

SBF.

ORIENTATION FOR SBF MEMBERS

10 April 2026



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 Soo Wei Chieh, International Business Division
2.50pm	Skills-Empowered: Unlock Grants, Build Talent and Drive Growth by William Lim, Workforce Development Division
3.00pm	Smart-Enabled: Embracing technology as an enabler and a source of opportunity for growth by Lee Yee Fung, 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 Jeffrey Tan, 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
5.00pm	End

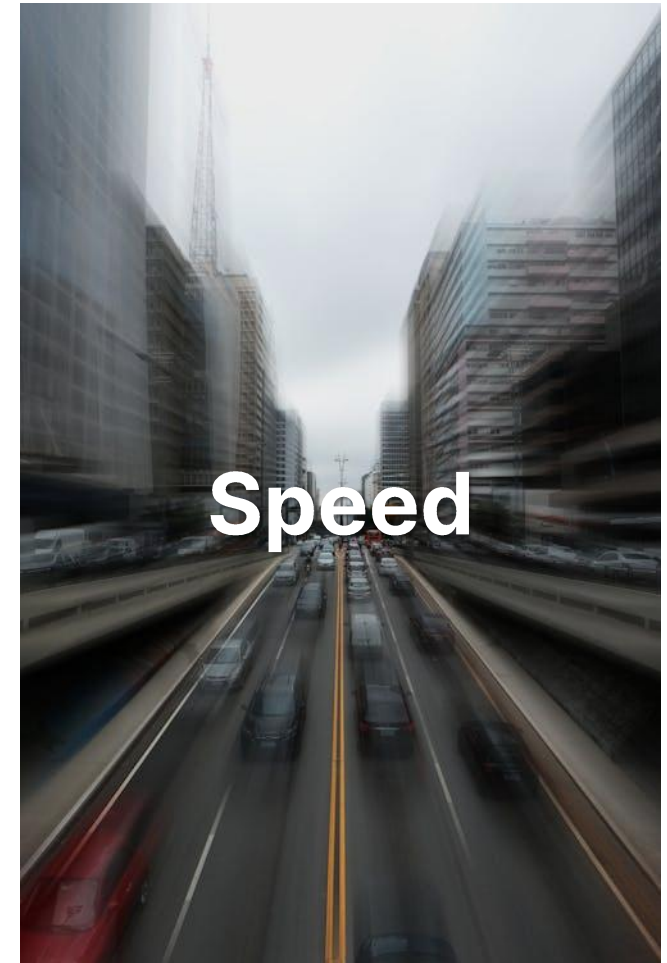
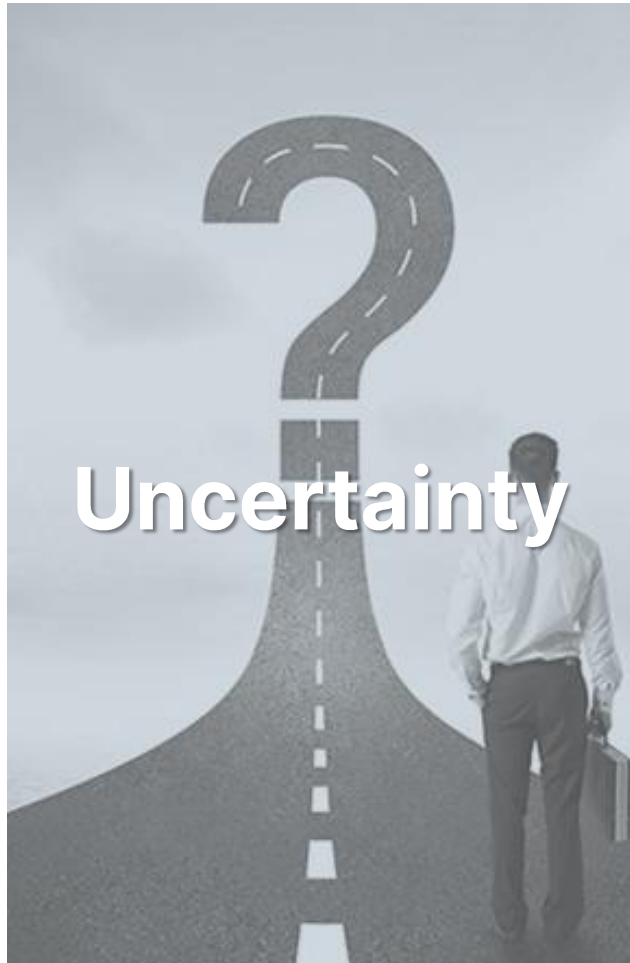


Mobilising the Whole of Business, Magnifying your World of Opportunities

Why your SBF Membership matters
What SBF does to advance your business
How you can benefit from SBF



Why Business Feels **Harder** Today



Collective Voice: Turning Your Reality to Policy Relevant Input



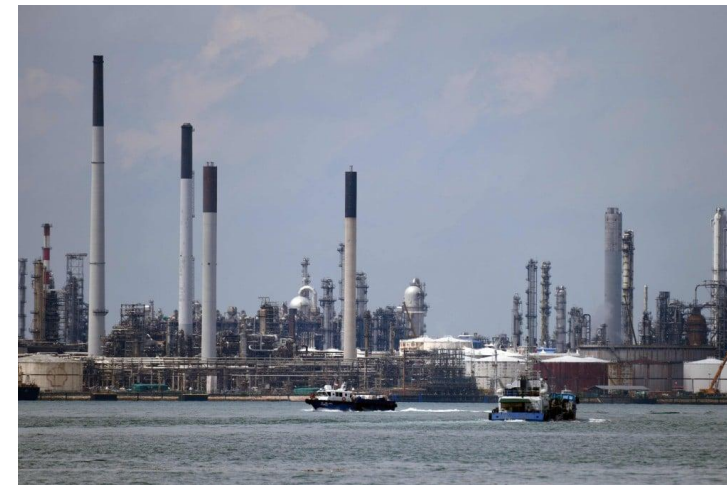
Alliance for Action on Business Competitiveness



SBF-PwC Budget Recommendations 2026



Singapore Economic Resilience Taskforce



Delayed mandatory ISSB-aligned reporting for smaller listed companies

Force Multiplier: Platforms, Partnerships, Connections



Trade Fairs/Business Missions



Signature Events



Future Ready Business Solution Series



Business Networks

Capability Builder: Future Ready Actionable Programmmes

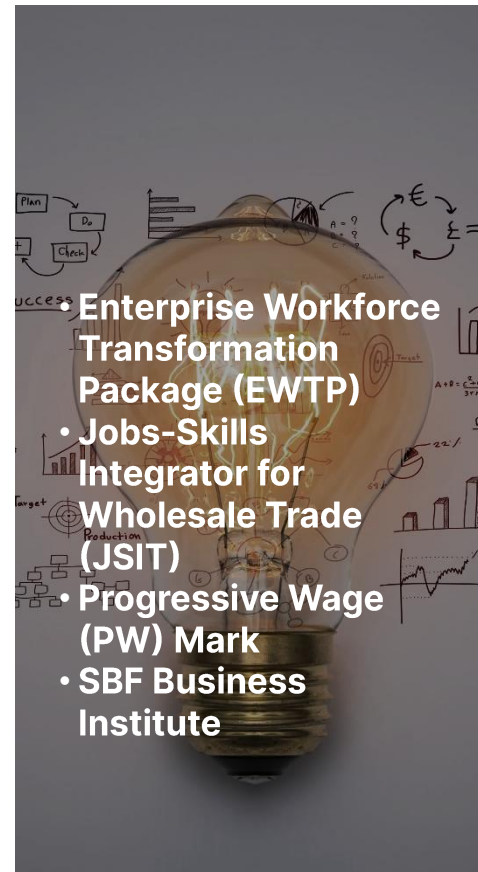
Scaled Internationally



Smart Enabled



Skills Empowered



Sustainability Centric



Socially Impactful



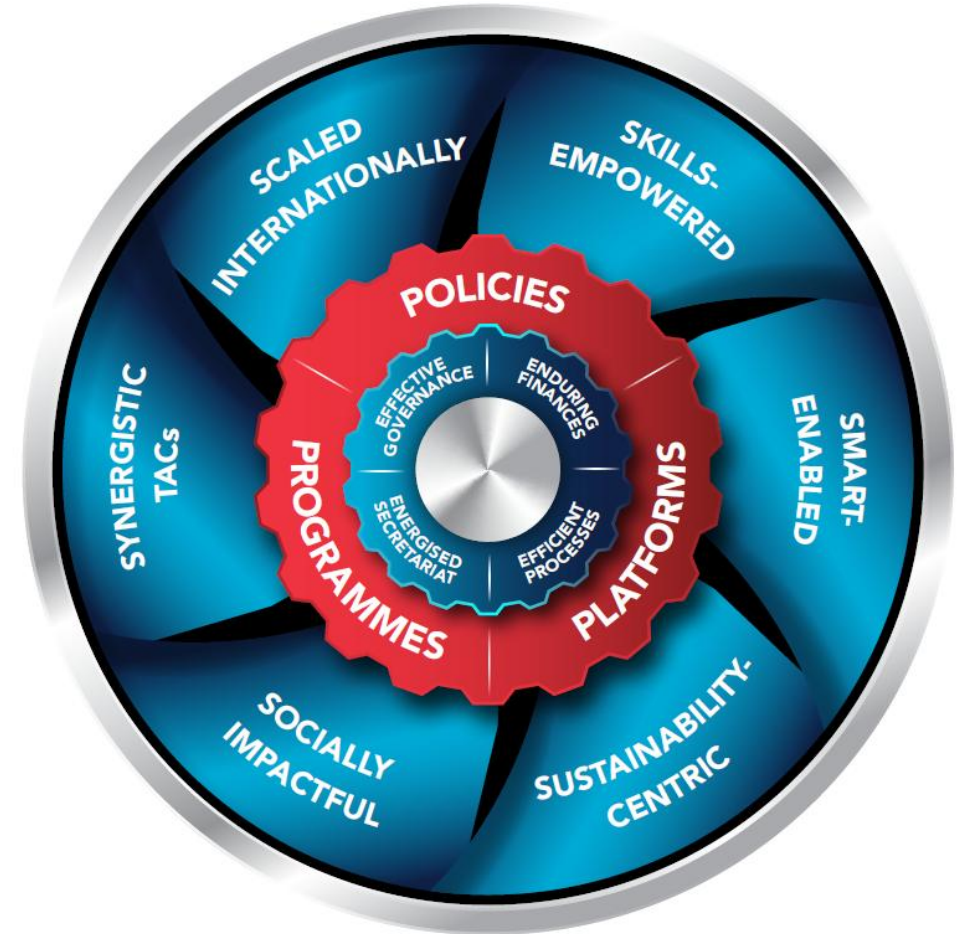
SBF is Here to Help You

VISION

Globally Competitive and Sustainable Economy,
Future-Ready Businesses,
Impactful Trade Associations and Chambers.

MISSION

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



6 Action Agendas | 3 Value Drivers | 4 Core Enablers

How to **Get Value** from SBF Fast

#1

Pick one Pain Point and Engage



#2

Use SBF as a Platform, not a Newsletter



#3

Build One Capability this year – Don't try to do Everything at Once



Welcome to the **SBF Community**



34,200
members



~16,800
companies engaged



13,800
companies benefitted



235
partners engaged

232

overseas projects facilitated

432

individuals enrolled in Career Conversion Programme

7,000

employees participated in the Nationwide Business Phishing Exercise

27

countries reached

367

jobs successfully aggregated by JSIT

>1,500

companies benefitted from sustainability initiatives

258

SG-WEN members

S\$1.48M

raised to support inclusive hiring

1,659

trade advisories issued

831

YBLN members

>50

companies engaged in the Economic Strategy Review

>850

participants at Singapore Budget Symposium 2026



Connect with SBF



SingaporeBusinessFederation



@sbfsg



@sbf.sg



新加坡工商联合总会 **SBF**



01

Scale your business Internationally with SBF



SOO Wei-Chieh
Executive Director, International Business Division



Image by Freepik

Scale your business internationally with SBF

Be aware of opportunities via events and resources



Awareness

Seminars –
Conferences –
Publications – etc.

The infographic on the left, titled 'SBF INDIA', provides key economic indicators for India. It includes:

- 1. GDP:** 4.4% (2024) vs 4.4% (2023)
- 2. INFLATION RATE:** 4.6% (2024) vs 4.6% (2023)
- 3. INWARD DIRECT INVESTMENT:** US\$71.0 billion (2023) vs US\$65.2 billion (2022)

The cover of the 'NAVIGATING U.S. TARIFFS PLAYBOOK' features a world map with trade routes and the tagline 'Make Sense, Take Action, Plan Ahead'. It is developed by the Centre for the Future of Trade & Investment (CFTI) in collaboration with SBF, DBS, ZAVL, and PIL.



Asean Conference
July 2025



LATAM Conference
July 2025



Keynote Speech

Dr Vivian BALAKRISHNAN
Minister for Foreign Affairs of Singapore

Europe Conference
Oct 2025

Scale your business internationally with SBF

Check interest, test markets with missions/trade fairs



Awareness

Seminars –
Conferences –
Publications – etc.



Interest

Business missions –
Trade shows – etc.

Scale your business internationally with SBF

Check **interest**, test markets with missions/trade fairs



Awareness

Seminars –
Conferences –
Publications – etc.



Interest

**Business missions –
Trade shows – etc.**

Business Mission

United States of America

Texas (Greater Austin) and the SelectUSA Investment Summit 2026

28 Apr – 5 May 2026 Texas & Maryland

Members: \$53,200



Business Mission

Australia

On the Ground Down Under Make the Right Connections and Pitch your Product

25 May – 29 May 2026 Sydney



International Exhibition

China-ASEAN Expo (CAEXPO) 2026


17-21 September 2026 Nanning, Guangxi, China



International Exhibition

China International Import Expo (CIIE) 2026

5-10 November 2026 Shanghai, China



Scale your business internationally with SBF

Take action: seek advisory and assistance



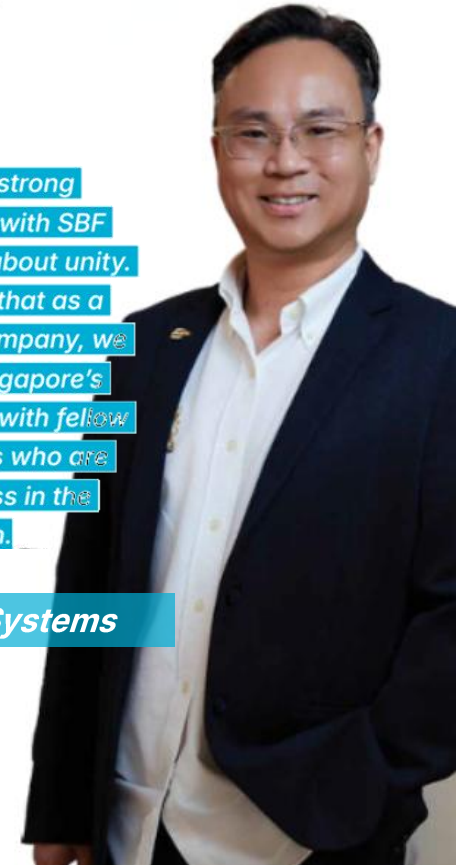
Action

Partnership calls –
FTA advisory –
Manpower support –
etc.



I realised the strong need to work with SBF because it's about unity. And I believe that as a Singapore company, we should fly Singapore's flag together with fellow Singaporeans who are doing business in the ASEAN region.

T1 Glass Systems



Scale your business internationally with SBF

Bring up issues to **advocate** for Singapore businesses



Advocacy

**Ministerial roundtables
– etc.**

Scale your business internationally with SBF

Programs anchored by GlobalConnect@SBF and CFOTI



Awareness

Seminars –
Conferences –
Publications – etc.



Interest

Business missions –
Trade shows – etc.



Action

Partnership calls –
FTA advisory –
Manpower support –
etc.



Advocacy

Ministerial roundtables
– etc.

GlobalConnect@SBF

CFOTI



Yay

OMIP

Scale your business internationally with SBF

Your journey, our work



Awareness

Seminars –
Conferences –
Publications – etc.



Interest

Business missions –
Trade shows – etc.



Action

Partnership calls –
FTA advisory –
Manpower support –
etc.



Advocacy

Ministerial roundtables
– etc.



Yay



#businessgowhere

Start your journey with us today

Reach out to the pathfinders for the respective markets of interest

20,000 companies engaged
4,300 advisory and support
540 projects facilitated

Talk to us today

globalconnect@sbf.org.sg

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Alma Yasbeth Correa (Latin America)
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02

Skills-Empowered

Unlock Grants. Build Talent. Drive Growth.



William LIM

Head/Director,
Workforce Development Division

Building a Future-Ready Workforce - Helping firms recruit, reskill, redesign jobs through subsidised programmes and be recognized as progressive employers



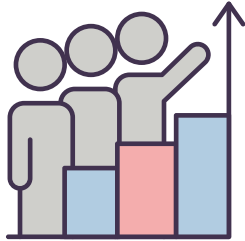
RECRUIT

Mid-career Pathways Programme (MCP)

- Helps mature individuals (>=40 yrs) look for a full-time role, across >4.2k Host Orgs (HOs)

Graduate Industry Traineeships (GRIT)

- Structured traineeship opportunities, helping 226 fresh graduates land their first job across 72 HOs



RECRUIT

Career Conversion Programme (CCPs)

- SBF handles 5 CCPs :
 - SME Professionals
 - Sustainability
 - Wholesale Trade
 - Human Capital
 - Overseas Markets

- >880 trainees supported to date, with >500 firms engaged since 2024
- Up to 90% salary support (3 - 6 mths)



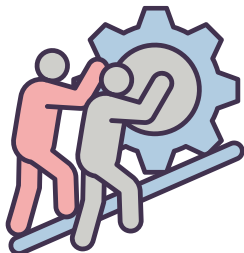
RESKILL, UPSKILL

Training Workshops

- Business-centric programmes in internationalisation, smart/digital solutions, sustainability, social impact, and building stronger TACs.

Career Health, Skills-First

- Co-organized July 2025's Career Health Summit with >900 attendees.



REDESIGN JOBS & TRANSFORMATION

Jobs Skills Integrator Programme (JSIT)

- Helping >950 WST companies hire, train and redesign jobs.

Career Conversion Programme (CCPs)

- Financial funding to help companies redesign existing jobs

- Enterprise Workforce Transformation Package (EWTP)**



RECOGNITION

Progressive Wage (PW) Mark



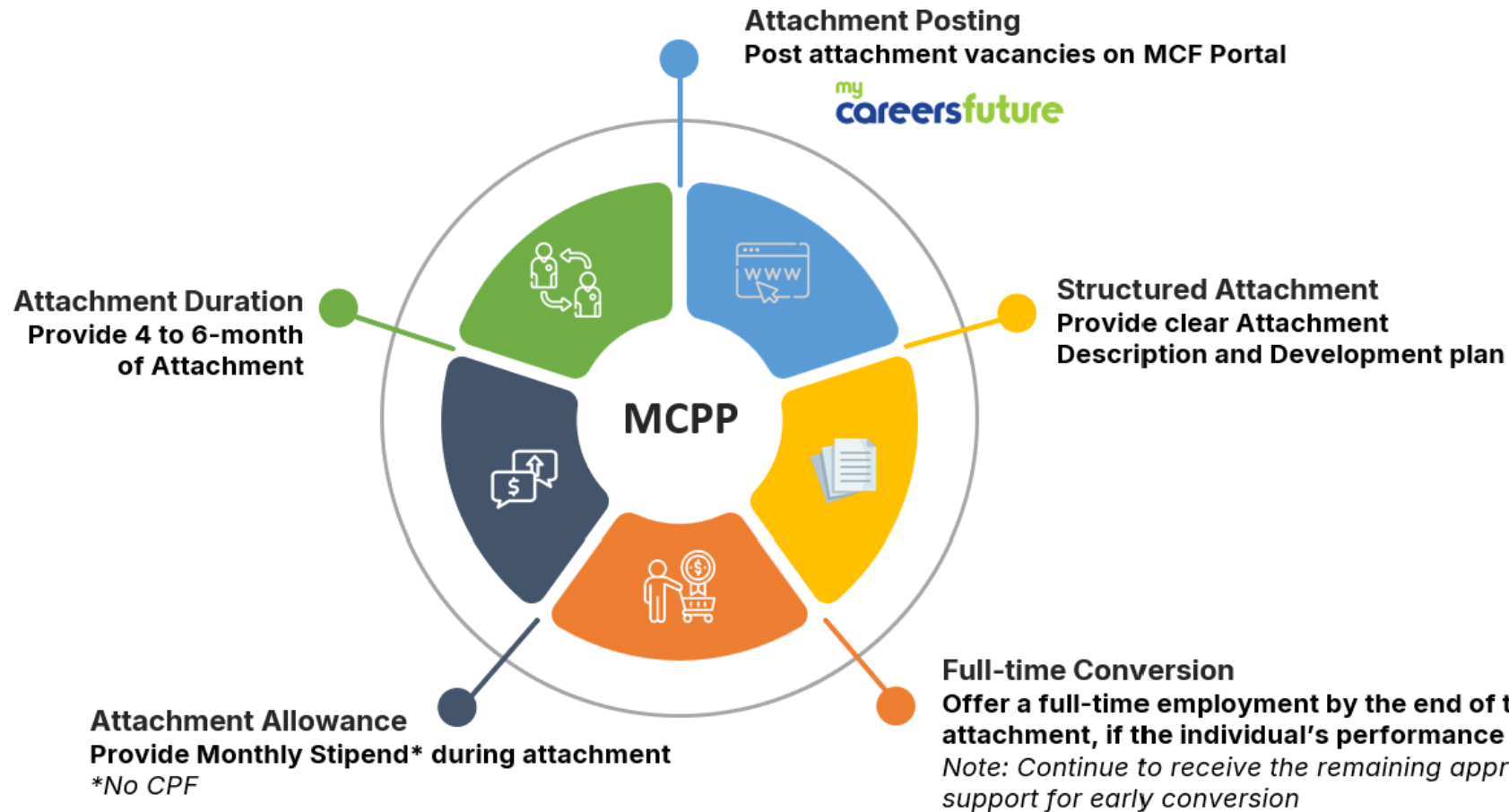
- Accredits firms that pay progressive wages to lower-wage workers. *[Mandatory for eligible suppliers and subcontractors servicing govt tenders & quotations]*

SkillsFuture Employer Awards

- Spotlighting firms with robust L&D practices.

Mid-Career Pathways Programme (MCP)

Enables companies to **access experienced, motivated mid-career talent (≥40 yrs)** through a **structured, government-supported attachment**, reducing hiring risk while strengthening workforce capability. It is designed for businesses seeking to **build a sustainable talent pipeline, manage manpower costs, and hire with confidence.**



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

Career Conversion Programme@SBF

Helps companies widen access to new talent (from existing & SBF platform) and to reskill existing talent to take on new roles.

Salary Support

- 70% Salary Support over approved period – Aged < 40 Years Old
- 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)



We help businesses build their workforce for the future through upskilling and reskilling in capabilities that matter



(set up in 2014)

In 2025, SBI upskilled more than **3,000 professionals** through **220 training courses**.

Flexible Training Modalities

Funded Courses Available

Customised Training Available

Guidance from Industry Experts



New Popular Workshops:

- Eyeing Asia: Employment Law
- COMPASS Framework
- Generative AI
- Managing GST

Delivering relevance and impact through Six Agendas Essential for a Future-Ready Business



Scaled Internationally

Helps businesses access new markets, diversify revenue streams, and build resilience through global expansion strategies



Skills-Empowered

Strengthens capabilities by developing leadership, customer engagement, and operational excellence for sustainable growth



Sustainability-Centric

Positions businesses for long-term success by embedding ESG principles and sustainable practices into business operations



Smart-Enabled

Accelerates digital transformation, enabling businesses to leverage technology for efficiency, data-driven decisions, and competitive advantage



Socially Impactful

Enhances brand reputation and stakeholder trust through inclusive practices and community engagement initiatives



Synergistic TACs

Fosters collaboration and shared resources through partnerships with Trade Associations and Chambers, amplifying collective impact.



Wholesale Trade companies gain integrated support to build a skilled and adaptable workforce through the Jobs-Skills Integrator Initiative (JSIT)



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%

Led by MOM and WSG, the Enterprise Workforce Transformation Package (EWTP) supports holistic transformation, with SBF as an Anchor Programme Partner

Workforce Development Grant (Job Redesign+)

To drive sustainable transformation



Workforce Consultancy
(up to \$50k)

Provide end-to-end workforce consultancy and advisory support



Capability Building
(up to \$60k)

Support companies in developing in-house expertise



Workforce Tech Tools
(up to \$90k)

Enable adoption of technology that builds Human Capital capabilities




EWTP Business Advisory

100% FOC, to help companies align WT with business strategy and implementation




For End-to-End Solutioning

Comprising CCPs, MCPP, JSIT, PW Mark, 3rd Party Solution Partners

Funding support of up to 70%
Capped at \$150,000 per company
Nett Fee Grant Model

SBF's Offerings and Ecosystem

The SBF Advantage

Through the Progressive Wage (PW) Mark, we empower service buyers, consumers and employees to identify and support businesses that pay progressive wages to lower-wage workers



- 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 **quotations** from 1 Mar 2024.

Over 9,000 PW Mark accredited firms

Firms that hire locals or PRs across the below 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

Putting It Together: One-Stop Solutioning for SBF Members (SME in Wholesale Trade sector)

Job Redesign Combo: JSIT-WST Advisory x CCP-WSTP

Through JSIT-WST, Jickson gained complimentary advisory and guided support that **'levelled up' various HR practices**

- Jobs x Skills Analysis → covering 29 jobs and 657 skills
- Expert advice on which job roles to prioritize for redesign
- Stronger compliance and future planning, through templates, training roadmaps, career x skills progression pathways
- Dedicated recruitment support

Through CCP-WSTP, Jickson received further aid in helping 2 team members in legacy job roles transition into newer growth roles, with **up to \$45k* in potential salary support**.

Cost to company: \$0

Results:

- **Accelerated HR readiness**, without a dedicated HR team
- **Clarity** on which skills to build for the next phase of growth
- **Stronger staff engagement** from improved job-role fit



As an SME without a dedicated HR team, **keeping up with HR best practices and MOM/TAFEP guidelines was challenging.**

The JSIT-WST programme has been very beneficial for us - the advisory support and tools like Jobkred helped us identify gaps, improve HR practices, and strengthen our human capital.

It has also **accelerated our HR readiness**, equipping us with tools and frameworks that **would have taken much longer to build on our own**"

Benjamin Heng

Managing Director of
Pacific Packaging (Far East) Pte Ltd /
Jickson Corporation Pte Ltd



Putting It Together: One-Stop Solutioning for SBF Members (SME in PWM Sector)

To support growth and leadership renewal, Prince's Landscape leveraged SBF's human capital programmes to retain key talent and implement a structured leadership transition framework — strengthening its resilience and future-readiness.

Kilon: "One of our sales staff members suffered a stroke. As a result, we helped her join SBF's CCP to transition her into an administrator role... the switch was seamless. We're exploring the CCP for other employees considering a career transition as well. This way, we are able to retain talent in the organisation."

Nandhini: "Three initiatives from which we have benefitted from include the Progressive Wage Model/Mark, SBF's training workshops and CCP... Upskilling our employees will help the business keep up with trends and technologies."

Results:

- **2 new staff onboarded** through SBF's CCP-SME
- Potential **salary support through CCP-SME: \$20,250 per staff**
- **Successfully PW Mark-accredited** (no cost)

**over a 3-month period, assuming at least 40 years old and long-term unemployed (LTU)*



Koh Kilon (Left)

General Manager

Nandhini Suresh (Right)

Learning and Development Manager

Prince's Landscape

**Join Us in
Building a
Future-Ready
Workforce AND**

**YOU'LL
NEVER
WALK
ALONE**

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

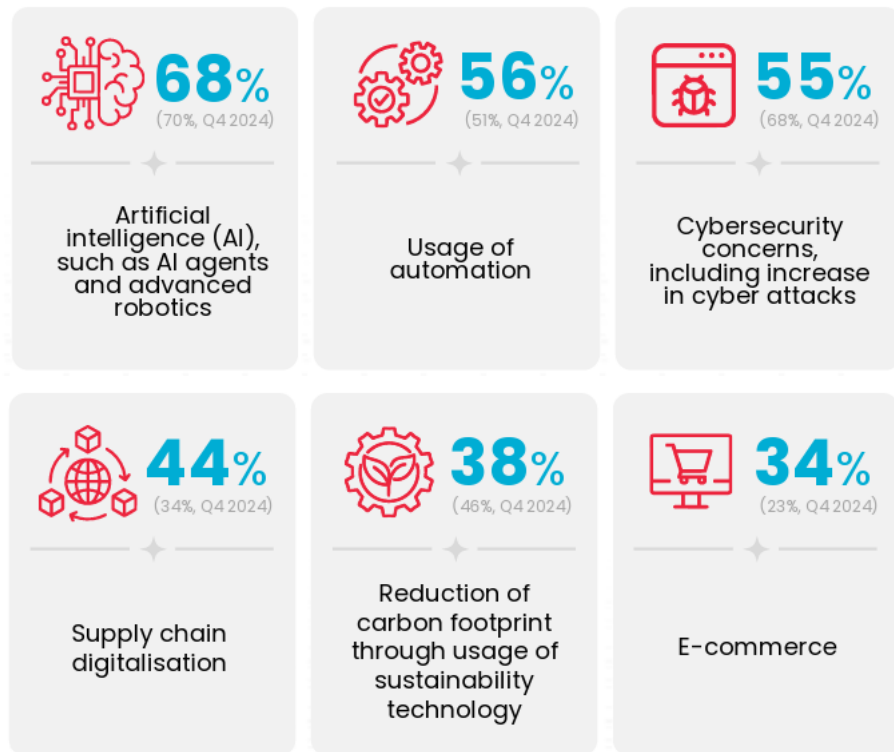


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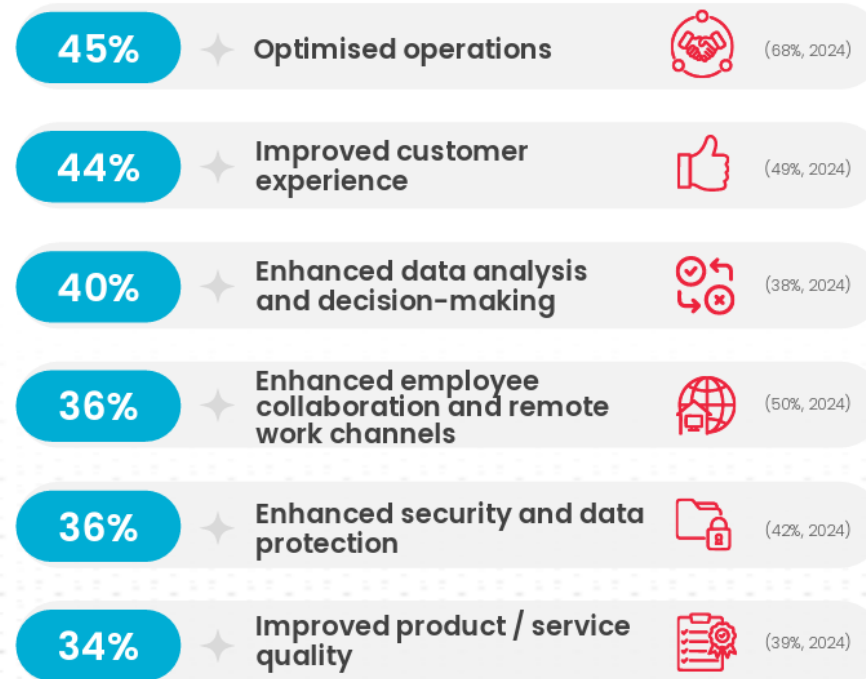
Chief Smart Technologies and Sustainability Officer

Voice of Businesses: (i) Digitalisation Yields Clear Benefits, (ii) AI, Data Analytics, IoT and Cyber Security Are Top Areas of Interests

Beyond AI (68%), usage of automation (56%) and cybersecurity concerns (55%) have emerged as the top three developments that businesses are most concerned with over the next 12 months around operation processes



Key Benefits of Digital Transformation



Scan for report

3 Defining Features in Today's Technology Landscape

1. The Great Acceleration

1970s: Digital Dawn



- Dial-up internet
- Mainframes, PCs
- Mobile phones (voice and SMS)

Innovation
in **decades**

2000s: Internet, Mobile, Cloud



- Broad band internet
- Platforms, Social media
- Smart phones
- Cloud
- Big Data, ML

Innovation
in **years**

2020s: AI Acceleration



- GenAI
- Agentic AI
- Smart enabled automation / robotics

Innovation
in **months**

2. Building the Digital Core



Digitalise Core Operations

- Provide visibility to ops data

Connected Data / Connected Systems

- Data warehouse / data lake
- Definitions
- APIs between systems



Data at Granular level

- Transaction level instead of monthly totals
- Customer behaviour instead of total sales
- Process timestamps instead of throughput

3. Guard Rails in New Technology Ecosystem



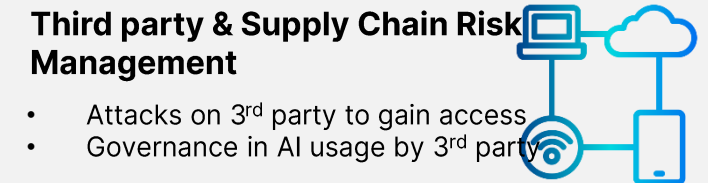
Cyber Resilience

- New, sophisticated attacks
- Incident response and recovery



AI governance and human oversight

- Autonomous errors at scale
- Over-reliance / black box decision making
- Data leakage



Third party & Supply Chain Risk Management

- Attacks on 3rd party to gain access
- Governance in AI usage by 3rd party

Transformation can start with small steps

SBF helps members navigate options, risks and trade-offs... before scaling investments

Start Small + Choose Right

Build Confidence in managing tech:

- Start with pilots, immediate pain points
- Pick task specific, possibly non-core work processes, to trial

Scale Adoption

- Adding more work processes, involve new functional teams
- Investing in building up digital core

Enterprise-wide Transformation

- Review job roles, reskill employees to get most out of digital investment

We provide support for digital project implementations

Technology Implementation Advisory Services

- **Independent, vendor neutral advisory**, to help members make confident digital investment decisions
- **Designed for SMEs**, navigating complex digital and AI adoption with limited internal capability
- **Focused on business outcomes**, not just technology deployment

Supported by IMDA and Enterprise Singapore

Our Engagement Approach

- **Discovery**: understanding business problem / pain points and objectives, current state assessment
- **Solutioning**: solution architecture, technology selection, develop specs, features & functionalities
- **Vendor sourcing and assessment**: curate fit for purpose vendors for client's selection

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 a data warehouse solution with business intelligence integrated with software (like Tableau) for data analytics, visualization and reporting.

Unified Contact Centre Functions

Company Z (Financial Services)

Company Z engages clients via multiple channels – phone, email, chat, social media, F2F and seeks a centralised contact centre function. SBF proposed a Call Center AI Agent on MS Teams, embed compliance recording and make available meeting 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

Cyber Resilience Centre

- A neutral and secure Cyber Helpline to provide help for organizations affected by cyber incidents (*coming soon*)
- Cybersecurity health clinics with diagnostic sessions to assess SME cyber readiness
- Access to CSAs CSO-as-a-Service programme
- Cyber drills and capability-building workshops



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@sbf.org.sg



Thank You

04

Sustainability-Centric

Incorporating sustainability into business as a source of competitive advantage



HU Ching

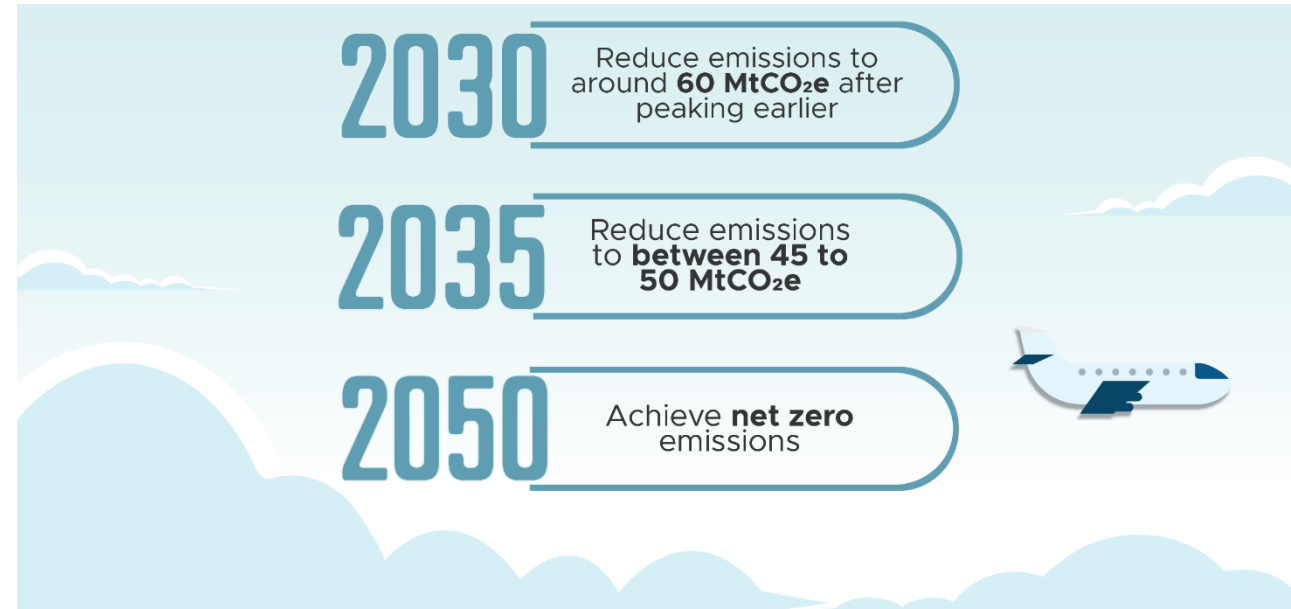
Head, Net Zero Transition Programme Office
Smart Technologies and Sustainability Division

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

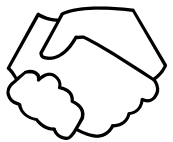
SG GREEN PLAN



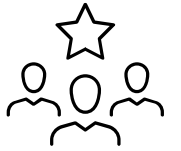
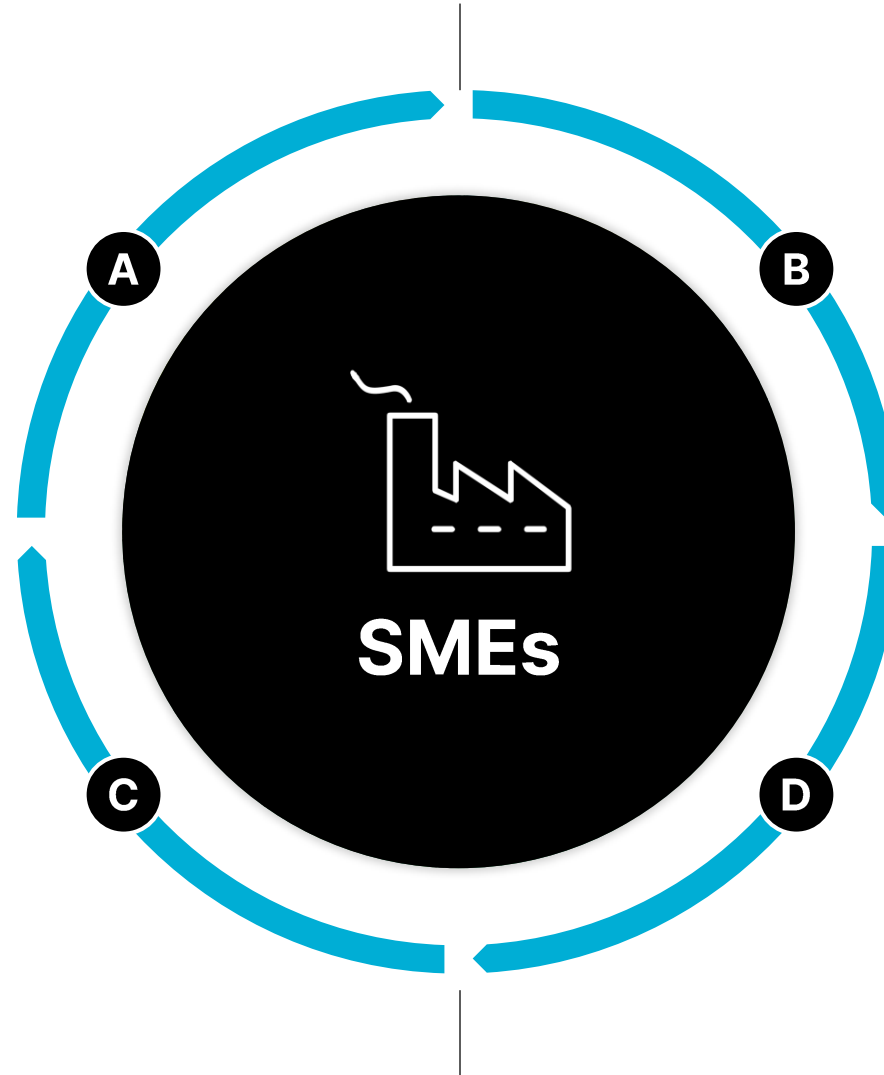
So what? Sustainability will impact your business



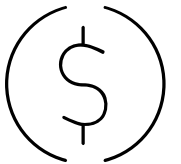
REGULATORY PRESSURE



COMPETITIVE PRESSURE



CUSTOMER DEMAND



FINANCIAL INCENTIVES

Singapore has multiple sustainability regulations, including climate reporting and carbon emissions reduction

A: REGULATORY PRESSURE

Mandatory climate-related disclosures (CRD)



- 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 companies¹ required to make ISSB-based CRD

Regulations to support Singapore's green transition national commitments



Mandatory Carbon Tax System

Covers large emitters like power operators
Gradual increase from \$25/tCO₂e in 2025, now \$45/tCO₂e in 2026, to \$50 to \$80/tCO₂e by 2030

Singapore Green Plan 2030

Aims to ban ICE² cars sale and achieve 80% green buildings by 2030

Mandatory Packaging Reporting

Mandates companies to report packaging use and submit 3R³ plans annually

While SMEs do not face direct regulations yet, customers are setting reduction targets that may require switching to low-emission suppliers

B / C : CUSTOMER DEMAND & COMPETITIVE PRESSURE

**Large MNCs
have announced
carbon targets
by 2050**



50% reduction in Scope 1 and 2, **30% reduction** in Scope 3 by 2030



Net zero in Scope 1 and 2 by 2045, 50% reduction in Scope 1 and 2 by 2030



100% reduction in Scope 1 and 2, **39% reduction** in Scope 3 by 2030



Reduction of Scope 1, 2 and 3 **aligned with 1.5°C path** by 2035

SMEs supplying to MNCs will play a crucial role in supporting their decarbonisation journey

- MNCs will need to report Scope 3 from their SME suppliers to demonstrate commitment to their targets
- Regulations in potential export markets (e.g., EU, China) could restrict market access for non-compliant SMEs

Decarbonisation is increasingly proven to unlock significant value creation for SMEs

D: FINANCIAL INCENTIVES

~50% of SMEs that have started decarbonisation have realised **value creation benefits¹**, including:



Cost savings

Improved operational efficiency with cost-optimised measures (e.g., switch to solar energy, water and waste savings)

Green grants and public funding captured by early adopters

Business future-proofed to avoid potential **high regulatory compliance risks** (e.g., higher energy cost with carbon tax)

Lower financing costs with enhanced ESG ratings



Customer advocacy

Higher price premium potential with sustainability as a differentiator

Increased market share by attracting new ESG-focused customers

Organisations can expect to achieve

+4%–5% EBITDA margins²

through decarbonisation

SBF can help your business go green

Help Singapore businesses recognise the value of sustainability; and support them along their sustainability journey

(1) Platform – NetZeroHub.SG



- a) Singapore Emission Factors Registry (SEFR)
- b) Resource Portal

(2) Programmes



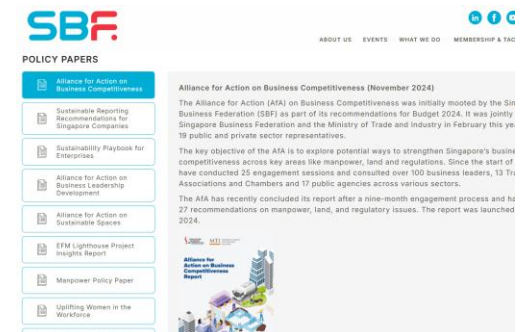
- a) Cost and Carbon Reduction Programme (CCRP)
- b) Queen Bee Enabled Sustainability Transition (QUEST) Programme

(3) Services



- a) Career Conversion Programme - Sustainability (CCP-S)
- b) Sustainability Advisory

(4) Policy



- a) Advocacy
- b) Events

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.
- We went live in Oct 2024 and have benefitted about 1,000 Singapore organisations since.

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. (PHOTO: ARIFIN JAMAR)

Benefits:



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



Greater consistency and accuracy in emissions reporting



Improve strategic decision-making

2) Resource Portal

Welcome to

NetZeroHub.SG

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

→



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



Sustainability: The Next Challenge

20 Feb 2025

Develop key skills and competences that are relevant to advancing sustainability in the respective industries and



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



Sustainability E-Training for Directors

Self-Paced (e-learning)

Provides an insight to enhance directors' understanding of sustainability reporting and the



CSE Certified Sustainability (ESG) Practitioner - Basic

22 Feb - 8 Mar 2025

Introduction to ESG principles and practices, delving into key topics like sustainability frameworks, ESG reporting, stakeholder engagement, and sustainable business strategies.

NTUC Learning Hub

From SGD900.00



Putting Sustainability Into Practice 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 STRAITSTIMES

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.



3a) Cost and Carbon Reduction Programme

What is included

- ✓ **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...

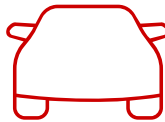
*Testimony from Sr. Executive,
Food Manufacturing SME*

The programme deep dives into these sectors:



Food

(e.g. food manufacturing, food services, operations with large central kitchen)



Transport & Logistics

(e.g. facilities operators, land transport & delivery, port support services, wholesale traders with owned transport fleet)



Manufacturing

(e.g. manufacturers of machinery, equipment, computer, electronics, optical products)

3a) Cost and Carbon Reduction Programme

Workshop 1

Workshop 2

Post-workshops

CARBON VALUE CREATION PLAN

STEP 0

Understand carbon emissions basics & case for change

STEP 1

Identify material sources

STEP 2

Establish carbon emissions baseline

STEP 3

Develop bankable decarbonisation plan

3A. Decarbonisation levers and pathways

3B. Value creation potential

STEP 4

Operationalise plan and mobilise teams

STEP 5

Execute plan and report

Positive impact on your business

(e.g., reduced emissions, cost savings, customer advocacy)

Positive impact on Singapore decarbonisation

3a) Cost and Carbon Reduction Programme

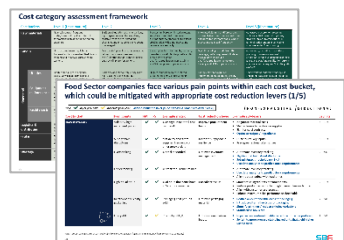
Workshop #1

Workshop #2

Cost reduction module

Assess key cost pain points and cost reduction initiatives

Cost bucket assessment framework and cost reduction initiatives

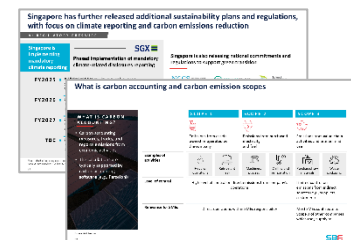


Carbon reduction module

Step 0

Understand carbon emissions basics and case for change

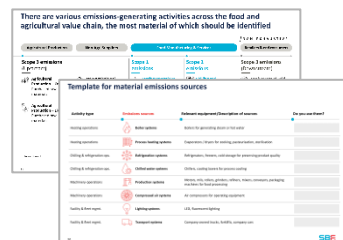
Main drivers for change
Carbon accounting 101



Step 1

Identify material sources

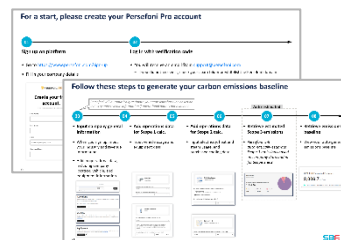
Material emissions sources across the value chain



Step 2

Establish carbon emissions baseline

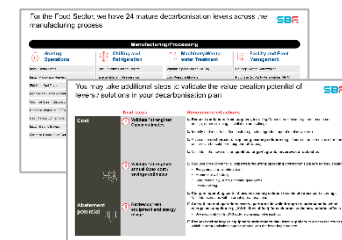
Demo of how to use an Excel template or a carbon accounting software



Step 3

Develop bankable decarbonisation plan

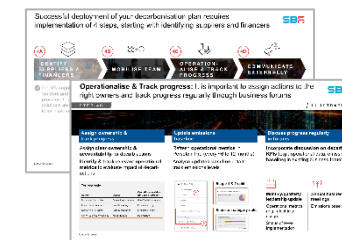
Decarb levers and pathway
Value creation potential



Step 4

Operationalise and mobilise teams

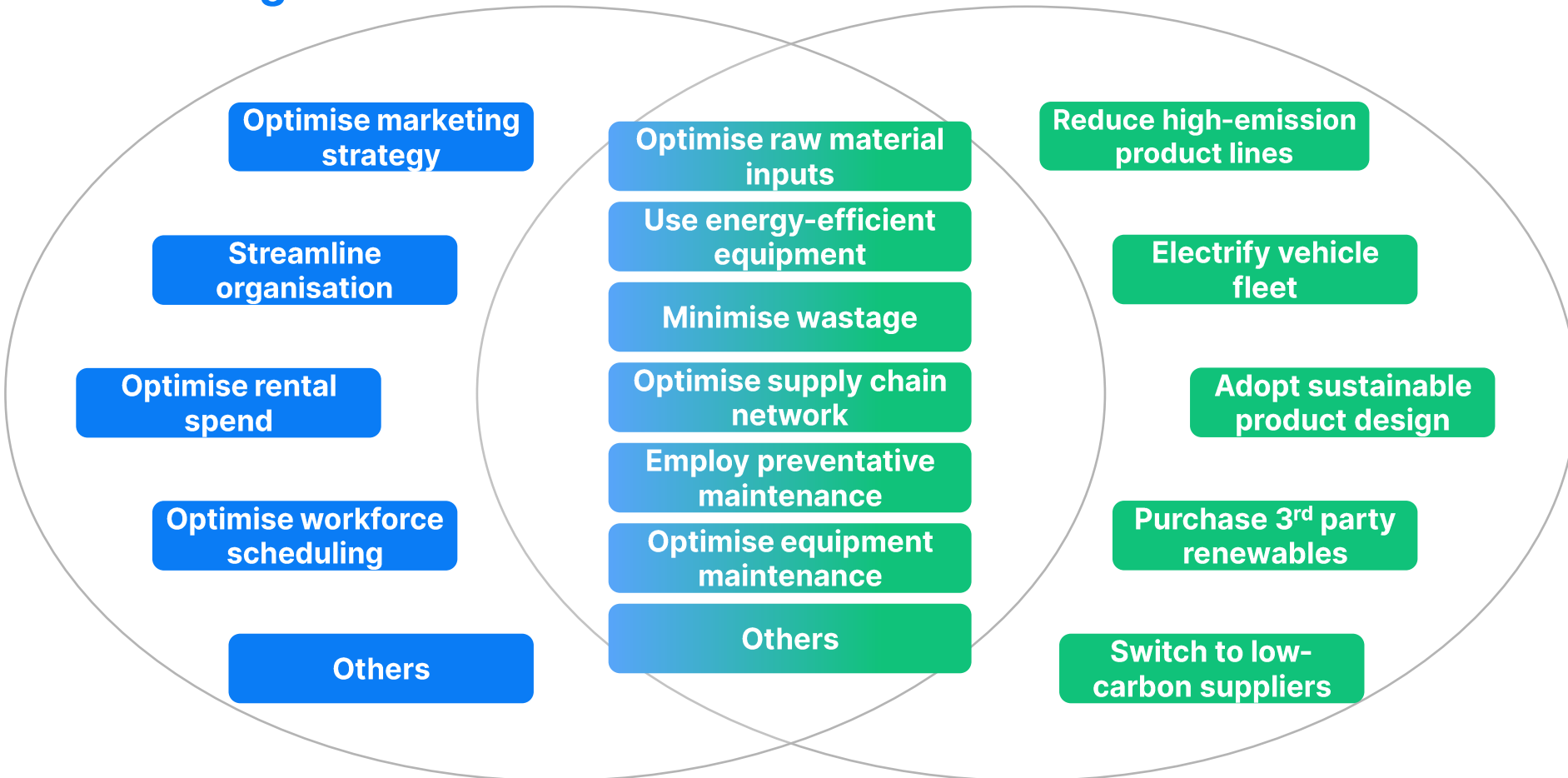
Key tools to mobilise team and steps to track progress



CCRP Syllabus

There is a strong overlap between reducing cost and carbon, as both involve optimising and improving efficiency of business operations

Cost reduction strategies



CCRP Syllabus

Case studies: Singapore SMEs have successfully captured value creation opportunities from decarbonisation

Gryphon Tea Company

GRYPHON[®]
TEA COMPANY

Key initiatives



Installed solar panels



Optimised HVAC system



Transitioned from virgin plastic

Key value creation benefits

~5% **Cost savings** from reduced packaging procurement and HVAC optimisation



Successful retention of customers demanding lower plastic use



Realisation of energy cost savings from solar panel with expected breakeven in 10 years (vs. ~30-year lifespan of solar panel)

People Bee Hoon Factory

人民米粉廠
私人有限公司
PEOPLE BEE HOON FACTORY PTE LTD

Key initiatives



Installed solar panels



Optimised washing process



Adopted thinner plastic packaging

Key value creation benefits

~30% **Electricity cost savings** from installation of solar panels

~50% **Reduced water consumption**



Successful future-proofing of business to comply with EU and US regulations

3a) Cost and Carbon Reduction Programme

Register for upcoming cohort

Foundational Package

- **Upcoming workshops in 2026: 19 Aug, 14 Oct**
- Suitable for participants with no prior knowledge of decarbonisation.
- It comprises Foundational Workshop and 2 hours Advisory.

Advanced Package

- **Upcoming workshops in 2026: 26 May, 9 Sep, 4 Nov**
- 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.

Full Package

- **Any two dates from the above**
- Comprises both Foundational and Advanced Workshops, 4 hours Advisory and Access to the AI Tool.
- Register using the QR code 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)

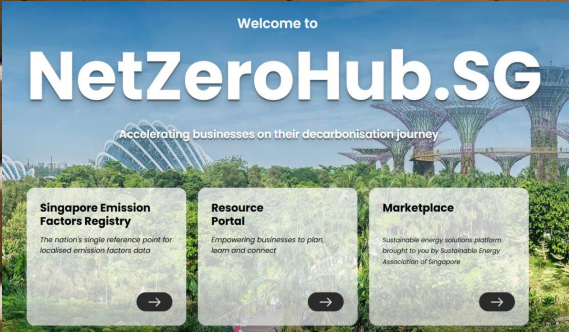
As Company Y has no dedicated sustainability team, SBF stepped in to review their EcoVadis submissions, enhance their policies, and manage the questionnaire submission.

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

www.NetZeroHub.SG

Cost and Carbon
Reduction
Programme (CCRP)

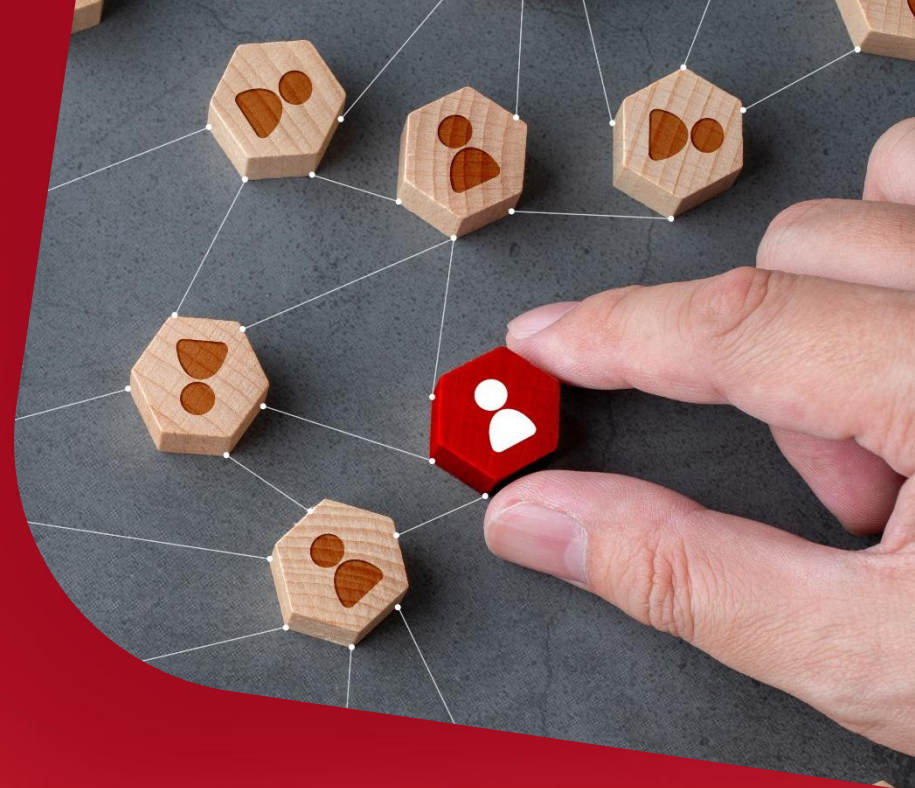
Sustainability
Advisory



05

Socially Impactful

Embedding social impact into business strategy and contributing meaningfully to community



THAM Kok Wing

Head, Partnerships,
Social Sustainability
Division



Jeffrey TAN

Director, Programmes
& Partnerships
SBF Foundation

The New Business Imperative

Why Social Impact Matters More Than Ever

1. **Employees** want purposeful work and values-driven employer
2. **Consumers** now expect brands to be ethical, inclusive, and responsible.
3. **Reputation, regulation, and relevance** are converging under ESG.
- social capital is hard-earned currency
4. In an age of disruption, a **social licence to operate** is non-negotiable.

Key Study Findings from SBF's Social Sustainability Study

90%

Of the businesses rated SS as an **important** ESG area to their business

Key SS initiatives implemented

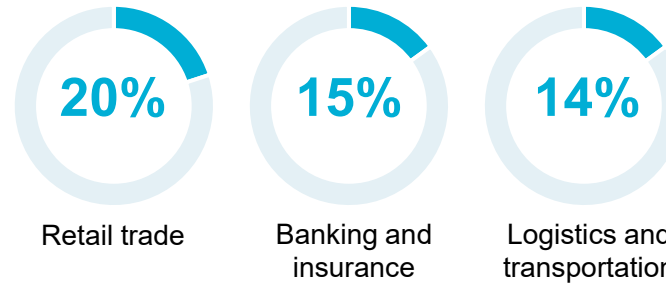


CV emerged as one of the top choices for implementation in the next 12 month



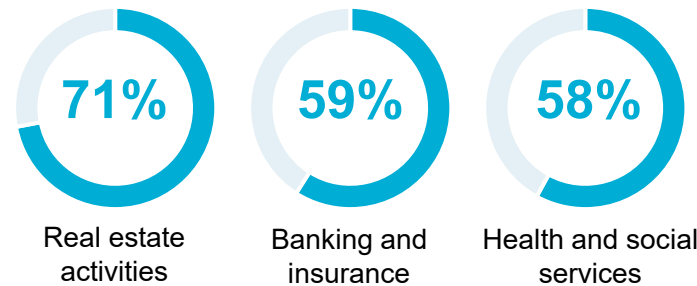
Industry forerunners in SS

Industries with most businesses **spending above SGD\$500k**



Industry forerunners in CV

Industries with most businesses **engaging in CV**



While higher revenue may indicate broader engagement in SS and CV, **businesses of all sizes generally encounter similar motivators, enablers, and barriers**

Key motivators

Boost employee engagement and morale

Strengthen business reputation and brand image

Key enablers

Financial and incentives drivers

Training and capacity-building programmes

Better measurement and reporting tools

Key barriers

Competing business priorities

Financial constrains

Inadequate manpower or resources

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.



Social Impact Action Agenda



Mobilising Corporate Purpose, Magnifying Social Impact

The SBF Foundation works closely with the Social Sustainability Division (SSD) at the Singapore Business Federation (SBF) to co-drive the **Social Impact Action Agenda**. Together, we provide businesses with a structured and scalable pathway to become socially sustainable while contributing meaningfully to society. Through purposeful action and strong partnerships, our programmes help build a functional and resilient Singapore.

SBF - Social Sustainability Division

SSD advances social sustainability through VolunteerInc., our corporate volunteering programme that connects businesses with impactful opportunities to address pressing social needs. VolunteerInc. leverages employee time and talent for positive change while strengthening staff engagement and enhancing business reputation.

SBF Foundation

At SBF Foundation, we believe in the power of business to do good. We champion corporate purpose and giving, foster meaningful business-community partnerships, and mobilise resources and expertise to uplift underserved communities - creating shared value through stronger workforce resilience, social inclusion, and trust.

Flagship programmes:

VolunteerInc.

EmployWell

MigrantWell

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
- **Purposeful procurement:** Support goods from social enterprises or ethical sources
- **Platform for Impact:** Utilising the organization’s voice, digital presence, and industry networks to raise awareness for social issues and inspire collective action among clients and partners.



The Corporate Purpose Initiative



SBF Foundation convenes businesses as strategic donors and partners of **The Corporate Purpose Initiative**.

TCPI provides a trusted **platform for collaboration and collective action** to drive inclusive and sustainable social impact.

Through TCPI, the Foundation **supports four programmes**, namely VolunteerInc., EmployWell, MigrantWell, and Singapore Emission Factors Registry. Each initiative **addresses key social and sustainability priorities across businesses** and communities.

Strategic Donors:

BINJAItree

CITY DEVELOPMENTS LIMITED

RGE

Far East Organization

DBS Foundation

Singtel

Strategic Partners:

TEMASEK

SUSS
SINGAPORE UNIVERSITY OF SOCIAL SCIENCES

EmployWell

Together with Social Service Agency partners, the programme aims to re-integrate vulnerable persons into Singapore's workforce by providing tailored support to overcome employment barriers.

**NEW HOPE
COMMUNITY SERVICES**

Rough sleepers & homeless individuals



**DAUGHTERS OF
TOMORROW**

Women facing challenges

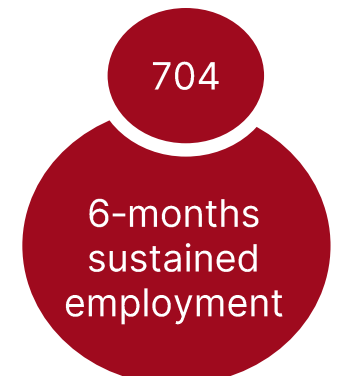
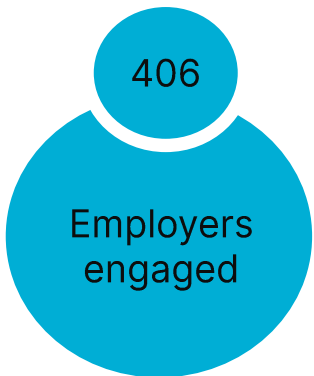


**SINGAPORE ASSOCIATION
FOR MENTAL HEALTH**

Persons with mental health conditions



Impact: Since 2022, 2,039 individuals have received employability support, with 58.7% (1,196) placed in jobs, and 64.2% sustaining their job for at least three months and 58.9% for at least six months.



In Their Shoes

IN THEIR SHOES

Step into Their World. Lead with Empathy

For just three hours, join us in stepping in another's shoes, and discover the hidden challenges many workers in our midst face.

Key Takeaways



Deeper Empathy and Awareness



A Shift in Perspective



Practical Reflections on Hiring Practices



Actionable Ideas for Inclusive Employment



Connection and Collective Learning



Business Benefits of Inclusive Leadership

An initiative designed to **cultivate empathy among corporate leaders** through immersive simulations that reflect the real-life challenges faced by underserved communities.

By deepening participants' understanding of societal issues, it inspires more informed leadership and encourages the **adoption of inclusive, compassionate practices within the workplace.**

Since 2023, **176 business leaders** across **126 companies** have taken the first step in understanding the challenges faced by individuals and families in our community.

"When I role-played as the kid and at night while my 'parents' were fighting off the loan shark, I have to keep 'doing my homework', which made me feel very helpless and made me question the point of studying. It influenced my perspective by helping me understand that I had taken simple things like studying in school for granted." - Alex Lee, Co-Founder, Surge Advertising Private Limited.

Community Marketplace

The Community Marketplace serves as a **strategic bridge between businesses and community partners, providing a dynamic platform for meaningful engagement and collaboration.** It empowers businesses to actively champion impactful causes, fostering shared value and contributing to a stronger, more inclusive Singapore.

Since its launch in 2023, it has convened **396 attendees from 323 companies to engage with 43 community agencies, with 93 companies exploring further partnerships.**



Partners Involved:

- Government
- Social Service Agencies
- Intermediaries and Enablers



EmployWell – Walk for Work



"Walk for Work" is a charity challenge that aims to foster **corporate and community engagement while raising funds** for EmployWell.

The event unites businesses of all sizes in a collective show of support, reinforcing a **caring corporate community** that empowers and celebrates the resilience of vulnerable persons striving to re-enter the workforce.

Save the Date!



- ✓ Mobilising businesses through purpose driven participation.
- ✓ Rallying businesses to raise funds for inclusive employment.
- ✓ Turning corporate support into real jobs through EmployWell.

WALK FOR WORK 2026
EMPLOYWELL: FOR INCLUSIVE HIRING

Sunday, 8 Nov 2026 | 8am - 12pm

Youth Connections

Aim: Building **professional network pathway opportunities** for vulnerable youths

Youth Connections (YC) is a programme by the SBF Foundation (SBFF) that connects young individuals, including youth-at-risk, with accomplished business leaders. By offering a positive role model and fostering meaningful relationships, **YC aims to empower youths to expand their professional networks, grow self-confidence and foster career aspirations.**

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

Since 2022 till date, a total of **184 youths** from Singapore and Temasek Polytechnics were matched with **92 connectors** from **74** companies.

Dedicated Connectors across 2 runs and more:



*Mr Kelvin Sng
Zedra Trust Company
Head of Fund Services*



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



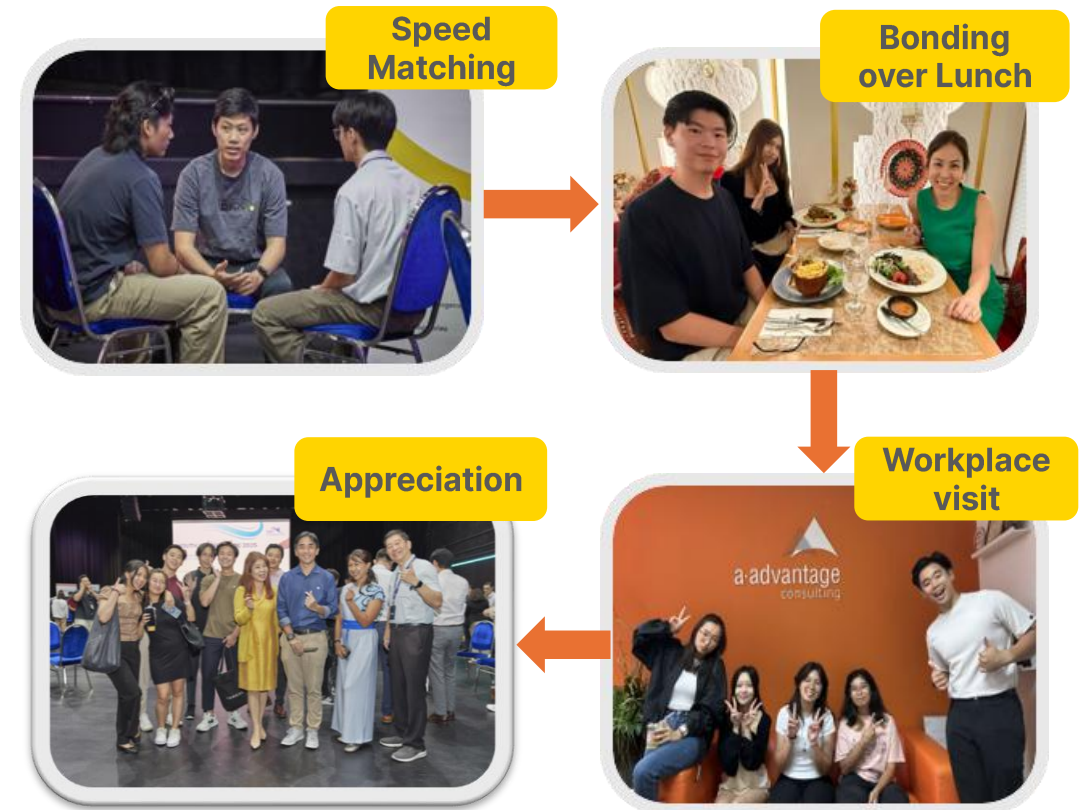
*Mr Jeshier Loi
Ya Kun International Pte Ltd
Director, Branding and
Marketing Development*



*Mr Samuel Teh
Cook Medical Singapore,
General Manager*



*Mr Ronnie Seah
Sankyu Singapore
General Manager*



MigrantWell



Impactful Care Gap Services: HealthServe's World Mental Health Day event in Oct 2025, supported by MigrantWell, brought together St Andrew's Mission Hospital and SATA CommHealth as fellow programme partners to promote mental and physical well-being among migrant workers through interactive self-care activities.



SATA CommHealth's Mental Health Flyer for migrant workers



Mr. Minar Uddin: One of >5,000 beneficiaries of Dental Services in 2025 provided by HealthServe

MigrantWell is an initiative of the SBF Foundation dedicated to enhancing the health and well-being of Singapore's migrant community.

The charity was established with the support of two philanthropic business leaders from the **Estate of Khoo Teck Puat** and **Estate of Ng Teng Fong**

Through their generous donation, they provided seed funding for MigrantWell to set up a medical centre, addressing critical unmet needs, including the **dental, metal and rehabilitation care for migrant workers.**

In 2025, MigrantWell supported **11,731 migrant workers** and **2,395 companies.** Since 2022, the initiative has served a cumulative total of 30,933 workers.

VolunteerInc.

VolunteerInc. is SBF's corporate volunteering programme empowering companies, especially SMEs, to create meaningful and measurable impact in the community. It represents our **P.A.C.T.** with corporates and community partners to turn intent into impact through:

- **Purpose Alignment** - Linking volunteering to business goals & strategies
- **Active Matching** - Connecting company strengths with community needs
- **Capability Development** - Offering training, research, measurement, etc.
- **Trust Building** - Deepening business–community ties



*Strategic
Partners:*



How Do **You** Get Involved?

VolunteerInc.

Giving Time & Talent Gives You Resilience

Connect: speak with our Impact Advisors to find out more: socialsustainability@sbf.org.sg

Complete your [Corporate Volunteering Assessment](#) for volunteer matching and redeem a **free gift** at the **Socially Impactful Action Agenda booth**



Collaborate with us and share about VolunteerInc. with your network

<https://linkly.link/2EfGM>



Connect with Us

SBF Foundation



Learn More

Visit our official website



Get Involved

Join us in turning intent
into actions



contact@sbfoundation.org.sg



sbfoundation.org.sg



[sbf-foundation](https://www.linkedin.com/company/sbf-foundation)



[sbfoundationsg](https://www.facebook.com/sbfoundationsg)

Social Sustainability Division, SBF

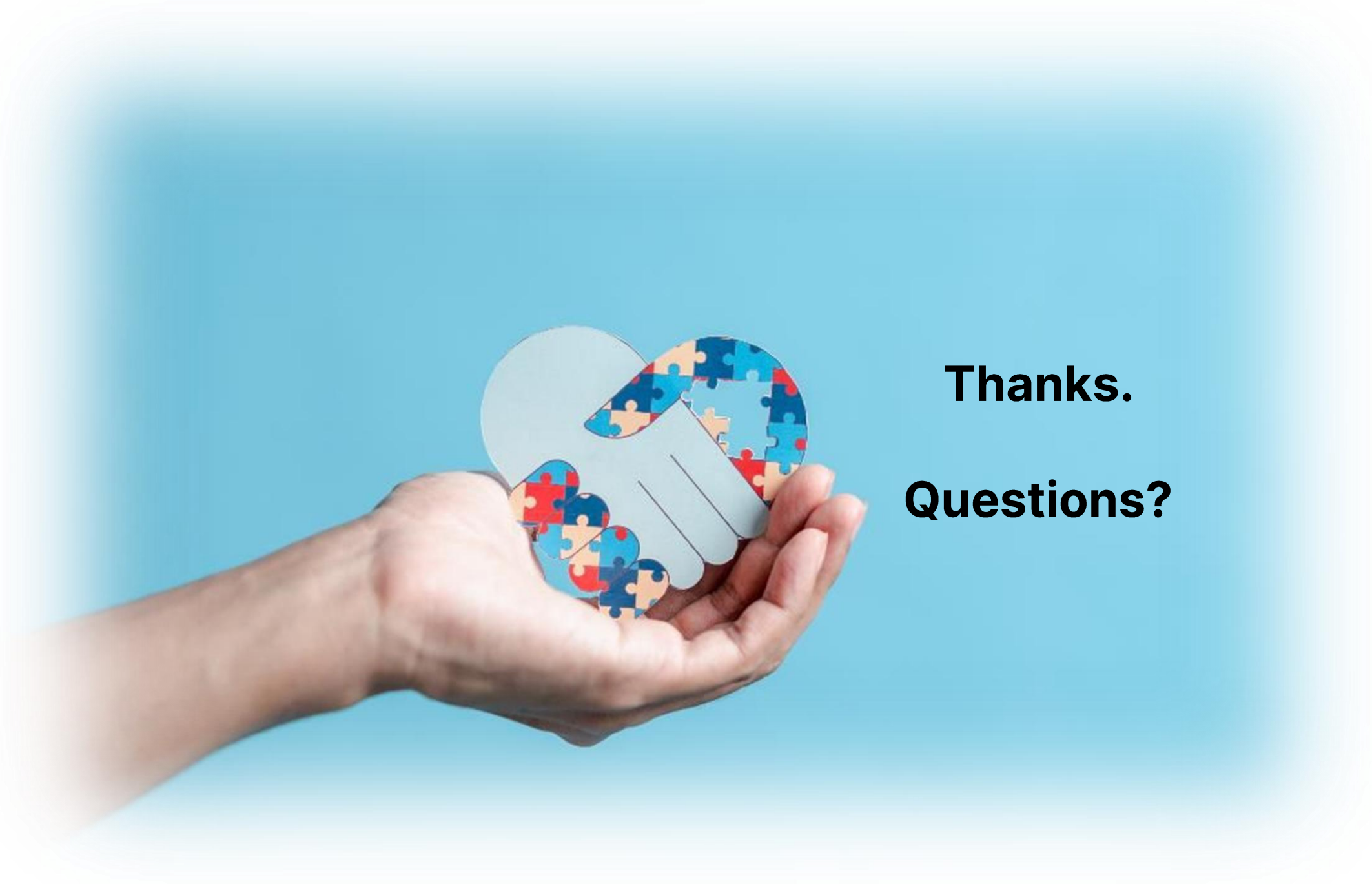


Get Involved

Complete our Corporate
Volunteering Assessment



socialsustainability@sbf.org.sg



Thanks.
Questions?

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



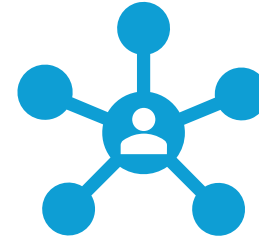
Engage with the
SBF Teams



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 Padang room!

Join SBF Annual General Meeting (AGM)



Date: 24 June 2026
Time: 2.30pm to 3.30pm
Venue: One Farrer Hotel



All Authorised
Representatives of members
will be eligible to attend



Voting rights are limited to
Authorised Representatives
of Statutory Members

Register Your Interest to Attend!

- Appoint your company's Authorised Representative (AR) if you have not done so.
(Scan the QR code to register your interest and be guided through the AR appointment process.)
- Ensure your membership fee is paid
- For any enquiries, please email to sbfagm@sbf.org.sg



Scan here to register
your interest



Connect with SBF

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



SingaporeBusinessFederation



@sbfsg



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新加坡工商联合总会 **SBF**



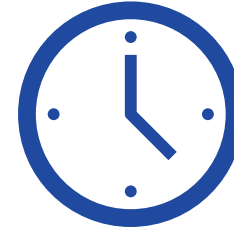
Business Matching Instructions



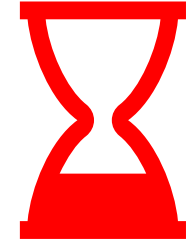
Confirm that you have received an email from **support@jublia.co** (sent 1 April, 10am). Alternatively, visit the Information Counter outside this room for **meeting details**.



Business Matching will be conducted in this room, after the tea reception has started.



Sessions start **promptly at 4pm**. Each session lasts **15 minutes**. Be punctual and wrap up on time.



A 15-minute timer will be displayed on screen, we will ring a bell two minutes before the session ends. Please take this 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.

