

## Annex A

Division	Name of Company	Company/Organisation Information	SBF Programme and how the company benefitted from the programme	Spokesperson	Designation
Internationalisation	Fort Sanctuary	Fort Sanctuary is a Singapore tea company specialised in the processing of tea leaves, using a proprietary in-house technique of processing specialty teas with distinctive characters.	<p>Connected to the Chinese market through their participation in national level trade fairs such as the China International Import Expo and the China-ASEAN Expo.</p> <p>They were introduced to the Chongqing Connectivity Initiative by SBF and the company is participating in a project under the China-Singapore (Chongqing) Demonstration Initiative on Strategic Connectivity.</p>	Lau Kiat Boon	Director
Internationalisation	Elite Linguistic Network	Elite Linguistic is a Chinese language and cultural advisory provider to professionals and companies across Asia.	<p>ELN first entered Indonesia 2 years ago with the help from Singapore Enterprise Centre@Jakarta, which is managed by SBF at the support of Enterprise Singapore.</p> <p>With the continued support from SEC@JKT team, ELN was introduced to key learning institutions and institutes of higher learning in Jakarta, ELN is able to secure more customers and partners through such B2B business matching.</p> <p>Company is now expanding to other parts of Indonesia.</p>	Hendri	-
Human Capital	Chartswood Associates (CWA) Pte Ltd	CWA provides corporate secretarial services such as administrative support and guidance on the legal obligations of a firm.	<p>CWA's core business is to help their clients navigate the difficulties in financials and corporate secretarial needs. Trainees from the SG United Mid-Career Pathways Programme contributed positively to productivity of the business which in turn contributes to better work-life balance for the team.</p> <p>The trainee became technically proficient to operate different versions of the accounting software suite and had developed leadership qualities that resulted in improvements in quality of outputs.</p>	Saravanan P S	Director
Human Capital	Mentor Media	Mentor Media serves diverse sectors of industries including consumer electronics, communications, computing, automotive, medical devices, software, and retail. Presently, Mentor Media operates from multiple locations spanning America, Europe, and the Asia Pacific region.	<p>With the new business prospects and expanded presence in Shenzhen, the company experienced growth with new clients in the FMCG and Apparel &amp; Lifestyle sectors. As the business expanded, the company took part in the Career Conversion Programme for Internationalisation Professionals (CCP-I) to enhance the skills of a new hire who will be overseeing the South China's operations.</p> <p>The CCP-I has proven advantageous for the trainee, providing a comprehensive internationalisation knowledge and a deep</p>	Daniel Tng	Assistant Global Programme Manager

			<p>understanding of the China region. This knowledge equips the trainee with localised insights to effectively do business within China. Additionally, it has expanded the company's hiring prospects by allowing recruitment of candidates with intangible soft skills to be reskilled. Thus, assimilating the role and responsibilities with confidence.</p>		
<b>Digitalisation and Transformation</b>	King Grouper Fish Soup	King Grouper Fish Soup has been in the business of giant grouper production and distribution for around 20 years, distributing their products to Hong Kong and China.	<p>King Grouper Fish Soup attended the CTOaaS Advisory Clinic at the "SMEs Digital &amp; Business Advisory Series" which they were introduced to the CTO-as-a-Service Web Application.</p> <p>The company successfully completed a Digital Needs Analysis, which they received an advisory on a sector-specific Industry Digital Plan (IDP) and was also recommended suitable digital solutions to facilitate the digitalisation of their workflow from manufacturing to retail outlets.</p>	Kenny Cheong	Director
<b>Digitalisation and Transformation</b>	A*Glasstech	A*Glasstech, a leading glass manufacturer based in Singapore, specialises in customising architectural glass products.	<p>A*Glasstech embarked on the InvoiceNow initiative to enhance efficiency and expedite digital payments, in line with its commitment to digitalise processes across its entire value chain.</p> <p>Digital automation allowed the company to meet its business objectives and achieve greater efficiency in financial operations, reducing manual efforts and enhancing overall productivity.</p>	Adam Tan	Director
<b>Sustainability</b>	Tatgu Pte Ltd	Tatgu Pte. Ltd. is a Singapore company providing Low GI chocolate couvertures that serve the health-conscious consumer local and worldwide.	Through the Green Exporters Programme (GEP) curated by SBF for SMEs in Singapore, Tatgu learnt about the components that makes up Sustainability in a business setting.	Tina Tan	Managing Director
<b>Sustainability</b>	Koda Ltd	Koda is a furniture Original Design Manufacturer that sells to over 50 countries with facilities in Malaysia and Vietnam.	<p>Koda has transformed their operations via Enterprise SG's Scale-Up programme and encouraged employees to attend related trainings such as the Career Conversion Programme for Sustainability Professionals (CCP-S) administered by SBF.</p> <p>Their efforts in ESG transformation brought them business and reputational benefits that positioned them as a sustainability forerunner in the furniture industry.</p>	Ernie Koh	Executive Director
<b>TACs</b>	Singapore Furniture Industries Council (SFIC)	SFIC is the official representative body of Singapore's furniture and furnishings industry. It has a membership of over 360 companies, spanning across five key industry clusters namely, furniture	SBF had set up an Alliance for Action (AfA) on Sustainable Spaces with the Singapore Green Building Council (SGBC) and the Singapore Furniture Industries Council (SFIC) in 2022, focusing on the supply and adoption of low emitting materials and furnishings in indoor spaces, as well	Phua Boon Huat	President

		<p>manufacturers, interior fit-out specialists, retailers, designers, as well as materials/components/services providers.</p>	<p>as helping the industry seize opportunities in the green economy.</p> <p>SFIC had also participated in the TAC Fellowship Programme (TFP) for leadership development which aims to upskill TAC secretariat leaders and groom promising secretariat staff.</p>		
<b>TACs</b>	Association of Process Industry (ASPRI)	<p>ASPRI is a membership-based trade association that represents the interests of more than 500 companies in Singapore's Process Industry.</p>	<p>ASPRI's participation in the TAC Leadership Accelerator Programme (TLAP) has helped ASPRI provide a holistic and structured training by complementing on-the-job training with theoretical knowledge transfer and mentoring for their staff, which in turn allowed for smooth transition into their new roles.</p> <p>ASPRI's senior management team has also benefited from the TAC Fellowship Programme (TFP) for leadership development. By participating in the TFP, the member of their senior management renewed and deepened his competencies to lead strategically and further ASPRI's organisational objectives and goals. Having found the programme useful and as part of succession planning, ASPRI had nominated a promising member of their team to join the TFP where he expanded his knowledge about the TAC ecosystem and its interlinkages, to better initiate inter-TAC collaborations.</p>	Wayne Yap	Executive Director