



**20**  
SINGAPORE  
BUSINESS  
FEDERATION  
Apex Business Chamber

YEARS OF CONNECTING BUSINESSES

# MAKING AN IMPACT

ANNUAL REPORT 2022

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## VISION

The apex platform promoting the growth and vibrancy of the Singapore business community.

## MISSION

We champion the interests of our business community in Singapore and internationally, and act as the bridge between businesses and the government.

## THE SBF STORY

The evolving global economic and business landscape of the late 1990s prompted the government to establish an entity that would better organise and represent Singapore's business community.

In July 2001, the Minister for Trade and Industry introduced a Bill in Parliament to establish the SBF Act, which was passed by Parliament and became law on 5 October 2001. Under the SBF Act, all Singapore-registered companies with share capital of S\$500,000 and above are members of SBF.

The Federation was established on 1 April 2002 and was officially launched by then Prime Minister Goh Chok Tong on 11 April 2002.



# MAKING AN IMPACT

Since its founding two decades ago, SBF has played an important role in championing the interests of our business community in Singapore and internationally. It has supported businesses in their growth journeys through internationalisation, business transformation and in enhancing jobs and skills. The impact of its efforts over the years is seen in the resilience of the business community during the pandemic.

The cover design features an explosion of colourful radial lines diverging outwards from a circular centre, embellished by the number "20", in commemoration of SBF's 20<sup>th</sup> anniversary, visually illustrating the impact of SBF's efforts radiating to every part of the business ecosystem.

# Chairman's Message



## 20 YEARS OF CONNECTING BUSINESSES

SBF marked our 20<sup>th</sup> Anniversary in 2022.

As we reflect on our work over the past two decades, a hallmark of our contributions was bringing key stakeholders together to help businesses connect with essential networks and partners, thereby deepening business relations and accelerating growth in tandem with Singapore's economic developments.

Since our founding, SBF has established itself as a trusted and respected business chamber. We advocated for business concerns, brought the industry together to explore solutions, and established partnerships to help pave the way for Singapore businesses to succeed in their endeavours.

### Connecting businesses in Singapore and to the world

After two years of the pandemic, many businesses were eager to catch up on lost time and restart their business. In March 2022, SBF launched the inaugural **Singapore Apex Business Summit (SABS)**, which brought together 4,000 business leaders and senior government officials from 60 countries and economies to discuss future trends and ways to accelerate growth in the post-pandemic era. Comprising 6 events organised over 4 days, the SABS demonstrated to the world that Singapore was 'open for business' and that we stood ready to reconnect with the rest of the world and to help others do likewise in meaningful ways.

With the reopening of international borders and resumption of travel, SBF restarted our **Overseas Market Workshops** to key markets like Vietnam, Thailand, and Japan to help businesses seize new opportunities. We continued to tap on online platforms established during the pandemic, such as our signature **FYlistival** digital series and supplemented them with face-to-face interactions like our **GlobalConnect@SBF** networking and matchmaking sessions. We were glad to see the enthusiastic response from the business community towards this dual approach, with strong participation across both platforms.

### Advocating for business needs, supporting their transformation and growth

In 2022, manpower emerged as a key challenge for many businesses as they grappled with skills mismatches amidst rapid technological advancement, emergence of new business models, as well as disruptions brought about by the pandemic. Together with key Trade Associations and Chambers (TACs) in the Lifestyle, Hospitality, Waste Management and Recycling, and Estate and Facilities Management services, SBF published a **manpower policy paper** titled, "The Human Touch: Balancing Manpower Resilience with Productivity for Transformation", which distilled the manpower challenges faced by businesses and the actions that can be taken to alleviate them.

As part of the **Jobs Development Partner Programme**, SBF appointed Industry Transformation Advisors to provide holistic advisory services to companies and help them identify business gaps and opportunities for transformation, job redesign and job creation. To support companies in building up employee capabilities in sustainability, SBF launched the new Career Conversion Programme for Sustainability Professionals in partnership with Workforce Singapore.

To help companies cope with the increasing number of cybersecurity threats, SBF worked closely with the Cyber Security Agency of Singapore to organise outreach events and provided inputs on initiatives such as the Internet Hygiene Portal. We also worked together with IMDA to help effect digital transformation for businesses via the adoption of digital utilities like InvoiceNow.

### Enabling a stronger TAC ecosystem

SBF appreciates the government's support to build a strong TAC ecosystem in Singapore. Together with Enterprise Singapore, SBF brought 13 senior representatives from TACs on a **Benchmarking Study Mission** to Switzerland and Finland in October, to gather insights into TAC operating models and how they are helping companies in areas of sustainability, digital trust, and supply chain resilience.

We organised a TAC networking event in September 2022, which was well attended by about 100 Presidents, Chairpersons, Council Members and Heads of Secretariats from more than 50 TACs in Singapore. At the event, SBF launched the OneTAC SG platform to help bring together the TAC community in Singapore and enhance capabilities within TACs.

In partnership with SGTech and Singapore Chinese Chamber of Commerce, SBF launched three new initiatives, namely the **Digitalisation of TACs Programme** (Digi-TAC), **TAC Fellowship Programme for Leadership Development** (TFP), and **TAC Leadership Accelerator Programme** (TLAP), to help build the digital and human capital capabilities of our TACs.

### Beyond 20

Even as we continue to expand our networks and programme offerings to our members, we are cognisant that we will not be able to meet the diverse needs of all our members alone. Our commitment and strategy forward are to focus on fostering a high level of trust among all key stakeholders in the business ecosystem, from government, unions, Trade Associations and Chambers, to fellow businesses, thereby promoting constructive dialogues to achieve win-win outcomes for Singapore and Singaporeans.

I would like to thank my fellow council members, including the new council members who joined us for the 2022-2024 term, and the council members who stepped down in June 2022. Thank you for your dedication to serve as members on the SBF Council, and for sharing your expertise and experiences to guide the Federation in its endeavours.

I would also like to express my appreciation to Yi Young for leading SBF as CEO from 1 January 2021 to 31 December 2022, and to the staff of SBF, for their commitment in working cohesively as ONE SBF to deliver the many programmes and activities for our members in 2022.

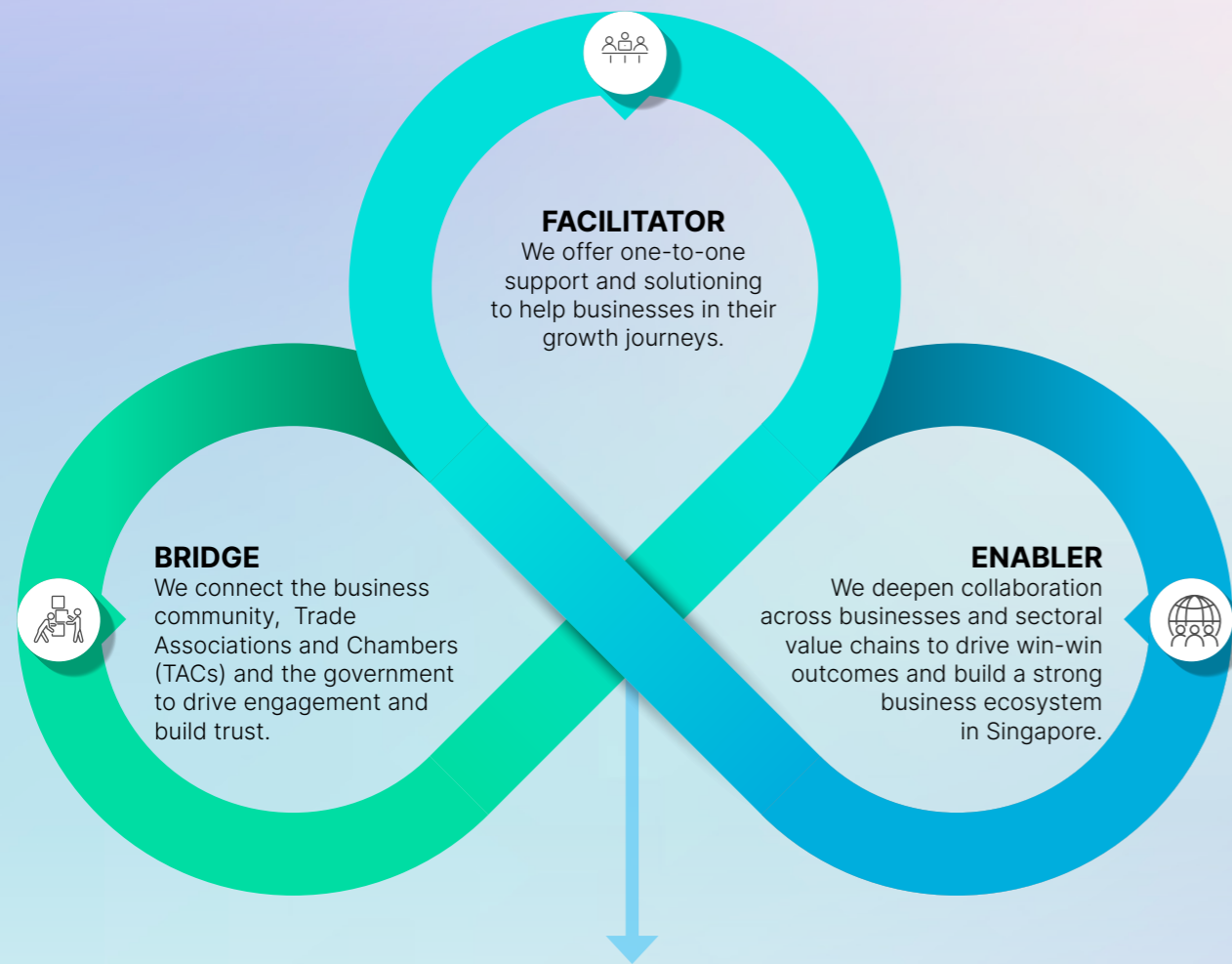
Happy 20<sup>th</sup> birthday to SBF, and may we continue to scale new heights to propel the Singapore business community forward!

**Lim Ming Yan**  
Chairman  
Singapore Business Federation

# About Singapore Business Federation

Established on 1 April 2002, the Singapore Business Federation (SBF) is the apex business chamber championing the interests of the business community in Singapore and internationally, with more than 28,000 member companies, including key local foreign trade associations and business chambers.

SBF plays 3 key roles in supporting our members – as a Bridge, a Facilitator and an Enabler.



We support our members through our 3 strategic pillars of Internationalisation, Digitalisation & Transformation, and Jobs & Skills.



### Internationalisation

Helping businesses seize opportunities in global markets



### Digitalisation & Transformation

Helping businesses leverage technology for business transformation and to boost their competitiveness



### Jobs & Skills

Helping businesses in talent development, upskilling their workforce, and managing their manpower challenges



# 2022 Achievement Highlights

NUMBER OF SBF MEMBERS

# 28,992

NUMBER OF PARTICIPANTS ENGAGED

# 25,070

NUMBER OF ACTIVITIES ORGANISED

# 698

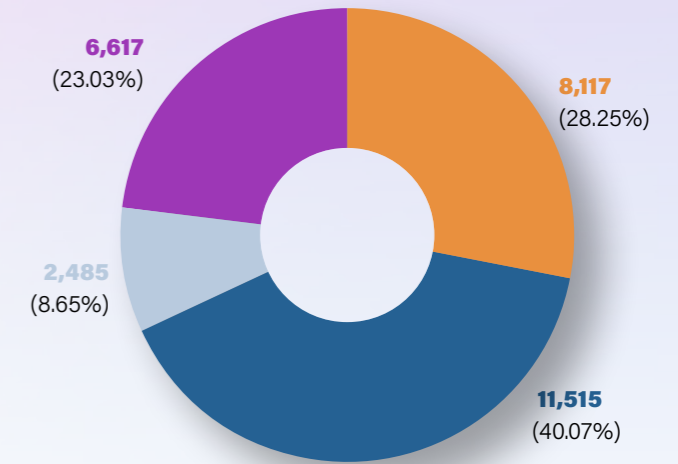


## Membership Profile

As of 31 December 2022, there were 28,992 SBF members, comprising 28,734 Statutory Members and 258 Associate/Constituent Members.

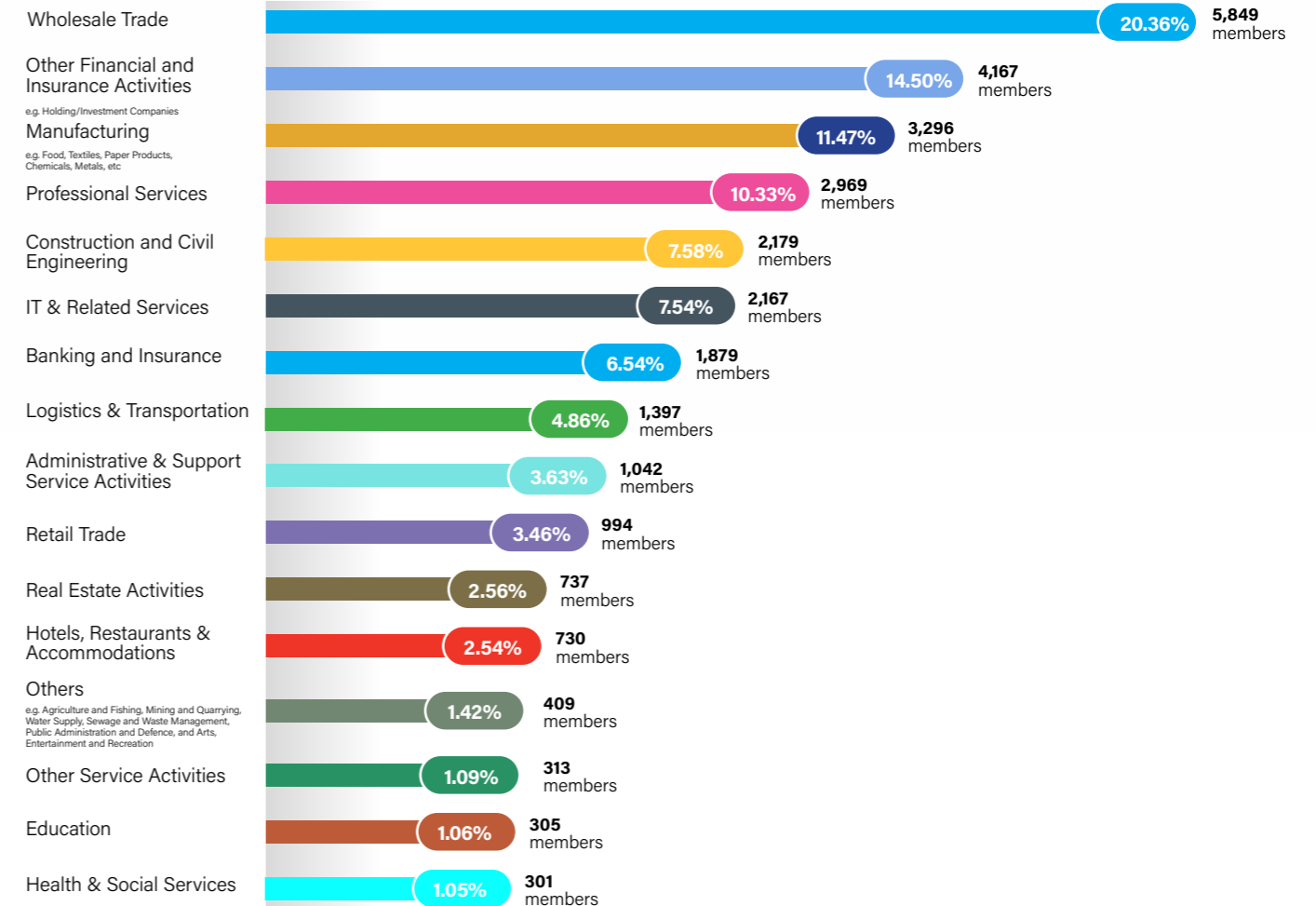
The profile of SBF Statutory Members by Share Capital and Industry are as follows:

SHARE CAPITAL OF SBF STATUTORY MEMBERS



● \$0.5m to less than \$1m  
 ● \$1m to less than \$5m  
 ● \$5m to less than \$10m  
 ● \$10m & above

## Industry Profile of SBF members by Singapore Standard Industrial Classification (SSIC)





### 20th Anniversary Event

SBF held its 20th Anniversary event this year on 22 March 2022 in conjunction with the opening night of the Singapore Apex Business Summit. Mdm Halimah Yacob, President of the Republic of Singapore, graced the event as the Guest-of-Honour. We were joined by some 500 guests, including our special guests Emeritus Senior Minister Goh Chok Tong, Deputy Prime Minister Heng Swee Keat and Mr George Yeo. The theme of the anniversary was '20 years of Connecting Businesses: Serving, Bridging, Facilitating' which commemorates SBF's 20 years of building a vibrant business ecosystem and promoting trade, investment and industrial relations both locally and overseas.



## THE BUSINESS TIMES



### BT Supplement

To mark our 20th Anniversary, SBF worked with The Business Times to produce a 4-page Supplement which was published on 23 June 2022 in conjunction with our Annual General Meeting.

The supplement featured an exclusive interview with SBF Chairman Lim Ming Yan where he highlighted the important role that SBF plays in supporting businesses in their growth journey, testimonies from member companies and business leaders who have benefited from SBF's services and initiatives as well as a timeline of SBF's milestones throughout the years.



### Wall Mural

A 9-metre-long wall mural was conceptualised, designed and imprinted at the SBF office to showcase key milestones of SBF over the past two decades. The wall mural showcases how SBF has grown in tandem with the expansion of the business community in Singapore and how it has evolved its programmes to meet the changing needs of businesses over the years.



### 20 Conversations

SBF and the Future Economy Council (FEC) jointly launched the "20 Conversations" commemorative book on 11 November 2022. The book chronicles insights from 20 outstanding Singapore business leaders across different industry sectors and company types, and highlights their unique journeys in leadership, business resilience, innovation and transformation.

The book was launched by Deputy Prime Minister Heng Swee Keat and SBF Chairman Lim Ming Yan at a thought leadership and networking event, which saw close to 100 local business leaders in attendance. This joint initiative is an effort to help instil confidence, inspire transformation, and incite the pursuit of new opportunities as businesses forge ahead with renewed vigour.

1

2

3



# Singapore APEX Business Summit

AS THE WORLD EMERGED FROM THE PANDEMIC IN 2022, SBF ORGANISED THE INAUGURAL SINGAPORE APEX BUSINESS SUMMIT (SABS), WHICH BROUGHT TOGETHER BUSINESS LEADERS AND POLICY MAKERS FROM AROUND THE WORLD TO DISCUSS FUTURE TRENDS AND ACCELERATING GROWTH IN THE POST-PANDEMIC ERA.

Prominent Speakers and Panelists

**95**

Sponsor Partners

**16**

Supporting Organisations

**54**

More than

**4,000**

Business Leaders



The Summit incorporated five key signature conferences over four days – the Singapore Regional Business Forum (SRBF®), the ASEAN Conference, the Future Economy Conference & Exhibition, the TAC Symposium and the FTA Day, under the overarching theme of “Accelerating Business Transformation in an Endemic World”.

- Held virtually via an online platform and onsite at the Sands Expo and Convention Centre, Singapore from 22 to 25 March 2022.
- Attended by more than 4,000 business leaders and senior government officials from 60 countries and economies
- 95 prominent speakers and panellists
- Strong support from 16 sponsor partners, 54 supporting organisations including 13 government agencies and 39 local and foreign Trade Associations and Chambers



## 6<sup>th</sup> Singapore Regional Business Forum

SBF’s flagship event - Singapore Regional Business Forum (SRBF®) serves as an open and constructive platform that brings together top business leaders, senior government officials, think-tanks and policy makers to explore policy planning, economic vision, as well as business and investment-related opportunities in the region. Organised as the anchor event of the SABS with Deputy Prime Minister Heng Swee Keat as the Guest-of-Honour, the theme of this year’s SRBF® was “Re-imagining Sustainability in Business”. A total of five plenaries were held as part of SRBF®, examining topics such as Sustainable Supply Chain Management, Green Financing and the Roles of Financial Institutions, and the Incorporation of Environmental, Social and Governance Considerations in Business Operations.

The Forum also had Minister for Finance Mr Lawrence Wong as Special Guest Speaker to engage participants in a dialogue moderated by SBF CEO Lam Yi Young.





**6<sup>th</sup> ASEAN Conference**

At the ASEAN Conference, participants were given insights into how the pandemic had accelerated wide-ranging changes in ASEAN’s cities, industries, consumers preferences, and the emerging opportunities across this dynamic region. The Guest-of-Honour, Minister for Trade and Industry Gan Kim Yong, spoke at an “In Conversation” session moderated by SBF CEO Lam Yi Young.

**1<sup>st</sup> TAC Symposium**

SBF held the inaugural Trade Associations and Chambers (TAC) Symposium as part of SABS this year. Under the theme “Re-imagining Collaborations for Industry Transformation”, the Symposium focused on three key topics – Sustainability, Digitalisation and Human Capital Development. Minister of State for Trade and Industry Low Yen Ling emphasised the key role that TACs had played in industry development and highlighted the importance for TACs to continue driving industry transformation and upgrading their internal capabilities. MOS Low also participated in a fireside chat moderated by President of the Singapore Hotel Association, Ms Kwee Wei-Lin.



**5<sup>th</sup> Future Economy Conference & Exhibition**

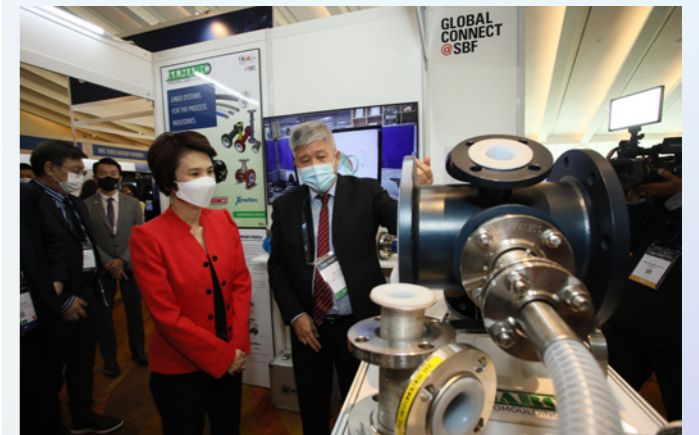
The pandemic has accelerated the adoption of digitalisation by businesses. The 5<sup>th</sup> edition of the Future Economy Conference & Exhibition (FECE) was fittingly themed “Recharging Businesses – Powering Enterprise Transformation through Digitalisation”. The conference was attended by close to 600 participants, from companies of all sizes, government agencies, and Trade Associations and Chambers.

Minister for Communications and Information Josephine Teo graced the event as Guest-of-Honour.



**3<sup>rd</sup> Free Trade Agreement Day**

Into its 3<sup>rd</sup> edition, the FTA event featured panel discussions that delved into developments in mega-regional FTAs and how businesses can harness opportunities in the digital economy by tapping on Digital Economy Agreements. The event featured a keynote address and “In Conversation” with Minister-in-Charge of Trade Relations S Iswaran, where he shared that FTAs underpin the government’s Trade 2030 strategy by enhancing Singapore’s trade connectivity and standing as a global trading hub.



**GlobalConnect@SBF Showcase**

The GlobalConnect Showcase saw 11 participating companies setting up booths at SABS to showcase their internationalisation journey and how the GlobalConnect@SBF programme helped them.





No. of Advisories provided on FTA

**277**

No. of Advisories provided by GlobalConnect@SBF

**3,016**

No. of Projects facilitated by GlobalConnect@SBF

**126**

No. of FYIstival webinars/sessions

**21**

No. of FYIstival attendees

**1,577**

## **INTERNATIONALISATION**

Singapore is a global business hub and the world is our market. We leverage the networks and connections of our overseas partners to support Singapore companies as they explore, spread their wings and capitalise on opportunities in global markets.

# GLOBAL CONNECT @ SBF

## GlobalConnect@SBF Experience Sharing Fireside Chat – Internationalisation in Vietnam

GlobalConnect@SBF's first experience sharing fireside chat was held on 9 September 2022 at SBF Center. With a focus on "Internationalisation in Vietnam", three business leaders, Mr Ernie Koh, Mr Jason Yeo, and Mr Marc Tay joined as panellists to lead the fireside chat, together with SBF's Vietnam Country Head Ms Amy Wee as moderator. 34 Singapore business representatives attended the fireside chat and learnt through real life stories about market entry and doing business in Vietnam.



## GlobalConnect@SBF Networking Session

"Where in the World are you Going Next?" and "Beyond all Limits" were part of a series of networking sessions hosted by SBF to help Singapore businesses connect, convene and converse, so as to fulfil their aspirations of venturing overseas.

Held as part of the GlobalConnect@SBF initiative, two sessions held in July and November saw 207 attendees from 149 companies with the support of our partners, EAS.AI Pte Ltd, BIGO Technology Pte Ltd, Sunrate Pte Ltd, VentureHaven Pte Ltd, Speco Singapore Pte Ltd, and venue partners, lyf @ Farrer Park and JustCo.

SBF also garnered over 200 registrations of interests for upcoming overseas trips organised by us.

## FYIstival

FYIstival is SBF's digital space designed for sharing overseas market information and hosting of virtual cross-border interactions for companies on their journey of internationalisation. The platform provides useful resources such as country briefs, market reports and insightful articles for companies to learn more about the markets. Each FYIstival edition also includes live webinars, business matching sessions and useful networking opportunities with other business representatives.



## Business Roundtables

SBF organised various high-level business roundtable sessions in 2022. The business roundtables were held in Singapore and our three overseas Singapore Enterprise Centres (SECs) in Indonesia, Vietnam and Thailand and included:

- Vietnam-Singapore Business Dialogue in conjunction with Vietnam President Nguyen Xuan Phuc's visit to Singapore in February 2022
- A fireside chat with Minister for Trade and Industry Gan Kim Yong in SEC@Jakarta in May 2022
- Singapore-Laos Business Roundtable in conjunction with Laos Prime Minister Phankham Viphavanh's visit to Singapore in September 2022
- Singapore-Canada Business Roundtable in conjunction with Canadian Minister Mary Ng's visit to Singapore in October 2022
- Singapore Companies Business Roundtable with Minister for Manpower and Second Minister for Trade and Industry Dr Tan See Leng in SEC@BKK in October 2022
- Singapore-Vietnam Business Roundtable and Sustainability Showcase in conjunction with Singapore President's State Visit to Vietnam in October 2022



## Overseas Market Workshops



### Japan

SBF led 20 senior business representatives from 18 companies on the OMW to Japan from 26 to 30 September 2022. Supported by Enterprise Singapore, the OMW to Japan provided an opportunity for Singapore companies to gain first-hand knowledge of the latest green economy developments in Japan, develop their capabilities to tackle climate change and adopt sustainable solutions, as well as network with Japanese business representatives.

As part of the OMW, SBF held the "Singapore-Japan Business Webinar on the Green Economy" in a hybrid format, which was attended by 20 Singapore business delegates in Tokyo, and over 180 online participants from Singapore and beyond.



### Vietnam

SBF led 23 Singapore business representatives from 16 companies on the OMW to Ho Chi Minh City, Vietnam from 22 to 26 August 2022. The representatives attended briefings by local partners comprising legal and human resource firms, trade and investment departments of government agencies and Trade Associations and Chambers, as well as networking sessions with local Vietnamese companies. This rich exchange enabled the representatives to gain a better understanding of doing business in Vietnam.



### Thailand

SBF led 23 business representatives from 17 companies on the OMW to Bangkok, Thailand from 19 to 24 September 2022. The trip allowed Singapore companies to learn more about the local business operating environment, market culture and build stronger networks with local partners for business opportunities.



### 5th China International Import Expo (CIIE)

SBF led a Singapore delegation of more than 300 senior business representatives from 50 companies to the 5th China International Import Expo (CIIE) in Shanghai, China which was held from 5 to 10 November 2022.

The theme for the Singapore Pavilion was "Singapore-China: Accelerating Business Growth Together" ("新中并进, 创赢未来"), which affirmed the strong Singapore-China trade relations and continued commitment by both sides to boost new opportunities and co-operation through participation at CIIE. Singapore's presence covered over 1,294m<sup>2</sup> of exhibition space across three main exhibition halls – Trade in Services Hall, Food and Agricultural products Hall, and Consumer Goods Exhibition hall.



### 5th Singapore-China Trade and Investment Forum (SCTIF)

In conjunction with CIIE, SBF organised the 5th Singapore-China Trade and Investment Forum (SCTIF) on 7 November 2022 in a hybrid format with physical participation in both Singapore and Shanghai. SCTIF was attended by about 650 Chinese and Singapore business leaders and trade delegates.

Minister for Trade and Industry Gan Kim Yong was the event's Guest-of-Honour, delivering a keynote speech and engaging participants through an interactive dialogue. Mr Chua Teng Hoe, Consul General, Singapore Consulate-General in Shanghai, graced the event physically in Shanghai and delivered the opening address.

Six Memorandums of Understanding/ Letters of Intent on logistics, digital innovation, education and cosmetic products were signed to boost economic ties and business relations between Singapore and Chinese companies.



### 19th China-ASEAN Expo (CAEXPO)

SBF led 53 companies and six Trade Associations and Chambers to take part in the 19th China-ASEAN Expo (CAEXPO), which was held in a hybrid format, in Nanning, Guangxi, China from 16 to 19 September 2022. The Singapore Pavilion at CAEXPO comprising the Singapore National Pavilion and the Singapore Commodity Trade Pavilion, adopted the theme "Singapore-China: Expanding Network, Empowering Business Collaboration" (星耀万里 商满寰中) to showcase Singapore's role as a connectivity hub and highlighted the need for greater cooperation between China and ASEAN. A virtual Singapore Day Seminar was held on 17 September 2022 to deepen the economic, trade and investment cooperation between Singapore and China, and help businesses from China and ASEAN countries better understand Singapore's business prospects and environment.

## International Advocacy

### APEC Business Advisory Council (ABAC)

#### ABAC I 2022 Meeting

SBF, as the APEC Business Advisory Council (ABAC) Singapore Secretariat, organised the first ABAC Meeting of 2022 from 15 to 18 February 2022 at the Resorts World Sentosa Convention Centre in a hybrid format. We hosted over 250 ABAC Members, APEC Senior Officials and staffers from 20 APEC Economies both in-person and virtually. This was the first in-person gathering for ABAC after two years of fully virtual meetings.



Minister for Trade and Industry Gan Kim Yong graced the Meeting as Guest-of-Honour and delivered a keynote address at the Opening Plenary where he highlighted the importance of governments and businesses working together in building resilience and strengthening economic recovery in the region.

SBF also organised the ABAC Dialogue with APEC Senior Officials during ABAC I, where ABAC Members and Senior Officials engaged in productive discussions on the Free Trade Area of Asia Pacific and Sustainability.

#### SBF's contributions to ABAC in 2022

SBF CEO Lam Yi Young, as Chair of the ABAC Regional Economic Integration Working Group (REIWG), championed the development of ABAC's recommendations to APEC Leaders on deepening regional economic integration through four focus areas: progressing the Free Trade Area of Asia Pacific (FTAAP) agenda towards its eventual realisation, support for the World Trade Organization (WTO) and its rules-based multilateral trading system, strengthening services trade, and reopening borders for safe and seamless travel.



#### 55th East Asia Business Council (EABC) Meeting & Dialogue with ASEAN Plus Three Economic Ministers (AEM+3)

SBF represented the Singapore business community at the 55th East Asia Business Council (EABC) held on 16 September 2022 in Siem Reap, Cambodia, the first EABC meeting held physically since the COVID-19 pandemic.

As part of the meeting, EABC had its annual Dialogue with the ASEAN Plus Three (China, Japan, and Republic of Korea) Economic Ministers, where it reported its key achievements of the year – formation of RCEP (Regional Comprehensive Economic Partnership) Business Advisory Council (RBAC), an extension of EABC's RCEP Working Group, co-organising of a webinar series on RCEP with the ASEAN Secretariat, and the launch of the e-Book on Interpretation and Utilisation of the RCEP Agreement.

#### Business 20 (B20)

SBF CEO Lam Yi Young, as Member of the B20 Trade and Investment Taskforce, contributed to the recommendations in the taskforce's policy paper that were presented to the G20 Presidency during the B20 Summit that took place from 13 to

14 November 2022 in Bali, Indonesia. The paper highlighted the urgent need to restore the WTO dispute settlement system that underpins the predictability of the multilateral trading system, the importance of WTO updating its rulebook to remain relevant to businesses, and the need to strengthen the supply chain of essential goods in light of the COVID-19 pandemic and the Russia-Ukraine conflict.

#### Singapore Women Entrepreneurs Network (SG-WEN)

SG-WEN celebrated its first anniversary with a commemorative event on 2 December 2022, graced by Minister in the Prime Minister's Office and Second Minister for Finance and National Development Indranee Rajah. About 60 participants attended the event, which included business matching sessions. A sponsorship agreement between SBF and HSBC Singapore was also signed at the event to support SG-WEN's activities and help women entrepreneurs scale and grow their business.

#### Free Trade Agreement (FTA) Seminars and Workshops

SBF organised 7 training workshops and seminars for close to 1,100 participants on specific Free Trade Agreement (FTA) chapters and how FTAs could improve the global competitiveness of their business. The seminars also covered latest FTA developments, including the Regional Comprehensive Economic Partnership (RCEP) which entered into force on 1 January 2022.

#### FTA Advisories

SBF provided more than 240 FTA advisories, addressing business concerns on FTA-related topics such as certification processes for tariff preferences and rules of origin.



# **DIGITALISATION & TRANSFORMATION**

Technology is both an enabler and disruptor for businesses. SBF will continue to support our members in their digitalisation and transformation journey to enhance their resilience against disruptions and to enable them to build stronger and more sustainable businesses.

# Partnerships



## MAP on Sustainability

With companies showing greater interest in sustainability, SBF launched the MAP on Sustainability initiative in September 2022, to help companies embark on their sustainability journey, starting with the adoption of energy-efficient solutions or green energy.

Now in its third run, the MAP initiative brought together experts from the public and private sectors to share insights and support to companies in the following areas:

- Showcase how other businesses have approached emission reduction
- Provide tools to measure energy consumption and carbon footprint
- Introduce solutions that reduce the consumption of traditional sources of energy



Stage M: "The Sustainability Business Case for SMEs" Seminar held on 20 September 2022 at SBF Center

Participating companies were able to attend workshops, technology demonstrations and receive one-to-one consultations from partners. The initiative benefited over 500 participants from 300 companies, and was supported by the Energy Market Authority, Global Compact Network Singapore, GIC, Infocomm Media Development Authority, Ngee Ann Polytechnic, Singapore Green Building Council, SP Digital, TotalEnergies ENEOS, TÜV SÜD, and Workforce Singapore.



## IMDA MOI Project

The SBF-IMDA MOI project is a two-year project that commenced in January 2022. SBF and IMDA worked together to help effect digital transformation for businesses via the adoption of digital utilities like InvoiceNow and e-Commerce platform solutions from the SME Grow Digital Initiative, and by leveraging on Digital Economy Agreements for businesses engaging in digital trade and e-commerce.

In 2022, the project reached out to more than 1,600 business participants and forged new relationships with more than 50 ecosystem partners, such as InvoiceNow solution providers, B2B e-commerce platform solutions, Fintech companies, local banks like UOB and OCBC, and Chief Technology Officer-as-a-Service operators - Accenture and Stone Forest, to support enterprises in their digitalisation journey.



## Advisory Committee on Platform Workers (ACPW) and Tripartite Work Group (TWG)

The Advisory Committee for Platform Workers (ACPW) was established in September 2021 to look into improving retirement and housing adequacy of platform workers, ensuring platform workers have adequate financial protection in case of work injury, and strengthen the bargaining power of platform workers due to their unique employment circumstances. SBF was represented by SBF CEO Lam Yi Young as a member in the ACPW, as well as the Tripartite Work Group (TWG) on Platform Workers formed on 30 August 2022. The TWG brings together tripartite partners to study in greater detail the issues discussed by the ACPW, and to propose frameworks and develop recommendations for platform workers, platform companies and the government to work together to build a sustainable platform industry for all parties.

## SPIN

The SMEs, Partners and Investors Network (SPIN) is a new series of events aimed at connecting business owners with potential investors and partners, keeping them abreast of the latest developments in the financing space and new financial tools in the market. This year, SBF held two SPIN sessions, the first was a curated networking session which

saw C-SAW, OCBC, Storskoge, and about 30 business owners from the food sector participate on 15 July 2022. The second was well-attended by business leaders from the manufacturing sector where they had the opportunity to interact with partners from Affirma Capital, OCBC and Validus.



## SG Cyber Safe Partnership Programme

SBF is one of the pioneer advocates of the Cyber Security Agency of Singapore's (CSA) SG Cyber Safe Partnership Programme launched in October 2021. As an advocate, SBF partnered CSA to jointly raise cybersecurity awareness, cyber hygiene and encourage adoption of good cybersecurity practices amongst Singapore enterprises.

Some initiatives undertaken by SBF included broad-based outreach events, providing inputs on initiatives such as the Internet Hygiene Portal, which was launched during the Singapore International Cyber Week (SICW) 2022, and helping to inform our members of cybersecurity threats like the Log4J vulnerability and heightened risk of cyber-attacks during the start of the Russian-Ukraine conflict in February 2022.

# Partnerships



## Boost Up

The Boost Up initiative was launched in January 2022 to help businesses achieve growth through various strategies. The first run of Boost Up focused on branding, product design and service innovation. Companies were provided with step-by-step guidance to develop customised strategies and plans. A series of complimentary workshops related to these areas were offered in partnership with Agency for Science, Technology and Research (A\*STAR), DesignSingapore Council, IPI, Intellectual Property Office of Singapore, Nanyang Polytechnic and Procter & Gamble.



## Industry 4.0 Human Capital Initiative

In 2022, 56 companies across three cohorts completed the Industry 4.0 Human Capital Initiative (IHCI) Enabler Programme, where they received hands-on guidance from Industry 4.0 and human capital experts to boost asset efficiency, inventory management, labour productivity, job redesign, and human capital development.

Cumulatively, 163 companies benefited from the programme since its inception in 2020 and experienced an average productivity uplift of 20%-30%.



## Guiding Enterprises in the Protection and Management of Trade Secrets

SBF and Intellectual Property Office of Singapore (IPOS) collaborated to raise awareness of the importance of trade secrets amongst our enterprises. On 6 July 2022, a seminar titled "Keep your Secrets, Protect your Trade: How to Effectively Protect and Manage Trade Secrets for Business Growth" was organised.

The Trade Secrets Enterprise Guide was also launched on 6 September 2022 at IP Week, an annual event organised by IPOS. The guide features case-studies from SBF members such as Celligenics and Rigel Technology on their innovation journey in relation to protecting and managing trade secrets.

# Alliance for Action

## Alliance for Action (AfA) on Sustainable Spaces

In April 2022, the Alliance for Action (AfA) on Sustainable Spaces, jointly formed by SBF, Singapore Furniture Industries Council (SFIC) and Singapore Green Building Council (SGBC) officially launched the "Low Formaldehyde Commitment Statement". Deputy Prime Minister Heng Swee Keat witnessed the launch during a company visit to LivinWall Pte Ltd (Gush).

The Commitment Statement was the AfA's first step in raising awareness on the importance of reducing formaldehyde emissions in indoor spaces, and in helping companies providing low or no formaldehyde products and solutions capitalise on new opportunities for growth. Between August to October 2022, several consultations were held with solution providers and adopters to gain feedback on the feasibility of the proposed formaldehyde limit.





No. of SBI Programmes in 2022

**272**

**66**  
E-Learning

**46**  
Physical Training

**160**  
Virtual Learning

No. of participants of CCP & SBI training programmes in 2022

**2,942**

**320**  
participants for E-Learning

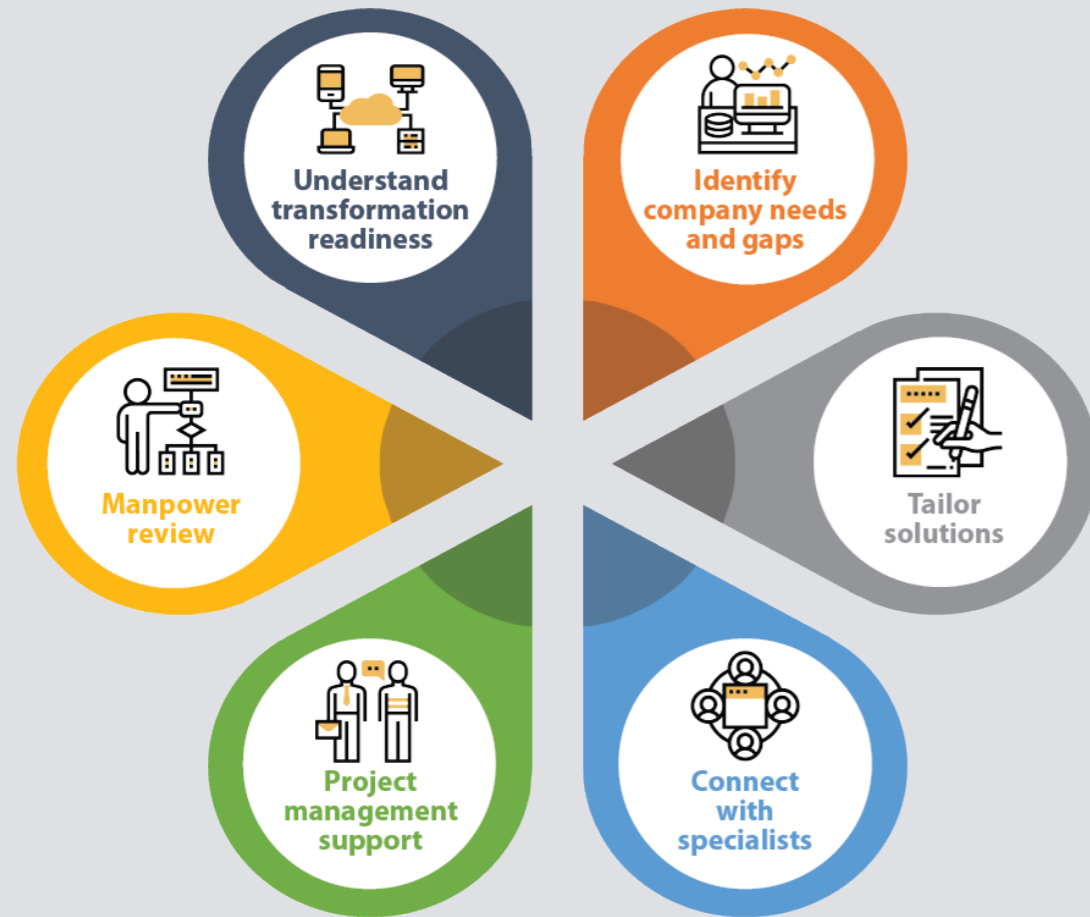
**633**  
participants for Physical Training

**1,989**  
participants for Virtual Learning

## **JOBS & SKILLS**

While business sentiments are on the rise post-pandemic, many businesses continue to face manpower challenges. SBF works closely with partners to develop initiatives and programmes to help our members and their employees build capabilities and acquire relevant skills to seize opportunities for growth.

# Jobs Development Partner Programme



The Jobs Development Partner Programme (JDPP) aims to help companies, especially SMEs, to accelerate industry transformation and spur job creation and job redesign. SBF was appointed by the government as the Programme Manager for the JDPP. Since its commencement on 1 April 2022, more than 50 companies have signed up for advisory services and 13 TACs have joined the programme.

Through the JDPP, SBF will complement existing efforts by the government, Trade Associations & Chambers (TACs) and ecosystem partners to help the business community in their transformation journey.

# Career Conversion Programmes



SBF is the Programme Manager for the Career Conversion Programme for Internationalisation Professionals (CCP-I) as well as two other new Career Conversion Programmes (CCPs) - the Career Conversion Programme for Sustainability Professionals (CCP-S) and the Career Conversion Programme for Advanced Manufacturing Engineer/ Assistant Engineers and Operators (CCP-AM).

With the increased focus on sustainability and transformation, companies can tap on the different CCPs to recruit new employees or reskill their existing employees.

In 2022, besides the launch of CCP-S and CCP-AM, a new modality was also launched for CCP-I to provide salary support for existing employees who undergo reskilling to take on internationalisation roles. This was in addition to the existing Place-and-Train for new hires and redeployment for existing employees who are at risk of job redundancy.

## SGUnited Traineeships & Mid-Career Pathways Programme

As the Singapore economy recovered from the pandemic and fewer graduates found difficulty securing employment, the SGUnited Traineeships & Mid-Career Pathways Programme was converted to focus solely on the Mid-Career Pathways Programme from 1 April 2022.

The SGUnited Mid-Career Pathways Programme serves to support mid-career individuals aged 40 and above in their search for permanent jobs by widening their professional networks and gaining meaningful industry-relevant skills and experience. Approved host organisations will be able to tap on government support during the 4 to 6-month attachment period.

The SGUnited Traineeship Programme which concluded on 31 March 2022, onboarded 2,591 trainees for the first three months in 2022. The Mid-Career Pathways Programme which ran between April and December onboarded 969 trainees. A total of 3,665 trainees were onboarded for both programmes in 2022.

## Launch of Progressive Wage Mark

SBF has been appointed as the administrator of the Progressive Wage Mark (PW Mark) by the Ministry of Manpower. Announced at Budget 2022, the PW Mark is an accreditation scheme that recognises firms that pay progressive wages to lower-wage workers. This enables consumers and corporate buyers to easily identify and support such firms. Applications for the Mark opened in December 2022.





# SBF Business Institute

**LEARN**  
@SBF BUSINESS INSTITUTE



## TRAINING IN 4 FOCUS AREAS

INTERNATIONALISATION / TRADE

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

DIGITALISATION

BUSINESS OPERATIONS



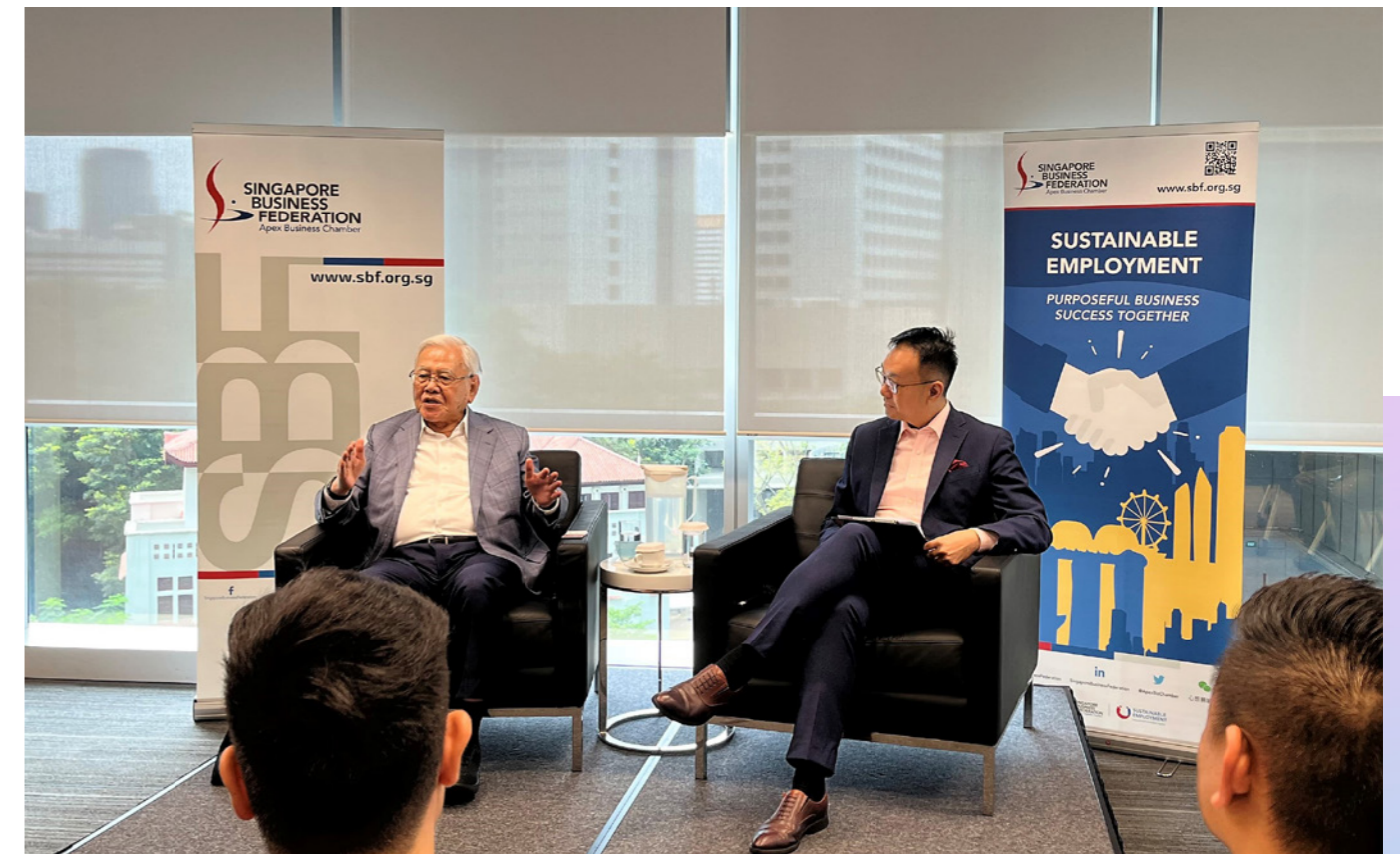
The SBF Business Institute (SBI) supports SBF members and the wider business community in building and strengthening core capabilities to achieve transformative, sustainable, and international growth via reskilling and upskilling.

In 2022, SBI curated a series of training programmes to upskill companies' knowledge of Environmental, Social & Governance (ESG), an important strategy for companies to embark on their growth. By tapping on the SBI's comprehensive suite of training programmes in 4 focus areas - Internationalisation/ Trade, ESG, Digitalisation, and Business Operations, companies will be able to gear up for growth and success. SBI held more than 270 training sessions with over 2,900 participants in 2022.

### ManpowerConnect

Jointly introduced by the Ministry of Manpower and SBF in March 2020, ManpowerConnect was a temporary scheme to help companies in the manufacturing and services sectors better manage manpower needs during the pandemic, by allowing companies to hire existing Work Permit Holders who were in Singapore, with the agreement of their current employers. The SBF ManpowerConnect scheme ended on 30 June 2022.

Between January to June 2022, the scheme supported 74 companies and facilitated the transfer of 88 work permit holders. In addition, job matching was carried out for 602 Work Permit Holders.



### Sustainable Employment

The Sustainable Employment initiative is a unique “by-business-for-business” endeavour to bring together like-minded organisations to take action to improve their sustainable employment practices.

Under the initiative, organisations gain access to thought leadership and best practices through newsletters and blog articles, as well as networking opportunities through outreach events and seminars. In 2022, the initiative focused on pertinent issues that arose from the pandemic, including mental wellness and hybrid work arrangements, as well as evergreen topics such as succession planning and strategies to engage a silvering workforce.

# ADVOCACY AND POLICY

SBF is committed to championing the interests of the Singapore business community. Leveraging its international and local networks with diverse stakeholders, SBF will continue to contribute towards Singapore's transformation into a global business hub. Serving as a bridge, we reach out to our members through surveys and dialogues to understand their needs and challenges, and advocate on their behalf to the government.

No. of Ministerial Dialogues and Engagements

30

No. of Advocacy, Research and Policy Papers Published

12



# SBF Conversations



Fireside chat with Senior Minister Teo Chee Hean on 22 Aug 2022.



Panel Discussion on "Making Flexible Work Arrangements Work for SMEs" on 23 May 2022.

SBF Conversations is a signature engagement series organised by SBF for the business community to engage public and private sector leaders on a range of pertinent topics. In 2022, SBF organised various Ministerial roundtables, fireside chats, and lunch dialogues on key topics covering Budget feedback, geopolitical developments, flexible work arrangements, internationalisation, manpower and talent development, and branding and design.

# Policy Papers

## Manpower Policy Paper

Published on 12 May 2022, the manpower policy paper titled, "The Human Touch: Balancing Manpower Resilience with Productivity for Transformation", outlined ways in which businesses, TACs, government agencies, unions, and post-secondary educational institutions, can work together to address the manpower challenges faced by the Lifestyle Services, Environmental Services and Estate & Facilities Management (EFM) Services industries.

SBF engaged key TACs including the Environmental Management Association of Singapore (EMAS), Landscape Industry Association (Singapore) (LIAS), Restaurant Association of Singapore (RAS), Security Association Singapore (SAS), Singapore Hotel Association (SHA), Singapore Retailers Association (SRA), and Waste Management and Recycling Association of Singapore (WMRAS) in the development of the policy paper.



## Estate and Facilities Management (EFM) Lighthouse Project

Published on 7 July 2022, the EFM Lighthouse Project report explored ways to address the persistent manpower challenges facing the EFM sector and to sustainably enhance and uplift the livelihoods of EFM trade staff. The findings of the project were presented to Minister for National Development Desmond Lee at a visit to Great World Serviced Apartments.

The Lighthouse Project is an industry-led effort involving SBF, seven industry partners – Allgreen Properties, CapitaLand, CBM, Certis, Far East Organization, ISS Facility Services, and Pontiac Land, and four TACs – Environmental Management Association of Singapore (EMAS), Landscape Industry Association of Singapore (LIAS), Real Estate Developers' Association of Singapore (REDAS), and Security Association Singapore (SAS).



# Business Sentiments & Research

## National Business Survey

The 15<sup>th</sup> annual SBF National Business Survey 2022/2023 was conducted from August to November 2022 with over 900 companies across all key industries. The survey covered a wide range of topics, including sentiments towards economic recovery, priorities and challenges, support measures, digitalisation and transformation, internationalisation, and issues related to Environmental, Social and Governance (ESG). The Survey revealed that while current business sentiments in Singapore were more positive in 2022 compared to 2021, there was a greater sense of cautiousness as businesses enter 2023. One consistent finding was that Singapore businesses continue to be committed in driving business transformation. Incorporating ESG practices as part of company activities had also started to gain traction among businesses.

## Post-Budget Surveys 2022

SBF conducted a survey to gather views on the business support measures introduced at Budget 2022. Broadly, businesses found that the measures were balanced in addressing both long-term and immediate-term challenges, sufficient in helping businesses recover from the pandemic and useful in developing a resilient workforce with a Singapore core supported by foreign manpower. Another survey was conducted in April 2022 to gauge the impact of the Ukraine-Russia conflict on Singapore businesses. The findings of these surveys were shared with the government and the business community.

## Country Infographics

SBF launched a series of Country Infographics in 2022, which provided businesses with stylised factsheets, sector highlights and information on business opportunities in ASEAN and beyond. The inaugural issue published in July 2022 focused on Cambodia.

## Market Report

The SBF Market Report is an annual publication that addresses specific industry concerns, uncovers pain points that companies face in internationalisation, and identifies best practices that SMEs can adopt when entering international markets. The 2022 SBF Market Report focused on the Indonesian market.

## Company Case Studies & Video Series

The SBF Company Case Studies and Video Series aims to share key lessons and industry practices for companies looking to internationalise. In 2022, SBF published three company case studies featuring OPSolutions, Mlion Corporation and Hong Guan (Tackle). Two company video series were also produced featuring Koda Limited and Mlion Corporation.



## Topical Research on “Digitalisation: Driving Force of SME Internationalisation”

This report explored how digitalisation can strengthen the internationalisation strategies of companies and help them become more digitally ready. Six focus group discussions were conducted, and findings were curated across a range of industries, including, Food and Beverage, Food Manufacturing, Information and Communications Technology (ICT), Education, Healthcare, and Retail Trade.



## SME Internationalisation Index (SMEII)

Published in June and December each year, the SMEII is a biannual study of business sentiments towards international markets. The study provides insights in the following areas: (i) international economy and outlook, (ii) business activities across markets, and (iii) the operating environment in these overseas markets.

The latest study, published in December 2022, was conducted with 400 companies. 18 one-on-one in-depth company interviews were also conducted to obtain qualitative ground-up insights.

## Fair Tenancy Industry Committee (FTIC)

In 2022, the FTIC Secretariat received 983 declarations of 1,175 mutually agreed deviations from 30 private sector landlords. 247 enquiries on the Code of Conduct for Leasing of Retail Premises in Singapore (CoC) were also received from 92 industry stakeholders, including 39 landlords, 38 tenants, 8 law firms and 7 others like management offices and property agents. The queries focused on topics such as the application of the CoC, filing of joint declarations of deviation, costs to prepare the lease agreement and other third-party costs.



No. of TACs that Collaborated on SBF Projects and Activities

64

No. of Company Visits

122

## MEMBERS AND TAC ENGAGEMENT

As a member-centric organisation, we are focused on leveraging our resources to build platforms and alliances in the business community. We organised a wide range of events and initiatives to provide opportunities for our members, Trade Associations and Chambers (TACs) and government agencies to network. These efforts help shape a progressive and pro-business landscape which supports our members' growth in Singapore and beyond.

# Company Visits, Dialogues & Seminars



## 20<sup>th</sup> AGM and Ministerial Dialogue

SBF held its 20th Annual General Meeting on 23 June 2022 and unveiled its new Council for the 2022-2024 term. Eight new members were appointed to the Council and 18 Council Members were appointed for another term.

Following the AGM, more than 140 SBF members engaged Minister for Trade and Industry Gan Kim Yong, in a hybrid Ministerial Dialogue, moderated by Council Member Ang

Shih-Huei. Minister Gan shared his views and perspectives on the Singapore Economy 2030 vision, which included accelerating the development of new engines of growth in services, building up a strong manufacturing sector, strengthening the core capabilities of local enterprises and growing a pool of Singapore Global Enterprises, and enhancing trade and strengthening our connectivity to the world.



## Orientation for New Members

SBF held two rounds of orientation briefings for new members in 2022. One was held virtually on 29 March 2022 and the other was held physically at the SBF Center on 6 October 2022. Over 200 participants from more than 130 member companies attended the briefings.



## Company Visits

SBF Secretariat Lam Yi Young, management and staff made a total of about 120 visits to companies and Trade Associations and Chambers (TACs) in 2022. These visits to companies and TACs across a diverse range of business sectors allowed us to better understand their perspectives and challenges, and how SBF can better support their aspirations and growth.

## Roundtables on Sustainability for Industry Sectors

Between July and November 2022, SBF and KPMG jointly organised three roundtables on sustainability, for the built environment, electric vehicle, and energy sectors. These roundtables were supported by industry TACs such as the Singapore Green Building Council, the Singapore Contractors Association Limited, and Sustainable Energy Association of Singapore, as well as government agencies like the Building and Construction Authority, Energy Market Authority, Enterprise Singapore, and Land Transport Authority. The roundtables were well-attended by businesses and provided a platform for them to share sector-specific views on their aspirations and challenges, and the regulatory hurdles faced.



## Company Visits, Dialogues & Seminars



### Business Solution Series

Four Business Solution Series (BSS) seminars were held in 2022 providing members with insights to enhance their business competencies and strategies. These seminars also gave our BSS partners the opportunity to increase awareness and share knowledge on pertinent issues of interest to our members.

### PEP-SBF Awards

On 29 November 2022, more than 300 business leaders, TAC leaders and representatives from government agencies, gathered at the Pro-Enterprise Panel – Singapore Business Federation (PEP-SBF) Awards 2022. Jointly organised by SBF and the Ministry of Trade and Industry, the theme of the event was “Seizing Opportunities, Encouraging Transformation”, and celebrated the success of 17 organisations that won awards across four categories – Pro-Enterprise Partner Award, Pro-Enterprise Suggestion Award, Pro-Enterprise Initiative Award and Pro-Enterprise Disruptor Award.



### C-Suite Leaders Forum

SBF partnered with the Institute for Human Resource Professionals and the Center for Creative Leadership to organise the C-suite Leaders Forum, titled “Transforming the Enterprise for a Sustainable Future”. The forum was held on 3 August 2022 at SBF Center. More than 50 business leaders, TAC leaders and HR professionals attended the forum, which discussed how organisations can attract, retain, and cultivate talents.

## TAC Engagement



### Launch of OneTAC SG

On 7 September 2022, Minister of State for Trade and Industry Low Yen Ling launched OneTAC SG as a common platform to help bring together the secretariats and staff of Trade Associations and Chambers (TACs) in Singapore. The OneTAC SG platform is a “for TACs, by TACs” collaborative tool initiated by SBF to enable information sharing and enhance internal capabilities of TACs in Singapore.

The platform was launched at a TAC networking event which was attended by 100 Presidents, Chairpersons, Council Members and Heads of Secretariats of TACs from more than 50 TACs. During the event, SBF CEO Mr Lam Yi Young moderated a fireside chat with MOS Low where she shared her perspectives on the important roles of TACs, and how TACs can be a strong multiplier for business transformation in Singapore.

### Uplifting TAC Capabilities - Digi-TAC, TFP and TLAP

In partnership with SGTech and the Singapore Chinese Chamber of Commerce & Industry (SCCCI), SBF rolled out three new programmes- Digitalisation of TACs (Digi-TAC) Programme, TAC Fellowship Programme (TFP) for leadership development, and the TAC Leadership Accelerator Programme (TLAP) to help TACs build their digital and human capital capabilities to move in tandem with the emerging needs of the digital economy and a Covid-endemic world.

All three programmes are supported by Enterprise Singapore under its Local Enterprise and Association Development (LEAD) programme and will run for three years from 1 August 2022 to 31 July 2025

### TAC Roundtables

SBF partnered SGTech, European Chamber of Commerce (Singapore) and Global Compact Network Singapore to conduct two roundtables on digitalisation and sustainability for TACs.

The roundtables provided a learning and networking platform for TACs to learn from cross-sectoral best practices and identify like-minded partners for collaborations.



### TAC Knowledge Series

SBF and Enterprise Singapore jointly organised the TAC Knowledge Series to help TACs in Singapore deepen their knowledge in three key areas:

- (i) Governance, Risk & Internal Controls
- (ii) Cybersecurity & Data Protection
- (iii) Human Capital Development

The three sessions helped TACs to gain a deeper understanding of the gaps and opportunities they have in these areas, as well as the resources available to help them bridge the gaps and capitalise on opportunities to strengthen their capabilities.



### TAC Benchmarking Mission

Together with Enterprise Singapore, SBF led a TAC Benchmarking Study Mission to Switzerland and Finland from 9 to 14 October 2022. The TAC delegation comprised 13 Presidents/Chairpersons, Vice-Presidents/Vice-Chairpersons and Executive Directors from seven TACs – Association of Process Industry, Restaurant Association of Singapore, Singapore Furniture Industries Council, SGTech, Singapore Logistics Association, Singapore Precision Engineering & Technology Association and SBF.

The mission focused on getting insights and learning from leading organisations in Zurich and Helsinki, in the areas of sustainability, digital trust, supply chain resilience and TAC operating models.



# **ENVIRONMENTAL, SOCIAL, GOVERNANCE**

As the apex business chamber in Singapore and founding member of Global Compact Network Singapore (GCNS), SBF is committed to integrating Environmental, Social, and Governance (ESG) principles into how we serve and partner the business community and our key stakeholders.



# SBF's ESG Commitment



As the apex business chamber in Singapore and principal member of Global Compact Network Singapore (GCNS), SBF is committed to integrating Environmental, Social, and Governance (ESG) principles into how we serve and partner the business community and our key stakeholders.

This is an inaugural update on our progress towards a broad set of ESG commitments and alignment to the United Nations' Sustainable Development Goals (UN SDGs). We will take action to operate and act in a responsible, progressive, and transparent way, and look forward to working with fellow Trade Associations and Chambers and businesses to advance ESG principles as a cornerstone of enterprise resilience and growth.

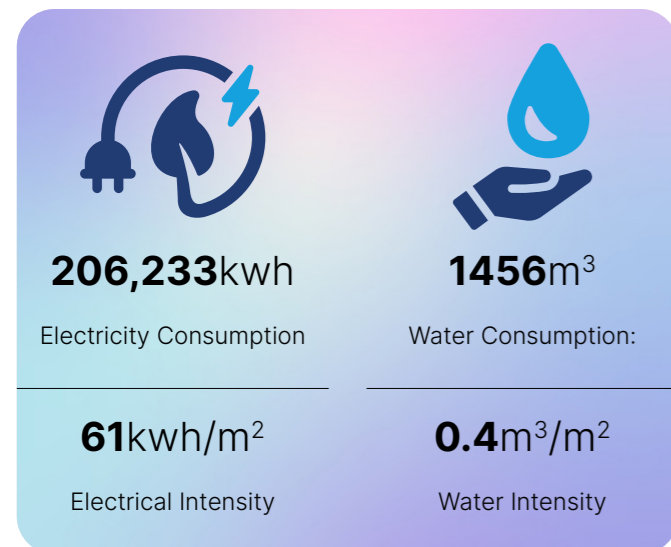


## Environmental

SBF adopts a proactive approach towards environmental sustainability with strong employee ownership of our green initiatives.

### Energy and Water Consumption

Our premises are powered by energy efficient LED lighting with motion sensors in place at common areas to optimise energy usage. We have also implemented motion sensor water faucets in all of our washrooms for more efficient water usage. Our water usage per floor area in 2022 improved by 20% as compared to 2019.



### Recycling and Waste Management

In 2022, we stepped up our recycling and waste management efforts. We introduced recyclable carton packaging of mineral water for our members and guests and initiated the practice of re-using single side printed paper for draft or working documents. We also partnered the SBF Center Building Management on a quarterly e-waste recycling programme.

### ESG Thought Leadership and Capability Building

We organised several programmes and initiatives to support the business community in their environment related efforts. These include the launch of the Alliance for Action on Sustainable Spaces, the MAP on Sustainability and the Career Conversion Programme for Sustainability Professionals.

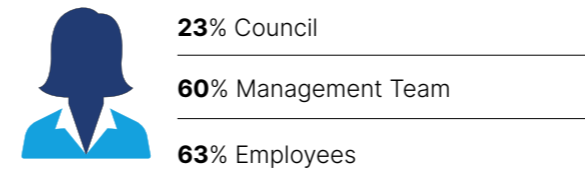
## Social

SBF provides a positive environment for our people to achieve their full potential, and a trusted platform for our partners to contribute to the business community.

### Diversity, Equity and Inclusion

Our workplace culture is anchored in mutual respect with every individual contributing their unique talents and experiences to serve the business community.

Women make up...



We have a diversified workforce across all age groups with 50% of staff above and below 40.

### Progressive Employment Practices

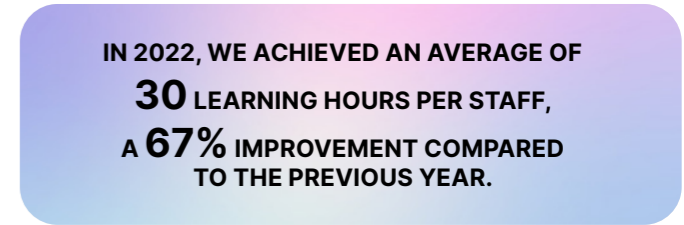
We are a proud recipient and adopter of the following national accreditations:

- NS Mark (Gold)
- Tripartite Standards on Employment of Term Contract Employees
- Tripartite Standards on Flexible Work Arrangements
- Tripartite Standards on Recruitment Practices
- Tripartite Standards on Age-Friendly Workplace Practices
- Tripartite Standards on Work-Life Harmony



### Learning and Development

Every SBF employee has access to a Learning Account that can be utilised for programmes to develop their professional skillsets and for personal development.



We also supported our employees in the formation of interest groups to jointly pursue areas of their interests such as home gardening, K-Pop fitness, and singing.

### ESG Thought Leadership and Capability Building

SBF organised various programmes and initiatives to support the business community in their social responsibility. These include Sustainable Employment, the Estate and Facilities Management (EFM) Lighthouse Project, as well as the SBF Foundation Empower Circles Initiative.

## Governance

SBF upholds high standards in compliance, transparency, and operating conduct as these are paramount to our stakeholders' trust and confidence.

### Corporate Governance Policies

We maintain a comprehensive suite of corporate governance guidelines that are reviewed and updated on a regular basis:

- Conduct & Ethics
- Conflict of Interest
- Whistle Blowing Policy
- Procurement Policy

### Data Protection

We are committed to protecting and safeguarding all information assets within our possession or under our control, in compliance with the Personal Data Protection Act (PDPA) 2012. We have in place an Information Security Policy that is updated every 2 years.

### ESG Thought Leadership and Capability Building

We organised several programmes and initiatives to support the business community in their social-related efforts. These include the SG Cyber Safe Partnership Programme with CSA and SBI programmes on ESG compliance and reporting.

# SBF FOUNDATION

As the social impact arm of SBF, the SBF Foundation aims to be an enabler of philanthropic initiatives that are inclusive and compassionate to make a collective impact in society. SBF Foundation has established various platforms to help uplift employees in need and the community at large. People are at the heart of a business and businesses, in turn, can do more to support the disadvantaged and vulnerable groups in our midst. SBF Foundation plays a catalyst role in rallying business leaders to play a more active role in fostering a better society for all.



## Caring From Within: Industry-Led Compassion Fund

The industry-led Compassion Fund is a platform for the business community to pool together resources that they can tap on collectively to provide employees with care and support. There are eight contributing industries to this fund, with the Singapore Hotel Association as the latest addition, with more than \$2.3 million set aside in the Fund.



## Uplifting Vulnerable Groups

In May 2022, SBF Foundation signed a Memorandum of Understanding with Singapore Human Resources Institute, NTUC's e2i and the Tote Board to formalise a partnership to provide holistic support for the employability of vulnerable groups in society. This follows the Foundation's existing employment support towards rough sleepers and unemployed parents of at-risk children, and the expansion of the programme would include two new vulnerable groups – women facing challenges and persons with mental health conditions.

With the goal of uplifting 300 individuals annually, the Foundation is committed to rallying the business community to raise \$1m annually for the Employment Fund. The Foundation also aims to reach out to 120 employers who are looking to hire to take part in Empower Circles.

Through the three Empower Circles Conversation held this year, 61 HR professionals and heads of SMEs from 55 companies gained insights of progressive hiring practices to support sustainable employment while tapping into the resource pipeline.

## Caring For the Workforce – Local and Migrant

Project MigrantWell is a donor-led initiative to uplift the health and wellbeing of migrant workers in Singapore. The project was sparked by the passion of the families of Khoo Teck Puat and Ng Teng Fong, and comprises a charity, welfare fund, and a regional medical centre for migrant workers in Singapore.

In February 2022, the St. Andrew's Migrant Worker Medical Centre, a one-stop primary care facility for about 67,000 migrant workers at Penjuru, was launched.



# Global Compact Network Singapore

As the Singapore chapter of the UN Global Compact, Global Compact Network Singapore (GCNS) provides an ecosystem for companies to align strategies and operations with universal principles on human rights, labour, environment, and anti-corruption, and to achieve the United Nations' Sustainable Development Goals.

Through multi-stakeholder engagements and collective actions, GCNS advances the stewardship of sustainable business practices and Singapore's national agenda of becoming a regional sustainability hub.



## GCNS Summit 2022

Held on 17 October 2022 at the Orchard Hotel, the Global Compact Network Singapore's Summit brought together more than 360 business leaders, government officials, civil society representatives and academia to discuss global sustainability issues and its impact on businesses in the region and globally.

Themed "Global Challenges, Shared Agenda – Time for Decisive Action", the GCNS Summit 2022 highlighted the need for collective action to meet the UN Sustainable Development Goals (SDGs) by 2030. The Summit also

discussed how businesses can lead the green transition through decarbonisation, sustainable supply chain management, and investing in R&D and innovations to build a better, more sustainable and equitable future.

The Guest-of-Honour for the Summit was Senior Minister and Coordinating Minister for National Security Teo Chee Hean who delivered the opening keynote at the Summit. Senior Minister Teo pointed to the current global energy crisis as a signal that businesses need to take sustainability seriously.

## Singapore Apex Corporate Sustainability Awards 2022

The Singapore Apex Corporate Sustainability Awards recognises companies that have demonstrated excellence or innovation in corporate sustainability and inspires companies that aspire to enhance their sustainability practices.

On 21 November 2022, four Sustainable Business Awards and three Sustainable Solutions Awards were presented to companies that demonstrated sustainability excellence or innovation. The Apex Award was given to Sodexo Singapore for its holistic approach to sustainability, including their outstanding food waste programme that aims to bring awareness and transparency to the food waste problem.

The Award Ceremony was attended by over 100 participants with Mdm Halimah Yacob, President of the Republic of Singapore, as the Guest-of-Honour. The event also featured a dialogue with Mr Bey Soo Kiang, Group Chairman, APRIL Group, and Mr Eric Lim, Chief Sustainability Officer and Managing Director, Group Finance, UOB, who shared their insights and experiences in a dialogue on 'Enabling a Just and Inclusive Transition, For a More Sustainable World'.



## Foundations in Corporate Sustainability

GCNS' Foundations in Corporate Sustainability (FCS) programme is part of Enterprise Singapore's Enterprise Sustainability Programme. The 2.5-day programme was launched in March 2022 to help local enterprises, especially SMEs, to kickstart their sustainability journey. The holistic training lays the foundation for SMEs to leverage sustainability to create long-term value for the company. In 2022, GCNS conducted seven runs that trained 110 companies with participants coming from different industries. GCNS also partnered with the Print and Media Association to organise a customised run for its members.



## LowCarbonSG gains momentum in 2022

LowCarbonSG, a nationwide programme to build companies' capabilities in carbon management, helmed by Carbon Pricing Leadership Coalition (CPLC) Singapore, the decarbonisation arm of GCNS, continued to gain momentum with increased collaborations with governmental agencies as well as Trade Associations and Chambers to upskill companies in their sectors.

Companies that enrolled in the programme used GCNS' Carbon and Emissions Recording Tool to track and manage their carbon emissions. They also attended Carbon Management Workshops to learn more about decarbonisation trends and gain insights from special guest speakers. GCNS partnered SBF to conduct four workshops and one webinar on carbon management in 2022.

In 2022, GCNS engaged 177 companies in carbon management and reduction over the course of 16 Carbon Management Workshops.



# **SBF** **LEADERSHIP**

SBF's leadership comprises a team of committed individuals coming together to serve the business community.

# Federation Profile

## BOARD OF TRUSTEES

As of 31 December 2022

The SBF Act states that the Board of Trustees is responsible for ensuring that the Federation fulfils its intended objectives, and that its funds and assets are safe and well-accounted for. It also ensures that council members are fit for office. Mrs Fang Ai Lian was appointed Chairman of the Board in 2012 by the Minister for Trade and Industry. The Board consists of two other members: Prof Tan Cheng Han and Mdm Kay Kuok Oon Kwong.



**FANG AI LIAN**  
Chairman

Lead Independent Director,  
Singapore Post Limited



**KAY KUOK OON KWONG**  
Member

Executive Chairman,  
Allgreen Properties Limited



**TAN CHENG HAN**  
Member

Professor of Law,  
National University of Singapore

## 2022/2024 COUNCIL

As of 31 December 2022

The SBF Council oversees all matters related to SBF. It includes nominated, elected, and co-opted representatives, with a minimum of 20 and a maximum of 26 members.

The three local ethnic chambers – the Singapore Chinese Chamber of Commerce & Industry, Singapore Malay Chamber of Commerce & Industry, and Singapore Indian Chamber of Commerce & Industry – are permanently represented on the Council.

Up to a quarter of the Council may consist of representatives from foreign chambers of commerce and industry and up to six members may be co-opted by the Council. The remaining members comprise representatives of local chambers and member companies.

The 20<sup>th</sup> Annual General Meeting was held on 23 June 2022 to unveil the new council for the 2022/2024 term. The new Council comprises 13 elected members, 12 representatives from Trade Associations and Chambers, and 1 co-opted member, making for a total of 26 Council Members.



**LIM MING YAN**  
Chairman  
Independent Director,  
Sembcorp Industries Ltd



**GAN SEOW KEE**  
Vice Chairman  
Honorary Treasurer  
Board Member, Economic  
Development Board



**YEOH OON JIN**  
Vice Chairman  
Director,  
Singapore Airlines Limited



**ANDREW KWAN**  
Vice Chairman  
Honorary Secretary  
Group Managing Director,  
Commonwealth Capital  
Pte Ltd



**CHONG EE RONG**  
Vice Chairman  
Senior Advisor,  
Rainmaking Innovation



**MARK LEE**  
Deputy Honorary Treasurer  
Chief Executive Officer,  
Sing Lun Industrial Pte Ltd



**YONG HSIN YUE**  
Deputy Honorary Secretary  
Managing Director,  
Kuok (Singapore) Limited



**ANG SHIH-HUEI**  
Council Member  
Chief Executive Officer,  
Klareco Communications  
Pte Ltd

**2022/2024 COUNCIL**

As of 31 December 2022



**JANET ANG**  
Council Member  
Chairman,  
SISTIC.com Pte Ltd



**CHENG JUN**  
Council Member  
President,  
China Enterprises  
Association (Singapore)



**LISA LIAW**  
Council Member  
Director,  
American Express  
International Inc



**PER MAGNUSSON**  
Council Member  
Immediate Past Chairman,  
Singapore International  
Chamber of Commerce



**CHIA NGIANG HONG**  
Council Member  
President,  
Real Estate Developers'  
Association of Singapore



**FEDERICO DONATO**  
Council Member  
President,  
European Chamber of  
Commerce (Singapore)



**ONG PANG THYE**  
Council Member  
Managing Partner,  
KPMG Singapore



**NEIL PAREKH**  
Council Member  
Chairman,  
Singapore Indian Chamber of  
Commerce and Industry



**SIMON KAHN**  
Council Member  
Chairman,  
The American Chamber of  
Commerce in Singapore



**FARID KHAN**  
Council Member  
President,  
The Singapore Malay  
Chamber of Commerce &  
Industry



**KOZO TO**  
Council Member  
President,  
Japanese Chamber of  
Commerce & Industry,  
Singapore



**KURT WEE**  
Council Member  
President,  
Association of Small &  
Medium Enterprises



**KHO CHOON KENG**  
Council Member  
President,  
Singapore Chinese Chamber  
of Commerce & Industry



**ERNIE KOH**  
Council Member  
Executive Director,  
Koda Ltd



**WONG KEE JOO**  
Council Member  
Chief Executive Officer,  
HSBC Bank (Singapore)  
Limited



**WONG WAI MENG**  
Council Member  
Chairman,  
SGTech



**KWEE WEI-LIN**  
Council Member  
President,  
Singapore Hotel Association



**LAI CHANG WEN**  
Council Member  
Chief Executive Officer,  
Ninja Logistics Pte Ltd

## SBF Council Committees

As of 31 December 2022

### EXECUTIVE COMMITTEE (EXCO)

**Lim Ming Yan** Chairman

**Gan Seow Kee**  
**Yeoh Oon Jin**  
**Andrew Kwan**  
**Chong Ee Rong** Members

### AUDIT COMMITTEE (AC)

**Yeoh Oon Jin** Chairman

**Chia Ngiang Hong**  
**Yong Hsin Yue**  
**Ong Pang Thye** Members

### APPOINTMENTS & REMUNERATION COMMITTEE (ARC)

**Lim Ming Yan** Chairman

**Gan Seow Kee**  
**Andrew Kwan** Members

### NOMINATIONS COMMITTEE (NC)

**Lim Ming Yan** Chairman

**Yeoh Oon Jin**  
**Andrew Kwan**  
**Chong Ee Rong** Members

## 2020/2022 COUNCIL

Till 23 June 2022

No.	Office Bearers	Name	Company/TAC	Designation
1	Chairman	<b>Lim Ming Yan</b>	Singapore Press Holdings	Director
2	Vice-Chairman / Honorary Treasurer	<b>Gan Seow Kee</b>	Economic Development Board	Board Member
3	Vice-Chairman	<b>Pek Lian Guan</b>	Tiong Seng Contractors Pte Ltd	Advisor
4	Vice-Chairman	<b>Yeoh Oon Jin</b>	Singapore Airlines Limited	Director
5	Honorary Secretary	<b>Loh Boon Chye</b>	Singapore Exchange Limited	Chief Executive Officer
6	Deputy Honorary Secretary	<b>Andrew Kwan</b>	Commonwealth Capital Pte Ltd	Group Managing Director
7	Deputy Honorary Treasurer	<b>Mark Lee</b>	Sing Lun Industrial Pte Ltd	Chief Executive Officer
8	Council Member	<b>Janet Ang</b>	SISTIC.com Pte Ltd	Chairman
9	Council Member	<b>T Chandroo</b>	Singapore Indian Chamber of Commerce & Industry	Chairman
10	Council Member	<b>Cheng Jun</b>	China Enterprises Association (Singapore)	President
11	Council Member	<b>Chia Ngiang Hong</b>	Real Estate Developers' Association of Singapore	President
12	Council Member	<b>Chong Ee Rong</b>	Rainmaking Innovation	Senior Advisor
13	Council Member	<b>R Dhinakaran</b>	Singapore Retailers Association	Immediate Past President
14	Council Member	<b>Federico Donato</b>	European Chamber of Commerce (Singapore)	President
15	Council Member	<b>Farid Khan</b>	The Singapore Malay Chamber of Commerce & Industry	President
16	Council Member	<b>Foo Mee Har</b>	Wealth Management Institute Limited	Chief Executive Officer
17	Council Member	<b>Ernie Koh</b>	Koda Ltd	Executive Director
18	Council Member	<b>Kho Choon Keng</b>	Singapore Chinese Chamber of Commerce & Industry	President
19	Council Member	<b>Lisa Liaw</b>	The American Chamber of Commerce in Singapore	Immediate Past Chairman
20	Council Member	<b>Per Magnusson</b>	Singapore International Chamber of Commerce	Immediate Past Chairman
21	Council Member	<b>Kozo To</b>	Japanese Chamber of Commerce & Industry, Singapore	President
22	Council Member	<b>Saw Ken Wye</b>	CrimsonLogic Pte Ltd	Chief Executive Officer
23	Council Member	<b>Ron Sim</b>	V3 Group Limited	Chairman
24	Council Member	<b>Kurt Wee</b>	Association of Small & Medium Enterprises	President
25	Council Member	<b>Yong Hsin Yue</b>	Kuok (Singapore) Limited	Managing Director

# SBF Digitalisation Committee

As of 31 December 2022

The SBF Digitalisation Committee, aims to promote technology adoption and digital transformation across the Singapore business community. The Committee works closely with government agencies like the Infocomm Media Development Authority (IMDA), Cyber Security Agency of Singapore (CSA), and Enterprise Singapore (ESG), as well as Trade Associations and Chambers to broaden outreach on digital transformation and raise awareness on cybersecurity and data protection to help enterprises build trust, resilience and a competitive advantage in an increasingly digitised economy.

## CHAIRMAN

**Wong Wai Meng** Council Member, Singapore Business Federation  
Chairman, SGTech  
Chief Executive Officer, Keppel Data Centres

## COMMITTEE MEMBERS

**Ang Yuit** Vice-President, Association of Small & Medium Enterprises  
Chief Executive Officer & Founder,  
The Adventus Consultants

**Dave Ng** Chairman, Singapore Logistics Association  
Group Chief Executive Officer, Bok Seng Logistics

**Dione Song** Chief Executive Officer,  
LoveBonito Singapore

**Farid Khan** Council Member, Singapore Business Federation  
President, The Singapore Malay Chamber of Commerce & Industry  
Chairman, Bourbon Offshore Asia

**Joshua Koh** Co-opt Councillor, Singapore Retailers Association  
Chief Executive Officer, Commune Lifestyle

**Joyce Seow** Group Executive Director, Watson EP Industries

**Lim Chee Kean** Council Member, Singapore Chinese Chamber of Commerce & Industry  
Chief Executive Officer, Ascent Solutions

**Patrick Lee** Council Member, Association of Banks in Singapore  
Chief Executive Officer, Standard Chartered Bank (Singapore) Ltd

**Raymond Chan** Council Member, Singapore Contractors Association Limited  
Director, RATEC Asia

**Sanjey Chandran** Director, Singapore Indian Chamber of Commerce & Industry  
Director, CSD Ventures

**Shamir Rahim** Group Chief Executive Officer & Founder, VersaFleet

# GlobalConnect@SBF Committee

As of 31 December 2022

The GlobalConnect@SBF Committee aims to steer and provide supervisory and fiduciary oversight of the GlobalConnect@SBF initiative. Launched in November 2019 with the support of Enterprise Singapore, GlobalConnect@SBF aims to help Singapore businesses expand and deepen their investments into markets abroad.

The Committee also assists in achieving the mission, vision and intended objectives of GlobalConnect@SBF by driving collaborations among key stakeholders and advising on the implementation of GlobalConnect@SBF programmes.

## CHAIRMAN

**Gan Seow Kee** Vice-Chairman & Honorary Treasurer, Singapore Business Federation  
Board Member, Economic Development Board

## COMMITTEE MEMBERS

**T Chandroo** Immediate Past Chairman, Singapore Indian Chamber of Commerce & Industry  
Chairman & Chief Executive Officer,  
Modern Montessori International Group

**Ernie Koh** Council Member, Singapore Business Federation  
Executive Director, Koda Ltd  
Presidential Advisor, Singapore Furniture Industries Council  
President, Singapore Retailers Association

**Lai Chang Wen** Council Member, Singapore Business Federation  
Chief Executive Officer, Ninja Logistics Pte Ltd

**Lam Yi Young** Chief Executive Officer, Singapore Business Federation

**Emily Liew** Assistant Chief Executive Officer, Enterprise Singapore

**Ranveer Singh Chauhan** Chairman, SBF Africa Business Group  
Director, Akwaaba Ventures Pte Ltd  
Africa Advisor, Singapore Cooperation Enterprise  
Chairman, NTU-SBF Centre for African Studies Advisory Board

**Tay Woon Teck** Partner, RSM  
Managing Director, RSM Business Consulting Division

**Prasoon Mukherjee** Chairman, Universal Success Enterprises Limited  
Chairman, Latin America Business Group, Singapore Business Federation  
Vice-Chairman, South Asia Business Group, Singapore Business Federation



## Jobs & Skills Advisory Committee

As of 31 December 2022

The Jobs and Skills Advisory Committee was formed in 2021 to support SBF in helping the business community tackle manpower issues in their growth journey ahead.

The Committee also aims to steer and provide strategic oversight of the suite of jobs and skills-related initiatives undertaken by SBF to help companies position themselves for human capital transformation and growth, champion the SBF Sustainable Employment initiative, and provide insights and intelligence to shape SBF's policy positions on manpower-related issues.

### CHAIRMAN

**Mark Lee** Deputy Honorary Treasurer, Singapore Business Federation  
Chief Executive Officer & Director of Sing Lun Industrial Pte Ltd

### COMMITTEE MEMBERS

**Elaine Yew** Senior Partner & Global Co-Head of Leadership Advisory Practice,  
Egon Zehnder

**Gilbert Tan** Assistant Director-General, NTUC

**Kuik Shiao-yin** Executive Director, Common Ground Civic Centre & Consultancy

**Lin Rui Wen** Executive Director, Sheng Siong Group Ltd

**Melvin Tan** Managing Director, Cyclelect Group

**Richard Koh** Founder & CEO, M-DAQ

**Susan Chong** CEO, Greenpac (S) Pte Ltd

## SBF SME Committee

As of 31 December 2022

The SBF SME Committee, brings together the government, Trade Associations and Chambers, and SMEs to address issues of concern. The SBF SMEC works together with relevant stakeholders to strengthen the resilience, sustainability, and capabilities of our SMEs.

### ADVISORS

**Zaqy Mohamad** Senior Minister of State, Ministry of Manpower

**Low Yen Ling** Minister of State, Ministry of Trade and Industry

### CHAIRMAN

**Kurt Wee** Council Member, Singapore Business Federation  
President, Association of Small & Medium Enterprises

### COMMITTEE MEMBERS

**Ang Yuit** Vice-President, Association of Small & Medium Enterprises  
Chief Executive Officer & Founder, The Adventus Consultants

**Ernie Koh** Council Member, Singapore Business Federation  
Executive Director, Koda Ltd  
Presidential Advisor, Singapore Furniture Industries Council

**Foo Chek Wee** Head of Human Capital, The Straits Trading Company Limited

**Hasan Abdul Rahman** Board Member, Singapore Malay Chamber of Commerce and Industry

**Irvin Seah** Executive Director, DBS

**Jesher Loi** Director, Ya Kun International

**Kenneth Loo** Chief Operating Officer, Straits Construction Singapore

**Melvin Tan** Group Managing Director, Cyclelect Group

**Pearl Yu** Director, Keystone Cables

**Peter Ho** CEO, Hope Technik

**Royston Tan** General Manager, Pine Labs

**Benjamin Wong** CEO, Transwap

**Bernadette Giam** Director of Corporate Affairs & HR, Cre-ative Eateries

**Chia Kim Huat** Council Member, Singapore Chinese Chamber of Commerce & Industry

**Jayanthi Manian** Board Director, Singapore Indian Chamber of Commerce & Industry

**Ling Ting Ming** CEO, OTSAW

**Olive Tai** Managing Director, Synagie

**Serene Cai** Co-Founder, Speedoc

**Eric Ong** Managing Director, Head of Middle Markets & Services, OCBC

# Singapore Women Entrepreneurs Network Committee

As of 31 December 2022

The Singapore Women Entrepreneurs Network (SG-WEN) was launched on 21 September 2021 to coordinate the existing efforts of businesswomen within the community and serve as a platform to bring together women entrepreneurs in Singapore and connect them with other women entrepreneurs, business leaders and trade associations in the Asia-Pacific, especially those in Southeast Asia.

SG-WEN's vision is to be the preeminent network of women entrepreneurs in Singapore focused on helping them achieve the fullest potential in their businesses to benefit the communities and economies they serve. SG-WEN has also been designated by the Singapore government as Singapore's representative and focal point at the ASEAN Women Entrepreneurs Network (AWEN), a network of national women entrepreneurs and business associations from the ASEAN member states.

SG-WEN celebrated its first anniversary with a commemorative event on 2 December 2022. The event was graced by Guest of Honour, Minister in the Prime Minister's Office, Second Minister for Finance and Second Minister for National Development, Ms Indranee Rajah.

## CHAIRMAN

**Rachel Eng** Managing Director, Eng and Co. LLC

## EXCO MEMBERS

**Ang Shih-Huei** Council Member, Singapore Business Federation  
CEO & Co-founder, Klareco Communications

**Irene Boey** Consulting Director, Integral Solutions (Asia)

**Jocelyn Chng** Chairman & Group CEO, JR Group

**Olive Tai** Managing Director & Co-founder, Synagie

# Young Business Leaders Network Committee

As of 31 December 2022

SBF's Young Business Leaders Network (YBLN) is a diverse network of young business professionals united by a desire to create a positive impact through their businesses. It is a community that offers the chance to meet peers, share experiences, and explore partnerships with a vision to reshape the future of business, one leader at a time.

To reinforce the YBLN charter for young business leaders in Singapore, and the Southeast Asia region, YBLN focuses on four core areas – Membership, Mentorship, Partnership, and Thought Leadership. YBLN aims to build an inclusive and collaborative ecosystem, and to champion innovation, community wellbeing, environmental stewardship, and good governance in business practices.

## CHAIRMAN

**Chong Ee Rong** Vice-Chairman, Singapore Business Federation  
Senior Advisor, Rainmaking Innovation

## VICE-CHAIRMAN

**Mark Lee** Deputy Honorary Treasurer, Singapore Business Federation  
Chief Executive Officer & Director of Sing Lun Industrial Pte Ltd

## COMMITTEE MEMBERS

**Fang Eu Lin** Partner, PricewaterhouseCoopers

**Theodore Khng** Director, Theo10 Pte Ltd

**Zainul-Abidin, Suhaimi** Chief Executive Officer, Quantedge Capital Pte Ltd

# SBF Secretariat

As of 31 December 2022



**THIAN TAI CHEW**  
Executive Director  
Jobs and Skills

**TAN CHEE WEE**  
Executive Director,  
Advocacy & Policy

**MABEL TANG**  
Senior Director  
SBF Business Institute

**ANNIE WANG**  
Executive Director  
Global Division 2

**CHERYL KONG**  
Executive Director  
Corporate Services

**ALBERT TSUI**  
Executive Director  
Advocacy & Policy

**SOO WEI-CHIEH**  
Executive Director  
Global Division 3

**PEGGY NG**  
Executive Director  
HR & Transformation

**LAM YI YOUNG**  
Chief Executive Officer  
(until 31 December 2022)

**WINNIE LOW**  
Executive Director  
Membership & TAC

**JANICE ONG**  
Director  
Communications

SINGAPORE BUSINESS FEDERATION  
Apex Business Group

Chairmen

Ms Theresa Foo-Yo Mie Yoen	2013-2019
Ms Tsieh Fu Hua	2019-

Lee Ching Yen  
Chew Leong-Chee  
Siong Seng  
Lee Yan

