



WWF

SINGAPORE

# Working Together, Changing Tomorrow

WWF-Singapore Annual Report | **Financial Year 2023** (1 July 2022 - 30 June 2023)



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# ABOUT WWF-SINGAPORE

World Wide Fund for Nature (WWF) is one of the world's largest and most respected independent conservation organisations. WWF's mission is to stop the degradation of Earth's natural environment and to build a future in which humans live in harmony with nature.

As one of WWF's international hubs, WWF-Singapore supports a global network spanning over 100 countries. WWF-Singapore works closely with local stakeholders towards a greener and more sustainable Singapore and the region around us. We work to address key areas, such as climate change, sustainable finance, deforestation, illegal wildlife trade, marine conservation, as well as sustainable production and consumption, through collaboration, education and outreach efforts involving communities, businesses, and governments.



# OUR MISSION



Our mission is to stop the degradation of the planet's natural environment by building a future where people live in harmony with nature, by: conserving the world's biological diversity, ensuring that the use of renewable natural resources is sustainable and promoting the reduction of pollution and wasteful consumption.

In Singapore, we work on priority conservation issues, bringing individuals, communities, businesses and governments together to enable change for a resilient future.







Our vision is to  
build a future  
in which people  
live in harmony  
with nature.



# CORE VALUES



## COURAGE

We demonstrate courage through our actions, we work for change where it's needed, and we inspire people and institutions to tackle the greatest threats to nature and the future of the planet, which is our home.



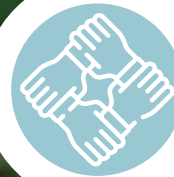
## INTEGRITY

We live the principles we call on others to meet. We act with integrity, accountability and transparency, and we rely on facts and science to guide us and to ensure we learn and evolve.



## RESPECT

We honour the voices and knowledge of the people and communities that we serve, and we work to secure their rights to a sustainable future.



## COLLABORATION

We deliver impact at the scale of the challenges we face through the power of collective action and innovation.





# CHAIRMAN AND CEO MESSAGE

## A YEAR OF ACTION



We focused our efforts this year on cultivating a more environmentally conscious nation by bringing people together to act for nature and our collective well-being.

Our WWF pandas worked hard to connect with the local community, educating and encouraging them to act together on the pressing climate and nature-related challenges that affect us.

Notable highlights for the year included:

### LOCAL PROGRAMMES

#### 1. Mobilising Businesses and Communities towards Singapore's Net Zero Goals: Inaugural WWF Earth Hour Summit & Festival

On 2 March 2023, we hosted the first-ever WWF Earth Hour Summit at the Marina Bay Sands. This event brought together hundreds of CEOs, thought leaders, and decision-makers from the private and public sectors to inspire collective action. Together, we explored green transition opportunities and practical steps towards achieving Singapore's Net Zero goals. Singapore's Minister for Sustainability and the Environment, Ms. Grace Fu, shared her insights in a virtual address, emphasising the crucial role of businesses in accelerating decarbonisation, promoting innovation, and fostering collaboration. She also encouraged business leaders to commit to sustainable actions, such as setting the temperature of office air-conditioners at 25 degrees Celsius. The event earned praise from the delegates and our partners.

In the same month, from March 24 to 26, thousands of Singaporeans and families joined the WWF Earth Hour Festival at Esplanade – Theatres on the Bay. The weekend-long festival featured sustainability-themed talks, workshops and nature walks. The symbolic 1-hour Switch Off at 8.30 pm on 25 March 2023 was graced by Senior Minister of State, Ms. Sim Ann. More than 1,000 businesses and establishments participated in the Switch Off, sending a powerful message of solidarity for our planet.

#### 2. Raising Awareness about Combating Illegal Wildlife Trade: Cyber Spotter 2.0

We are committed to using technology and innovation in our efforts to protect nature. As part of our Cyber Spotter Programme 2.0, we trained over 160 new volunteers to detect and report illegal wildlife trade products across various e-commerce platforms. This year, our volunteers detected nearly 10,000 listings of illegal wildlife trade products that were reported for further action. We also collaborated with AI-Singapore (National University of Singapore) to develop a cutting-edge AI-powered Cyber Spotter Model. This model enhances efficiency, productivity, and accuracy by employing artificial intelligence for text and image analysis. It precisely identifies illegal wildlife listings, classifies species, and assesses the likelihood of illicit trade. This model aligns with the Coalition to End Wildlife Trafficking Online.

To highlight the detrimental effects of illegal wildlife trade, we also partnered with the National Parks Board (NParks) and the award-winning filmmaker Jayaprakash Bojan to

release a heartfelt documentary titled, "In Pursuit of Tackling the Illegal Wildlife Trade: Singapore."

The film delves deep into the illegal wildlife trade in Singapore and the surrounding region, shedding light on its scale and complexity.

#### 3. Towards a More Sustainable Singapore: Plastic Action (PACT)

In April 2022, we conducted a pilot study under WWF-Singapore's Plastic ACTION (PACT) initiative to promote reusable e-commerce packaging in Singapore. This initiative signifies our commitment to a circular economy. In partnership with UOB, SingPost, and Better Packaging, the 6-month pilot initiative yielded promising results: 90% of participating retailers found it convenient to implement sustainable alternatives. One in three customers chose reusable packaging, with over half of them voluntarily returning the packaging. Insights suggest that with increased consumer education and convenience, return rates could potentially exceed 75%. The report offers valuable guidance for retailers and organisations planning to adopt reusable packaging for a more sustainable e-commerce landscape.

In another initiative to engage our local community, we collaborated with NParks to launch the Rifle Range Nature Park Walks programme in January 2023. The programme aims to foster an appreciation for our natural heritage among Singaporeans. To date, over 120 participants have joined our guided walks, demonstrating a growing passion for connecting with nature.



#### 4. Empowering Finance Professionals:

##### A Milestone for ASFI Academy

The Asia Sustainable Finance Initiative (ASFI) Academy by WWF-Singapore offers a comprehensive suite of accessible, practical, and technology-enabled e-learning courses in sustainable finance, tailored specifically for finance professionals in Asia. These online courses, developed in collaboration with leading finance sector industry associations in Singapore, have received accreditation from the Institute of Banking and Finance (IBF) under the Skills Framework for Financial Services. Since its launch in September 2021, ASFI Academy has welcomed over 20,000 finance professionals who have enrolled in courses covering Responsible Banking, Responsible Investment, Agriculture, Forestry & Fisheries, Sustainable Infrastructure, Sustainable Energy and Nature & Biodiversity.

#### 5. Youth Advocating for Change:

##### Eco-Schools and #WeGotThis

2023 marks the first decade of our flagship Eco-Schools programme in Singapore, a testament to the belief that education is the foundation of change. Designed to engage both youth and educators in sustainable practices and environmental stewardship, its impact has been extensive this year—engaging 127 schools and involving 8,886 students and 69 teachers as part of the educators' programme.

#WeGotThis, our youth-led sustainability incubator programme (in partnership with Temasek Foundation), concluded its Year 2 with a Graduation Dinner, which marked the end of an 8-month-long programme. Fellow sustainability champions in Singapore and the region began their advocacy journey to create positive ripples of change. #WeGotThis provided a meaningful platform for knowledge-sharing and shared achievements towards sustainability, by fostering collaboration amongst youth and celebrating their campaigns.

To further amplify our local outreach efforts, we collaborated with 'We are Majulah,' a social media

platform focusing on youth and identity-building. In a 4-minute video interview, we explained WWF-Singapore's purpose, and how everyone can be part of the solution for the nature and climate crises and be responsible for our shared well-being through our community-led activities.

#### REGIONAL OUTREACH

##### 6. Raising Awareness about Combating Illegal Wildlife Trade

WWF-Singapore extended its efforts to end unsustainable and illegal wildlife trade to the global arena, collaborating with WWF-Hong Kong to engage 100+ maritime sector employees on IWT supply chain risks, and participating for the first time in CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) where we added our support to NParks' successful proposal to improve the protection status for two native songbirds.

##### 7. Championing Marine Conservation

Thanks to our dedicated partners, we continued to support impactful marine conservation initiatives through partnerships with WWF-Malaysia and WWF-Philippines, from efforts to expand to 30% by 2030 the area of well-managed protected marine and coastal areas, to the establishment of community-led hubs to protect and restore coral reefs and mangroves.

On Mabul Island, WWF trained and assisted community champions to successfully plant more than 90 reef stars with 1,350 coral fragments. This initiative extends to Singapore, where we continue to support the restoration of light-limited reef areas in the Southern Islands, where our partners have achieved milestones to successfully plant nearly 160 coral fragments at Kusu Island and transplant 40 fragments at Bendera Bay.

##### 7. Protecting forests and wildlife through partnership

New partnerships and continued donor support have also enabled us to protect more of our

regional forests and iconic species, such as the Bornean orangutan and the Malayan tiger. A new project site in Sarawak began efforts to establish a wildlife corridor for orangutans alongside community-led agroforestry and other livelihood improvements. And there is continued hope for the Malayan tiger, as we celebrate the second consecutive year of zero active snares recorded in Belum-Temengor, and the recognition of 128,000 Ha of effectively managed tiger habitat as the first CA|TS approved site in South East Asia.

#### The Journey Ahead

Our actions to achieve conservation and sustainability impact start at home with our local communities, and extend well beyond our shores into this region. We are dedicated to delivering impactful initiatives that are relevant to our mission to create a world in which people live in harmony with nature.

We extend our heartfelt gratitude to our volunteers, donors, partners, and employees. Your unwavering commitment and support inspire us to persevere in our noble mission!

## #TogetherPossible

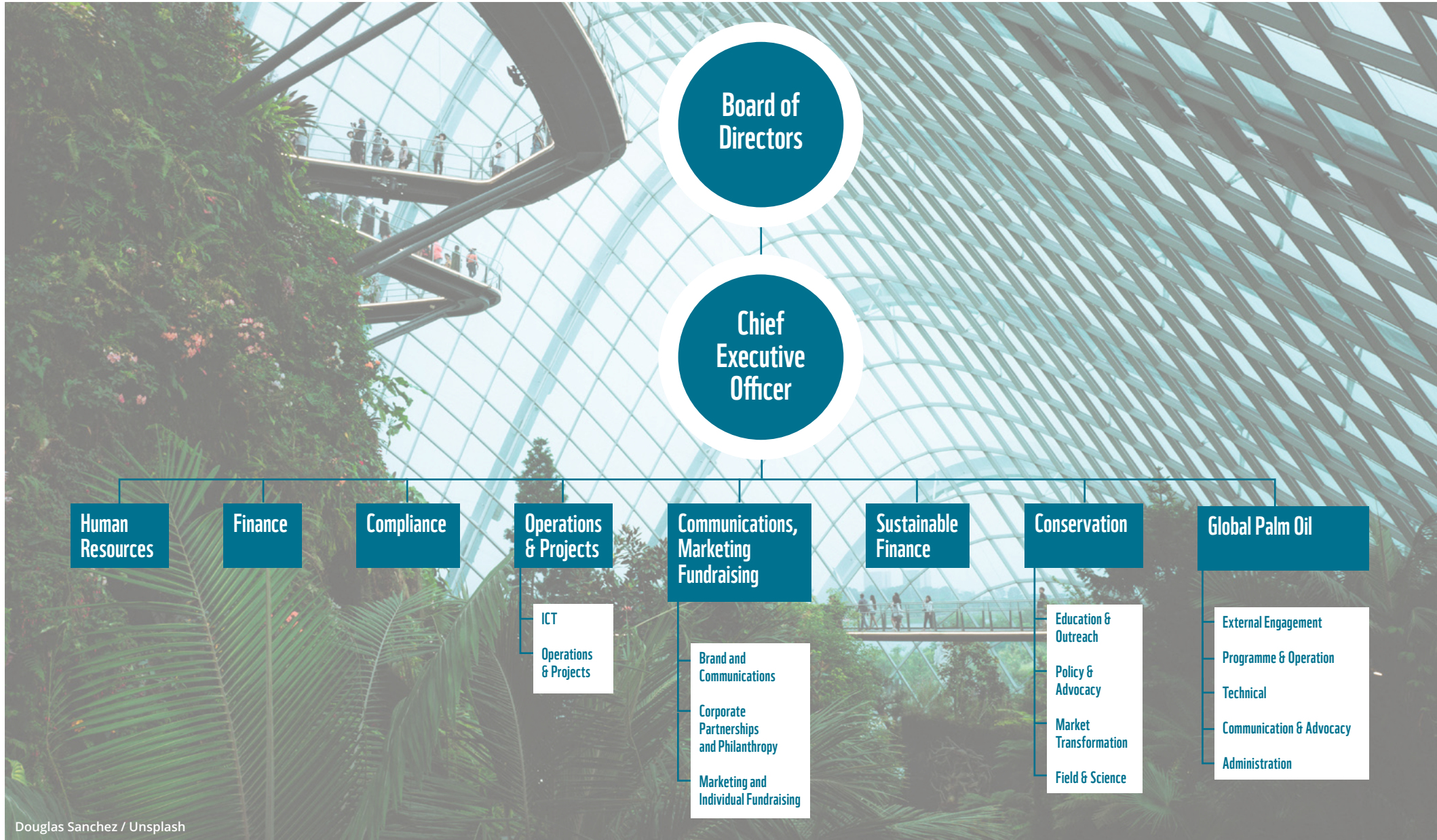


**Hsieh Fu Hua**  
Chairman, WWF-Singapore

**R. Raghunathan**  
CEO, WWF-Singapore



# WWF-SINGAPORE ORGANISATION CHART







## DIRECTORS OF WWF-SINGAPORE

(as at 30 June 2023)

### CHAIRMAN

Hsieh Fu Hua

### WWF-SINGAPORE BOARD OF DIRECTORS

Abhijit Ghosh  
Benjamin Swan  
Chng Lay Chew  
Geh Min  
Jit Nagpal  
Justin Seow  
Kan Shook Wah  
Kirtida Mekani  
Susan De Silva  
Trina Liang



# WWF-SINGAPORE BOARD OF DIRECTORS



## Mr Hsieh Fu Hua

**Chairman, WWF-Singapore Board of Directors**  
**Since 22 December 2022**

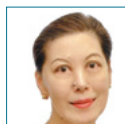
Board Member Since 01 July 2022

Hsieh Fu Hua serves on the boards of several non-profit and business organisations. He chairs the National University of Singapore, the National University Health System and the Singapore Business Federation Foundation Limited. He is currently also a member of the National Research Foundation's Research, Innovation and Enterprise Council.

He has co-founded several charities, especially in the area of mental health. He was previously President of the National Council of Social Service and Chairman of Stewardship Asia Centre as well as the National Gallery Singapore.

In business, Hsieh is the Chairman of Eastspring Investments Group Pte Ltd and GXS Bank Pte Ltd (a Grab-Singtel joint venture for digital banking). He is also a board director of GIC Private Limited and adviser to the PrimePartners Group, which he co-founded.

Hsieh started his career in merchant banking and capital markets in 1974 when he joined Morgan Grenfell Asia Holdings upon graduation, eventually rising to head the organisation. He subsequently served as Group Managing Director of BNP Prime Peregrine Group Hong Kong, CEO of Singapore Exchange, President of Temasek Holdings and Chairman of Tiger Airways Holdings, United Overseas Bank and Asia Capital Reinsurance Group respectively.



## Dr Geh Min

**Board Member**

Since 09 April 2019

Dr Geh Min is an Ophthalmologist with a strong interest in environmental issues.

She was President of Nature Society Singapore from 2000 to 2008 and still remains on the council as Immediate Past President. She also served as a Nominated Member of Parliament and was awarded the inaugural President's Award for the Environment and the Honorary Watermark Award.

Dr Geh also serves on several Boards and Advisory Councils, including the Temasek Life Sciences Laboratory Limited, Centre for Nature-Based Climate Solution – NUS, The Duke-NUS Medical School, The Master of Science (Environmental Management), NUS and Birdlife International (Asia).



## Mr Abhijit Ghosh

**Board Member**

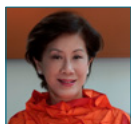
Since 09 April 2019

Abhijit Ghosh is a Senior Tax Partner of PwC Singapore. He has more than 33 years of experience in managing cross-border deals for MNCs, SMEs and NGOs as they expand globally using Singapore as a hub location.

He is the Chairman of the Audit, Risk and Finance Committee of WWF Singapore, and also the Vice Chairman/Council Member for the Teaching and Testing of South Asian Languages under the aegis of Ministry of Education. He also plays an active role as Chairman of Audit Committee of Singapore Indian Fine Arts Society (SIFAS) and as a Director of SIFAS Production Ltd.



# WWF-SINGAPORE BOARD OF DIRECTORS



**Ms Kan Shook Wah**  
Board Member

Since 09 April 2019

Kan Shook Wah served in various senior roles in the Ministry of Defence for over 35 years until her retirement in 2015. In 2001, she received The Public Administration Medal (Silver).

In 2013, Kan founded the Dare to Dream Scholarship for students with disabilities at the Lasalle College of the Arts. The scholarship was extended to the Nanyang Academy of Fine Arts in 2017. She is also active in the wider community in support of persons with disabilities.

As Director (Projects) at Ad Planet Group, Shook Wah focuses on projects that support the special needs, arts and health communities. She also sits on the boards of some private organisations and start-up charities.



**Ms Susan De Silva**  
Board Member

Since 20 November 2019

Susan de Silva is a certified Life & Executive Coach who helps people sustainably thrive in their lives and work. She has been a practicing lawyer for over 30 years, most of which were with the law firm she co-founded in 1994 until she stepped down in December 2018 to focus on her coaching practice.

Susan has a strong personal interest in nature and the environment, establishing her practice on Environmental law, advising on industrial pollution control, energy and clean technology.

Her experience working with charities and corporates includes advising the former National Council of the Environment in its corporatisation to the Singapore Environment Council (SEC), an institution of public character with which she served as Director and Corporate Secretary. Susan also served as Legal Adviser to SAFECO, which evolved into the Sustainable Energy Association of Singapore (SEAS).

She currently serves on the Employability & Employment committee of Yellow Ribbon Singapore (YRSG), which is committed to rebuilding the lives of ex-offenders by helping them enhance their employability potential.



**Mr Jit Nagpal**  
Board Member

Since 21 December 2020

Jit Nagpal serves as a member of the Board of Directors of WWF-Singapore. Jit is a technopreneur, with rich work experience in business applications, IT systems integration, digital transformation, and technology talent management.

He is a founder/CEO of Science group with a mission of “delighted clients & community”, having presence in Singapore (HQ), Malaysia, India and USA. He is an advocate of work-life success and living with a purpose, for employees and ensures that employees develop learning agility so that they remain relevant by learning through experiences. He supports them with learning & development including coaching, information technology systems and processes that enable them to achieve their aspirations and have enough time to get involved in nature & community initiatives.

He is one of the active ICT Career Mentors since 2016, under ICT Career Compass initiative of Singapore Computer Society and WSG Singapore. He is also a brand ambassador of lifelong-learning, Certified Career Advisor and Certified Career Practitioner by WSG Singapore. He is a charter member of TiE Singapore and SCS Technopreneurship & Sustainable Tech SIGs to add value to aspiring entrepreneurs.



# WWF-SINGAPORE BOARD OF DIRECTORS



**Mr Justin Seow**  
Board Member

Since 21 December 2020

Justin Seow is the Founding Principal of Albizia Capital, a boutique ASEAN consumer specialist investment firm, which has been working through its Responsible Investing framework with entrepreneurs to improve sustainability and mitigate negative environmental impact in their operations. He has served on corporate boards and been active with charities in the region.



**Ms Kirtida Mekani**  
Board Member

Since 01 May 2021

Kirtida Mekani serves on the WWF-Singapore Board of Directors. She is an environmental change-maker and has championed many programmes that connect communities, corporations and students with nature.

Kirtida serves on the board of Botanic Gardens Conservation International (BGCI), is a Committee Member on the NParks Garden City Fund Management Committee, and was the Executive Director of the Singapore Environment Council.

In education, Kirtida is an Independent Director on the Board of the United World College of South East Asia (UWCSEA) Foundation. She is also a Director on the Board of LASALLE College of the Arts Singapore, on the Management Committee of the Singapore Indian Fine Arts Society (SIFAS), and on the Advisory Board of the Meridian Secondary School (Singapore).

Previously, Kirtida was a trustee on the Board of the UWCSEA Foundation and chaired their fundraising committee. She also served on the International Advisory Board of the Global Schools Foundation (Singapore).

In recognition of her service and contributions to the country, Kirtida was bestowed the prestigious Public Service Medal (Pingat Bakti Masyarakat) by the Singapore government in 2023. She also received the President's Award for the Environment in 2015, was nominated for the Singapore Women Award in 2014, and recognised as a 2012 Community in Bloom (CIB) ambassador.



**Ms Trina Liang**  
Board Member

Since 01 May 2021

Trina Liang serves on the Board of Directors in WWF-Singapore. She is a fund manager for a US \$5bn firm, focused on renewable energy investing in Asia. She is Singapore's current representative to the G20 for Women.

She is the President of Women in Sustainability and Environment (WISE) Singapore. In 2021, her new board appointments include World Wildlife Fund for Nature (WWF) and SPCA Singapore. She also serves on the boards of the Community Foundation of Singapore, Singapore Repertory Theatre, United Women Singapore and Victoria Junior College.

Trina is a former president of UN Women Singapore and the Financial Women's Association Singapore. And the past Vice President of the Singapore Council of Women's Organisations and Co-Lead of BoardAgender.



# WWF-SINGAPORE BOARD OF DIRECTORS



**Mr Benjamin Swan**

**Board Member**

Since 01 May 2021

Founder and CEO of BECO Ventures, Benjamin Swan aims to bring an integrated farming platform to bridge the gaps of the severely fragmented agri industry in SEA.

Ben is an experienced Agripreneur who has established the largest CEA/hydroponic farm in Singapore. As the Co-Founder of Sustenir Agriculture, Ben was the company's resident tech expert and the brains behind Sustenir's patented growing techniques.

Passionate about sustainability, adaptive reuse and carbon footprint reduction, Ben's goal is to formulate technology that gives back to communities – starting with healthy, nutritious food and with the long-term aims of making a positive difference in the agricultural landscape and promoting a healthy lifestyle.

Prior to starting Sustenir, Ben previously held roles in UOB and Citibank where he was Vice President of Marketing and Regional Vice President of Project Management, respectively. During his time at Citibank, Ben oversaw the construction of their regional offices to meet sustainability standards. He was also a Construction Manager on Marina Bay Sands..



**Mr Chng Lay Chew**

**Board Member**

Since 22 December 2022

Chng Lay Chew has over 35 years of international experience in the financial industry. He was the Chief Financial Officer of Singapore Exchange Ltd ("SGX") until his retirement in September 2020. As a member of the executive management committee of SGX, he played a leadership role as SGX chartered its strategic ambition to be Asia's most international multi-asset exchange.

Prior to SGX, he held leadership positions in JP Morgan and DBS Bank. At DBS, one of his roles was CFO of DBS Greater China based in Hong Kong, where he supported the integration and growth of the bank's Hong Kong franchise and its expansion into China and Taiwan. At JP Morgan, he held senior positions in the finance function at the bank's Singapore, Tokyo, and New York offices.

In his non-executive career, Chng currently serves on the Board of IREIT Global Group Pte Ltd where he is Chairman of the Audit and Risk Committee. IREIT Global is the manager of a listed Singapore real estate investment trust. He also serves on the Boards of AWWA Ltd, a social service agency, and NUHS Fund Ltd, a charity.

Chng has contributed to the development of the accounting profession locally in the areas of education and professional development. He was a Board Member of the Singapore Accountancy Commission, a past President of the Singapore Division of CPA Australia and served on the Advisory Board of the School of Accountancy at the Singapore Management University.

Chng graduated with a Bachelor of Commerce and Administration degree from New Zealand's Victoria University of Wellington. He is a Fellow member of the Chartered Accountants Australia and New Zealand, the Institute of Singapore Chartered Accountants and CPA Australia. He completed the International Directors Program at INSEAD in 2021 and obtained a Certificate in Corporate Governance.



# WWF-SINGAPORE BOARD COMMITTEES

## Audit, Risk and Finance Committee

Chairperson	<b>Mr Abhijit Ghosh</b> Date of Appointment: 25 June 2019 Date of Appointment as Chairperson: 21 January 2020
Members	<b>Ms Susan De Silva</b> Date of Appointment: 25 November 2020  <b>Mr Chng Lay Chew</b> Date of Appointment: 22 December 2022

## Fundraising Committee

Chairperson	<b>Mr Justin Seow</b> Date of Appointment: 22 January 2021 Date of Appointment as Chairperson: 22 January 2021
Members	<b>Dr Geh Min</b> Date of Appointment: 21 January 2020  <b>Ms Kan Shook Wah</b> Date of Appointment: 22 January 2021  <b>Ms Trina Liang</b> Date of Appointment: 29 June 2021

## Marketing and Communications Committee

Chairperson	<b>Ms Kirtida Mekani</b> Date of Appointment as Chairperson: 29 June 2021
Members	<b>Mr Benjamin Swan</b> Date of Appointment: 29 June 2021  <b>Mr Gaurav Gupta</b> Date of Appointment: 29 June 2021 Co-opted Member

## Nomination and Human Resources Committee

Chairperson	<b>Ms Kan Shook Wah</b> Date of Appointment: 21 January 2020 Date of Appointment as Chairperson: 26 February 2021
Members	<b>Ms Susan De Silva</b> Date of Appointment: 21 January 2020  <b>Mr Jit Nagpal</b> Date of Appointment: 26 February 2021



# EXECUTIVE MANAGEMENT



**R. Raghunathan**  
Chief Executive Officer  
Date of Appointment:  
16 April 2020

Mr R. Raghunathan (Raghu) focuses on shaping global conservation strategies with local relevance, fostering collaboration among communities, businesses, and governments to drive change.

He empowers people to take climate action and restore natural biodiversity, bringing over 25 years of experience.

He has led successful business transformation strategies for Singaporean and regional organisations. In addition to his role at WWF-Singapore, Raghu is a steering committee member of the Southeast Asia Climate and Nature-based Solutions (SCeNe) Coalition. Before WWF-Singapore, Raghu provided consulting services related to digital technology implementation. He was also a former partner and leader in the Consulting practice of PricewaterhouseCoopers (PwC) Singapore. He holds an Honours Degree in Commerce from the University of New Delhi.



**Vivek Kumar**  
Chief Marketing, Communications  
& Fundraising Director  
Date of Appointment:  
2 November 2021

Vivek Kumar, WWF-Singapore's Chief Marketing, Communications, and Fundraising Director, manages brand, marketing, communications, web infrastructure, external relations, corporate partnerships, and fundraising.

With over 20 years of experience in organisations such as Shell Oil, WPP Group PLC, and NTUC, Vivek brings extensive leadership and strategic experience. An alumnus of the Harvard Business School, Vivek is a former Board Member of Enterprise Singapore and the Infocomm Media Development Authority. Vivek is a Lifelong Fellow of the Institute of Directors, and Honorary Chairman of the Asia Pacific CMO Council.



# EXECUTIVE MANAGEMENT



**Elizabeth Clarke**  
**Director of Conservation**  
 Date of Appointment:  
 1 April 2020

Elizabeth (Liz) Clarke has been with WWF-Singapore since 2017 and has been responsible for the overall direction of conservation programmes since 2020. This includes conservation partnerships with WWF offices overseas. An authority in her field, Liz represents the 25 Asia Pacific offices on the WWF Global Conservation Committee.

Prior to joining WWF, Liz led the responsible business programme at ZSL (Zoological Society of London), and launched the Sustainability Policy Transparency Toolkit (spott.org). She relocated to Singapore to lead WWF's Global Palm Oil programme. An established presence in sustainability forums, Liz has represented both ZSL and WWF on the Roundtable on Sustainable Palm Oil (RSPO) Board of Governors among various other appointments.

As a former environmental consultant, Liz is an Associate of the Institute of Environmental Management and Assessment (AIEMA). She has degrees in Zoology BSc (ARCS) from Imperial College London and Environmental Policy MPhil (Cantab) from Cambridge University.



**Uma Sachidhanandam**  
**Deputy Director, Conservation**  
 Date of Appointment:  
 24 November 2021

Uma Sachidhanandam works closely with conservation, policy and education and outreach teams. She was previously a senior lecturer on sustainability with Republic Polytechnic for 10 years. She started her career specialising in Environmental Education and Outreach at the Singapore Environment Council and, at the time of her departure, was Deputy Director of the organisation and Director of Projects. She has built up a wealth of experience relevant to Singapore's conservation agenda. She has published scientific papers and books on sustainability issues and biodiversity.



**Sophia Zhu**  
**Director of Finance**  
 Date of Appointment:  
 13 September 2021

Sophia has adeptly steered WWF-Singapore through the pandemic, leading digital and operational transformations.

She enhanced control and governance according to the Singapore Charities Act, Financial Reporting Standards, and WWF policies, ensuring data-driven decision-making, operational efficiency, and financial stability to bolster WWF's critical conservation efforts locally and globally.

Sophia's extensive experience includes senior roles at Unilever and Diageo Asia Pacific.

A Chartered Accountant, she holds a Masters in Management of Information Systems from the University of Warwick.



# EXECUTIVE MANAGEMENT



**Kristina Anguelova**  
**Head, Asia Sustainable Finance**  
 Date of Appointment:  
 1 September 2022

Kristina Anguelova is Head of Asia Sustainable Finance at World Wide Fund For Nature (WWF) in Singapore and oversees technical teams across banking, investment, financial regulation and ESG technical training. She is also part of WWF's Global Finance Practice Leadership Team and supports the network agenda for Asia.

Previously, Kristina was responsible for WWF-Singapore's Asia Sustainable Finance Initiative (ASFI) - a multi-stakeholder alliance that aims to harness the power of the finance sector, transitioning capital markets towards low-carbon, climate-resilient and nature positive economies. Beyond general ESG themes, ASFI focuses on high-impact sectors in Asia such as food and agriculture, energy, transport, and infrastructure. Before joining WWF, Kristina established and developed a multilateral association, supporting several countries with little or no representation in Singapore, building bridges and knowledge-sharing between governments, central banks and development institutions, as well as real economy participants.

Besides an advocate for women in finance, she is an active angel and impact investor, supporting early-stage startups through mentorship, advisory and investment. Her passion cuts across multiple UN SDGs, such as climate action, life on land, affordable and clean energy, quality education and gender equality.



**James Cairns**  
**Head of Operations and Projects**  
 Date of Appointment:  
 1 March 2022

James (Jay) Cairns joined WWF-Singapore in 2020 and has had the opportunity to work with his colleagues to support employee engagement, renovate the office, oversee contractual matters, and promote cross-functional project management. Progressing from HR and Communications to Head of Operations and Projects, James refined administrative, IT, and legal processes, contributing to enhanced organisational efficiency and excellence.

Before WWF-Singapore, Jay brought diverse experience from government, higher education, and charities, establishing impactful community programmes, innovating in recruitment strategies, and providing essential resources to underserved individuals, exemplifying his commitment to meaningful change and development.



# GOVERNANCE



Korie Cull / Unsplash



# BOARD AND BOARD COMMITTEE ATTENDANCE

The following sets out the individual Board member's attendance at the various meetings:

Attendance for Board Meetings FY2023 (1 July 2022 - 30 June 2023)	
Names of Board of Directors	Attendance / total no. of meetings
Agarwal Achal (Retired on 22 December 2022)	2/2
Geh Min	1/3
Abhijit Ghosh	3/3
Kan Shook Wah	2/3
Susan Mary De Silva	3/3
Jitendra (Jit) Nagpal	3/3
Justin Seow Han Yong	3/3
Benjamin Daniel Swan	3/3
Kirtida Mrs Kirtida Mekani	2/3
Neo Trina (Liang Zhen)	1/3
Hsieh Fu Hua	3/3
Chng Lay Chew	1/1

Attendance for Nomination and Human Resource Committee Meetings FY2023 (1 July 2022 - 30 June 2023)	
Names of Nomination and Human Resource Committee member	Attendance / total no. of meetings
Kan Shook Wah	3/3
Susan Mary De Silva	3/3
Nagpal Jitendra	3/3

Attendance for Marketing and Communications Committee Meetings FY2023 (1 July 2022 - 30 June 2023)	
Names of Marketing and Communications Committee Members	Attendance / total no. of meetings
Kirtida Mrs Kirtida Mekani	2/2
Benjamin Daniel Swan	2/2
Gaurav Gupta	1/2

Attendance for Fundraising Committee Meetings FY2023 (1 July 2022 - 30 June 2023)	
Names of Fundraising Committee member	Attendance / total no. of meetings
Seow Han Yong, Justin	2/2
Dr Geh Min	2/2
Kan Shook Wah	2/2
Neo Trina (Liang Zhen)	2/2

Attendance for Audit, Risk and Finance Committee Meetings FY2023 (1 July 2022 - 30 June 2023)	
Names of Audit, Risk and Finance Committee member	Attendance / total no. of meetings
Abhijit Ghosh	5/5
Susan Mary De Silva	5/5
Chng Lay Chew	1/1
Kuan Li Li	2/3

## CORPORATE GOVERNANCE

### WWF-SINGAPORE IS GOVERNED BY THE SINGAPORE COMPANIES ACT 1967 AND THE CHARITIES ACT 1994 AND RELATED SUBSIDIARY LEGISLATION.

#### BOARD OF DIRECTORS & BOARD OF TRUSTEES

The Board of Directors ("BOD") is responsible for the overall governance and strategic direction of WWF-Singapore, developing its goals in accordance with its principal objectives and mission. The BOD also oversees the financial management of resources. As a fundamental part of its responsibilities, the BOD is committed to ensuring that the highest standards of governance are practised within the organisation.

As at the date of this report, there are 11 members on the BOD. No board member has served on the board for more than 10 consecutive years. Directors serve up to two consecutive or non-consecutive terms of up to three years each. Directors may be eligible for re-appointment after an absence of two years from the Board. No director is an employee of WWF-Singapore and no director receives remuneration for their services rendered as a director. The BOD conducts self-evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter. The last self-evaluation was conducted in November 2023.

The WWFS Conservation Fund, managed by WWF-Singapore, is administered by the Board of Trustees ("BOT"), comprising four trustees as at the date of this report. The BOT is responsible for ensuring that the objectives and goals of the WWFS Conservation Fund are achieved with its charitable purpose and objectives. The trustees are independent of WWF-Singapore management and receive no remuneration for their services. The BOT conducts a self-evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter. The last self-evaluation was conducted in November 2023.

The BOD and BOT have conducted meeting(s) respectively, as stated in the meeting attendance section, during the past financial year for the purpose of carrying out their duties, attended by the company secretary and presided by their respective Chairmen. The financial year for both WWF-Singapore and WWFS Conservation Fund runs from July to June.

#### THE AUDIT, RISK AND FINANCE COMMITTEE

The Audit, Risk and Finance Committee ("ARFC") oversees the overall financial accounting, reporting, internal controls and financial risk management of WWF-Singapore. The ARFC maintains its independence and reports to the BOD. It provides a channel of communication between

the BOD, management, the internal and external auditors on risk and financial matters. All members are independent persons and the Chairperson is an independent Board member nominated by the BOD. The ARFC met five times in the past financial year.

#### PERSONAL DATA PROTECTION ACT (PDPA)

WWF-Singapore acknowledges and understands the importance of the protection of Personal Information in accordance with applicable data protection laws and regulations.

The personal data protection policy ("Personal Data Protection Policy") is a set of internal policies and guidelines to be adhered to by WWF-Singapore, and is primarily designed to ensure that WWF-Singapore meets the requirements under the Personal Data Protection Act 2012 ("PDPA") and other applicable data protection laws and regulations in Singapore.

This Personal Data Protection Policy is supplemental to, and is to be read in conjunction with, the WWF-Singapore Privacy Statement published on [https://www.wwf.sg/wwf\\_singapore-pdp\\_policy/](https://www.wwf.sg/wwf_singapore-pdp_policy/).

#### FRAUD AND CORRUPTION POLICY

WWF-Singapore has a fraud and corruption policy which reflects WWF's commitment to a high standard of ethical conduct and a no-tolerance approach to fraud and corruption. This policy defines fraudulent and corrupt

activities and provides guidance to employees and contractors on the high standards of personal conduct and integrity that they need to adhere to, and defines the responsibilities of management and staff at different levels to prevent fraud and corruption.

#### WHISTLEBLOWER POLICY

WWF-Singapore has a whistle-blowing policy which provides for an independent mechanism such as a hotline / email for stakeholders (employees, external parties) to safely report matters related to illegal activity, improper conduct, fraud, corruption or dishonest and unethical practices. The whistle-blowing policy is publicly available on <https://www.wwf.sg/whistleblowing-policy/>.

#### CONFLICT OF INTERESTS POLICY

This policy outlines examples of situations which may present potential conflicts for an employee, contractor or director. All employees and board members of WWF-Singapore and trustees of the WWFS Conservation Fund are required to annually submit a conflict of interests declaration to ensure that potential conflicts of interest are identified and managed on a timely basis.

#### FUNDRAISING EFFICIENCY

WWF-Singapore maintains a fundraising efficiency ratio below 30%, in accordance with local charity guidelines.



# WWF-SINGAPORE COMPANY PROFILE



## WWF - WORLD WIDE FUND FOR NATURE (SINGAPORE) LIMITED

A company limited by guarantee and a registered charity

### COMPANY SECRETARY

Catherine Lim Siok Ching  
Lim Ka Bee

### REGISTRATION NO.

200602275E

### DATE OF INCORPORATION

20 February 2006

### REGISTERED OFFICE AND PLACE OF BUSINESS

354 Tanglin Road  
#02-11, Singapore 247672  
Website: [www.wwf.sg](http://www.wwf.sg)  
Email: [info@wwf.sg](mailto:info@wwf.sg)

### PLACE OF INCORPORATION

Singapore

### EXTERNAL AUDITOR

Ernst & Young LLP  
One Raffles Quay, North Tower,  
Level 18 Singapore 048583

### INTERNAL AUDITOR

Deloitte & Touche LLP  
6 Shenton Way,  
OUE Downtown 2, #33-00 Singapore 068809



# WWF-SINGAPORE 2023 HIGHLIGHTS





# HIGHLIGHTS IN NUMBERS



Active Projects

59



Businesses Partnered

121



Volunteers Engaged

184



Supporters in Singapore

207,000



Countries

14



Schools Engaged

127



Volunteer Hours

>7,900



Donors

17,423



Students Engaged

8,886



Financial Institutions & Regulators Engaged

100





# CLIMATE

NET ZERO CARBON  
SUSTAINABLE FINANCE

Robynne-Hu / Unsplash



# COOLING ENGAGEMENT

Following the launch of the cooling report in June 2022, WWF-Singapore has continued to engage industry leaders from the public and private sector to highlight the importance of clean cooling and the opportunities it presents. Our efforts focused on raising awareness about the potential of implementing clean cooling solutions, with an emphasis on demand-side response management as a key driver for decarbonising emissions.

We conducted a feasibility study and proposed a pilot program targeting the commercial building sector, which accounts for the majority of the country's cooling demand. These initiatives align with our goal to encourage the adoption of demand side response as a key clean cooling solution.

Moving forward, WWF-Singapore will continue to foster collaboration among stakeholders and drive innovation in our ongoing efforts towards decarbonising cooling.

## COP 27

On 6 November 2022, WWF-Singapore played a leading role at COP 27 as an advocate for urgent climate action and biodiversity conservation.

With a focus on the pressing need for climate adaptation, WWF-Singapore highlighted the region's vulnerability to climate change. We participated in an event for Singapore youth to raise awareness about Southeast

Asia's vulnerability to the impacts of climate change, which include rising sea levels, extreme weather events, and ongoing developmental challenges.

Sandeep Chamling Rai, Senior Advisor for Global Climate Adaptation Policy (WWF International) was a speaker at the event, which was moderated by Swati Mandloi (WWF-Singapore). Swati also

served as a Youth Delegate representing Singapore Youth for Climate Action.

In addition, one of WWF-Singapore's most successful youth empowerment programmes, #WeGotThis, received significant attention and was prominently featured on digital displays at COP 27 in Sharm El-Sheikh.



Images courtesy of the Singapore Government



# SUSTAINABLE FINANCE

As Asia's growth trajectory accelerates, financial institutions' decisions will significantly impact its economic and environmental future. WWF-Singapore's Asia Sustainable Finance (ASFI) team recognises the role finance plays in promoting sustainability and is encouraging sustainable practices across banks, asset managers, private banks, and development finance institutions through assessments, engagements, and capacity development.

## ★ KEY HIGHLIGHTS

- SUSBA Report included insights from

**40** ASEAN banks

- ASFI Academy offers

**28** courses

- 20,000+** finance professionals trained

## Sustainable Banking Assessment (SUSBA)

An annual endeavour, the SUSBA report critically evaluates the sustainability practices of banks in the region. The 2023 edition provided insights into 40 ASEAN banks and 10 significant banks from Japan and Korea. Beyond the overarching assessment, SUSBA delves into sector-specific evaluations, adding seafood to palm oil and energy transition sector assessments in 2023. Notably, the 2023–2024 assessment has broadened its purview, encompassing regions outside Asia, including Latin America and Africa.

## Sustainable Private Banking and Wealth Management (SPRING)

June 2023 saw the unveiling of the SPRING framework, an initiative tailored for private banks and wealth managers. This framework is based on previous work with corporate banks, asset managers, and financial regulators. It takes into account the possible impact of wealthy individuals as influential investors. The report set the stage for bilateral engagements with private banks to delve into the challenges

and prospects within private banking and wealth management.

## Development Finance Institutions (DFIs) Engagement

Since 2021, we have actively assessed DFIs in Asia, promoting integration of environmental and social considerations in energy-related financing decisions. The aim is to channel financial flows away from environmentally detrimental activities toward sustainable energy infrastructure. The latest assessment covered DFIs in Japan, China, Indonesia, the Philippines, Malaysia, and India, aligning with the Paris Agreement and Kunming-Montreal Global Biodiversity Framework (GBF). In March 2023, WWF and The Nature Conservancy staff attended the Infrastructure Investor Global Summit in Berlin, presenting the environmental case to industry leaders.

## Sustainable Seafood Finance

Declining productivity and natural resource degradation have fuelled the sustainable seafood movement. Simultaneously, the industry grapples with human rights violations and illegal, unreported, and unregulated (IUU) fishing,

jeopardising its reputation, market, and government relations. These risks, often hidden in global supply chains, affect financial institutions funding seafood companies. In response, in 2023, a seafood sector framework was integrated into the SUSBA and RESPOND assessments.

## ASFI Academy

Launched in September 2021, ASFI Academy offers a curriculum of 28 sustainable finance e-learning modules, including new ones on sustainable infrastructure and energy. These IBF-accredited courses equip professionals with skills to redirect financial flows towards a sustainable, low-carbon, and nature-positive economy.

As of June 30, 2023, the Academy has trained over 20,000 finance professionals and aims to educate an additional 15,000 professionals in FY2024, with an emphasis on Southeast Asian markets. Notably, the Academy's new Nature-related risks module is the first and only to be accredited under the IBF's Natural Capital Management heading.





# SUSTAINABILITY & CIRCULAR ECONOMY

SUSTAINABLE PALM OIL  
CIRCULAR ECONOMY





# LAUNCH OF HAMURNI, A TRACEABILITY AND RISK ASSESSMENT TOOL

led by WWF-Singapore with  
WWF-Indonesia, WWF-UK,  
and WWF-International

## ★ KEY HIGHLIGHTS

Pilot: **FIVE** months in Pelalawan

**74%**

of users will  
continue to  
use Hamurni

**59%**

use Hamurni  
for record-  
keeping

## Why is there a need for traceability?

Palm oil is the world's most produced, consumed, and traded vegetable oil. It is a highly efficient crop that offers a far greater yield at a lower cost of production than other vegetable oils. However, the irresponsible production of palm oil is a major driver of deforestation, biodiversity loss, climate change and social conflicts.

The lack of transparency on raw material origins is a fundamental issue. Increasing its traceability will help processors and buyers to make informed procurement decisions. There is increasing demand for the private sector to demonstrate that their supply chains are not linked to deforestation and social exploitation by providing traceability to plantation (TTP) data, including with the new European Union Deforestation Regulation ("EUDR") that will impose due diligence obligations from 30 December 2024.

## About Hamurni

WWF launched a traceability tool – the Hamurni Platform, to catalyse industry-wide supply-chain traceability in the agri-commodities space, such as palm oil and natural rubber. It will help industry players understand from whom they are purchasing raw materials, assess environmental and social risks, and engage smallholders to help with their sustainability certification.

The traceability and risk assessment tool enables data collection of upstream user details (e.g. smallholders, agents) and their transactions via the Hamurni mobile app. It assesses the risk of each Fresh Fruit Bunch (FFB) transaction from smallholders' plantation to the mill via an original Risk Assessment Tool (RAT); and helps map out supply chains.

## About Hamurni's Rollout

In collaboration with a mill from one of the world's largest palm oil traders, WWF rolled out a pilot in Pelalawan, Riau, Indonesia for five months. The aim of the pilot was to test the feasibility of Hamurni, onboard smallholders, and gather data and feedback from the mill and smallholders.

WWF's independent monitoring and evaluation report revealed that 74% of users would continue to use Hamurni, so long as there was good connectivity and continued benefits. 59% said that record-keeping was one of their motivations for using it.

One farmer said it helped him monitor his farm workers remotely. A driver also received handy notifications when the palm fruits were ready for pick-up. While the project concluded, the mill continued to use Hamurni, reflecting the success of its rollout.



*Our independent evaluator for the proof of concept interviewing a smallholder farmer to get his views on Hamurni*



*A group photo of representatives from Preferred by Nature, Agridence, and WWF. In the field during the monitoring and evaluation report.*



# HAMURNI IN SABAH PROJECT RECEIVED THE COVETED WWF INNOVATION FUND GRANT

WWF-Singapore achieved a significant milestone by being granted the prestigious WWF Innovation Fund Grant for the first time. This grant supports the WWF network in creating impactful projects and programs on a large scale.

With this grant, the WWF-Singapore traceability team will work with WWF-Malaysia to help smallholders in Sabah better manage their data for sustainability certifications and traceability, via WWF's flagship platform, Hamurni.

Additionally, the project aims to support how downstream companies manage environmental and social risks by utilising traceability data. The project will roll out in Sabah, Malaysia, and be integrated into WWF-Malaysia's Living Landscape Approach programme.

## Expanding to Tawau in Sabah, Malaysia

WWF and Agridence (tech partner) ran a proof of concept with one the biggest traders' mill in Riau, Indonesia from Apr - Aug 2022.

WWF-Singapore wants to take that success and duplicate it to Sabah, Malaysia. The activities are split into 3 Phases.

### Phase 1: Setting the groundwork and gaps analysis

- Funding from the Innovation Fund will be spent on groundwork to understand the Tawau, Sabah landscape and adapt the risk assessment methodology for the landscape.
- We will be partnering with WWF-Malaysia so that we do not have to engage smallholders, government bodies, and local authorities from scratch as they have an existing smallholder programme and a jurisdictional programme for Sabah (Living Landscape)
- We will be engaging the private sector, government, stakeholders (eg. RSPO, MSPO, other local NGOs) to secure their commitment to get involved in the pilot.

### Phase 2: Tech Adaptation and Development

Seeking funding

### Phase 3: Pilot Rollout

Seeking funding



Expansion of Hamurni traceability system to Sabah, Malaysia

## PARTNERSHIP FEATURE



Singapore's e-commerce market has been growing fast and is projected to grow by nearly 50% by 2027. With 200,000 daily e-commerce parcels in circulation currently, e-commerce packaging compounds Singapore's waste problem.

Motivated by these trends, WWF-Singapore's Plastic ACTION (PACT) initiative launched a pilot programme together with UOB as the Lead Partner, to promote the scalability of reusable e-commerce packaging in Singapore and shape a circular economy.

12 retailers participated in the pilot programme, allowing customers to choose reusable packaging for their online orders. During the pilot, which processed 15,000 orders, one-third of customers opted for the reusable option and the study found that consumer understanding played a significant role in the uptake of reusable packaging.

To be a viable and sustainable option, reusable e-commerce packaging must meet a minimum number of uses. Of the consumers who opted in, 1 in 2 returned the packaging for reuse. Findings from the pilot revealed

that clear instructions, convenience, and incentives for returning the packaging were key to achieving a high return rate.

Additionally, some retailers experienced cost savings with the use of reusable packaging, while consumers also demonstrated a willingness to pay a small premium for reusable packaging.

The pilot provided valuable insights into the successful implementation of reusable packaging, serving as a useful resource for retailers and organisations looking to create a more sustainable and circular e-commerce ecosystem in Singapore.



© ALAN NG



# NATURE & BIODIVERSITY

ILLEGAL WILDLIFE TRADE  
MARINE CONSERVATION  
FOREST LANDSCAPE RESTORATION



# STRENGTHENED RELATIONSHIP WITH SINGAPORE GOVERNMENT TO COMBAT ILLEGAL WILDLIFE TRADE (IWT)

## ★ KEY HIGHLIGHTS

7 ministries and agencies in Singapore engaged

100+

maritime employees engaged on IWT risks



WWF delegation celebrating the adoption of a resolution to protect marine turtles at CITES CoP19 in Panama



White-rumped shama



Straw-headed bulbul

We engaged seven ministries and agencies in Singapore on IWT key topics, including online trade, financial crime, transport, and highly trafficked species.

**July 2022:** Following consultations with key stakeholders, including WWF-Singapore, Singapore's strengthened Endangered Species Act came into effect.

**October 2022:** WWF-Singapore and TRAFFIC, with support from WWF-Hong Kong and the National Parks Board (NParks), began work on a joint IWT Shipping Compendium Report for Singapore's maritime sector which is to be published in 2024.

**October 2022:** WWF-Singapore invited to attend the 'UNITE Against Environmental Crime: Cooperation Between Southeast Asia and the EU' workshop in Bangkok, Thailand.

**November 2022:** WWF-Singapore was represented for the first time at CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) CoP19 as a Speaker, Moderator, and Co-Organiser for events highlighting the global snaring crisis, tools to track the marine turtle trade and on developing global species action plans. We also joined with other NGOs to raise support for regulating the unsustainable trade in Asian songbirds, sharks and rays.

**November 2022:** The joint IWT documentary with NParks launched ahead of CoP19, highlighting Singapore's role as an IWT shipping hub and the innovative efforts to halt IWT via Singapore.

**December 2022:** WWF-Singapore was represented at the INTERPOL Wildlife Crime Working Group Meeting in Singapore.

**March 2023:** 100+ maritime sector employees were engaged by WWF-Singapore and WWF-Hong Kong on IWT supply chain risks and tools to tackle IWT in transit.

**May 2023:** WWF-Singapore launched a CITES CoP19 explainer video for National Endangered Species Day.



## SEA TURTLE PROTECTION INITIATIVE

Launched in May 2023, WWF-Singapore, in partnership with the National Parks Board's Biodiversity Beach Patrol, conducted coastal monitoring for sea turtles and horseshoe crabs. Staff and volunteers surveyed a particular stretch of beach along East Coast Park designated for WWF-Singapore.

In addition, WWF-Singapore supported the uptake and rollout of ShellBank, the world's first DNA database for sea turtles and the SEEShell App for detecting real tortoiseshell products.

WWF-Singapore also advocated for several policy measures to halt illegal trade and better protect sea turtles and their habitats, including the adoption of a resolution for sea turtles at CITES CoP19 and active participation in the WWF-led Asia Pacific sea turtle legislative review process.



## STRENGTHENING TIGER CONSERVATION IN THE BELUM-TEMENGOR FOREST COMPLEX

Since 2020, WWF-Singapore has supported WWF-Malaysia to protect tigers in Belum-Temengor.

In FY2023, impacts included:

### Patrol Activities

From July 2022 to May 2023, our patrols covered a total of 2,849 days, averaging 259 days per month. Fortunately, no active snares were detected during this period.

FY2023 marks the second consecutive year where zero active snares were recorded in Belum-Temengor.

### CA|TS accreditation

RBSP (Royal Belum State Park) achieved its CA|TS accreditation in March 2023. It is the first CA|TS-approved site in Malaysia and South East Asia, seeing 128,271 hectares (ha) recognised by international standards for effective tiger habitat management.

### Final Report on Wildlife Study in Ecological Corridors in Kelantan

The final report was disseminated in August 2022 and the findings were presented in state and federal meetings throughout the year. These

findings will serve as a foundation for stakeholder engagement to obtain their support in safeguarding and preserving the crucial ecological linkages and tiger habitats in the region.

### Promote collaboration and information exchange to enhance cooperation between key stakeholders

WWF-Malaysia held introduction briefing sessions and training on the social landscape mapping conducted.

Stakeholder meetings were held to improve collaboration and build foundation for a trusted partnership.

The team has also been presenting field experiences and challenges to engage Orang Asli communities in Belum-Temengor.

### Skill development sessions to equip the Orang Asli community with skills needed to address issues faced by them

Conducted agriculture training and community meetings to equip the Orang Asli community.



### ★ KEY HIGHLIGHTS

- **2,849**  
patrol days recorded
- An average of **259**  
patrol days a month
- **ZERO**  
active snares detected in FY2023

# CONSERVATION OF THE NORTHEAST PALAWAN MARINE PROTECTED AREA (MPA) NETWORK

## ★ KEY HIGHLIGHTS

- Established **1,134.6<sub>ha</sub>** of new or expanded MPAs in Northeastern Palawan
- Conducted Biophysical assessments at **15** reefs inside and outside MPAs
- Near completion of **FOUR** MPA Network level management plans
- Two trainings on law enforcement with over **100** attendees

Since 2017, WWF-Singapore has been supporting the work by WWF-Philippines to conserve and safeguard the Northeast Palawan Marine Protected Area Network (NEP MPAN). With a strong emphasis on community engagement, the programme aims to enhance resilience to climate change, establish legal protection for marine areas, and build local capacity in environmental law enforcement and marine resource management.

In our ongoing efforts, four Marine Protected Area (MPA) Network plans were developed with focus on essential sectors such as Fisheries management, Financial sustainability, Habitat Management and Law Enforcement. We have also played a significant role in establishing and expanding MPAs, increasing current protected areas by another 1,134.6 hectares with focus on seagrass meadows and coral reefs - these efforts ensure the preservation of biodiversity and sustainability of local communities' livelihoods.

Between July and September 2022, in response to Typhoon Odette, with the support of WWF-Netherlands and WWF-Singapore, WWF-Philippines installed marker buoys in affected MPAs as an effort to reestablish boundary demarcations.

## WWF-Singapore Site Visit to Northeast Palawan

WWF-Singapore engaged in various initiatives to promote sustainability and protection of marine biodiversity. The Annual Coral Triangle Programme (CTP) meeting brought together WWF-Singapore, WWF CTP, WWF-Philippines, WWF-Malaysia, WWF-Indonesia, WWF-Pacific, and stakeholders to develop key concepts for regional work moving forward in FY2024. The visit allowed regional offices to align on strategic priorities, scoping future projects such as mangrove rehabilitation, blue carbon initiatives, and livelihood enhancement.

Due to the growing frequency of typhoons and its long-lasting damages; large-scale destruction of mangroves, coral reefs, and coastal communities, an assessment of sites impacted by Typhoon Rai was performed with the hopes of using nature-based solutions (NbS) to restore the areas and protect neighbouring regions and their coastlines. Additionally, WWF-Singapore took part in the annual reef assessments across sites in the MPA network, which are an important exercise to monitor the health of protected ecosystems and inform policy measures accordingly.

Through our work, WWF-Singapore will continue supporting initiatives that protect seascapes from anthropogenic pressures and climate change, as well as the communities that depend on these coastlines for their livelihoods.



*Mangroves uprooted, damaged and now barren due to the impacts of Typhoon Rai.*



*Roof blown off a sports complex due to Typhoon Rai in one of the coastal villages, Barangay Culasian*



*Chester and Gwen from WWF-Singapore Marine team trying their hand at using a gopro+monopod to take randomised images of the reefscape*



# CREATING CONSERVATION IMPACT AT SCALE IN THE CORAL TRIANGLE

## ★ KEY HIGHLIGHTS

- **13** youths underwent coral restoration training at Sekolah Kebangsaan Pulau Mabul, Semporna
- **100** coral fragments were successfully planted during training
- **1,350** coral fragments were planted using the MARRS method since March 2023

Initiated with support from corporate partner Epson Southeast Asia, this project kickstarted three years of WWF-Singapore funding the Coral Triangle Programme (CTP) to help scale conservation impact together with local communities and stakeholders in the Sulu Sulawesi Seascape, specifically in Semporna, Malaysia, and South Palawan, Philippines.

The project aims to engage local stakeholders in conserving marine and coastal resources. CTP will do this by sharing best practices learned from restoration activities, establishing Community Innovation and Learning Hubs, and identifying and training community champions for co-management of restored and existing coral reef/mangrove areas. This is in support of the goal to manage 30% of marine and coastal areas by 2030.

### Pre consultations

Pre-consultations with communities in Mabul Island, Semporna were first conducted, including two field trips - one in May 2022 attended by WWF CTP and another in Oct 2022 attended by WWF-Singapore. We received support from Mabul Island community representatives of Mabul Island, including the village head.

### Coral Restoration Training

In March 2023, WWF-Malaysia with Green Semporna conducted coral restoration training with 13 youths from Belia IKLIM Mabul Island at SK Pulau Mabul, Semporna. The training, given by two staff from WWF-Malaysia, offered proper guidance and information on how to use the Mars Assisted Reef Restoration System (MARRS) coral restoration technique.

This included theoretical modules and hands-on activities on coral biology, Reef Star preparations, site selections, community, stakeholders' engagements,

coral transplanting, Reef Star deployment, monitoring, and maintenance. Also joining the training as facilitators, were staff from Reef Check Malaysia. At the end of the training, 20 Reef Stars with 300 coral fragments were successfully deployed.

### Reef Check Eco Diver Training

As part of the Coral Restoration Project in Semporna, Reef Check Malaysia was invited to deliver the Reef Check Eco-Diver Course to five youths from Pemimpin Belia IKLIM Mabul. The course took place in Mabul Island from March 19-21 2023.

The Reef Check Eco Diver Course certification training allows non-scientists to conduct reef monitoring using the Reef Check survey protocol. This protocol is widely used internationally and locally in Malaysia.

### Coral Reef Restoration Status:

From March to June 2023, 90 reef stars with 1,350 coral fragments were deployed in Mabul Island using the MARRS method. The deployment and monitoring of these reef stars are largely conducted by the IKLIM Mabul Climate Leaders and Green Semporna.

In FY2024, 30 more will deploy on Mabul Island, and restoration will continue to take place in two more locations in Semporna.

### Mangrove restoration at Balabac and Bataraza in Palawan, the Philippines

Ongoing engagement with local government and other local partners culminated in an official project kick-off launch on Balabac Island in August 2022. Soon after, the Bataraza Learning and Innovation Hub (BLIH) was launched in January 2023, where 53 individuals from partner agencies and stakeholders attended.



©Marine Programme/ WWF Malaysia  
*Participants in the 1st on-site training on Mangrove Restoration, Species Identification, Site Selection and Preparation, and Nursery Establishment in Barangay Buliluyan*



©Marine Programme/ WWF Malaysia  
*WWF-Malaysia together with Green Semporna conducted a coral restoration training involving 13 youths from Belia IKLIM Mabul Island*



©WWF Philippines  
*Reef Check Malaysia was invited to deliver the Reef Check Eco-Diver Course to youths from Pemimpin Belia IKLIM Mabul.*

# EXPANDING MARINE PROTECTED AREAS IN MALAYSIA

## ★ KEY HIGHLIGHTS

- 12M+ ha  
 of Malaysia Important Marine and Coastal Area (MyIMCA) sites were identified
- The second Darvel Bay scientific expedition was conducted from **19 to 30 October 2022**
- Recommendations for coastal and marine areas were included in **TWO** key national plans

Aligning with the Kunming-Montreal Global Biodiversity Framework, the project aims are to support the Malaysian government in achieving the global 30x30 goal, enlarge the MPA Network in Malaysia, and strengthen the management of MPAs while protecting marine life, which includes commercially valuable species.

### Identification of Priority Marine Areas in Malaysia

24 Malaysia Important Marine and Coastal Area (MyIMCA) sites comprising approximately 12,052,032 ha were identified. These results and recommendations have since been included in two key national plans of Malaysia, introduced to various ministries, and presented at the latest Asia Pacific Coral Reef Symposium in June 2023.

As a joint production with WWF-Malaysia, Malaysian Society

of Marine Sciences (MSMS), and key experts - a MyIMCA report is set to be published in FY2024. It will support Malaysia's federal and state governments to join the Global Biodiversity Framework Target 3 to expand area-based conservation in Malaysia to 30% by 2030.

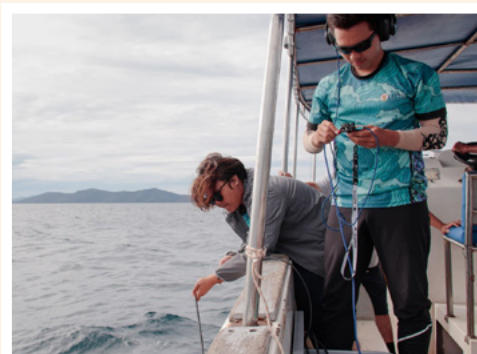
### Policy and Advocacy for Priority Marine Areas in Malaysia

Advocating for the gazettment of Darvel Bay as a marine protected area (MPA), in July 2022, a five-year Memorandum of Understanding (MoU) between Sabah Parks and WWF-Malaysia was signed for a proposed Darvel Bay Marine Park to ensure an effective management system is in place in the proposed MPA.

In October 2022, WWF-Malaysia organised a Darvel Bay scientific expedition assessing socioeconomic activities, terrestrial and marine biodiversity within the area, which

involved 130 participants from Sabah Parks, universities, and other non-governmental organisations (NGOs). Its scientific findings would form the basis for developing the Darvel Bay MPA Management Plan. Chester Gan, Gwendolyn Chow, and Resy Witono from WWF-Singapore joined the last few days of the expedition, joining Marine Mammal Conservation (Marecet) group for their last round of visual and acoustic surveys.

WWF-Singapore also participated in a community consultation session with Kampung Taruakan, a village residing within the Darvel Bay area to inform the community of the gazettment plans while gathering locals' feedback. This aligns with the guidelines of Free, Prior, Informed and Consent (FPIC) process.



Conducting acoustic surveys to detect the presence of marine mammals in the proposed Darvel Bay MPA



A consultation and discussion with selected members of Kampung Taruakan



Closing ceremony of the Darvel Bay Scientific Expedition



# MANGROVE CONSERVATION FOR THE IRRAWADDY DOLPHIN, SARAWAK

## PROJECT LAUNCH 1 July 2020

### Planting Activities

Approximately 11,763 seedlings of *Rhizophora Mucronata* and *Rhizophora Apiculata* were planted at both sites covering about 4.6 ha.

Communities also earned income from replanting activities to supplement their livelihoods.

### Community Empowerment

Cross-learning visits and workshops empowered communities in conservation management.

### Smokehouse Technology

The smokehouse machine design was completed and sent for fabrication. The machine can potentially reduce up to 70% of mangrove fuel wood used.



## Carbon Baseline

An agreement was signed to conduct a carbon baseline assessment through a collaboration between Swinburne University of Technology, Sarawak, and Green Artificial Intelligence Technology (GAIT).

## Marine Mammal Conservation

Six boat surveys were completed and three species of marine mammals were sighted.

A report to estimate population and incidental catch rate to indicate the extent of the threat is being finalised.

### ★ KEY HIGHLIGHTS

11,763  
seedlings planted

4.6 ha  
covered

Smokehouse machine designed to reduce use of mangrove wood as fuel

# ORANGUTAN CORRIDOR RESTORATION, SARAWAK

## PROJECT LAUNCH 1 October 2022

### Habitat restoration

Local communities, the Sri Aman Development Agency and government ministries agreed to set aside 389 ha for a wildlife corridor, 487 ha for conservation and natural regeneration, 380 ha for agroforestry, and 37 ha for active restoration between Gunung Lesong and Ulu Sebuyau (GLUS) National Parks as orang-utan habitat.

### Community empowerment and livelihood improvement

WWF and GLUS communities secured an agreement with the Department of Agriculture to collaborate on the establishment of stingless bee initiative to complement the agroforestry project.

13 participants from three communities participated in the photography workshop Panda CLICK! This interactive community empowerment programme



aims to enable people to view nature and biodiversity through the eyes of the communities.

## Orang-utan conservation awareness

The chair of GLCBET (Gunung Lesong Community-Based Eco-Tourism) development committee raised the profile of the project during WWF-Malaysia's 50th anniversary Conference's Community Forum. Their participation enabled cross-learning between communities involved in conservation projects and raised awareness on orang-utan with the aim to reduce human-wildlife conflicts.

### ★ KEY HIGHLIGHTS

389 ha  
for wildlife corridor

487 ha  
for conservation

380 ha  
for agroforestry

37 ha  
for active restoration

## PARTNERSHIP FEATURE

### EPSON

**Epson Southeast Asia and WWF-Singapore are collaborating in a multi-year regional partnership, focusing on marine conservation and climate action.**

**This partnership extends its reach across six regional countries - Singapore, Philippines, Indonesia, Thailand, Malaysia, and Viet Nam.**



### Singapore

Epson supports the restoration of light-limited reef areas in the Southern Islands piloted by National University of Singapore (NUS)-Tropical Marine Science Institute (TMSI). A significant milestone was reached in February 2023 with the outplanting of almost 160 coral fragments onto scaffolds at Kusu Island and the transplantation of about 40 coral fragments onto in-situ nursery tables at Bendera Bay. The partnership also promotes citizen science by providing training on coral restoration to individual and corporate volunteers.

### Philippines

Epson contributes to the Balabac Ecosystem Restoration Project in Southern Palawan. Launched in August 2022, the project focuses on restoring and protecting mangroves in Balabac and the neighbouring municipality of Bataraza. One of the project highlights includes the launch of the Bataraza Learning and Innovation Hub (BLIH)

in January 2023 to bridge knowledge gaps and strengthen experience in resource management, build local capacity and provide opportunities for learning exchanges.



### Indonesia

Since 2013, WWF-Indonesia has started coral reef rehabilitation initiatives in the Alor Marine Protected Area (MPA). Through the regional partnership, Epson continues to support coral reef rehabilitation in Alor by engaging local communities in coral reef protection and conservation, with the added goal of boosting economic welfare for local communities through sustainable tourism. The partnership also aims to increase public awareness on marine conservation and responsible tourism.

### Thailand

To support the coral protection and conservation efforts in Chonburi Province's Samaesan sub-district, two volunteering sessions at Samaesarn Marine Science and Conservation Camp were organised to engage and raise awareness on marine conservation among the stakeholders. Participants were provided with the opportunity to build frames for underwater coral nurseries to restore degraded coral reefs.

### Malaysia

Through the regional partnership, Epson also supports coral restoration efforts in Mabul Island, where a number of local youths are trained to be certified eco-divers. More than ten youths have received their Eco-Diver certification and are now qualified to plant coral fragments and monitor reefs around the island. Following the training in March 2023, 20 reef stars with 300 coral fragments attached were successfully deployed.

### Viet Nam

In Viet Nam, our initiative focuses on climate action and low-carbon energy to inspire businesses to implement sustainable practices for climate mitigation. The programme drives climate awareness and actions through the production and release of 'Guidebook for Businesses Toward a Low Carbon and Net Zero Future' podcast series and workshops.





# CLOSER TO HOME

FUTURE SUSTAINABILITY LEADERS | GREEN CITIES

Wallace Heng / Unsplash



# #WEGOTTHIS YOUTH SUSTAINABILITY INCUBATOR PROGRAMME

## ★ KEY HIGHLIGHTS

• **2,800,936**

Youths engaged  
through our digital  
channels

• **184**

applications for  
Bootcamp

• **33** Youth  
Sustainability  
Campaigns  
launched

• **571** Youths  
engaged for  
#WeGotThis  
Fest Year 3

## #WeGotThis Youth Sustainability Incubator Programme

FY2023 saw the wrap-up of Year 2 of #WeGotThis youth sustainability incubator programme and launch of the third year. As presenting partner, Temasek Foundation continued to support all three years of #WeGotThis.

#WeGotThis Year 2 ended successfully with over 2.8 million youths engaged through our marketing campaigns, 28 passionate mentors who guided the youths in their campaigns, and 33 social media campaigns launched by the graduating youths. Five winning campaigns were awarded cash prizes under the Best Campaign, Best Content and Best Creative category. Year 2 also saw the transition from fully online programme to few events held in-person, such as networking sessions and the graduation dinner.

We launched #WeGotThis Year 3 on May 15, 2023 across social media and other channels. The first event was the #WeGotThis Fest, a two-day virtual festival filled with four master classes accompanied by engagement activities. Topics like sustainability, digital marketing, advocacy, and community building were covered and the Fest had 571 Zoom attendees and livestream views.

Upon completion of #WeGotThis Fest, we launched the applications for the Incubator Programme (three-day Campaign Clinic and 10-week Incubator Programme). We received almost 300 applicants from Singapore and ASEAN countries. The Incubator Programme will begin in FY2024.





## PARTNERSHIP WITH MEDIACORP (OKTO)

WWF-Singapore partnered up with Mediacorp to enhance science-based edutainment content for children's programming - Okto, Lil Wild Season 3 and Eco Rangers. This strategic collaboration successfully brought sustainability and nature closer to our younger generations, creating higher exposure to the concept of climate change while empowering them to actively contribute towards a climate-resilient future.

As the official Knowledge Partner, we provided extensive support, including a wide range of science-based content, impactful video footage, and the appearance of subject matter specialists who shared enrichment content. By doing so, WWF-Singapore is helping to ensure that the national media network produces engaging and essential edutainment content tailored for children.

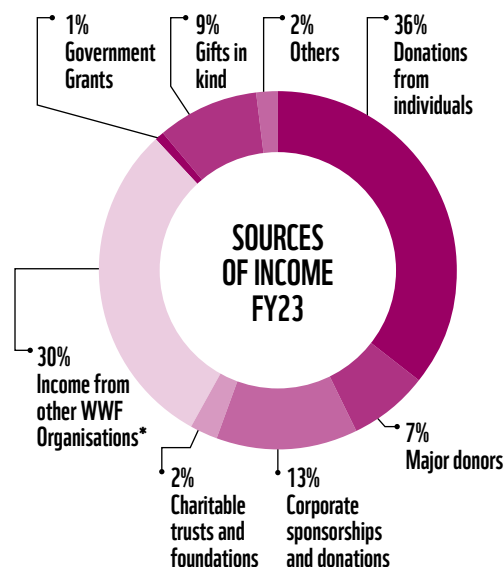
Furthermore, these programmes were actively promoted on various vernacular platforms, including Mediacorp's Channel 8, Vasantham, and Suria, allowing us to reach diverse demographics effectively. This collaborative effort exemplifies our commitment to educating the public about sustainability and inspiring positive action in our next generation of changemakers.



# WWF-SINGAPORE SUMMARY FINANCIAL PERFORMANCE

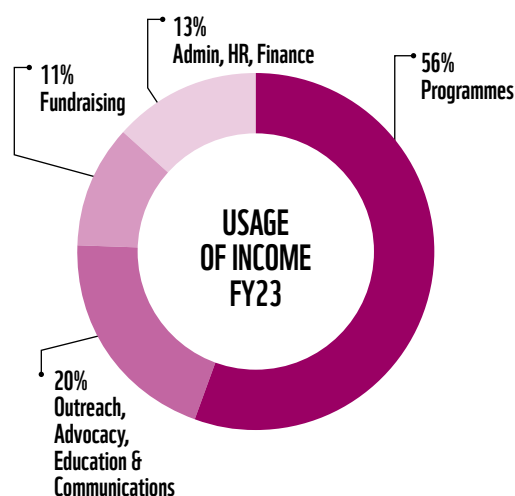


SOURCES OF INCOME	FY2023	FY2022
	S\$000	S\$000
Donations from individuals	6,294	6,646
Major donors	1,258	881
Corporate sponsorships and donations	2,223	2,519
Charitable trusts and foundations	432	59
Income from other WWF Organisations*	5,288	6,275
Government Grants	152	194
Gifts in kind	1,597	910
Others	329	221
<b>TOTAL INCOME RESOURCES</b>	<b>17,573</b>	<b>17,705</b>



RESOURCES EXPENDED	FY2023	FY2022
	S\$000	S\$000
Local programmes and outreach	5,992	4,554
Global conservation commitments	2,428	2,344
Fundraising	1,853	2,998
Administrative, consultancy, and professional fees	3,717	3,824
Costs funded by other WWF Organisations*	5,343	5,928
<b>TOTAL RESOURCES EXPENDED</b>	<b>19,333</b>	<b>19,648</b>

FY2023	USES OF INCOME	FY2022
56%	Programmes	45%
20%	Outreach, Advocacy, Education & Communications	24%
11%	Fundraising	19%
13%	Admin, HR, Finance	12%
100%		100%



FY2023	PROGRAMME SPEND	FY2022
3%	Forests	9%
8%	Oceans	14%
26%	Wildlife (*Including Tigers)	26%
5%	Plastics	1%
45%	Climate change	28%
13%	Others (*Including Sustainable Finance)	22%
100%		100%

\*Income from other WWF organisations refer to donations or grants received by the company from other WWF organisations. They are used to fund programmes and staff members who assume global and regional roles in conservation as well as regional and global conservation projects.



## WWF-SINGAPORE RESERVES POLICY

WWF-Singapore's financial liquidity and reserves policy aims to ensure the sustainability of the organisation's operations, even during a period of unforeseen difficulty. The target level of reserves is set at a minimum of three months' equivalent of the average monthly management and administrative costs. The reserves policy is subject to periodic reviews by the Board to confirm its adequacy in fulfilling the charity's ongoing obligations.

	FY2023	FY2022
<b>RESERVES POLICY STATEMENT</b>		
Unrestricted Funds (Reserves) (\$'000)	4,029	5,198
Restricted Funds (\$'000)	2,672	3,264
No. of Months Reserves Coverage of Average Monthly Core Operating Expenditure*	6	9

\*Average monthly core operating expenditure represents the costs of staff salaries and fixed administrative expenses for WWF Singapore's operations. This excludes any direct programme costs that are funded externally, either by donors or by WWF's donor offices.

## DISCLOSURE OF REMUNERATION OF THREE HIGHEST PAID STAFF

Disclosure of annual remuneration of three highest paid staff who each receives more than \$100,000, in bands of \$100,000:

	FY2023	FY2022
<b>REMUNERATION BAND</b>		
\$100,000 to \$200,000	1	1
\$200,001 to \$300,000	2	2

WWF-Singapore has no paid staff, who are close members of the family of the Executive Head or Board members, who each receives total remuneration of more than \$50,000 during the year.



# PANDA AND VOLUNTEER SPOTLIGHT



© Richard B Barrett / WWF-UK





# PANDA SPOTLIGHT

## INTERN TO FULL-TIME PANDA

### Akshat Garg

Assistant Vice President  
Asia Sustainable Finance

I joined the team as an intern in January 2023. I had previously worked on social challenges and was trying to pivot to Sustainable Finance. The key motivation was to understand how financial flows can be aligned with larger environmental objectives and ensure that both are harmonized rather than competing. The work being done by the team motivated me to become a full-time Panda.

I have been extremely fortunate to have an eventful and impact eight months with the team. We launched the 2023 RESPOND Assessments for Asset Managers, which assesses 40 Asset Managers to see how well they are aligned with best sustainability practices. We also launched the pilot study for private banks (SPRING) - which is a first of its kind in the region.

WWF is a learning organisation where there is space and encouragement for curiosity and mutual learning. This allows the organisation to continuously transform itself.



## INTERN TO FULL-TIME PANDA

### Capucine Pierrefeu

Programme Executive, Conservation

I first joined WWF-Singapore as an Intern doing data analysis for a Community-Ranger relations project in collaboration with WWF-Thailand. I am now a Programme Executive in the conservation department working on forest, wildlife and freshwater projects in the Asia Pacific region.

Since childhood, I heard nothing but praise about WWF, so when I decided to pursue my education and career in biodiversity conservation I knew that I should aim to be in an international organisation like WWF. Following the internship, I was keen on getting more involved and jumped at the opportunity to apply for a full-time position.

I would highly recommend interning at WWF-Singapore to anyone curious about international NGOs and conservation work. I encourage all interns to take advantage of the incredible resources the WWF network put at our disposition internally and stay humble, curious and informed about the news.





# PANDA SPOTLIGHT

## INTERN TO FULL-TIME PANDA

### Mark Jhomel Victoriano Yap

#### Digital Content Executive

I joined WWF-Singapore as an intern a month after completing my National Service to gain more experience and exposure as a working adult.

The fact that WWF-Singapore is a leading sustainability and conservation non-profit organisation truly captivated me. As someone who consistently strives for impact and cares deeply for the environment, I am confident that working at WWF-Singapore will be fulfilling.

I firmly believe that my choice to transition into a full-time role at WWF-Singapore is rooted in pursuing the greater good.

I love and admire all the work that my team does, from the pangolin to the Christmas campaign and now Plastics; each endeavour holds equal significance. Fundraising in Singapore can be challenging due to the high cost of living. However, the knowledge that there are people willing to contribute to the cause consistently motivates me.

My favourite part of working with WWF-Singapore is the people. They have changed the way I perceive the world and have shaped who I am today. They have been instrumental in my professionalism and progress, and I can't ask for anything better.







# PANDA SPOTLIGHT

## RETURNING PANDA

### Adeline Choo WP

Senior Fundraising Executive

I rejoined WWF-Singapore because I enjoy the culture and working with my team. I want to advocate for the voiceless and feel proud to be part of such a respectable organisation.

I was blessed to be able to learn so much about nature and the environment. I had little knowledge about climate change prior to joining WWF-Singapore. However, through the guidance of my colleagues who provided me with abundant knowledge and opportunities, I was able to learn about the condition of our environment and the importance of conservation work.

I was able to attain the award for Best Performer in Fundraising. This is important to me, knowing I am able to inspire so many people to support WWF-Singapore's causes feels rewarding and reminds me why I chose to join WWF.



My favourite part of working at WWF-Singapore is sharing with donors about our conservation efforts and to raise more funds for the NGO.

## RETURNING PANDA

### Dylon Kenechukwu Ifepe

Public Engagement Steward

As a passion-driven guy, I really missed working in an organisation where I can make meaningful impact on the environment and society.

I rejoined the WWF-Singapore's fundraising team and I am glad that my mentor, Timothy Shankar, was there to guide me to become, not only a great fundraiser, but also a leader.

When I first started, I was surprised to learn how everything was interconnected - like how consumerism can affect the climate! That inspired me to do my best to educate others on the environment.

It was very fulfilling when I crossed the \$100,000 mark of raising funds for WWF-Singapore!

Knowing that my effort and hard work is helping to save our beautiful planet is something that keeps me motivated to do my job everyday.





# PANDA SPOTLIGHT



## LONG-SERVING PANDA

### Sera Elizabeth Brown

Illegal Wildlife Trade Programme Lead /  
Assistant Manager, Policy & Advocacy

I always admired WWF's tireless work to protect our natural world and its people, and especially its collaborative approach. After hearing about the scope and mission of WWF-Singapore, I was thrilled when an opportunity came up to join the Panda team.

Despite working in conservation for years before joining WWF-Singapore, I have gained a much more holistic understanding of the true scale and impact of the issue. This can sometimes feel overwhelming, however, in my role, I have also been able to link up with many others not just locally, but also regionally and around the world to develop and implement innovative solutions. This gives me hope for the future.

Last year I had the opportunity to travel to Panama to represent WWF-Singapore at CITES CoP19, a global wildlife trade conference that brought together 160 governments, including Singapore, as well as NGOs, local communities,

indigenous peoples and other interested stakeholders to discuss and decide on regulations to protect species from unsustainable international trade. Two of the most heartening outcomes from the conference were the decisions to afford the highest level of protection to the Straw Headed Bulbul, a songbird species whose only viable population is found here in Singapore, and to bring nearly 100 species of sharks and rays, comprising 95% of the global fin trade, under international trade regulation for the first time.

I really enjoy working with people from diverse backgrounds to come up with solutions to complex issues. In my role, I am fortunate to have the opportunity to meet and help amplify the voices of many underrepresented groups, such as indigenous peoples, local communities, women and youth, who play a critical role in safeguarding our world's biodiversity and continue to inspire me everyday.





# PANDA SPOTLIGHT

## LONG-SERVING PANDA

### Natalya Fitri Ellis

Assistant Manager, Digital Marketing



When I joined WWF-Singapore, I had one humble goal (albeit a difficult one): I only hope for the water, air, food, and products I use to be clean and sustainable. I wanted to make changes.

I have since learned that replacing an unsustainable product is not as simple as I imagined. For example, it may sound ideal to replace all plastic products with plant-based biodegradable materials, but in reality - they may only biodegrade in a controlled facility. Additionally, there are also many other factors to consider, such as calculating the environmental cost of production and shipping.

I want to take this opportunity to express my appreciation to my team for all the hard work we have done together. Personally, spotting our campaign on a large billboard was definitely a highlight for me!

Working at WWF-Singapore has given me the opportunity to meet a very diverse, friendly, dynamic, and knowledgeable group of people. Did you know, tiger pee smells like popcorn?! Thank you to our subject matter experts for always sharing such fun facts with us.

## LONG-SERVING PANDA

### Caleb Suresh Subramaniam

ICT Manager

I worked for WWF International for three years prior and could not pass up the opportunity to be a part of WWF-Singapore.

Having only worked with profit-driven organisations in the past, it was a breath of fresh air to know that every ounce of effort I put in goes towards the greater good.

I was surprised by the incredible amount of scientific expertise and effort that goes into saving the planet.

I appreciate the togetherness we felt even across departments. I've not experienced that elsewhere.





# VOLUNTEERS

## Karan Lakhyani

WWF-Singapore's Bird Watching 101 Course inspired me to join as a volunteer! As someone who is passionate about forests, I make it a point to gain new experience and meet new people to learn more about conservation efforts.

If you have a passion for the outdoors, wildlife, and the environment, there is a lot for you to learn with WWF-Singapore! I had an enriching experience through my opportunity to attend various events.







# VOLUNTEERS

## Corinna Cornish

As a long-time supporter of WWF, I was thrilled at the opportunity of working with the Singapore team. It offered me the chance to develop my skillset while contributing to a purpose that I feel passionate about.

As well as learning about all the exciting projects WWF-Singapore runs, I gained a deeper understanding of the processes and science that make them successful. It was very interesting to learn about the new concepts and technology being developed to address climate and conservation challenges, a pressing topic in today's world.

For anyone else thinking of volunteering, I'd tell them WWF plays a key role in the preservation of our world for generations to come. The manner in which they approach conservation challenges and opportunities in a holistic manner leads by example on how the future of our earth (and therefore the future of us) should be shaped.

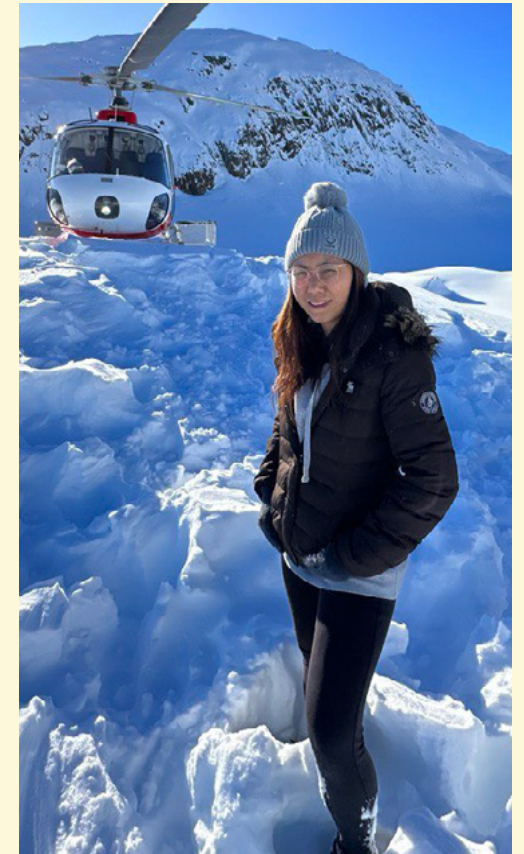


## Audrey Chan

Growing up in a saturated cityscape in Asia, I'm all too aware of the deteriorating global environment. WWF-Singapore gave me a chance to create an environment where animals and plants can co-exist in harmony with built environments.

Initially, I thought I was assisting WWF-Singapore by volunteering for them. However, I have come to realise that the organisation was helping me learn and understand the importance of conserving our environment and leading a sustainable lifestyle instead.

I've since learned that conservation and sustainability are more than just loving animals and plants. It is about nurturing the stewardship of the environment around us, educating the future generations about the past mistakes we have made, and making changes to slow down the rate of climate change.





# WWF CONSERVATION FUND



Chris Flexen / Unsplash



# ABOUT WWFS CONSERVATION FUND

WWFS Conservation Fund ("WWFS CF") is a fund within WWF-Singapore. It has an Institution of Public Character Status ("IPC Status") that is valid till 1 July 2025.

WWFS CF has a separate governing board (called board of trustees) to oversee its affairs. They work in concert with WWF-Singapore's board of directors.

Like all other IPCs, WWFS CF conducts activities that exclusively benefit the Singapore community. Over the last few years, WWF in Singapore has been carrying out work that benefits the local community such as Earth Hour, Future Sustainability Leaders, and Green Cities.

## HIGHLIGHTS IN NUMBERS



Local Active Projects

12



Schools Engaged

127



Volunteer Hours

>7,900



Donors

17,423



Students Engaged

8,886



Supporters in Singapore

207,000



Businesses Partnered

15



Volunteers Engaged

184



# WWFS CONSERVATION FUND



## GOVERNANCE

### TRUSTEES OF WWFS CONSERVATION FUND

(as at 30 June 2023)

**CHAIRMAN OF THE BOARD OF TRUSTEES  
OF WWFS CONSERVATION FUND**

Joseph K H Koh

**WWFS CONSERVATION  
FUND BOARD OF TRUSTEES**

Achal Agarwal  
Lo Wei Min @ Pearlyn Chong  
Chng Soh Koon



# WWFS CONSERVATION FUND



## GOVERNANCE



**Mr Joseph K H Koh**  
Chairman of the Board of Trustees  
of WWFS Conservation Fund  
Since October 2020

Joseph K H Koh was on the WWF-Singapore Board from August 2017 to 21 December 2020, and served as its Chairman from July 2018 to 21 December 2020. He was appointed as Senior Advisor on 30 April 2021, and became the Chairman of the Board of Trustees of the WWFS Conservation Fund on 12 October 2020.

Joseph has been researching on spiders for more than 55 years. He has authored several photographic guides, and published many scientific papers describing new species of Singapore and Brunei spiders. Joseph is an honorary Research Affiliate of National Biodiversity Centre of the National Parks Board and the Lee Kong Chian Natural History Museum of the National University of Singapore. He is currently the Chairman of the Friends of Bukit Timah Forest.

He is a retired Public Service Officer, having held various key appointments in the Ministry of Defence, Home Affairs and Foreign Affairs, and served as the head of Singapore's official missions in Australia and Brunei Darussalam. Joseph was conferred the Public Administration Medal (Gold) (Bar) in 2006 and the prestigious President's Award for the Environment in 2021.



**Mr Achal Agarwal**  
Trustee of WWFS Conservation Fund  
Since November 2020

Achal Agarwal is a senior Executive with over 40 years of experience in leadership roles at successful global companies and a passion for innovation, digitization and human capital development.

As the former Chairman of the Board of the WWF-Singapore, Achal brought his vast experience to stabilize the organization and help achieve our purpose. He continues to be a Council member responsible for the Conservation Fund.

Achal is currently a senior advisor and "luminary" with Accenture. He is also a Non-Executive Director on the boards of Amcor, a global leader in developing and producing high-quality, responsible packaging, and SATS Ltd, Asia's leading provider of food solutions and gateway services.

Achal is based in Singapore with his wife and two daughters.

# WWFS CONSERVATION FUND



## GOVERNANCE



**Ms Lo Wei Min @ Pearlyn Chong**  
Trustee of WWFS Conservation Fund  
Since August 2015

Pearlyn Chong was appointed as a Trustee of WWFS Conservation Fund in August 2015.

She is the Managing Partner and one of the Co-Founders of Lo Hock Ling & Co, an established chartered accountants' firm in Singapore.

She is also active in community services, where she serves on the Board of a number of charities and institutions of public character, such as Autism Resource Centre, Pathlight School and Kwong Wai Shiu Hospital.



**Ms Chng Soh Koon**  
Trustee of WWFS Conservation Fund  
Since February 2015

Chng Soh Koon was appointed as a Trustee of WWFS Conservation Fund in February 2015. Soh Koon is a communications professional who spent a great part of her career with WWF. Prior to joining WWF in 1988, she worked at the Singapore Government Information Service. Since returning to Singapore in early 2009, she has been working as a communications consultant.

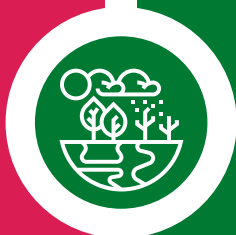
## Board Attendance

### Attendance for Trustee Meetings FY2023 (1 July 2022 - 30 June 2023)

Names of Trustees of WWFS Conservation Fund ("Fund")	Attendance / total no. of meetings
Koh Kok Hong Joseph	1/1
Agarwal Achal	1/1
Chng Soh Koon	1/1
Lo Wei Min @Mrs Pearlyn Chong	1/1



# WWF CONSERVATION FUND HIGHLIGHTS



## CLIMATE



### WWF EARTH HOUR SUMMIT & FESTIVAL 2023

WWF-Singapore hosted its inaugural WWF Earth Hour Summit at Marina Bay Sands, where over 500 attendees, including CEOs, thought leaders, and decision-makers from various sectors, gathered to discuss green transition opportunities and practical actions to combat climate change.

Additionally, the WWF Earth Hour Festival at Esplanade - Theatres on

the Bay saw over 10,000 participants engaging in art performances, educational booths on climate change, and talks by WWF-Singapore's experts. The festival culminated in a symbolic one-hour Switch Off, with iconic landmarks and organisations like FairPrice Group, CapitaLand, Fullerton Hotel, and Orchard Road Business Association (ORBA) joining in support.

### Kosong Plan

First introduced during WWF Earth Hour 2020, the Kosong Plan aims to encourage people to adopt everyday actions to help our climate, using the concept of 'living with less'.

The term 'Kosong', which means zero in Malay, is a colloquial word used to describe our local favourite beverage like Kopi O Kosong (meaning coffee only without sugar). It encourages individuals and businesses, to start by making their own Singapore Kosong Plan.

For WWF Earth Hour 2023, we evolved the Kosong Plan to include 'Kosong Actions'; things everyone can do to live a more climate-conscious and sustainable lifestyle.

The Kosong Plan, which was hosted on our website, garnered a total of 3,832 online pledges. Moreover, during the festival, over 300 individuals made their Kosong Plan pledges at the WWF-Singapore's booth.



### ★ KEY HIGHLIGHTS

- **500+**  
C-suites attended Earth Hour Summit
- **10,000+**  
individuals participated in the Earth Hour Festival
- **4,000+**  
Kosong Plan pledges garnered

### Supporting Partners:

WingTai Asia, Samsonite, Watsons, HSBC

### Venue Partners:

Marina Bay Sands (Earth Hour Summit)  
Esplanade - Theatres on the Bay (Earth Hour Festival)

### Communications Partner:

Redhill Communications Pte Ltd

# WWF CONSERVATION FUND HIGHLIGHTS



## NATURE & BIODIVERSITY

### CYBER SPOTTER PROGRAMME 2.0

The Cyber Spotter Programme 2.0 was developed as a component of the Coalition to End Wildlife Trafficking Online. It adopts a systematic approach to detect and take down illegal wildlife product postings on digital platforms, including e-commerce websites.

WWF-Singapore empowers citizen spotters to be part of the effort against illicit supply chains, training volunteers to spot illegal wildlife trade (IWT) on online markets. Volunteers will undergo training and acquire the necessary skills to identify and report listings of suspicious IWT products and thereby disruption the online trade.

Initially, the training sessions were conducted online (due to Covid-19 restrictions), but we have ran several in-person sessions since 2022.

The sessions introduced attendees to IWT, the Coalition to End Wildlife Trafficking Online, the Cyber Spotter Programme 2.0, CITES, and local wildlife trade laws. They cover key focus species - elephants, pangolins, wild cats, primates, hornbills, birds of prey,



*Cyber Spotter Programme training and live check-in sessions with volunteers*



reptiles, rhinoceros, and sea turtles - sharing facts, conservation status, threats, and cases of product seizures. Cyber spotting logistics, volunteer roles, upcoming rounds, product detection tips, lookalike characteristics, and seller clues are discussed.

We conduct one live session mid-programme as a check-in with the participants. This session allows them to focus on cyber spotting for about an hour and to accurately identify the online listings.

Since the start of Cyber Spotter Programme 2.0

Trained  
**164**  
new volunteers

Found  
**209**  
new keywords

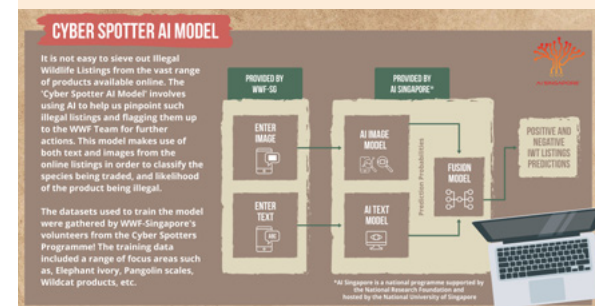
Nearly  
**10,000**  
IWT listings flagged by the volunteers

### CYBER SPOTTER AI MODEL

The model uses Artificial Intelligence (AI) and Machine Learning to help WWF in validating illegal wildlife listings and flagging them up to the WWF team for further actions.

This model analyses the text and images from online listings to classify the species being traded, and likelihood of the product being illegal.

The datasets used to train the model were gathered by WWF-Singapore's volunteers from the Cyber Spotter programme. The training data included a range of focus areas such as, elephant ivory, pangolin scales and wildcat products.





# WWF CONSERVATION FUND HIGHLIGHTS



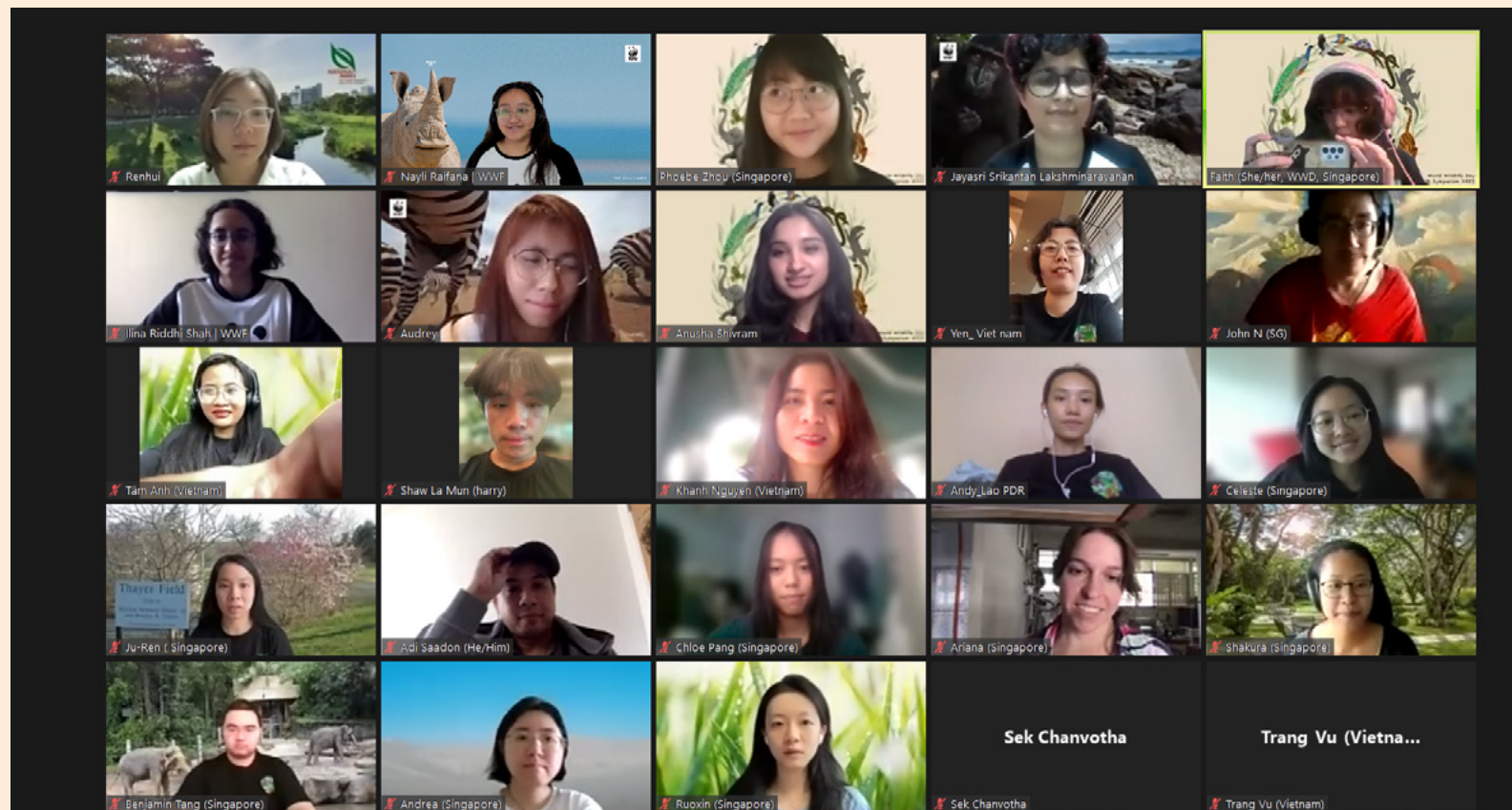
## NATURE & BIODIVERSITY

### WORLD WILDLIFE DAY REGIONAL YOUTH SYMPOSIUM 2023

On March 5, 2023, WWF-Singapore conducted a Cyber Spotter Crash Course as part of the World Wildlife Day Regional Youth Symposium 2023, raising awareness about the significant issue of online illegal wildlife trade (IWT) with insights from those combatting the problem.

The three-hour workshop helped attendees identify instances of IWT online and contribute to conservation efforts by reporting such incidents. Ms. Xie Renhui, Deputy Director of International Relations and Wildlife Trade at the National Parks Board (NParks), discussed the challenges of regulating international wildlife trade and the difficulties in handling IWT online, especially on the deep web and dark web.

She highlighted Singapore's measures, including the ivory ban and collaborations with WWF.



During the event, Ms. Nayli Raifana from WWF-Singapore shared practical tips on how to recognise IWT listings, featuring species such as elephants and pangolins.

She highlighted the importance of reporting these listings to WWF Singapore, which then

forwards them to NParks and e-commerce platforms for further actions. The discussions were engaging, and participants' questions revealed the prevalence of online IWT and the efforts in Singapore to address this issue.

# WWF CONSERVATION FUND HIGHLIGHTS



## NATURE & BIODIVERSITY

### CORAL REEF RESTORATION - A PILOT OF SITE-SPECIFIC RESTORATION OF DEGRADED, LIGHT-LIMITED REEFS IN SINGAPORE

WWF-Singapore is supporting efforts led by the National University of Singapore's Tropical Marine Science Institute (TMSI, NUS) to drive marine conservation research and impact in and around Singapore. WWF-Singapore also aims to build upon past and existing efforts by National Parks Board, NUS, and collaborate with key stakeholders to continue raising awareness on coral restoration and conservation through citizen science programmes and other outreach activities.

#### Coral Restoration at Kusu Island:

Since April 2022, at least 1,500 nursery-reared corals have been grown out and monitored in the aquarium labs by the NUS-TMSI team.

**February 2023:** The first round of coral outplanting was carried out with 160 fragments being deployed on scaffolds at Kusu Island. As of the end of FY2023, more than 90% of these

corals survived. Additionally, about 40 coral fragments were transplanted onto in-situ nursery tables at Bendera Bay.

#### Citizen Science for Coral Restoration:

**January 2023:** The first volunteer recruitment drive took place, targeting both Epsom employees and the general public.

**8 February 2023:** 11 volunteers participated in the initial training session at St John's Island National Marine Laboratory (SJINML). WWF-Singapore managed volunteer organisation and logistics, while NUS-TMSI developed the training curriculum, and provided lab facilities, equipment, and manpower support. The training covered various aspects, including coral fragmentation, attaching fragments to concrete plugs, photography, and image processing using ImageJ software.

Subsequent to the training, volunteers have actively contributed by assisting



researchers in transplantation preparations, such as the attachment of coral fragments to concrete plugs.

#### Public Outreach and Education:

**7 July 2022:** Dr. Jani, WWF-Singapore's primary project partner and Deputy Facility Director of St John's Island National Marine Laboratory, served as an invited speaker at the WWF Oceans Showcase donor webinar. During the event, she shared insights into ongoing and past coral restoration efforts in Singapore as well as the collaborative project with WWF-Singapore.

**22 October 2022:** WWF-Singapore staff hosted an outreach booth during the SJINML Open House Day, engaging with 110 members of the public.

**May 2023:** During the Festival of Biodiversity Heartbeat @ Bedok event, our outreach booth effectively engaged with



over 1,000 attendees, introducing them to the coral restoration project and other local marine initiatives supported by WWF-Singapore over the weekend.

**June 2023:** WWF-Singapore took part as a sponsor at the Asia-Pacific Coral Reef Symposium (APCRS). The organisation had a dedicated booth space to inform visitors about its role as a donor office and its contributions to a range of local and marine projects. The booth received over 200 participants and distributed more than 100 copies of Panda Junior magazines and 'Voices from the Coral Triangle: Reflecting on 15 Years of Commitment & Collective Action' reports. This initiative heightened WWF-Singapore's visibility and emphasised its role in supporting scientific research informing conservation practices.





# WWF CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME

### WWF SCHOOLS PROGRAMME

Launched in 2017, our Young Reporters for the Environment (YRE) programme aims to empower young individuals aged 11-25 to address environmental issues through media platforms such as writing, photography, and video.

### ECO-SCHOOLS PROGRAMME & AWARDS

We are the national operator of Eco-Schools Programme, which embeds UNESCO's Education for Sustainable Development (ESD) framework. We have engaged a total of 127 schools in Singapore through our programme.

Schools can choose to embark on a project under any of the following themes:

- Schools for Climate Action
- Change the way you think about Waste
- Change the way you think about Food

There were 20 school-wide projects this year.

The Eco-Schools Award Ceremony, held on 24 March 2023, saw 200 attendees. 18 awards were given out to schools for the Green Flag, Silver, Bronze, and Recognition Awards in Community Outreach and Campaigns.

### STUDENT ENGAGEMENTS

Topics such as plastics and food waste, wildlife conservation and climate change were covered during the 32 school talks we conducted this year.

Our outdoor education programme, WWF Explores, took learning beyond the classroom. This year, we organised a total of five sessions for 110 students and 10 teachers, where they got to experience beach clean-up, nature walks and macro-photography in nature.

### EDUCATOR ENGAGEMENTS

We trained teachers in different areas of sustainability such as vermi-composting, enabling them to introduce new topics of environmental education in their classroom.



### ★ KEY HIGHLIGHTS

Conducted

32

schools talks  
this year

Engaged

8,886

students

Trained

69

teachers for  
environmental  
education

# WWFS CONSERVATION FUND 2023 HIGHLIGHTS



## CLOSER TO HOME

### YOUNG REPORTERS FOR THE ENVIRONMENT (YRE)

Launched in 2017, our Young Reporters for the Environment (YRE) programme aims to empower young individuals aged 11-25 to address environmental issues through media platforms such as writing, photography, and video. The programme aligns with the Sustainable Development Goals (SDGs) and emphasises a holistic approach to sustainable development, with priority topics for this year being climate change, loss of biodiversity, and pollution.

Top winning entries from Singapore were invited to participate in the YRE International Competition, where youths competed with young reporters from across the globe. Vidyuth Vijay Krishnan, who won first place in the YRE Singapore competition 2022 Article Category for 11-14 years, went on to secure first place in the YRE International competition 2023 for his article titled 'Our Fight Against Plastic Pollution'.





# WWFS CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME



### RIFLE RANGE NATURE PARK - NATURE HERITAGE WALKS

Since January 2023, WWF-Singapore has conducted monthly guided walks at Rifle Range Nature Park open to members of the public. The nature heritage walk covers the park's rich history, biodiversity, and unique innovations.

As of June 2023, over 120 participants have joined us in these walks. They had the opportunity to spot the wild residents of the park, including the Greater Racket-tailed Drongo (*Dicrurus paradiseus*), Sunda Colugo (*Galeopterus variegatus*), and Wagler's Pit Viper (*Tropidolaemus wagleri*).

During these walks, our WWF guides would also introduce several plant species, such as the Simpoh Air (*Dillenia suffruticosa*), Slender Pitcher Plant (*Nepenthes gracilis*), and Wild Cinnamon (*Cinnamomum iners*).

Through these guided walks, WWF-Singapore hopes to instil a greater sense of appreciation for nature among the general public and inspire more protection of the natural environment.



# WWF CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME

### ENGAGEMENT AND OUTREACH EVENTS

#### ★ KEY HIGHLIGHT

WWF-Singapore's Booth engaged almost

**1,000**  people

#### FESTIVAL OF BIODIVERSITY (FOB) 2023

Initiated in 2012, the Festival of Biodiversity is organised by the National Parks Board (NParks) in collaboration with the Biodiversity Roundtable that aims to create awareness and foster a sense of appreciation for our natural heritage. Visitors will be presented with online and on-site activities for all ages.

This event brings together nearly 40 partners, including nature groups, Non-Governmental Organisations (NGOs), and academic institutions who are involved in local biodiversity conservation efforts.

These groups play a crucial role in creating awareness about our island's biodiversity and in nurturing our City in Nature vision. WWF-Singapore shared projects aligned with the event's theme - Technology in Biodiversity Conservation.

- We debuted the Cyber Spotter AI Model
- We showcased the SEEShell App, Coral Restoration programme, and Baited Remote Underwater Video System (BRUVS)
- An estimated 24,000 visitors attended the two-day festival at Heartbeat@Bedok on 27th and 28th May 2023.

- WWF-Singapore's booth engaged ~1,000 individuals over the weekend and generated 85 leads
- We ran several Wildlife Origami workshops that had over 60 participants within an hour
- 12 participants enjoyed the impressive urban biodiversity during our WWF Explores @ Garden Hill Park activity
- This event was heavily supported by WWF-Singapore & NParks volunteers



Showcasing the SEEShell app to public



WWF Explores @ Garden Hill Park



WWF-Singapore's booth at Festival of Biodiversity 2023 held at Heartbeat@Bedok



# WWFS CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME

### ENGAGEMENT AND OUTREACH EVENTS

#### NATIONAL LIBRARY BOARD (NLB) POSTER ROAMING EXHIBITIONS

In FY2023, WWF-Singapore collaborated with NLB to run a monthly illegal wildlife trade (IWT) exhibition at their public library spaces. We set up the exhibition at multiple libraries on a rotational basis every month. So far, we have conducted six engagement sessions at three NLBs; Bukit Panjang Public Library, Jurong East Regional Library, & Ang Mo Kio public Library.

We have engaged over 250 individuals (including families with children).

#### Ad-hoc Request Based Engagements

- Eco-carnival at Pasir-Ris
- Temasek Polytechnic Eco-Conference
- NUS Career fair

#### INSTITUTE OF TECHNICAL EDUCATION (ITE) MARINE ENGAGEMENT BOOTH AT NORTHSORE (PUNGGOL)

On October 29, ITE ran a community-based event called Fiesta By The Shore Carnival @ Northshore Plaza I from 12pm-3pm.

Our Education & Outreach team hosted a booth with marine-related content to bring the environmental message to the event. We prepared three posters that covered marine topics as well as three sets of engagement activities:

1. 'Say No to Plastics' puzzle
2. 'Match the single-use to reusable product' card game
3. 'Fishing for Plastics'

We engaged over 200 individuals on how to say no to single-use-plastics.



IWT Exhibition at Ang Mo Kio Public Library



IWT Exhibition at Bukit Panjang Public Library



Participants playing 'Fishing for Plastics' game at our Marine Engagement Booth at ITE

# WWFS CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME

### VOLUNTEER PROGRAMMES & EVENTS



#### CYBER SPOTTER PROGRAMME

Three in-person training sessions and five online training sessions were successfully completed, resulting in the training of 164 new volunteers. These dedicated individuals contributed to the flagging of nearly 10,000 Illegal Wildlife Trade listings. Moreover, they discovered over 200 new keywords relevant to the cause.

Nine volunteer leaders were appointed to support the training sessions and assist with back-end data cleaning and analysis.



#### BIRD WATCHING 101

Bird Watching 101 serves as a volunteer training programme aimed at educating participants on bird identification in Singapore and building volunteer capacity to lead nature-guided walks. WWF-Singapore conducted three theory sessions at Ang Mo Kio Public Library and two practical sessions at Sungei Buloh Wetland Reserve and Singapore Botanic Gardens. The programme successfully trained 19 volunteers.



#### COASTAL MONITORING

This ongoing programme extends throughout FY2023/2024.

This pilot run aims to train volunteers in monitoring our beaches for Horseshoe Crabs and Sea Turtles.

In FY2023, volunteers successfully completed 28 volunteering sessions and reported the discovery of 4 pairs of Horseshoe Crabs.

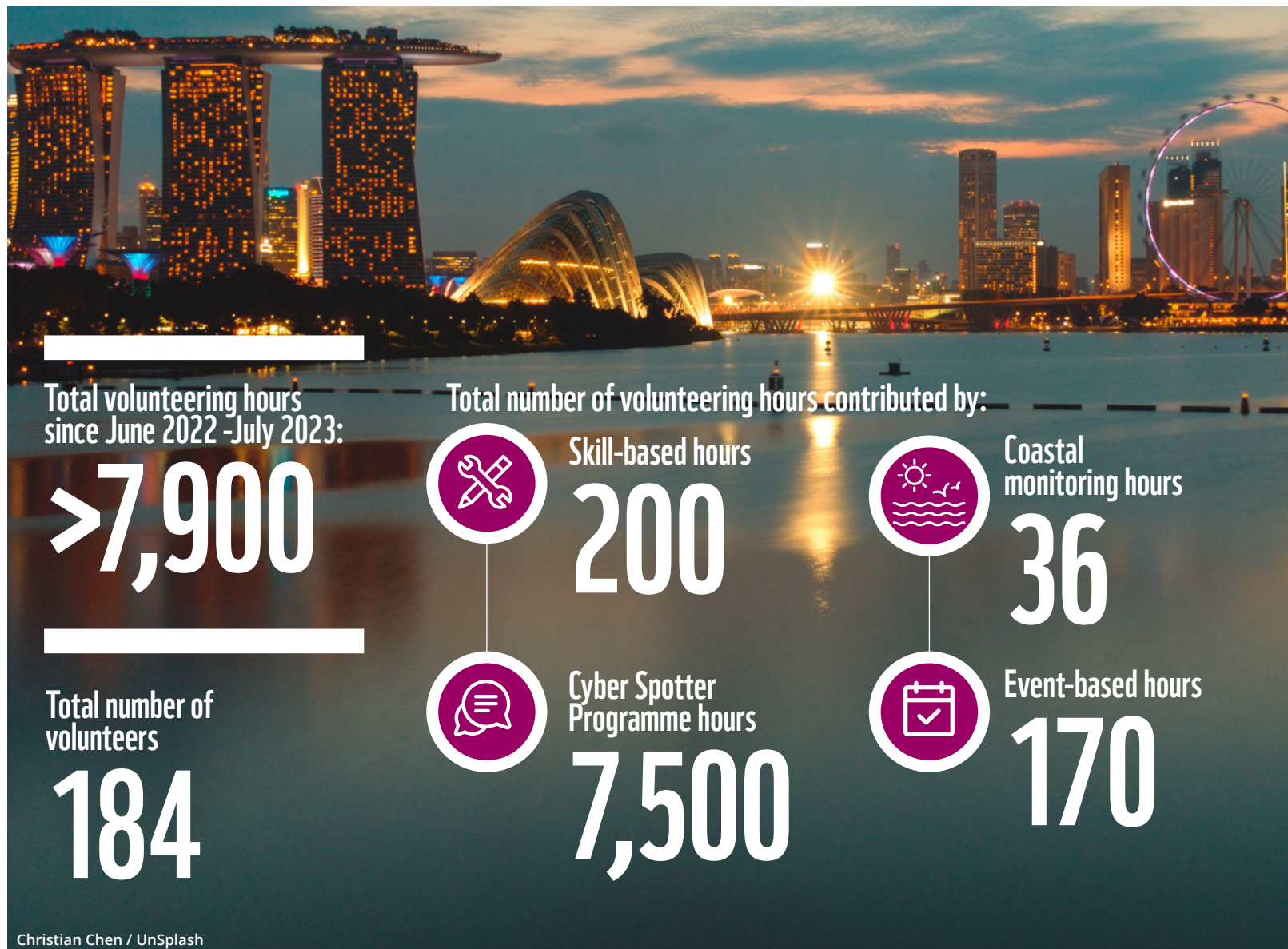


# WWFS CONSERVATION FUND HIGHLIGHTS



## CLOSER TO HOME

### VOLUNTEER PROGRAMMES & EVENTS



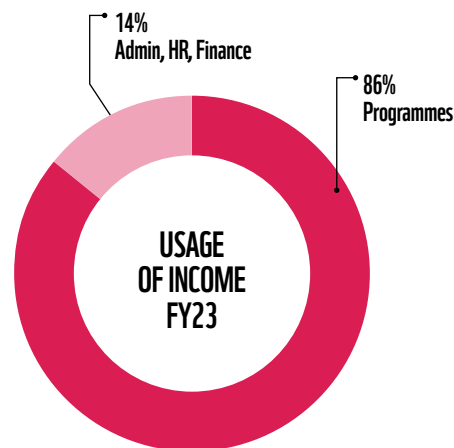
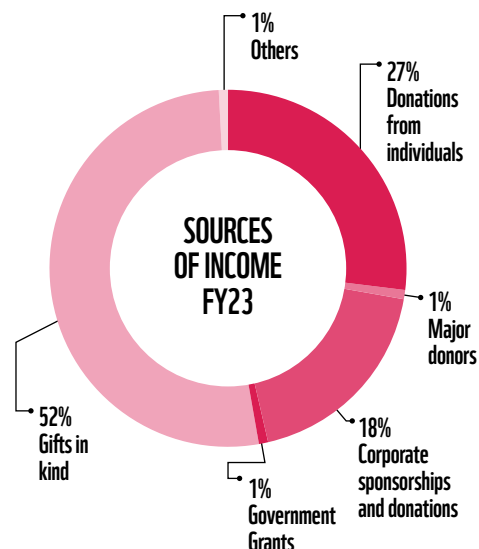
# WWFS CONSERVATION FUND



## WWFS CONSERVATION FUND FINANCIAL PERFORMANCE

SOURCES OF INCOME	FY2023	FY2022
	S\$000	S\$000
Donations from individuals	828	62
Major donors	32	41
Corporate sponsorships and donations	563	81
Charitable trusts and foundations		24
Government grants	25	4
Gifts in kind	1,597	300
Others	17	1
<b>TOTAL SOURCES OF INCOME</b>	<b>3,602</b>	<b>513</b>

FY2023	USES OF INCOME	FY2022
86%	Programmes	84%
14%	Admin, HR, Finance	16%
<b>100%</b>		<b>100%</b>



RESOURCES EXPENDED	FY2023	FY2022
	S\$000	S\$000
Local programmes and outreach	2,436	717
Administrative, consultancy, and professional fees	425	135
<b>TOTAL RESOURCES EXPENDED</b>	<b>2,861</b>	<b>852</b>

FY2023	PROGRAMME SPEND	FY2022
6%	Oceans	2%
30%	Education & Outreach	52%
43%	Wildlife	1%
18%	Climate change	43%
3%	Others	2%
<b>100%</b>		<b>100%</b>





# CONSERVATION FUND RESERVES POLICY

The WWFS Conservation Fund adheres to the reserves policy of WWF-Singapore, ensuring operational sustainability even during a period of unforeseen difficulty. Based on the FY2023 audited financial statements, the Fund maintained a reserves ratio exceeding three months.

# DISCLOSURE OF REMUNERATION OF THREE HIGHEST PAID STAFF

Disclosure of annual remuneration of three highest paid staff who each receives more than \$100,000, in bands of \$100,000:

	FY2023	FY2022
REMUNERATION BAND		
\$100,000 to \$200,000	1	0
\$200,001 to \$300,000	0	0

WWFS Conservation Fund does not have any paid staff. However, it hosts relevant key staff that delivers local projects. None of these key staff members are close members of the family of the Executive Head or Board members.

# THE YEAR AHEAD







# FUTURE PLANS

## WWF-SINGAPORE

### ILLEGAL WILDLIFE TRADE (IWT)

**Shellbank:** build and implement database, hold workshops, analyse confiscated samples.

**Marine Rangers:** insights from the front line via workshop at the first Asian Rangers Forum, and a participatory report

**Maritime Sector:** launch of the SG Shipping Red Flag Compendium and workshop.

### Tiger Conservation in Belum, Temengor Forest

**Complex:** conduct anti-snaring patrols, secure protection of corridor linkages and improve capacity for State Park to operationalize management plan.

### MARINE CONSERVATION

**Coral Triangle Restoration (Sulu-Sulawesi):** Restore degraded/damaged coral reef and mangrove areas, build capacity of local communities, establish community innovation and learning hubs

### Mangroves and Nature-based Climate Solutions:

Develop and initiate a regional blue carbon initiative for mangrove protection, restoration and effective management.

### FOREST LANDSCAPE RESTORATION

#### Mangrove Conservation for Sarawak Irrawaddy

**Dolphin:** increase community participation, explore viable sustainable livelihood options, restore degraded mangrove areas, perform carbon baseline assessment.

#### Orangutan Corridor Restoration, Sarawak:

develop agroforestry model for sustainable livelihoods, restore degraded wildlife corridor.

### Bukit Tigapuluh (Thirty Hills) Ecosystem

**Restoration Concession:** restore degraded areas, support wildlife monitoring and development of sustainable livelihood options through non-timber forest products (NTFPs)

### CLIMATE AND SUSTAINABILITY

**Hamurni in Sabah** - Develop environmental and social risk assessments for Tawau, Sabah

#### MBS Responsible Sourcing

- Enhance sustainability capacity of procurement team for nine commodities

## WWF'S CONSERVATION FUND

### ILLEGAL WILDLIFE TRADE (IWT)

**Cyber spotters and AI model:** train 180 new citizen scientists, share data, deploy and pilot test AI model.

### MARINE CONSERVATION

**Understanding Marine Predators around Sentosa and the Southern Islands:** deploy Baited Remote Underwater Cameras (BRUVs)

### CLIMATE

Earth Hour Summit & Festival and mobilise SG to go Beyond The Hour!

### GREEN CITIES

National Day Tree Planting at Rail Corridor + Annual Volunteer Get-together

Invasive Species Removal and Biodiversity Monitoring along Rail Corridor and Rifle Range Nature Park

Community engagement and school activities at Sungei Buloh Nature Park Network as part of the MoU

Singapore's National Biodiversity Action Plan Consultation & scaling of the City Biodiversity Index

We would like to express our heartfelt appreciation to our fellow Pandas, donors, sponsors, volunteers, and partners for your unwavering support to help build a sustainable future for Singapore and the region.

We approach FY2024 with a renewed vigour and determination, knowing that you are by our side on this important mission.

# Together Possible.

