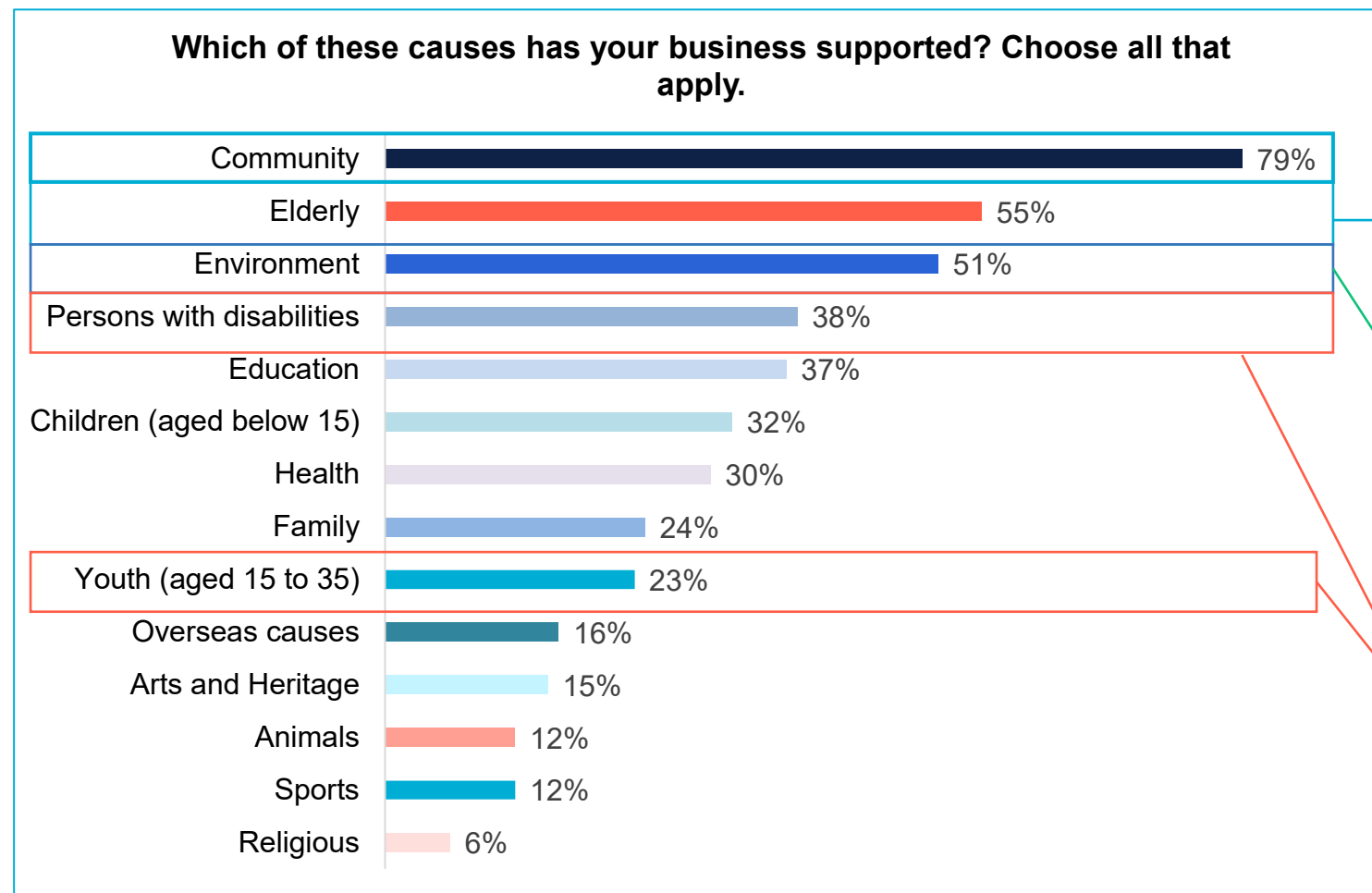
Key enablers to start CV



Key enablers to scale CV



Community causes were most popular, followed by elderly, environment, and persons with disabilities



In the **Corporate Giving Study 2021¹**, **elderly** was also one of the top causes supported by businesses, with **45%** of businesses supporting it.



In recent years, businesses supported many more **environmental causes**, with only **8%** of businesses supporting it in 2021.

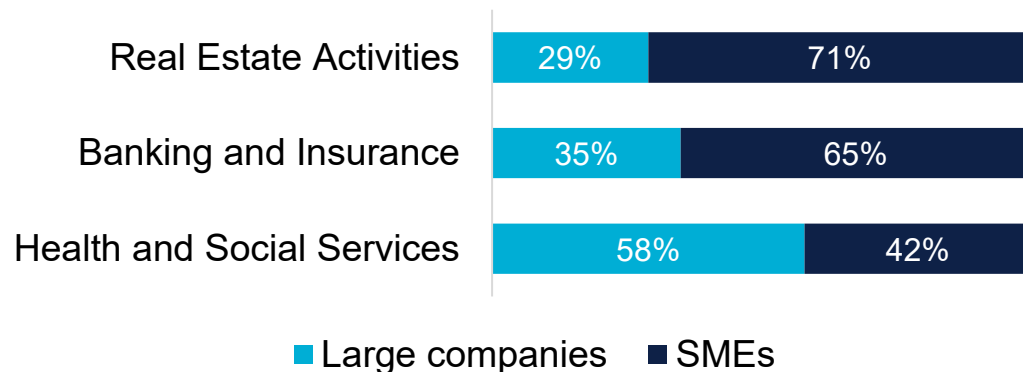


Persons with disabilities and **youth** causes remained popular among businesses, with **38%** and **23%** of businesses supporting them respectively in 2021.

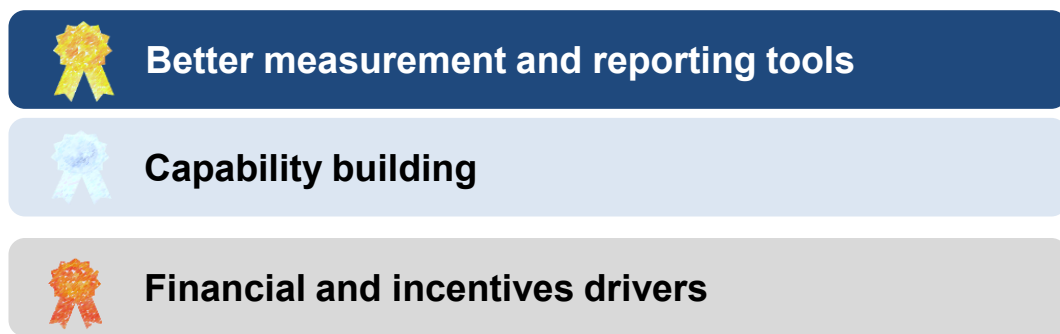
1. [Corporate Giving Study \(2021\)](#)

Top 3 sectors prefer better measurement and reporting tools

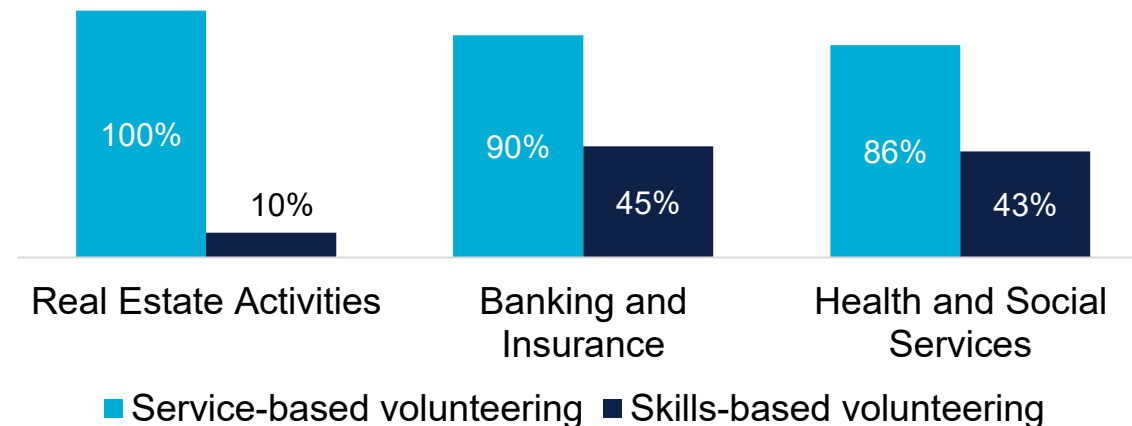
Company size breakdown for top 3 sectors engaged in CV



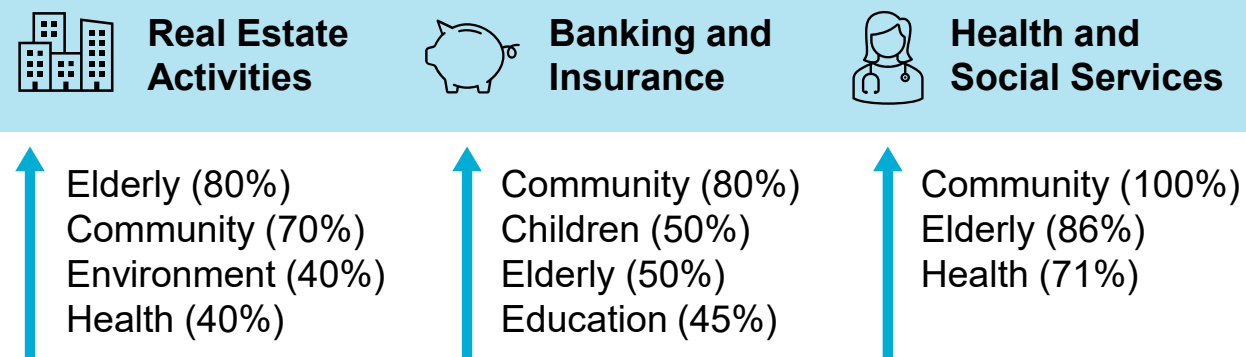
Enablers



Type of CV engaged in



CV causes supported



Join VolunteerInc. SBF's corporate volunteering programme that helps businesses make a difference to communities-in-need

Why are we doing this

To support and scale Corporate Volunteering with businesses, with a particular focus on a mix of mid-to-large companies.

- i. Develop sustained corporate volunteerism at-scale between corporates and non-profit organisations through a guided approach, and
- ii. Achieve sustained partnerships and observable volunteering outcomes between companies and non-profit organisations.

How are we organising the work?

Ministry of Culture, Community and Youth (MCCY)

Policy owner for Corporate Volunteerism efforts in Singapore

SBF/SBFF

SBF/SBFF will mobilise its members, trade associations, and the broader business community to begin or deepen their corporate volunteering efforts.

Intermediaries

We will also work closely with intermediaries such as AIC, MentoringSG, Mendaki, Sport SG, NCSS and NVPC to address national-level needs.

What will our programme entail?

Together with partners, SBF/SBFF will drive the adoption of Corporate Volunteering through 6 key programme elements:

1. Recruitment and Partnerships

2. Maturity Assessments

3. Structured Capability Building

4. Strategic Execution

5. Reporting

6. Research

What will YOUR JOURNEY look like?

GROUNDWORK

1. Corporate Volunteering Assessment

We will help you understand where you are in your Corporate Volunteering Journey and how best to proceed forward for optimal impact.

2. Structured Capability Building

Depending on where you are in your journey, we will provide you with capability building support. Training may include topics such as, How to Build a Corporate Volunteering Programme, Getting Stakeholder Buy-in, and Effective Monitoring and Evaluation.

In addition to the e-learning modules, we will also create/find platforms for you to be matched with your preferred community partner.

EXECUTION

3. Social Impact Advisory *(throughout programme)*

Our Social Impact advisors will provide you with end-to-end support from onboarding to execution, including bi-weekly check-ins to monitor progress and to provide tailored support on effective programme execution.

4. Robust Social Impact Reporting *(throughout programme)*

Robust metrics to measure both social impact and business outcomes of Corporate Volunteering are tracked in line with best-in-class standards both locally and internationally.

Volunteering Opportunities

SBF will work with you to adopt volunteering causes that are aligned to your company's Corporate Purpose, while also addressing national-level needs. Some of the possible opportunities to explore include the following:



Scan to Register
Your Interest



Adaptive sports with Seniors,
Senior befriending



Youth Mentoring



Volunteer Befrienders for
lower-income families



Diverse volunteering opportunities in causes
such as seniors, children, youths, families,
disability, ex-offenders, across Singapore

Connect with us



Donate Any Amount

*Donations of any amount to the SBF Foundation are eligible for tax deduction of 250%.



Be a Catalyst for Change

Provide job opportunities for vulnerable individuals



Get Involved

Embark on our Corporate Volunteering Programme



Stay Connected

Stay updated on our latest happenings and programmes

Visit www.sbffoundation.org.sg, or follow us on our socials



07

SBF Membership

Engage and Connect with Us



Kenny CHAN

Director, Membership Operations & Services
Membership and Corporate Services Division

Leverage Your SBF Membership

A sample of the many activities, programmes and events that SBF organises

Singapore Budget Symposium
March 2025



Seminar on US Tariffs
April 2025



23rd Annual General Meeting
June 2025



Future-Ready Businesses Dialogue
June 2025



ASEAN Conference 2025
July 2025



Singapore Regional Business Forum
August 2025



Take Full Advantage of your SBF Member Benefits



Expand
Network And
Partnership
Opportunities



Access Global
Markets and
Tap Overseas
Connections



Build New
Capabilities and
Enhance
Existing
Competencies



Engage Actively
and Advocate
Collectively

Engage with Us and One Another



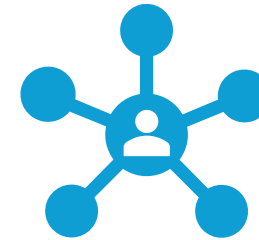
Engage with the
SBF Teams



Ask us your
Questions on
SBF
Membership



Let us help you
make better use
of your
Membership
Account



Update your
Corporate Profile
for you to be
Connected to SBF

Visit the SBF booths at the foyer to learn how we can boost your business!

Find Out More on our Website:
www.sbf.org.sg

LOGIN TO MEMBERS' PORTAL

- Faster online data updating, self-help and greater convenience
- Online event registration & payment
- View your company's transactions and invoices
- View your company's list of contact persons
- Trace your company's participation at SBF events

MEMBERSHIP HELPDESK

If you need assistance to update your corporate profile on our SBF Member's Portal, please approach our Membership Helpdesk for on-site assistance outside the Seminar room!



Connect with SBF

Membership : mr@sbf.org.sg
Hotline : 6827 6828



SingaporeBusinessFederation



@sbfsg



@sbf.sg



新加坡工商联合总会SBF



Business Matching Administrative Reminders

- Confirm that you have received an email from support@jublia.co (sent 8 Sep, 5pm) or visit the Business-Matching Information Counter outside the seminar room for meeting details.
- Refer to the Signages & floorplans for directions.
- Sessions start promptly at 4pm. Each session lasts 15 minutes. Be punctual and wrap up on time.
- Facilitators outside each business-matching room will ring a bell to signal when your 15-minute session is ending. Please use the bell as your cue to wrap up.

Post-Event Feedback Form



Please take a moment to scan the QR code and complete the Feedback Form for today's event.

Thank you!

