



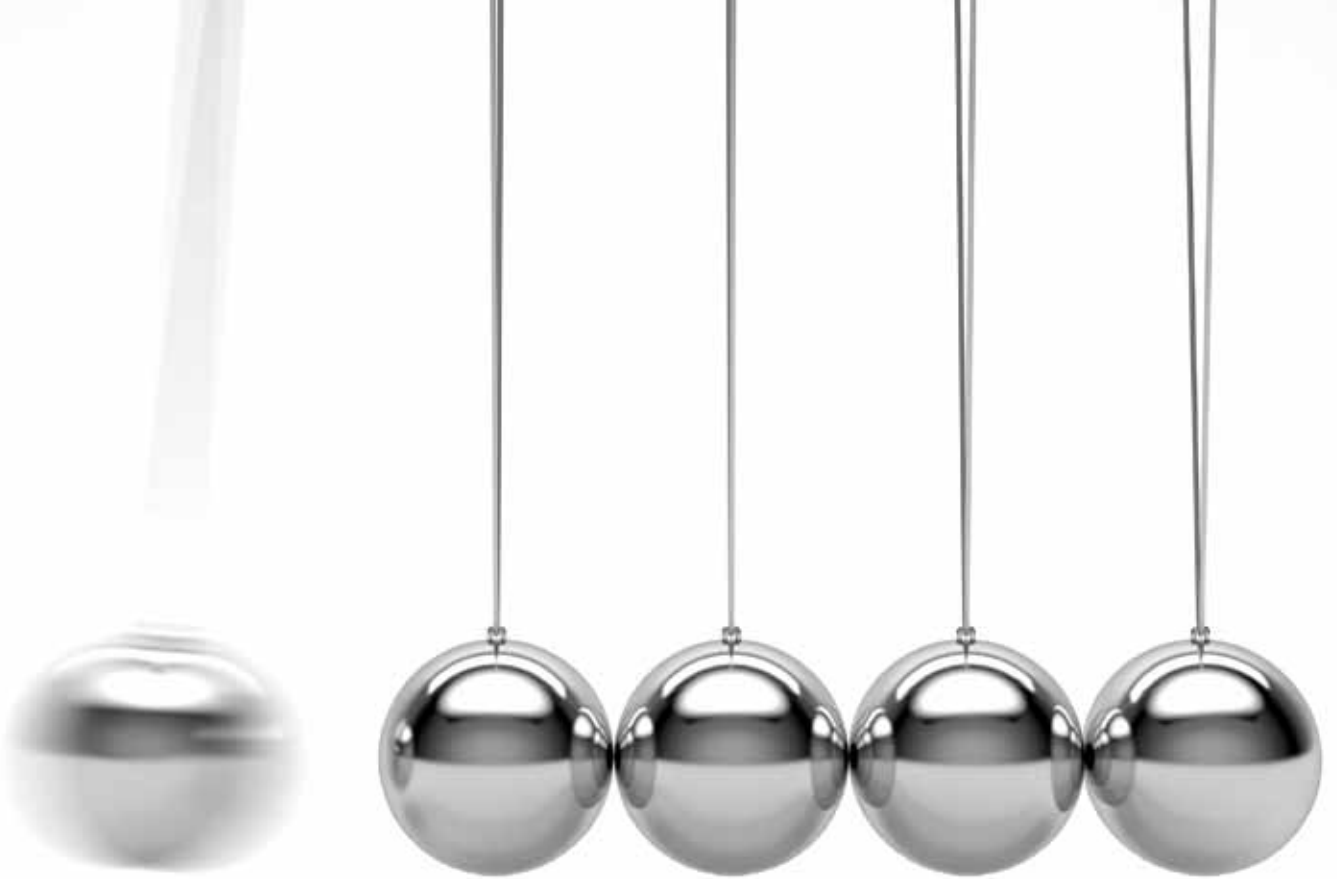
# SUSTAINING GROWTH ENHANCING VALUE

**TEE International Limited**  
Annual Report 2013



## CONTENTS

<b>02</b>	Financial Highlights	<b>22</b>	Board of Directors
<b>04</b>	Corporate Profile	<b>26</b>	Key Executives
<b>06</b>	TEE At A Glance	<b>30</b>	Investor Relations
<b>07</b>	TEE Portfolio	<b>32</b>	Risk Management
<b>10</b>	Corporate Structure	<b>34</b>	Sustainability Report Highlights
<b>11</b>	Corporate Information	<b>35</b>	Corporate Social Responsibility
<b>12</b>	Year In Review	<b>37</b>	Human Capital
<b>14</b>	Chairman's Message	<b>40</b>	Safety, Health, Environmental and Legal Awareness
<b>16</b>	Group Chief Executive & Managing Director's Message	<b>41</b>	Corporate Governance Report
<b>18</b>	Operating and Financial Review	<b>56</b>	Financial Contents
<b>20</b>	Group Financial Highlights		



**TEE has undergone vast transformation since our origins as a general electric contractor to become who we are today – a leading Engineering specialist with our Integrated Real Estate business.**

**With foresight and strategic planning, we are building on our strengths, venturing into multiple operations, spanning different regions; expanding our business operations and segments. We have developed an Infrastructure division to complement our existing businesses, strengthening our overall asset base and income stream.**

**The Group's efforts have formed a synergistic drive and momentum that we are now able to leverage and ride upon.**

**Together as one, we keep our focus on the road ahead, Sustaining Growth while adapting and differentiating ourselves as we diversify and Enhance Value for our Group.**

# TEE AT A GLANCE

## ENGINEERING



Our Engineering segment continues to perform well and going forward, will be more aggressive in pursuing and clinching high-value contracts. We are an engineering solutions provider specialising in large-scale and complex infrastructure services such as rebuilding and conversion of existing facilities, turn-key design and building services as well as system integration. TEE's extensive capabilities and regional networks enable the Group to offer complete solutions based on international standards that cover different industries, including telecommunications and water-related engineering industries.

- Construction and Redevelopment
- Design and Build
- System Integration

## INTEGRATED REAL ESTATE



Our Integrated Real Estate business continues to gain traction both in terms of sales and the acquisition of land bank for future growth. The Integrated Real Estate business is part of TEE's industry diversification strategies and is a natural extension stemming from the Group's vast experience and expertise in infrastructure engineering. Taking on the role of a boutique developer, TEE acquires, designs, develops and markets residential developments either independently or taking strategic stakes with partners in larger projects.

- Property Development
- Estate and Facilities Management

## INFRASTRUCTURE



Our Infrastructure segment is our next growth engine. With our experience in large-scale engineering projects and track record in facilities management, we are positioned to provide infrastructure solutions in the areas of water and energy resources.

- Community
- Energy
- Sustainability

# TEE PORTFOLIO ENGINEERING



Ang Mo Kio MRT Station



Plaza Singapura CapitaLand Project



P&G Singapore Innovation Centre Project



Raffles Education Corporation Project



Raffles Education Corporation Project (Study Lounge)



Raffles Education Corporation Project (Exterior)

# TEE PORTFOLIO INTEGRATED REAL ESTATE



31&31A@Dunsfold Drive



Chewathai Ratchaprrop



448@East Coast



Chewathai Ramkhamhaeng

# TEE PORTFOLIO INFRASTRUCTURE



Industrial Parks



Turn-key Developments



Affordable Housing



Communications



Water Treatment Plants



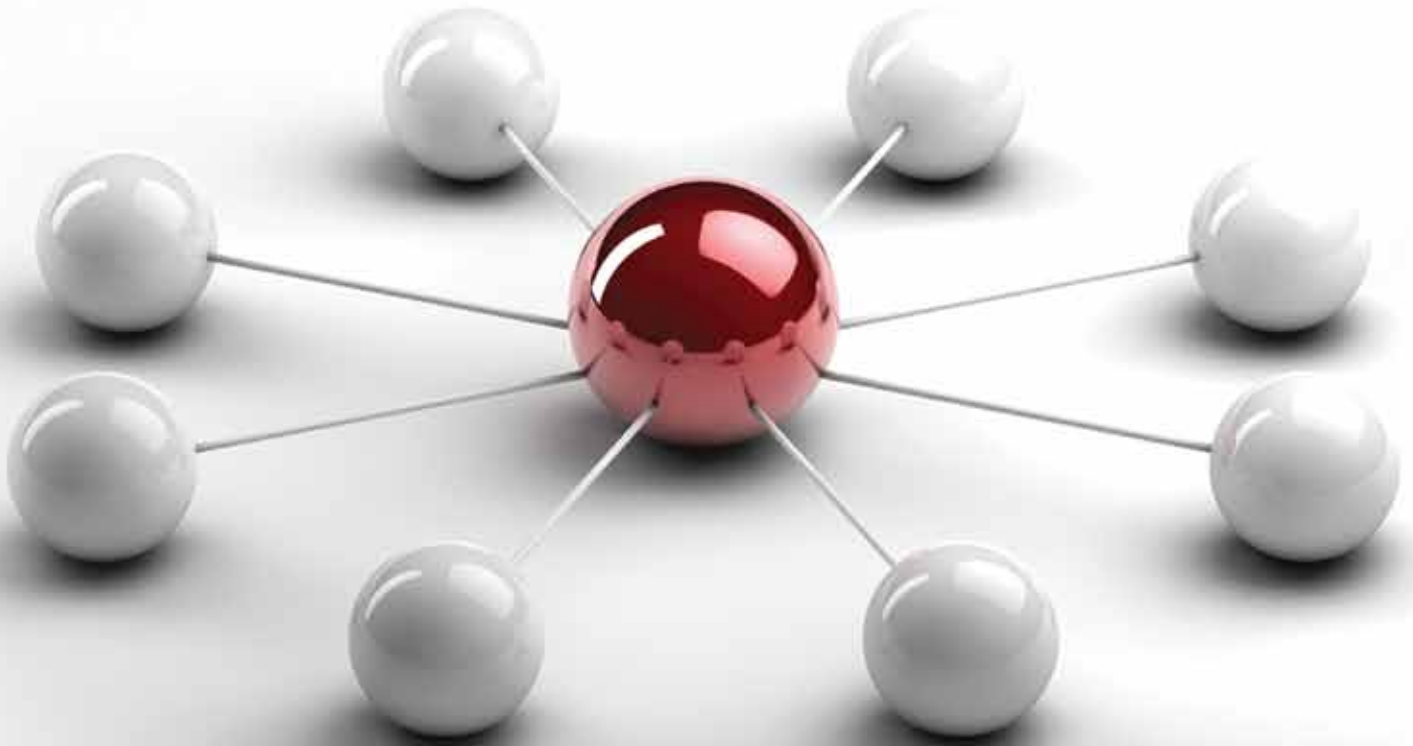
Logistics and Lifting Solutions

# Focusing on Our Core

Going forward, the Group will continue to focus on our core Engineering division. We will push forward into new territories such as Hong Kong, Macau, as well as the Philippines, to win high value and specialised engineering contracts in these markets.

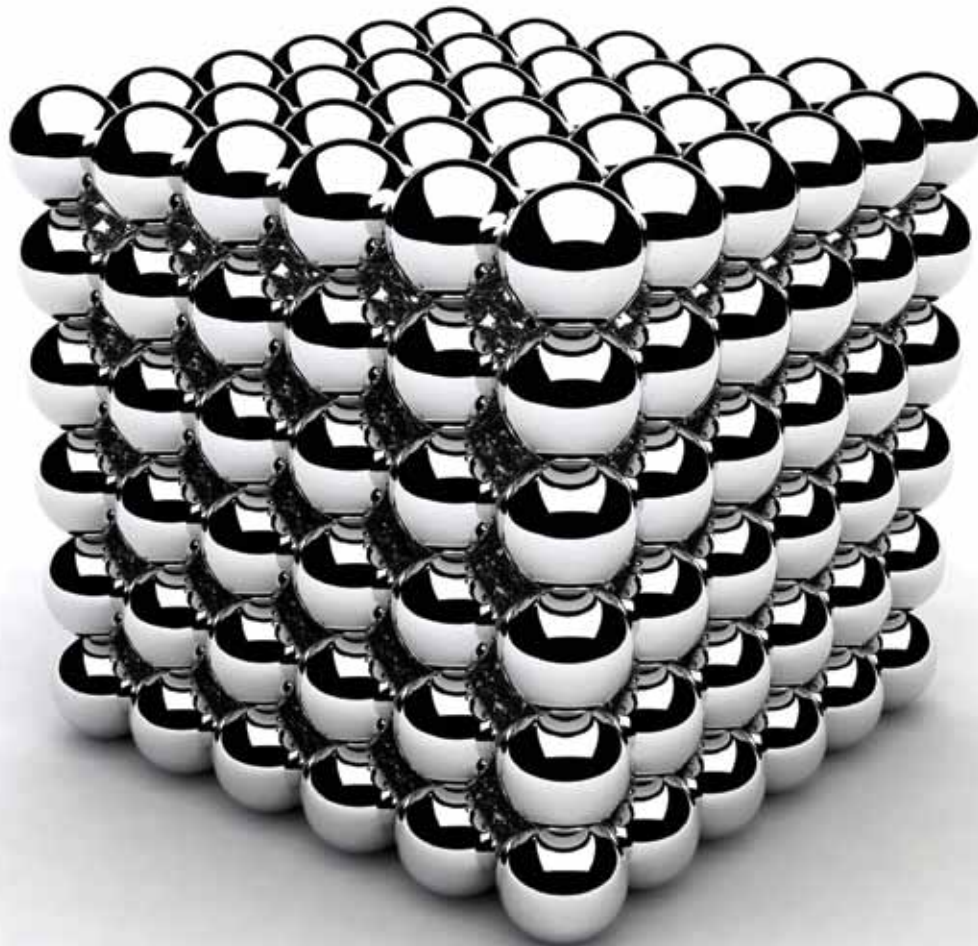






## **Expanding Our Capabilities**

Tapping on our strong engineering background, we have widened our scope of services to offer Infrastructure services for buildings, waste and water treatment, land transport and renewable energy. Our diversified capabilities provide integrated solutions to better cater to the specific needs of all our clients.



## Creating Values

Our proven track record has seen us clinching multiple tenders and contracts for an assortment of developments for the residential, commercial and industrial segments, as well as the management of estate and facilities. Riding on the growth momentum, we have gone further to transform ourselves and realise our goals with the listing of TEE Land Limited on the Mainboard of SGX-ST. This acts as our shining beacon and as proof that our persistence in value creation will enable us to advance to the next level and deliver long-term shareholder value.

# SUSTAINABILITY REPORT HIGHLIGHTS



**TEE takes on a multi-faceted approach towards sustainability, keeping our business and sustainability goals aligned.**

## Human Capital

Priding ourselves as an organisation built upon our people, we are committed to build a skilled workforce that is inclusive and diverse. Through continuous training and development, we grow and nurture a constant talent pool that will enable TEE in achieving sustained growth.

## Corporate Social Responsibility

We believe strongly in serving and giving back to the communities. To foster and cultivate the spirit of volunteerism and caring for the society, TEE highly encourages our employees in their participation and support for our corporate social events and activities that are held regularly.

## Safety and Health

The safety and health of our employees, customers and contractors are an important aspect in the course of our business operations. TEE upholds high standards of safety and health awareness, implementing and reviewing workplace safety practices and health programmes to instill a sense of responsibility and mindset on a safe workplace and sustainable lifestyle.

## Environmental

The Group sees environmental protection and stewardship as part of our responsibility as a corporate citizen. We adopt environmentally-friendly practices, and with our “Go Green Committee”, further drive the Group in our goal to protect and sustain the environment we work in.

## Legal

TEE maintains strict compliance with the statutory rules and regulations, conducting our business in an honest and transparent manner. Regular internal audits are carried out and financial risk management policies are also put into action to enhance our internal management and controls to protect the interests of our stakeholders in all our operations.

# CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (“CSR”) is rooted in our core values and philosophy. TEE cares deeply about serving and giving back to the community and seeks to be a corporate model. We encourage the spirit of volunteerism and actively involve all our staff in the regular community work that TEE organises. Established since 2007, our CSR Committee has planned and organised events and activities for the Villa Francis Home for the Aged (“VF”) as well as other meaningful and worthy causes.

## Fun Fiesta, November 2012

TEE organised a Fun Fiesta for the residents at VF, where we specially engaged an events planner to decorate the place like a “Mini Carnival”. We had the place done up with colourful balloons and banners, setting up a few game stalls and prizes for the winners of the games. The old folks thoroughly enjoyed themselves playing games such as transfer ball and looping bottles with TEE’s staff. Buffet lunch was provided after the event and we distributed fun packs to each of the residents.

## Nee Soon South GRC Hotmeal cum Birthday Celebration, January 2013



Our former Non-Executive Director cum MP Er. Dr. Lee Bee Wah, together with our Executive Director, Mr. Eric Phua Boon Kin, attended the event personally to distribute hot meals to the needy citizens, especially senior citizens. Lunch for the residents this year was served in buffet style. TEE also celebrated the birthdays of residents born in the month of January.

## Pre-Chinese New Year Celebration, February 2013



In the Year of the Snake, TEE continued our tradition of celebrating Chinese New Year with the VF family. We started off this joyous celebration with singing and dancing, followed by a magic show performance that delighted the elderly residents. The lion dance performance added on to the festive mood and all the residents were clapping and cheering to the performance. After the event, buffet lunch and auspicious raw fish salad, known as “Yu Sheng”, were provided, bringing an end to a happy and lively day.

# CORPORATE SOCIAL RESPONSIBILITY

## Caregiver's Dinner, February 2013



This year, TEE held a caregiver's dinner for the residents of VF. A few tables were laid and all of us sat down to enjoy a full course meal while watching and participating in the caregiver's performance specially put up for our VF residents.

## Mother's Day & Birthday Party, May 2013



We celebrated Mother's Day as well as the birthday of Mr. C K Phua, our Group Chief Executive & Managing Director, with the residents of VF. We planned a handicrafts session where TEE's staff paired up with the elderly folks to guide and assist them in creating their own handcrafted flower. The VF residents were also given cupcakes after the celebration and lunch buffet.

## Wall Mural done by students from Guangyang and Whitley Secondary School at TEE's Junction 8 project



TEE participated in this mural project coordinated by the management of Junction 8 Shopping Centre and fully sponsored by TEE's wholly-owned subsidiary, PBT Engineering Pte. Ltd. We provided all the painting material, equipment as well as painting platforms for the wall painting drawn and painted by students from Guangyang and Whitley Secondary School at our project at Junction 8.



## CREATING A HOLISTIC TEE

TEE recognises that human capital is a vital asset central to any organisation, and people play an important part in the business value chain. We aim to maximise the potential of our people through goal alignment, training and courses as well as self-development programmes that not only enhance their performance, but also nurture their personal growth. Our human capital strategy encompasses a comprehensive system of regular recruitment, training, retention and fostering of our staff to groom a constant pool of future leaders. Tapping on the capabilities of our workforce, we will channel this energy to sustain the growth of TEE and create greater values for us to be the leading specialist of choice.

# HUMAN CAPITAL



## Fostering our People

TEE remains steadfast in our commitment to attract, recruit, retain and develop talented individuals to tap on their capabilities and help the Group advance to the next level. We provide training and development in the form of various programmes and upgrading courses for our employees to help them refine their skills, enhance their areas of competencies and achieve improved performance. The courses range from soft skills to personal and professional development training, to unlock their potential, thereby heightening our standards of excellence.

An employee having a sense of belonging to the company is imperative, as that would mean they see their work as a long-term career, working towards a common goal and growing with the company. TEE aims to be the best in providing long-term career as well as career advancement for our staff. We create an open platform for communication, developing strategies and programmes to help employees understand and align their performance, goals and beliefs with the Group and its operations. TEE has established a code of conduct that sets out

the main principles of the conduct and business ethics covering areas such as conflicts of interest, confidentiality of information and conduct in workplace for the employees. In addition, we have a Whistle Blowing Policy in place to enable our employees, to signal serious matters that they may be aware of.

Succession planning is an essential segment in the management of a sustainable enterprise. We identify and groom future talents through mentoring and training, where we empower the next generation leaders in their leadership and management skills. In the constantly evolving business environment today, the availability of a continuous talent pool will inject dynamism and fresh ideas to regenerate our business model, allowing us to maintain the additional edge over our competitors.

## Caring for our People

TEE cares for the wellness of our employees, as we believe healthy individuals and organisational growth are closely interlinked. We advocate a positive workplace culture and work-life balance. To encourage and enhance staff relations



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