

SG ENABLE

Inclusive society. Enabled lives.

Annual Report 2023

ENABLING BEYOND, TOGETHER



Vision

**Inclusive Society.
Enabled Lives.**



Mission

SG Enable creates equitable opportunities for persons with disabilities to aspire and fulfil their potential, through thought leadership, sustainable social innovation and impactful partnership.

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Chairman's Message

Reflecting on the past year with SG Enable fills me with immense pride as we celebrate a significant milestone: A decade of commitment to disability and inclusion. We honour not just the passing years, but every triumph, big or small, and every dream fulfilled. This milestone affirms our steadfast belief in the potential and abilities of persons with disabilities and marks a significant stride towards a more inclusive Singapore.

As part of our celebrations, we launched "Our Story," the anthem for inclusion, featuring a stirring music video that premiered at last year's Gardens by the Bay and Mediacorp's National Day Concert. An inclusive choir performed the song to an audience of 30,000, reinforcing our call for all Singaporeans to build an inclusive nation together. The song was also performed during the 59th National Day Parade by the Voices of Singapore choir, serving as a powerful reminder of our collective commitment to celebrate diversity and foster inclusion in Singapore.

Even as we celebrate our accomplishments, we remain steadfast in our resolve to address the challenges that lie ahead. In line with the Enabling Masterplan 2030, we established the first Enabling Services Hub in Tampines and the first Enabling Business Hub in Jurong.

These regional hubs extend community and employment support closer to the homes of persons with disabilities, supplementing existing centre-based services and enhancing access to social and recreational activities, caregiver support, as well as training and employment opportunities.

Our efforts to drive greater inclusion led to the creation of several strategic partnerships across the public and private sectors. These collaborations catalysed new opportunities and innovations in supporting persons with disabilities. Internationally, our partnership with the Austrian-based Zero Project provided us with a prominent platform to fly Singapore's flag high as a beacon of inclusion, through advancing disability inclusion and scaling sustainable and innovative solutions across Singapore and the Asia-Pacific region.

Our journey is far from over. In an ever-changing landscape, with new complexities and evolving needs, our commitment to innovation, collaboration, and advocacy remains imperative.

With 2024 being designated as the Year of Celebrating Volunteers by the Ministry of Social and Family Development, we recognise the pivotal role each of us plays in building an inclusive society.

I extend my heartfelt gratitude to our dedicated board members, staff, partners, volunteers, and stakeholders whose unwavering support and commitment have been instrumental in shaping SG Enable's legacy of impact as we work towards realising our vision of "Inclusive Society. Enabled Lives."

In particular, I would like to thank our outgoing board members, Dr Chong Yoke Sin, Mr Lim Teck Kiat, Ms Lynn Ng and Ms Jean Tan for their dedicated service and contributions. I would also

like to extend a warm welcome to Ms Dilys Boey, Ms Gan Ai Im and Mr Neo Sing Hwee, who have taken up this new mandate.

Together, let us write the next chapters of SG Enable's story in enabling opportunities beyond limits, enabling ties beyond walls, and enabling inclusion beyond acceptance.

Moses Lee
(Chairman)



Board of Directors and Management



Mr Moses Lee (Chairman)
Chairman, Special Needs Trust Company



Mr Gan Seow Kee
Vice Chairman & Honorary Treasurer, Singapore Business Federation



Mr Neo Sing Hwee
Partner, Ernst & Young Advisory



Ms Dilys Boey
Chief Executive Officer, Workforce Singapore



Mr Chern Siang Jye
Group Chief (Sector & Partnerships Division), Agency for Integrated Care



Ms Gan Ai Im
Managing Director, Group Wholesale & Markets Marketing, United Overseas Bank



Mrs Clara Goh
Deputy Chief Executive, Office of the Chief Justice, Singapore Courts



Dr Haslina Mohamed Hassan
Senior Educational Therapist and Counsellor, MindChamps Allied Care



Ms Ku Geok Boon (Ex-officio)
Chief Executive Officer, SG Enable



Ms Sybil Lau
Director and Board of Directors, Dalio Family Office



Ms Cynthia Leow
Senior Director, Family and Child Development Policy Directorate, Ministry of Social & Family Development



Dr Lim Hong Huay
Chief Executive Officer, CaringSG



Mr Michael Ngu
Chief Executive Officer, Architects 61



Mr Peter Tan
Retired Principal



Mr Xie Yao Quan
Chief Executive Officer, Quantedge Foundation (Singapore)

Audit and Risk Committee

Mr Neo Sing Hwee (Chairman)
Mr Chern Siang Jye
Mrs Clara Goh

Finance and Development Committee

Mr Gan Seow Kee (Chairman)
Ms Gan Ai Im
Ms Sybil Lau

Human Resource Committee

Mr Moses Lee (Chairman)
Mr Peter Tan
Mr Xie Yao Quan

MANAGEMENT

Chief Executive Officer

Ms Ku Geok Boon

Deputy Chief Executive

Mr Ron Loh
Ms Lee May Gee

Our deepest appreciation to our outgoing Board of Directors for their service:

Dr Chong Yoke Sin
Managing Partner, iGlobe Partners

Mr Lim Teck Kiat
Deputy Secretary (Resilience), Ministry of Sustainability and the Environment

Ms Lynn Ng
Assistant Chief Executive, Careers Connect Group, Workforce Singapore

Ms Jean Tan
Chief Executive Officer, Singapore Business Federation (SBF) Foundation

Corporate Information

CORPORATE STATUS

Type of Entity – Company Limited by Guarantee
Date of Establishment – 29 November 2008
Unique Entity Number (UEN) – 200822425N

CHARITY STATUS

Charity Registration Date – 1 March 2009

IPC STATUS

Effective Period – 29 February 2024 to 28 February 2027

EXTERNAL AUDITOR

KPMG LLP

COMPANY SECRETARY

Toh Lei Mui
Boardroom Corporate & Advisory Services Pte Ltd

SG Enable's constitution states that whenever a Board Director has an interest in any transaction, project or matter, the Director shall disclose the nature of his interest before the discussion and should not participate or vote on the matter. SG Enable also has in place a policy for conflicts of interest to ensure that Board Directors and employees act independently and in the best interests of the Company, as well as to avoid conflicts of interest which may impede or compromise the discharge of their responsibilities. All Board Directors have to make a declaration upon each new term of their appointment, and employees to declare upon first appointment and annually thereafter, that they have read and understood the policy and indicate whether there are any present or potential conflicts.

2023 Milestones

March
2024

April
2023

**10th Anniversary
Dinner**



**Launch of i'mable
UnAwkward
Public Education
Campaign**

Page 36

**Our Story — An Anthem
of Inclusion**

Page 39

**ENABLING
SERVICES HUB**
by SG Enable | 970

Our Services:
• Social and learning activities for persons with disabilities
• Battering and caregiver support services
• Outreach and referral to support services

**Official Opening
of 1st Enabling
Services Hub**

Page 24



**Inclusive Art
and Fashion at
National Day 2023**

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**New Strategic
Partnerships for
Greater Inclusion**

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**Launch of
Caregiver Learning
Roadmap**

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**Launch of Post-18
Interactive Guide**

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**Official Opening
of 1st Enabling
Business Hub**

Page 10



**Inaugural
Zero Project x
SG Enable Forum**

Page 30



Zero Project x SG Enable Forum 2023
Enabling Disability Inclusion Through Assistive Technology
30 November 2023



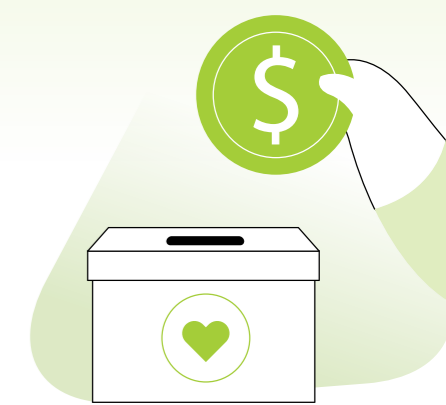
Enabling Opportunities Beyond Limits

When persons with disabilities are provided with the holistic support they require, be it in support services, assistive technology, training, or employment, they can achieve their highest potential. What might have seemed impossible 10 years ago is now another opportunity. And in another decade, what we consider limits today might be seen as nothing more than stepping stones to a more inclusive society.

Goh Chok Tong Enable Fund

~\$697,000

dedicated to support persons with disabilities



Tech Able & Assistive Technology

1,809

clients assessed at Tech Able

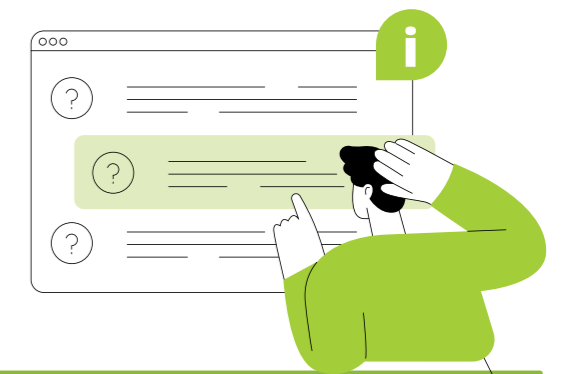
2,280

clients trained in the use of Assistive Technology

Enabling Guide

181,267

unique users served



Queries & Referrals

13,134

queries managed

3,547

persons with disabilities referred to child and adult disability services

Training

5,049

training places curated for persons with disabilities

4,223

persons with disabilities received training



Transport Schemes

9,566

beneficiaries of Car Park Label Scheme, Disabled Persons Scheme, Persons with Disabilities Concession Card, Taxi Subsidy Scheme and Enabling Transport Subsidy

Assistive Technology Fund

2,462

persons with disabilities received subsidies to purchase assistive devices

Inclusive Employment Closer to Home

We opened the first **Enabling Business Hub (EBH)** in Jurong, bringing training and employment opportunities closer to persons with disabilities living in the West. Launched by President Tharman Shanmugaratnam, EBH@Jurong complements our existing employment support initiatives, and contributes to Singapore's aspirational goal of a 40% employment rate for persons with disabilities by 2030.

Persons with disabilities interested in logistics jobs can receive training at EBH@Jurong, while companies that are keen on hiring persons with disabilities can attend learning journeys to pick up best practices in job redesign and the adoption of assistive technology.

EBH@Jurong is also open to the public, and is home to other tenants such as Peace Peas and Superduper. In partnership with **Singapore Land Authority**, we made information on EBH@Jurong and other disability services in the West readily available on OneMap.

Find out more here:



President Tharman Shanmugaratnam, Ms Jane Ittogi and SPS Eric Chua graced the launch.



“
The Hub is one of the important and practical ways in which we can help persons with disabilities to secure work, but we all have a part to play in advocating, and actively facilitating, inclusive employment for all.
- President Tharman Shanmugaratnam

A Difference Already Made
One such person who has benefited from EBH@Jurong is Mr Shahul Hameed Abdul Majeed, a former mechanical engineer who lost the use of his right hand after a stroke in 2019. With support from his job coach, he successfully secured a job with SBS Transit.

The hub has a Centre for Inclusive Employment (Logistics) to showcase best practices of disability-inclusive hiring in the sector. We set up the centre with **Amazon, Singapore Logistics Association, Republic Polytechnic's Centre of Innovation for Supply Chain Management and School of Engineering, and Bizlink Centre.**



Enabling Dreams Beyond Limits

In May 2023, the Mediacorp Enable Fund was rebranded as the **Goh Chok Tong Enable Fund (GCTEF)** to better reflect its roots and intent. It aims to provide persons with disabilities the opportunities to actively contribute to society and lead socially-integrated lives through 3As: providing financial **Aid**, supporting **Aspirations**, and conferring **Awards** to recognise the achievements and potential of persons with disabilities.

Enabling Dreams — Many Stories, One Singapore

In support of GCTEF, Dr Teo Hark Piang, BBM, and Mr Chua Ee Song Melvin, BBM, organised the “Enabling Dreams – Many Stories, One Singapore” charity dinner, where over \$2 million in donations was raised. Emeritus Senior Minister Mr Goh Chok Tong was the Guest of Honour.

Over 380 guests supported the initiative, including Mr Chu Chee Keong, PBM, and Mdm Leow Poh Hoon — who generously donated \$333,333.

Paint It Forward

GCTEF collaborated with **Frasers Property Singapore** for its inaugural Paint It Forward community art jam event, where shoppers came together to co-create unique works of art with persons with disabilities. For every participant, Frasers Property Singapore contributed \$10 to GCTEF. More than 5,000 canvases were completed across 10 malls, adding up to over \$50,000 donated to GCTEF.



Sharing Experiences & Championing Inclusion

In their own spheres of influence, our **iChamps** (Inclusion Champions) passionately advocated for disability inclusion and raised public awareness about the daily challenges they face. For instance, Mr Nakul Gaur spoke about the barriers persons with disabilities face in workplaces at a Landor & Fitch panel, while Mr Ivan Mok, Mr Josh Tseng, Ms Zoe Zora and Mr Warren Sheldon Humphries appeared on “Live Free”, a CNA documentary series which gave a first-hand perspective into the lives of persons with disabilities.



The GCTEA was graced by President Tharman Shanmugaratnam, Ms Jane Ittogi, ESM Goh Chok Tong and SPS Eric Chua.

Goh Chok Tong Enable Awards

Launched in 2019 with Tote Board as a Founding Sponsor, the **Goh Chok Tong Enable Awards (GCTEA)** is a key initiative of GCTEF that celebrates the achievements of outstanding persons with disabilities.

The ceremony was held at the Istana and recognised 14 individuals across two categories. GCTEA (Achievement) awardees each received \$10,000, while GCTEA (Promise) awardees each received \$5,000.

GCTEA (Achievement) Awardees

1. Ms Aisah Binte Ibrahim
2. Ms Laurentia Tan Yen-Yi
3. Ms Judy Anne Wee
4. Mr Mohamed Ismail Bin Hussain
5. Ms Neoh Yew Kim
6. Ms Quek Hwee, Kimberly
7. Ms Shariffah Faaiah Binte Syed Abdullah Alkaff
8. Ms Sophie Soon Jin Wen
9. Mr Filmer Tan Chin Wei
10. Ms Weng Jiaying
11. Mr Rajpal Nirat Singh (posthumous)

GCTEA (Promise) Awardees

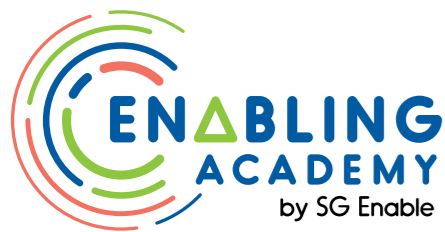
1. Mr Aloysius Gan Kai Hong
2. Ms Nicolette Koh Shi Jing
3. Mr Shalom Lim Ern Rong

Our congratulations to the awardees, and thanks to our evaluation panel chaired by SG Enable board member Mr Michael Ngu, CEO, Architects 61, and comprising Mr Tan Choon Shian, CEO, Tote Board, and Ms Tham Loke Kheng, CEO, Mediaworld.

Donate to GCTEF here:



Lifelong Learning Beyond the Classroom



After persons with disabilities complete their education, they may need additional training for personal development and professional growth. To expand lifelong learning support for persons with disabilities and help them face the future with confidence, the **Enabling Academy**, our disability learning hub, has embarked on several initiatives and partnerships.

\$4m Temasek Trust-CDC Lifelong Learning Enabling Fund Benefitted 5,200 Individuals

The fund — set up by **Temasek Trust** and the five **Community Development Councils** — supported a wide range of courses curated by the Enabling Academy such as photography, sports, mental wellness, and resume writing.

Through this fund, Enabling Academy also supported close to 100 training partners in developing over 500 new inclusive courses.



Through this fund, Mr Sim Kah Yong, who has visual impairment, fulfilled his lifelong dream of playing the piano.

Independent Living and Work Skills Training

We have been working closely with **SkillsFuture Singapore** to expand course fee funding support to include independent living and work skills training courses. Our **SG Enable Training Grant** also covers course fee funding, opening doors for persons with disabilities to acquire a diverse set of functional skills; applicable in everyday settings from home and the community, to the workplace.

With the help of this grant, Mr Azhar Samsuddin enrolled in a dance training programme curated by Enabling Academy and Faith Music Centre and showcased his skills at the 2024 Chingay Parade.



Enabling Academy Learning Festival



Participants posing with Guest of Honour MOS Gan Siow Huang.

Close to 600 persons with disabilities and caregivers attended the inaugural **Enabling Academy Learning Festival**, held in conjunction with the SkillsFuture Festival 2023. This barrier-free roadshow allowed persons with disabilities to harness the power of learning through vocational training and personal development opportunities.

Partnership with DBS Foundation

In a first-of-its-kind collaboration, we are partnering **DBS Foundation** on a new initiative to upskill 6,500 persons with disabilities and caregivers over the next three years and equip them with financial and digital literacy skills.

We will also jointly develop a learning roadmap spanning topics such as insurance, scam awareness, and long-term financial security for persons with disabilities in the event of their caregiver's passing.



The launch of the partnership was graced by President Tharman Shanmugaratnam and Ms Jane Ittogi.

Future Care Planning

We continue to support caregivers in making long-term care plans for their loved ones. Together with our Future Care Planning workgroup (comprising Autism Resource Centre, MINDS, Rainbow Centre, Special Needs Trust Company, SPD, TOUCH Community Services, Happee Hearts and NWC Longevity Practice), we map out the vision and direction for the sector — addressing service gaps and developing an approach to deliver future care planning services at natural touchpoints.

At the same time, we build the capability of sector professionals to engage and support caregivers in future care planning through training programmes and resource provision.

Building the Employment Ecosystem

Over the past ten years, we have been building and strengthening the disability-inclusive employment ecosystem through:

- Equipping persons with disabilities for the workforce
- Supporting inclusive employers
- Enhancing the capabilities of disability employment professionals

To strengthen the competencies of disability employment professionals, who play a crucial role in supporting jobseekers with disabilities, we organised several Community of Practice sessions. These included a learning journey at the Amazon Fulfilment Centre, and a sharing session from **Workforce Singapore** and APSN on their best practices.

“

We knew that there would be many other organisations who are on the same [disability inclusion] journey as us, who want to learn from one another, but there was no platform where we could really dip in... SG Enable was the shot in the arm that we needed.

- Mr Nakul Gaur, Director of Demand Generation, B2B eCommerce, Unilever Singapore

A Return to Work

After both of Mr Sazali Ismail's legs were amputated, he could no longer work as a courier.

Through our **Hospital-To-Work Programme**, he found employment with SBS Transit as a 'Travel Buddy', providing support to passengers at Boon Lay bus interchange.



Photo via Berita Mediacorp

In FY23

901

persons with disabilities benefitted from Job Placement and Job Support services

343

persons with disabilities benefitted from IHL Internship, RISE Mentorship, School-To-Work and Hospital-To-Work programmes

4,205

inclusive employers trained

228

disability employment professionals trained

Recognising Best Practices in Inclusive Employment



Enabling Mark is the national accreditation that recognises employers for their best-in-class disability-inclusive hiring practices and outcomes, where they are seen as empowering, innovative, and collaborative. This, in turn, allows the public to recognise the businesses that are actively doing good.

One such business is Holiday Inn Singapore Atrium, which started hiring inclusively in 2010 and has maintained its Enabling Mark (Gold) status since 2021. It currently employs 14 persons with disabilities, including Mr Thng Kai Bin, a doorman with intellectual disability. His outgoing personality and efforts in remembering guests' names earned him both the hotel's Employee of the Year Award in 2017 and the Exemplary Employee Award in 2021's Enabling Mark Awards.

Mr Thng is not our only success story. Many of our Enabling Mark-accredited employers prove that persons with disabilities can showcase their strengths and thrive in the workplace as long as appropriate accommodations are made, right from the recruitment stage.



The Numbers

176

accredited employers from October 2020 to April 2024

11

Platinum Recipients

32

Gold Recipients

133

Silver Recipients

View the Enabling Mark Honour Roll here:



Enhancing Disability Support & Services

We supported the effective running of disability services, programmes and schemes by working closely with social services agencies (SSAs), special education (SPED) schools, relevant government agencies, and our funders — the Ministry of Social and Family Development (MSF), Ministry of Education, Tote Board, and Community Chest.

The Numbers

\$450 million

disbursed to social service agencies, employers, and training providers

28

disability programme types and grants supported

For care services, we worked with SSAs to develop business continuity plans and incident management, establishing robust reporting processes and follow-up actions to effectively mitigate risks.

In transport, we made it easier to apply for the **Persons with Disabilities Concession Card** by streamlining the application process, and also worked with MSF to review and increase the **Enabling Transport Subsidy**.

In the past year, we also organised two Community of Practice sessions, focused on supporting students with higher needs and individuals with behavioural issues.

Post-18 Transitions

To smoothen the transition of SPED graduates to care services, we facilitated more than 60 open house sessions, which were attended by over 600 caregivers and SPED school staff.

We piloted the **Supported Transition and Engagement Programme (STEP)** with Delta Senior School, Grace Orchard School, Rainbow Centre - Margaret Drive School, and Rainbow Centre - Yishun Park School, providing enrichment activities and courses in daily living skills to more than 30 graduates.



“

I believe that the STEP programme is a meaningful engagement in allowing my child to integrate into society. I hope that the skills imparted during the programme will motivate and encourage them to live independently and not be too reliant on their parents.

- Mr Tangka Raja, Caregiver of a child with intellectual disability

Realising Potential Through Social Innovation



We launched our fifth and sixth **Enabling Lives Initiative Grant** calls, focusing on realising the potential of persons with disabilities, and building accessible communities.

We received 75 submissions and committed a total of \$4 million to 10 projects that aim to benefit 2,600 persons with disabilities.

Funded by **Tote Board** and managed by SG Enable, the grant brings together the best ideas from the community of non-profit organisations, social enterprises, and innovators to create scalable, impactful innovations to improve the quality of life of persons with disabilities. Following the completion of this second tranche, we successfully secured a third tranche of the fund in March 2024.

Highlights from Enabling Lives Initiative Grant

Rainbow Centre's Championing a Good Life

Rainbow Centre is developing a first-of-its-kind digital portal that connects befrienders with persons with disabilities, particularly those who are transitioning out of their SPED schools. The portal will also help social workers build a database of active befrienders more easily, and match them with clients based on interests and proximity. It also equips befrienders through the provision of training resources and educational content.

YMCA Club Lite

Aimed at post-18 persons with disabilities, **YMCA's Club Lite** provides a structured programme comprising activities and programmes that increase their level of confidence and independence. Through intentional engagement and life skills-related activities, such as planting vegetables at Metropolitan YMCA's urban farm, persons with disabilities gain exposure and opportunities to connect with the community, enhancing their social integration and wellbeing.



Showcasing Quality Art for Social Good

Having earned recognition over the years for the high-quality merchandise and services by artists with disabilities through **i'mable Collective**, we achieved many breakthroughs in FY2023.

Corporate Gifts for the Public Sector

For the first time, ART:DIS, Bizlink, Cerebral Palsy Alliance (Singapore), Down Syndrome Association (Singapore), and JOURNEY by TOUCH Community Services were awarded a contract as part of a whole-of-government tender for corporate gifts led by VITAL. This marks a significant milestone in social procurement with demand aggregation, and a commitment by the public sector to support artists with disabilities.

The Numbers

>\$900,000

in sales of merchandise and commissioned products since inception

35

new product lines developed with i'mable Collective Makers and Enterprise Partners



Upcycling Artworks

We collaborated with our Memorandum of Understanding (MOU) partner **Temasek Polytechnic** to come up with new creative products that are replicable by persons with disabilities, commercially viable, and sustainable.

More than 40 students participated in this design challenge, delivering 10 concepts that included bags and pouches made from retired aircraft leather and life jackets. As part of the process, they visited i'mable Collective makers SPD, MINDS, and Social Gifting to observe persons with disabilities at work, and gained a deeper understanding of their strengths and challenges faced.



From a beneficiary to a giver

As a student with autism, Tang Wen Xi is now giving back to the community through his internship at the social enterprise, Social Gifting. With the "Baobei" series that he developed during the design challenge, he now teaches other persons with disabilities to create leather products, which will be launched at the **i'mable Gift Market** during the 2024 **Enabling Lives Festival**.

Strengthening Partnerships

With i'mable Collective's aim of fostering multi-sectoral collaborations and energising inclusive communities to bring about social impact, partnerships remain central to what we do. We signed an MOU with our art and community partner **Temenggong Artists-in-Residence** to enhance our joint efforts in curating art produced by persons with disabilities, developing them into quality products, and showcasing them in community projects.



The MOU signing was witnessed by SPS Eric Chua.

Collectible Pins for an Inclusive Library

Ahead of the official opening of Punggol Regional Library — Singapore's first public library with an extensive suite of services co-created with and designed for persons with disabilities — the **National Library Board** partnered with i'mable Collective to create collectible pins that showcase the significance of libraries to the artists with disabilities.





Enabling Ties Beyond Walls

The right bonds can tear down walls.

In a world that is far more connected now than it was a decade ago, we want to look beyond services that are limited by location or institution, connecting persons with disabilities and their caregivers with resources they need to participate in community life, fully and actively.

The partnerships we have forged and continue to develop, both locally and internationally, allow us to learn from one another, explore new ideas, and find fresh solutions to become a more inclusive society.

Post-18 Interactive Guide

>3,600

persons with disabilities and caregivers benefitted

Project 3i led by CaringSG

>3,100

caregivers supported

>120

grassroots volunteers and caregivers trained



Partnership with the Zero Project

>10,000

people reached through the Zero Project Network

100

countries represented at the Zero Project Conference 2024

International Engagements

170

foreign delegates hosted at Enabling Village



A Network of Support Closer to Home

Bringing support services closer to home for persons with disabilities and their caregivers, we launched the first **Enabling Services Hub (ESH)** in partnership with **SPD** at Tampines West Community Club.

The launch was graced by Mr Masagos Zulkifli, Minister for Social and Family Development, and Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth, and Social and Family Development.

For persons with disabilities who are not actively enrolled in care or vocational services, ESHs provide a community-based alternative that encourages social inclusion and enables them to be meaningfully engaged.

ESHs also aim to develop a stronger ecosystem of support by rallying neighbours and volunteers as well as leveraging the diverse strengths of our community partners. ESH@Tampines is currently working with **People's Association, National Library Board, and CaringSG** to create inclusive community activities, curate training programmes and provide caregiver support.

Two more ESHs will be set up in Jurong and Punggol in 2025 to serve persons with disabilities in Jurong West, Jurong East, Clementi, Queenstown, Punggol, Hougang, Sengkang, and Serangoon towns.



“

ESH serves as an important touchpoint in addressing the concerns about the quality of life of persons with disabilities, and the receiving of respite or support for their caregivers.

- Mr Abhimanyau Pal, CEO, SPD



Photo via The Straits Times

Find out more here:



Justus Teo, 20, started volunteering at ESH@Tampines in early 2024, facilitating board game sessions for persons with disabilities and training them to become volunteer librarians at Tampines Regional Library. Through this experience, Justus has grown in his ability to empathise and support those around him, and gained a deeper appreciation for the abilities of persons with disabilities.



Charting Post-School Pathways

Starting a new chapter of life after graduating from Special Education (SPED) schools can seem challenging for students with disabilities and their caregivers.

To help them navigate the next step in their journey, we developed the **Post-18 Interactive Guide**, which was launched by Dr Maliki Osman, Second Minister for Education at the 2023 SPED Learning Festival. Available on the **Enabling Guide**, our first-stop online resource for persons with disabilities and caregivers, it empowers users to explore options and make informed choices tailored to their unique aspirations and abilities. In particular, it extends beyond centre-based adult disability services to include community programmes, lifelong learning and employment opportunities, and more.



Explore the guide here:



MOE-SG Enable Awards

Together with the Ministry of Education (MOE), we honoured SPED school teachers for their invaluable contributions at the **MOE-SG Enable Awards 2023** ceremony.



Dr Maliki Osman, Second Minister for Education, graced the MOE-SG Enable Awards 2023 ceremony, which was also part of the Special Education Learning Festival.

Congratulations to the Winners

MOE - SG Enable Outstanding SPED Teacher Award

- Ms Nur Rasyidah Binti Andi Satria, Chaoyang School
- Mrs Sarah de Castro Sacro, Katong School
- Ms Tng Lee Khim, Metta School

MOE - SG Enable Promising SPED Teacher Award

- Ms Nur Irdayu binti Abdul Kadir, Cerebral Palsy Alliance Singapore School (East)
- Ms Gurprit Kaur D/O Paramjee Singh, Grace Orchard School
- Ms Lim Xue Wei Laura, Metta School

MOE - SG Enable Innovation Award

- Cerebral Palsy Alliance Singapore School (East)
- Grace Orchard School
- Metta School



Winners of the MOE - SG Enable Outstanding SPED Teacher Award

Harnessing Synergies

A more inclusive Singapore is not something we can achieve on our own.

National CARECarnival and Conference

Leveraging our joint efforts to support caregivers, we launched the inaugural National CARECarnival and Conference, a cross-sector collaboration between the **Agency for Integrated Care (AIC), CaringSG, National Council of Social Service (NCSS),** and SG Enable.

The Numbers

>3,000

members of public and caregivers attended the 3 CARECarnivals

>400

participants worldwide attended the virtual CAREConference

>50

partners from the public, private and people sectors took part in this event

Themed “Caring and Growing with Caregivers”, the event aimed to empower caregivers, mobilise the community, and strengthen support for them. As part of the conference, we also launched the **Caregiver Learning Roadmap**, a companion guide for caregivers of persons with disabilities to identify and obtain the knowledge and skills needed at different stages of their caregiver journey.

The CARECarnival @ Enabling Village was graced by Mr Desmond Lee, Minister for National Development and Minister-in-charge of Social Services Integration.

Resources that we co-developed with AIC — including “Caring Together”, a dramatised video series about two families navigating their respective caregiving journeys — were unveiled at this event. They were also shared at our bi-annual **Coalition of Partners for Caregiver Support** meeting, a gathering of community partners to learn from each other, identify challenges, and explore collaborations.

Watch the video series here:



CARECarnival (Enabling Village)

11 NOVEMBER 2023



Project 3i

A caregiver-led initiative by CaringSG that aims to connect, enable, and empower caregivers to find support for themselves and their loved ones, as well as build inclusive communities.

It was a pilot under the **Singapore Together Alliance for Action (AfA) for Caregivers of Persons with Disabilities**, which was convened by SG Enable, NCSS and partners in 2021.

Funded by Temasek Foundation, Tote Board, and NCSS, it has proven to be effective in supporting caregivers by fostering community-building and connecting them systematically to various touchpoints. Following the wrap-up of the AfA in 2024, Project 3i will be scaled up and integrated with our **Enabling Services Hubs**.

Step One

Developed with CaringSG, this programme meets caregivers at the point of their child’s diagnosis, a crucial transition point on their caregiving journey. Its bite-sized e-modules provide caregivers with resources and strategies to support their child’s growth. The programme also builds bridges within the caregiving community by connecting participants to caregiver support groups. Launched in July 2023, it has benefitted close to 100 new caregivers.



Step One effectively transitions new caregivers from an initial state of uncertainty to becoming well-informed and prepared, ready for the long caregiving journey ahead.

– Caregiver of a child with autism

Take-A-Break Caregiver Respite Programme

Following a successful three-year pilot, which saw 7,177 respite hours provided to 162 families, we will be working together with **SPD** to administer the next run of the programme for caregivers in need of respite care.

A helpful complement to other services that primarily focus on persons with disabilities, respite care enables caregivers to take time for themselves, engage in activities they enjoy, and care for their loved ones in a more sustainable manner.

Find out more about the programme at:



Read more about the AfA’s impact here:



Going Global

As we fly Singapore's flag high as a beacon of inclusion for other countries, we show that not only do ties go beyond walls, they extend beyond borders too.



Zero Project

In November 2023, we inked a Memorandum of Understanding (MOU) with the **Zero Project**, an Austrian-based non-profit initiative by the Essl Foundation which aims to create a world with zero barriers through finding and sharing solutions that improve the daily lives and legal rights of all persons with disabilities. Through our MOU, we hope to advance disability inclusion in Singapore and the Asia-Pacific region.

The MOU is focused on:

- Scaling and replicating innovative solutions
- Jointly organising engagements for like-minded stakeholders
- Expanding the reach and impact of existing local innovations by sharing them through global networks

The MOU was signed at the inaugural **Zero Project x SG Enable Forum**, where guests from various countries gathered to hear about the efforts of local and international organisations in realising a tech-enabled inclusive world.

Catch up on the Zero Project x SG Enable Forum 2023 here:



Thought Leadership and International Conferences

In the past year, we were invited to judge and share at several national challenges, hackathons and awards, playing our part as a strong subject matter specialist in accessibility and inclusion for persons with disabilities.

These included:

- National Assistive & Rehabilitation Technologies Student Innovation Challenge
- Best Usability (Industry) Award for GovTech's Digital Services Awards 2023
- Dell Technologies InnovateFest 2023
- Ministry of Education's Innovation Programme
- Sarawak Preschool International Convention 2023

“

Promoting sustainable social innovation is key in our mission, so this partnership with the Zero Project is a great opportunity to exchange best practices with international experts and catalyse greater disability inclusion in Singapore and beyond.

– Ms Ku Geok Boon, CEO, SG Enable

International Relations

We hosted foreign delegations from all over the world at **Enabling Village** throughout the year, welcoming visitors such as Ms Sara Minkara, U.S. Special Advisor on International Disability Rights, The Honourable Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion, Canada, and many others.

We also represented Singapore on platforms such as the annual Zero Project Conference, where our CEO, Ms Ku Geok Boon, delivered a keynote address at the United Nations Office in Vienna, and a Canadian Embassy Roundtable on Disability Inclusion, where we contributed our thought leadership in disability-inclusive employment and the empowering role of technology.



Strengthening Partnerships

Partnerships across sectors are critical for disability inclusion. These alliances promote resource sharing, innovation, and policy development, creating inclusive environments and ensuring equal opportunities for all.

Innovations in Wayfinding



Enabling Village Wayfinder

To improve the commuting experience for persons with disabilities, **Hyundai Motor Group** designed this comprehensive indoor/outdoor navigation app. We trialled it with persons with visual impairment together with Hyundai Motor Group and the **Singapore Association of the Visually Handicapped**.

Sporting features such as barrier-free route mapping, real-time obstacle alerts, and turn-by-turn audio instructions, the pilot received positive feedback and is currently undergoing enhancements before being scaled up.

OneMap

We also partnered the **Singapore Land Authority** to map barrier-free routes onto OneMap, the authoritative national map of Singapore. Covering tourist attractions, residential areas, and shopping malls, these routes enable wheelchair users to plan their journeys and travel around Singapore more easily.



SPS Eric Chua trialling OneMap with two wheelchair users at an MRT station.



Disability Professionals Network

We brought together stakeholders in the disability space through our **Disability Professionals Network (DPN)** sessions, which help us to deliver more coordinated and impactful services to persons with disabilities. One of the sessions involved Professor Jennifer Smith-Merry from the Centre for Disability Research and Policy, Australia, who shared about the success factors for placing persons with disabilities in employment.

Recently, Tri-Sector Associates shared insights from a study conducted on the post-18 landscape in Singapore. Co-funded by SG Enable, this study was done in collaboration with AWWA, Metta Welfare Association, MINDS, Thye Hua Kwan Moral Charities, and TOUCH Community Services.

We also gathered academics, healthcare professionals, school representatives, social service agencies, and persons with visual impairment for a workshop on supporting the visually impaired community. Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth, and Social and Family Development, joined us for this workshop.





4th i'mable x NDP Collaboration

140

art pieces

4

consolidated
NDP artworks

25

artists with and
without disabilities

23

partner
organisations



Bridging Understanding Between People

~13,000

learners certified as
Caring Commuter Champions



Learning Journeys

92

tours to Enabling Village

3,079

visitors to Tech Able

Promoting Accessibility and Inclusive Products and Services

657

attendees at consumer
inclusiveness workshops

192

attendees at
e-accessibility workshops

10

corporate
partners engaged
through consumer
inclusiveness efforts

Enabling Inclusion Beyond Acceptance

Acceptance is just the first step.

While public awareness has improved significantly in the past ten years, we want to look even further than that — to create a truly inclusive society where we can embrace our differences and flourish.

Through public education, recognising the talents of persons with disabilities on national platforms, and creating opportunities for interaction, we're building a caring and inclusive Singapore where disability inclusion is the norm, and persons with disabilities are integrated as valued members of society.

UnAwkward Ourselves



by SG Enable

Nothing cuts tension like a good laugh — and nothing gets a heartier laugh like subverting expectations. That's precisely what the UnAwkward campaign did, flipping the script on the all-too-common awkward clumsiness of a first encounter with a person with disability.

The UnAwkward campaign — part of our **i'mable** public education initiative — took a humorous view of these initial interactions, launching with a hilarious, thought-provoking 80-second short video.

We then continued the conversation around inclusion on social media, by sharing tips on overcoming this awkwardness and real-life stories from persons with disabilities. In a segment called "Frequently Awkward Questions", the film's cast spoke with passers-by and engaged them in educational and pun-filled Q&A sessions.

The response to the campaign was tremendous, garnering ardent support from partners who promoted the campaign in cinemas, malls, community hubs, and public transport nodes.



She's lost her hands. And he's lost for words.

i'mable to look beyond my disability. Are you?

#UnAwkward yourself and embrace inclusion. Follow @imable.sg and pledge at imable.sg/UnAwkward



He's special. He can't turn away.

i'mable to look beyond my disability. Are you?

#UnAwkward yourself and embrace inclusion. Follow @imable.sg and pledge at imable.sg/UnAwkward

The Reach

1.2 million

users reached on Instagram

22.9 million

views on TikTok

>360,000

website visits



Gong Awards:

Gold in Film Craft, Bronze in Gong for Good: Branded Entertainment, Bronze in Gong for Good: Social & Influencer



MARKies:

Gold and Silver for Most Creative - Video
Gold for UnAwkward
Silver for Frequently Awkward Questions



TikTok:

Silver for Best Branding Campaign

“

As a person with disability, the message of this film was extremely important to me on a personal level. Together with everyone, I hope for us to take action and overcome social barriers, creating an even stronger and cohesive Singapore society.”

- Bertrand Lee, director of the UnAwkward campaign video

Check out the campaign here:



Onward As One Inclusive Singapore

For the fourth year running, we took our message to the nation's biggest stage.

Working together with the **National Day Parade (NDP)** 2023 Executive Committee, we continued to encourage an appreciation for the artistic talents of persons with disabilities by featuring their works on NDP packs. This time, however, instead of artists working individually, we made sure that inclusion was a part of the packs' ideation from the very beginning.

The artworks found life beyond the NDP stage as they were:



transformed into wearable art for Members of Parliament including DPM Heng Swee Keat, SPS Eric Chua, MOS Gan Siow Huang, and MP Cheryl Chan.



the inspiration for a limited-edition capsule necklace which was crafted by **i'mable Collective** and Eden + Elie, and worn by then-President Halimah Yacob



adapted into a fashion wear collection by **i'mable Collective**, Singapore Fashion Runway (SFR) and Yingthelabel



Then-President Halimah Yacob and her husband Mr Mohammed Abdullah Alhabshee joined VOS to perform "Our Story" at the Gardens by the Bay and Mediacorp National Day Concert.

Persons with disabilities were also part of the parade through song. A medley of popular NDP songs was performed by a choir of 127 performers with and without disabilities, and screened at the parade.

And then, there was Our Story, an anthem of inclusion composed by Dr Darius Lim, the Artistic Director of **Voices of Singapore (VOS)**. Released in conjunction with the National Day Celebrations, Our Story celebrates a decade of inclusive efforts by SG Enable and our partners.



*I am strong, I am different,
unique in every way
We're part of the same story,
we're part of the same place
Celebrate our colours, each and every face
You are a part of me, a journey we embrace*

Amplifying its impact, the accompanying music video — SG Enable's rallying call to build an inclusive Singapore beyond the realities of today — was screened at GetActive! Singapore Heartland Festivals, and performed at the Gardens by the Bay and Mediacorp National Day Concert to a crowd of close to 30,000.



The Reach

>5.8 million

impressions

~160,000

views

>11

unique renditions by
Key Opinion Leaders

Watch the music video
for Our Story here:



Empowering Next Generation Leaders

To foster disability inclusion and build up the next generation, we continued to expand our partnerships with Institutes of Higher Learning in the areas of public education, capability development, and disability-inclusive employment initiatives. Following the establishment of our first two **Enabling Volunteer Chapters** in **Temasek Polytechnic** and **Ngee Ann Polytechnic**, students from the **Singapore Management University (SMU)** joined as our third chapter under the name SMU Purple. They helped raise awareness about disability and inclusion among their fellow students and SMU staff members by organising a learning journey through **Enabling Village** and **Tech Able** for them.

Meanwhile, student leaders from SENvocates, our Enabling Volunteer Chapter at Temasek Polytechnic, conducted a disability awareness workshop for their peers at Ngee Ann Polytechnic. The workshop included a talk on disability awareness, a Q&A session with our **iChamp** with visual impairment, and a disability experiential simulation that provided practical experience for the students.

We also partnered final-year students at **Singapore Polytechnic's** Media, Arts & Design School to come up with a campaign promoting our **Enabling Mark** accreditation framework.



“

I realised that a disability doesn't define someone; it's just one facet of their extraordinary story.

Thank you, SG Enable, for opening my eyes to this rich world of diversity and strength.”

- Aldous Koh, Nanyang Polytechnic student



This served two purposes: tap on the creativity of these young minds, and create an opportunity for students to learn more about inclusive hiring and appreciate the adoption of disability-inclusive practices, a mindset that they will hopefully bring into the next stage of their lives as working adults.

Similarly, we journeyed with final-year students at Nanyang Polytechnic as they promoted our UnAwkward campaign through digital content creation and an on ground activation at their campus.

Enabling Village: A Beacon of Inclusion

As part of our efforts to foster connections between persons with and without disabilities, and build a more inclusive society, we worked with partners to engage the public through various inclusive community events.

Enabling Lives Festival

In conjunction with the International Day of Persons with Disabilities, our signature **Enabling Lives Festival** was held across Singapore for the first time, in collaboration with over 54 local and international programme partners.

In line with the theme “Celebrate Inclusion and Abilities”, the four-day festival included performances and immersive experiences to highlight the capabilities and talents of persons with disabilities.

During an **Enabling Village** Open House hosted by Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth, and Social and Family Development, visitors learned more about disabilities through our **i'mable** Challenge. They also shopped at our **i'mable Gift Market**, where artisanal handcrafted products from 25 social service agencies, social enterprises, and independent artists were displayed.

In support of disability inclusion, many Mediacorp artistes sold their pre-loved items to raise funds for the **Goh Chok Tong Enable Fund**.



The Numbers

~3,000

attendees

54

programme partners

\$34,000

in sales generated from the i'mable Gift Market



Kopi, Ai Mai?

We reached out to our neighbours through “Kopi, Ai Mai?”, our placemaking event at Enabling Village. Through a jam-packed weekend of inclusive games, live performances, workshops, storytelling sessions, a movie night, and an art exhibition, people of all ages and abilities were able to come together, interact, and bond within our inclusive community space.

The event, which involved 16 Enabling Village tenants and partners, drew 1,200 participants, most of whom live in the Redhill and Queenstown areas.



Expanding Enabling Village

To enhance our support for persons with disabilities and their caregivers, Enabling Village is expanding to create more spaces where the creative talents of persons with disabilities can be nurtured, their independent living skills can be strengthened, and caregivers can be better supported in future care planning.

Enabling Academy, our disability learning hub, will also be located here, providing more support and lifelong learning opportunities for persons with disabilities.

The four-storey extension is slated to be completed by mid-2025.



Building the Most Inclusive City in the World

Changing mindsets and attitudes lead to transformed actions and behaviours, a tangible commitment to making public spaces, services, and activities more inclusive and accessible.

Through advocacy, training, consultancy, and strategic partnerships, we promote greater access to essential services and participation in community living for persons with disabilities.



SPS Eric Chua was the Guest of Honour at the launch of Frasers' community art jam event Paint It Forward.

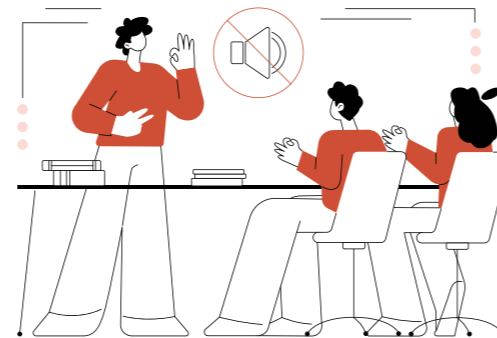
Community Spaces

Malls are key community nodes with a variety of amenities and services for daily living. Through our partnership with **Frasers Property Singapore**, which operates 12 malls nationwide and launched an industry-first Inclusion Champions Programme, tenants and employees are trained to serve shoppers with disabilities. Frasers malls also introduced "Calm Hours" for persons with sensory needs.

The Numbers

120
employees and tenants have undergone Consumer Inclusiveness training

70
stores across Singapore will offer "Calm Hours" by the end of 2024



We also signed a Memorandum of Understanding (MOU) with **Science Centre Board** to promote inclusivity and accessibility in STEM learning. Covering the areas of accessibility, inclusive programming, public education, inclusive hiring, and research, this partnership marks a significant step forward to ensure that learning is viewed holistically with the lens of catering to a diverse range of learning styles.



Memorandum of Understanding Signing Ceremony

Collaboration to Build a More Inclusive Society and Public Transportation



Public Transport

As part of the Caring SG Commuters Committee, we strengthened our partnership with public transport operators in creating an inclusive commuting system for all. At its 50th anniversary, **SBS Transit** inked an MOU with us to co-create public transportation that is more accessible to commuters with diverse needs.

This includes:

- Building public awareness to take positive action for disability inclusion.
- Developing, practising, and promoting disability-inclusive hiring and training in the public transport sector.
- Promoting inclusive public transportation with innovation, through improving accessibility, service, and the use of assistive technology.

Inclusive Destinations

On an international level, following Singapore's certification as a sustainable destination by the Global Sustainable Tourism Council, we leveraged our strategic partnerships to strengthen Singapore's position as the most inclusive city in the world.



The MOU signing ceremony was graced by Mr Masagos Zulkifli, Minister for Social and Family Development.

This included a tri-party MOU we signed with **Sentosa Development Corporation (SDC)** and the Ministry of Social and Family Development during Sentosa Cares Week 2023, Sentosa's flagship event to create and encourage social inclusivity.

As part of this agreement, we will work with SDC and 18 of its Island Partners to make Sentosa a more inclusive destination for both employees and visitors with disabilities, creating more equitable opportunities and encouraging greater disability inclusion in destination experiences—all for a more inclusive Singapore.

List of Donors (\$10,000 and Above)

We are grateful to the following donors for their generous support to the **Goh Chok Tong Enable Fund**, administered by SG Enable and supported by **Mediacorp**.

\$250,000 and Above

EPL Alliance Pte Ltd

\$100,000 to \$249,999

Best World International Limited
C K Holdings (2003) Pte Ltd
Chu Chee Keong
Eng Bak Chim
Fu Chan F&B Group Pte Ltd
Lady Boss Food Channel Pte Ltd
Lim Hock Chee
Orange Clove Catering Pte Ltd
Peter Koh Heng Kang
Serial System Ltd
Sun Siu Kit

\$50,000 to \$99,999

Er Yan Ting
Frasers Property Retail Management
Millennium International Builders

\$10,000 to \$49,999

Ang Hao Yao
Chew Hock Teck Foundation
Chia Chor Meng
Chin Lee Restaurant Pte Ltd
Chong Kar Shin
Darmanto
George Quek Meng Tong
GIC Private Limited
Ho Kian Hock
Hoe Kee Hardware Pte Ltd
Huajiang Properties Pte Ltd
JUMBO Group of Restaurants Pte Ltd
Khoo Hang Choong
Kian Seng Culinary Pte Ltd
Kian Seng Fresh Produce Pte Ltd
Koh Keng Siang
Kwok Hong Wai
Lee Wee Buang
Lim Bong Guan
Lim Hang Chung
Low Cher Hock
Maplebear International Schoolhouse
Mediacorp Pte Ltd
Min Hwa Envelope Manufacturers Pte Ltd
Modellscape (S) Pte Ltd
MoneyMax Leasing Pte Ltd
Motor Credit Pte Ltd
Nam Hwa Opera Limited
Premier Structure Pte Ltd
Singapore Totalisator Board
Teo Beng Teck
Teo Heng Trading Pte Ltd
Teo Kee Bock
Teochew Poit Ip Huay Kuan Singapore
Thomas Chang
Union Casket Pte Ltd
White Space Digital Pte Ltd
Yap Seng Teck



Financial Statements

Statement of Comprehensive Income for the Year Ended 31 March 2024

	2024 (\$)	2023 (\$)
INCOME		
Total income	60,364,799	50,657,508
EXPENDITURE		
Employee benefits expenditure	33,731,984	31,288,624
Other operating expenditure	20,395,107	15,891,160
Total Expenditure	54,127,092	47,179,784
Surplus for the year	6,237,708	3,477,724

Statement of Financial Position as at 31 March 2024

	2024 (\$)	2023 (\$)
ASSETS		
Non-current assets	21,214,440	16,991,768
Current assets	73,387,168	62,762,299
TOTAL ASSETS	94,601,608	79,754,067
LIABILITIES		
Non-current liabilities	18,308,839	12,855,074
Current liabilities	23,504,805	20,348,737
TOTAL LIABILITIES	41,813,644	33,203,811
NET ASSETS	52,787,964	46,550,256
RESERVES		
General reserves	39,425,304	32,166,718
Specific reserves	13,362,660	14,383,538
TOTAL RESERVES	52,787,964	46,550,256

Disbursement of Schemes and Programmes for the Year Ended 31 Mar 2024

	2024 (\$)	2023 (\$)
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	4,118,523	3,788,749
Community Chest Fund	14,556,745	24,166,741
Enabling Business Hub	928,750	-
Enabling Transport Subsidy	11,153,090	9,864,433
Job Placement Job Support	1,666,179	1,425,659
MOE SPED Fund	230,722,311	208,572,612
Employment Support for Persons With Disabilities (P6155)	100	259,443
Employment Support for Persons With Disabilities (P6391)	400,458	192,453
SGUnited Jobs & Skills Programme	1,010,774	887,685
Training Support for Persons With Disabilities (P2149)	22,212	567,525
Training Support for Persons With Disabilities (P2175)	1,649,584	341,539
Special Assistance Fund	332,010	315,079
Taxi Subsidy Scheme	154,814	148,844
Tech Able Funding for SPD	227,079	452,645
MSF Service Provider Funding	74,980,977	59,696,830
Temasek Trust-CDC Lifelong Learning Enabling Fund	3,185,378	555,514
Temasek Foundation-Peer Support Network	193,973	129,175
Tote Board - Enabling Lives Initiative Grant	2,521,323	145,566
Tote Board - Enabling Lives Initiative Grant 2	2,649,053	837,556
Tote Board - Social Service Fund	105,221,368	93,939,117
TOTAL DISBURSEMENT IN THE YEAR	455,694,701	406,287,165

Board Meetings

Board meetings were held to review the Company's plans, financial position, key programmes and services, and monitor the achievement of desired outcomes and key performance targets. To facilitate attendance, the meetings are scheduled a year ahead and materials are circulated to the Board Directors a week in advance of the meeting. Minutes of the Board and Committee meetings are recorded and circulated in a timely manner. The Board Directors are also briefed on compliance-related matters during the respective Board and Committee meetings. The Board will approve the following year's workplan and annual budget at the last meeting of the financial year.

A total of three Board meetings and eight Committee meetings were held in financial year 2023. Attendance by the Directors for the meetings is as follows:

Name of Director	Date of First Appointment	Date of Last Re-Appointment	Expiry of Term	Board of Directors	Audit & Risk Committee	Finance & Development Committee	Human Resource Committee
				Number of Meetings Attended			
Mr Moses Lee (Chairman)	16 April 2022	-	31 Dec 2025	3	-	-	3
Ms Dilys Boey	1 Jan 2024	-	31 Dec 2026	1	-	-	-
Mr Chern Siang Jye	1 Jan 2023	-	31 Dec 2025	3	3	-	-
Ms Gan Ai Im	1 Jan 2024	-	31 Dec 2026	1	-	-	-
Mr Gan Seow Kee	1 Jan 2023	-	31 Dec 2025	3	-	-	2
Mrs Clara Goh	1 Jan 2018	1 Jan 2023	31 Dec 2025	3	3	-	-
Dr Haslina Mohamed Hassan	1 Jan 2023	-	31 Dec 2025	3	-	-	-
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2023	31 Dec 2025	3	-	-	-
Ms Sybil Lau	1 Jan 2023	-	31 Dec 2025	3	-	1	-
Ms Cynthia Leow	1 Aug 2023	-	31 Dec 2025	1	-	-	-
Dr Lim Hong Huay	1 Jan 2020	1 Jan 2023	31 Dec 2025	3	-	-	-
Mr Neo Sing Hwee	1 Jan 2024	-	31 Dec 2026	1	3	-	-
Mr Michael Ngu	1 Jan 2023	-	31 Dec 2025	2	-	-	-
Mr Peter Tan	1 Jan 2023	-	31 Dec 2025	3	-	-	3
Mr Xie Yao Quan	1 Jan 2018	1 Jan 2023	31 Dec 2025	3	-	-	1
Dr Chong Yoke Sin	1 Jan 2014	1 Jan 2023	31 Dec 2023	2	-	2	-
Mr Lim Teck Kiat	1 Jan 2023	-	31 July 2023	-	-	-	-
Ms Lynn Ng	1 Jan 2014	1 Jan 2023	31 Dec 2023	1	2	-	-
Ms Jean Tan	1 Jan 2014	1 Jan 2023	31 Dec 2023	2	-	2	-

Our Initiatives



SG Enable Ltd

20 Lengkok Bahru (Enabling Village)
#01-01 Singapore 159053

1800 8585 885

contactus@sgenable.sg

Corporate

sgenable.sg

[Facebook.com/SGenable](https://www.facebook.com/SGenable)

[LinkedIn.com/company/sg-enable-ltd](https://www.linkedin.com/company/sg-enable-ltd)

Enabling Guide

enablingguide.sg

Community Initiatives

enablingvillage.sg

[Facebook.com/EnablingVillageSG](https://www.facebook.com/EnablingVillageSG)

[Instagram.com/EnablingVillage](https://www.instagram.com/EnablingVillage)

Innovation & Technology

eli-grant.sg

techable.enablingvillage.sg

[Facebook.com/TechAbleSG](https://www.facebook.com/TechAbleSG)

Public Education

imable.sg

[Instagram.com/imable.sg](https://www.instagram.com/imable.sg)

Training & Employment

enablingacademy.sg

enablingmark.sg

Enabling Business Hubs

ebh.sg

Enabling Services Hubs

esh.sg