



**35TH ANNUAL GENERAL MEETING
BOOKLET**

**Notice of the Annual General Meeting (AGM) of
Industrial & Services Co-operative Society Limited (ISCOS)**
Registered Office: 237, Alexandra Road, #04-03/19, Singapore 159929

Notice is hereby given that the 35th Annual General Meeting of ISCOS ('the Co-op') will be held on **Friday, 30 May 2025, 7.30 PM at Devan Nair Institute (80 Jurong East Street 21 Singapore 609607)** to transact the following business:

AGENDA

1. To receive and if approved, to adopt the Standing Orders for the 35 th Annual General Meeting.
2. Address by Chairman, ISCOS Board of Directors.
3. To confirm the Minutes of the 34th Annual General Meeting held on 24 May 2024.
4. To receive the Report of the Board of Directors for the year ended 31 December 2024.
5. To receive and if approved, to adopt the Audited Financial Statements and Auditor's Report for the financial year ended 31 December 2024.
6. To receive and if approved, to adopt the Annual Report for the financial year ended 31 December 2024.
7. To approve the Appointment of External Auditor for the year 2025.
8. To consider any other business of which at least three (3) days' notice in writing has been given.

The full version of this Notice and the registration to attend the AGM have been made available on the Co-operative's website. It may be accessed electronically at <https://www.iscos.org.sg/agm2025>.



By Order of the Board of Directors

Yeo Tiong Eng
Honorary Secretary

Important Notes

For more information on how the Annual General Meeting will be conducted, and to retrieve the soft copies of the AGM Pack, including the version of this Notice, ISCOS Annual Report 2024, Financial Statement 2024, and other related materials, please visit <https://www.iscos.org.sg/agm2025>.

AGENDA 1

35th ANNUAL GENERAL MEETING STANDING ORDERS

TO BE OBSERVED AT ANNUAL GENERAL MEETING

1. The mover of Motion or Amendment shall be allowed only five minutes (except with the approval of the Chairman) in which to state his/her case. Only the mover of the motion shall have the right to reply at the end of the discussion, five minutes being allowed and he/she shall confine himself/herself to answering the previous speaker and shall not introduce any new matter into the debate after the question shall be put.
2. A member who speaks shall address the Chair and confine his/her speech to the subject under discussion.
3. No member shall address the meeting more than once on the same subject matter, except with the approval of the Chairman.
4. The Chairman may call on continued irrelevance, repetition, unbecoming language, or any breach of order on the part of a member and may direct such member to discontinue his/her speech.
5. With the permission of the Chairman, a member whether he/she has spoken or not, may rise to a point of order or in explanation of some material point in his/her speech if he/she thinks it has been misunderstood.
6. The ruling of the Chairman upon all questions or order or matters in debate shall be final and shall not be opened for discussion.
7. Whenever the Chairman speaks during a debate, any member speaking or attempting to speak must resume his/her seat, failing which the member shall be suspended from taking any part in the business before the meeting.
8. A motion of adjournment shall take precedence of any other motion of amendment and may be discussed, but the discussion upon it must be solely confined to the reasons for or against the adjournment.

AGENDA 3

MINUTES OF ISCOS 34th ANNUAL GENERAL MEETING (AGM) HELD ON FRIDAY, 24 MAY 2024 AT 1930 HOURS AT DEVAN NAIR INSTITUTE, HALL 3, LEVEL 1

Present:

62 Members

1. There being a quorum, the meeting commenced at 1930 hours with Mr Sallim Abdul Kadir in the chair.

TO ADOPT STANDING ORDERS FOR 34th ANNUAL GENERAL MEETING

1. Mr Overee Elvis Richard, Deputy Director of ISCOS, informed that he would assume the role of Honorary Secretary during the meeting. He explained the rationale for the Standing Orders, which was to provide for an orderly and fruitful conduct of this AGM. As there were no queries on the Standing Orders, the members approved the adoption of the Standing Orders as proposed by Mr Johann Mohamed Salleh Mosbit and seconded by Mr Alvin Ho Zhee Xiang.

OPENING ADDRESS BY CHAIRMAN

2. Mr Sallim Abdul Kadir addressed the members and declared the AGM open. His speech extracted as below:

Members

Trustees and Directors of ISCOS

Ladies and Gentlemen

Good evening and welcome to ISCOS' 34th Annual General Meeting!

At ISCOS, our mission is to support members through various pro-social initiatives and training subsidies for upskilling. I am proud to share some of the remarkable developments we have achieved for new and existing members in 2023.

For instance, more than 80 members have tapped on the Skills Assistance Subsidy Scheme, or SASS in short to obtain driving licenses or acquire relevant job skills for better employment prospects. For those who are budding entrepreneurs, there is the Entrepreneurship Programme which you could gain access to training and funding, including a specially curated 3-day entrepreneurship course at Nanyang Polytechnic to learn key skills on running a business.

Our support groups have also expanded significantly, benefiting over 300 members. Through these bi-weekly sessions, members can find positive friendship and rapport within the ISCOS family, thanks to your regular commitment to join us in building up this safe space for someone in need of social support.

To our ISCOS Titans, your growth and dedication had been admirable. We have some of you here with us and I would like to take this opportunity to appreciate your amazing efforts in making impactful engagements in prisons, schools and institutions. Each one of you has played a vital role in making a positive difference in our community.

Among our pool of Titans, I would like to share with everyone the inspiring story of Johann. After serving a 6-year sentence in prison, he came a long way through a transformative journey of self-discovery and rehabilitation.

Upon his release, Johann actively participated in the initiatives by ISCOS such as the Project Reconnect that was helpful in meeting his immediate needs and adapting to the changes in Singapore's landscape. He

subsequently found a stable job as a driver but there was motivation to do more - tapping on the SASS subsidies provided by ISCOS, he successfully acquired Class 4 driving licence within a mere five months, earning him a new role as a Class 4 driver that led to better pay and prospects. Congratulations!

Outside his working hours, Johann committed his time to attend the ISCOS Support Group sessions every month, where his welcoming and jovial personality was well received by others. At present, he plays a pivotal role in facilitating monthly ISCOS Satellite Support Groups at the Selarang Halfway House.

Johann's dedication and commitment to personal growth have been truly inspiring and he is now one of the 40 ISCOS Titans who lead, inspire, and motivate other individuals going through the path of reintegration.

For 2024, I am excited to share that you will soon have a dedicated community space, complete with a café for you to engage in meaningful conversations, support group sessions and simply enjoy! This exciting development is just one example of the many enhancements on the horizon, all made possible through the collective efforts of the CARE Network and stakeholders who believe strongly in our cause.

On behalf of the ISCOS Board of Directors, I would like to mark my heartiest appreciation to the ISCOS Board of Trustees, my fellow directors, employees and volunteers for all your hard work and dedication.

Thank you everyone for taking the time to join us tonight. Together with Team ISCOS, we look forward to continuing the meaningful journey with all of you in the coming years.

TO CONFIRM THE MINUTES OF THE 33RD ANNUAL GENERAL MEETING HELD ON 09 JUN 2023.

3. As there were no queries on the minutes, the minutes of the AGM held on 09 Jun 2023 were confirmed without any amendment, as proposed by Mr Alvin Ho Zhee Xiang and seconded by Mr Zulkhairee.

TO RECEIVE THE BOARD OF DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

4. Mr Overee Elvis Richard said that the Board of ISCOS records its appreciation to individuals and corporations who had worked with us in the year 2023 and looked forward to their continued support. The Board of Directors' Report was then adopted as proposed by Mr Muhammad Farhan Bin Pauzi and seconded by Mr Md Roslan Bin Hashim.

TO RECEIVE AND IF APPROVED, TO ADOPT THE AUDITED FINANCIAL STATEMENTS AND AUDITOR'S REPORT FOR 2023

5. The salient points of the Auditor's Report and the Statement of Accounts for the financial year ended 31 December 2023 were presented by Mr Overee Elvis Richard. He explained that ISCOS ended the year 2023 with a surplus of \$423,947. This was primarily due to an increase in donations received compared to previous years.
6. Mr Overee Elvis Richard said that the overall financial position of ISCOS remained healthy and it would still be able to run the planned programmes and services for its members. As there were no further queries raised, the statements and report were proposed by Mr Selvarajan Isaac Shadrak and seconded by Mr Sharulhawazi.

TO RECEIVE AND IF APPROVED, TO ADOPT THE ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023

7. Mr Overee Elvis Richard said that the Annual Report was available on our ISCOS website, and it stated the purposes of the Co-operative and what it had done during the year to carry out those purposes. The report also contained the co-op's governance disclosures. As there were no queries raised, the Annual Report were proposed by Mr Alvin Ho Zhee Xiang and seconded by Mr Dylan Riaz Yussry.

TO APPROVE THE EXTERNAL AUDITOR FOR THE YEAR 2024

8. S B Tan Audit PAC were appointed as External Auditors for the financial year ended 31 December 2024 as proposed by Mr Johann Mohamed Salleh Mosbit and seconded by Mr Terrence Tan Chee Tiong.

TO ELECT AND RE-ELECT MEMBER TO THE BOARD OF DIRECTOR FOR TWO YEARS

9. Mr Overee Elvis Richard explained that the term of the current Board of Directors will end on 31 May 2024. The slide shows the Board members who would be appointed on 1 June 2024, as provided under our By-Laws. They are Chairman Mr Sallim Kadir, Vice Chairman Ms Tsin Jenny, Secretary Mr Yeo Tiong Eng, Treasurer, Mr Vincent Goh and appointed members, Ms Tricia Ortega, Mr Matthew Wee, Mr Sunny Lee, Mr Joshua Tay, Ms Apriani Kartika and Mr Mike Hue.
10. In addition to the appointed members, the Board consists of elected members as well, and we have four members who have been nominated to stand for election this evening. They are Dr Natarajan Varaprasad, Dr Jabez Koh, As for Ms Sammi Lim and Ms Judy Hunt they will be nominated for re-election to the board.
11. Dr. Natarajan Varaprasad is a founding partner at Singapore Education Consulting Group and have been with the board since January 2016 and Dr Prasad joined the Programme & Service Committee bringing with him invaluable guidance and assistance to ISCOS. His expertise and knowledge have greatly benefited ISCOS.
12. Dr Jabez Koh is a Managing Director of Infinite Transports Pte Ltd and Joined the Entrepreneurship committee as non-board member since 2022. He has provided great guidance and assistance to ISCOS and his expertise and knowledge in entrepreneurship would be of much assistance to ISCOS.
13. Ms Sammi Lim is an Executive Director of Brilliance Capital Pte Ltd and joined the Fundraising sub-committee in 2019 as non-Board member and a member of ISCOS Board of Directors since 2020. She has provided great guidance and assistance to ISCOS and her expertise and knowledge in fundraising and publicity would be of much assistance to ISCOS.
14. Ms Judy Hunt is a Managing Director at Caliwines and joined the Fundraising sub-committee in 2019 as non-Board member and a member of ISCOS Board of Directors since 2020. She has also provided great guidance and assistance to ISCOS and her expertise and knowledge in fundraising and publicity would be of much assistance to ISCOS. As there isn't any objection to the nominations it was proposed by Mr Md Roslan Bin Hashim and seconded by Mr Kim Why Kee.

TO CONSIDER ANY OTHER BUSINESS FOR WHICH AT LEAST 3 DAYS' NOTICE IN WRITING SHALL BE GIVEN TO HONORARY SECRETARY

15. Mr Overee Elvis Richard reported that he had not received any notice in writing for discussion in the meeting.
16. As there were no other matters, the meeting ended at 1950 hours with a vote of thanks to the Chairman.

AGENDA 4

TO RECEIVE THE BOARD OF DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2024.

The Director's Report can be found on pages 37 to 38 of the Annual Report. The Board of ISCOS recorded its appreciation to individuals and corporations who had worked with ISCOS in the year 2024 and looked forward to their continued support.

AGENDA 5

TO RECEIVE AND IF APPROVED, TO ADOPT THE AUDITED FINANCIAL STATEMENTS AND AUDITOR'S REPORT FOR 2024.

The key highlights of the Auditor's Report and the Statement of Accounts for the fiscal year ending 31 December 2024 can be found from page 39 onwards of the Annual Report, accessible on the ISCOS website.

AGENDA 6

TO RECEIVE AND IF APPROVED, TO ADOPT THE ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024.

The Annual Report, which is available on the ISCOS website, outlines the purposes of the Co-operative and details its activities in the year 2024 aimed at fulfilling those purposes. Additionally, the report includes governance disclosures. You can access the report at <http://www.iscos.org.sg/agm2025>.

AGENDA 7

TO APPROVE AND APPOINT THE EXTERNAL AUDITOR FOR THE YEAR 2025.

S B Tan Audit PAC to conduct the external audit of the Co-operative for FY2025.

AGENDA 8

TO CONSIDER ANY OTHER BUSINESS OF WHICH AT LEAST THREE (3) DAYS' NOTICE IN WRITING HAS BEEN GIVEN.