



YOUTH GUIDANCE

o u t r e a c h

s e r v i c e s

青年引导

Annual
Report
July 2018-
June 2019

Director's Message




“Blessed to Bless”

Dear Friends of YGOS, I will like to take this opportunity to personally thank you all on behalf of YGOS. We are indeed grateful to the Lord for your faithful service and fervent zeal to do good work. Your contribution and hard work this past year has been encouraging and a good testament of your faith in our Lord Jesus Christ. Indeed, it fulfils the Great Commandments to love Him and His people (Matt 22:35-40, Mark 12:28-34) and to obey the Great Commission to reach all people (Matt 28:18-20).

“Blessed to Bless” was the theme in 2018-2019! Since God has blessed us abundantly, we ought to be a blessing to others. We hope that this theme will remind us to go the extra mile in helping others - that we will be distinct and different in our approach and attitude. Being distinct and different does not mean that we compare ourselves to others. Rather, we should constantly evaluate and examine the purpose of our organisation and what it seeks to achieve. I hope that our outcome is not just measured by numbers and programmes but that of lives being changed!

We are aware of the individual sacrifices you make to serve and support YGOS. Therefore, it is important to let you know that in YGOS, we do not take you for granted. We absolutely appreciate your sacrifices and dedication. In order to be distinct and different, we hope to live out the following statement:

Others have a duty, we have a purpose. They are doing a job, for us it's a ministry. They are colleagues, we are a family. For others it's social work, for us it's a calling and a way of life.



It has been a privilege to be given this opportunity to serve alongside you. It has been an incredible journey. From receiving the good news of the Experiential Learning and Mentoring Programme funding back in 2012 to being awarded the Integrated Service Provider in 2018, the Lord has led us all the way throughout these years. He is Sovereign and Trustworthy. That is what gives us the confidence and belief that there is more to come in the future. This year, we have received funding for E Chat service and the Mentoring Alliance Programme from the National Youth Council as well as from the Health Promotion Board for the Smoking Cessation Intervention Programme and Got To Go! Cyber-wellness Life-skills Development Programme. The funding allowed us to be at the forefront in terms of meeting the needs of the youths.

Some of the programmes mentioned enabled us to provide adequate and timely intervention to reach out to youths in need of support. One of the areas that YGOS will focus on is to reach out to youths with early signs of mental health condition through The Good Life Programme. We hope to provide upstream prevention efforts for youths in distress. We need your support through prayer so that we can be effective and relevant in our services. May you be blessed as we serve the children-at-risk, troubled youths and their families. To God be the Glory!

I will also like to appeal for your continuous support so that we can tap on the Bicentennial dollar to dollar matching grant. As an organisation, we hope to raise \$400,000 from April 2019 to March 2020. With the matching, we will be able to receive another \$400,000 from the matching grant. I hope to be able to use these additional funds to continue exploring new programmes and bringing in new and younger staff over the next few years.

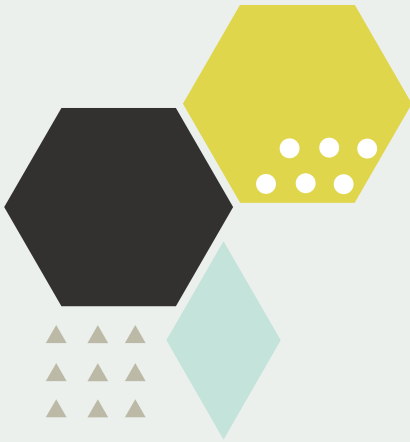
In God We Serve!

Wilson Tan
Executive Director



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Organizational information

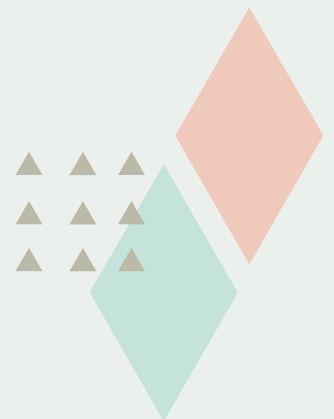
Registered Name	Youth Guidance Outreach Services
ROS Registered Number	272/95REL
Charity Registered Number	1254
IPC Registered Number	IPC000225
UEN Number	S96SS0067H

Our Centers

Registered Address: 10 Lorong 27A Geylang Emmanuel
House #02-03 S388107

Ang Mo Kio Outreach Center: Blk 125 Ang Mo Kio Ave 6
#01-4077 S560125

Woodlands Outreach Center: Blk 804 Woodlands Street 81
#01-37 S730804



“To provide hope to
youths-at-risk and
their families
through caring
relationships and
developmental
opportunities for
the whole person”

Our mission



Our Vision

Godliness-Growth-Genuineness-Graciousness-Gospel Bearing



Core Objectives

TO PREVENT AND
COMBAT JUVENILE
DELINQUENCY IN
SINGAPORE



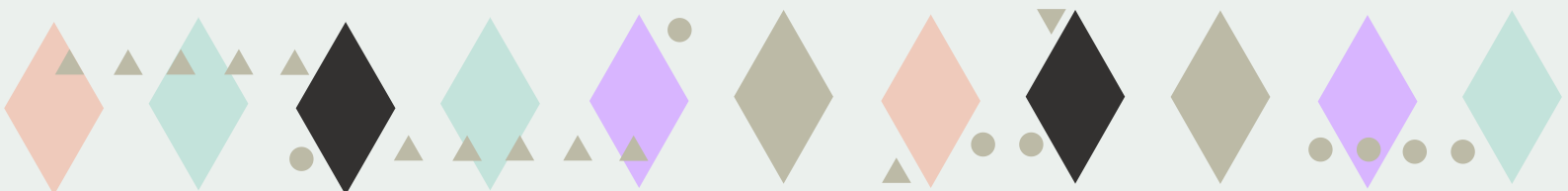
TO RENDER PUBLIC
AND SOCIAL SERVICES
IN THE COMMUNITY,
REACHING AND
HELPING YOUTH-AT-
RISK

DEDICATION


A LEGACY-DRIVEN MINDSET: Since 1983, YGOS has been shaping young lives across all stratas of society as the staff fosters caring relationships with the youths, therein cultivating seeds of hope in their lives.

Our Strategies

DEVELOPING A ROADMAP-TO GET
FROM WHERE WE ARE TO WHERE
GOD WANTS US TO BE

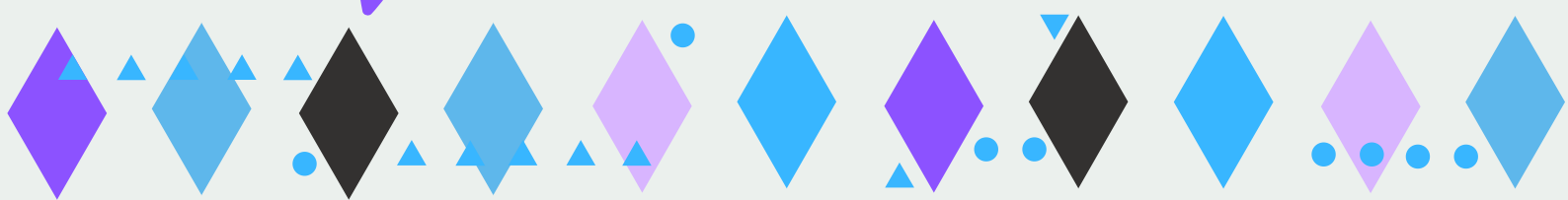


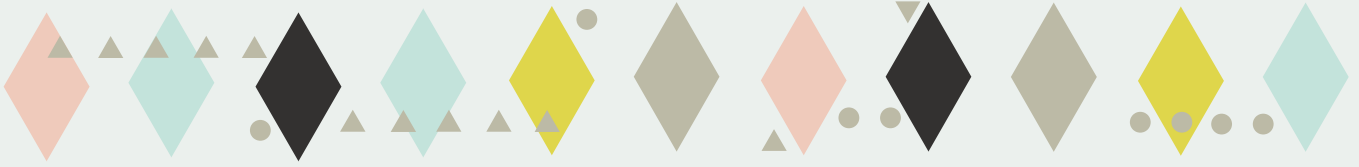
OUR *strategies*



WE ARE SERIOUS ABOUT YOUTH- AT-RISK

We invest in youths, seeing every life as a PEARL in the making. We seek to empower the troubled youth to be the best he or she can be. We make it our aim to ensure these youths are given opportunities to explore and develop their potentials and encouraged to reach their aspirations. All these are built upon our efforts to mould their character and inculcate in them a sense of integrity and social responsibility. YGOS works alongside the schools; NCSS, MSF and other youth-related organisations to provide relevant programmes to foster learning. Every YGOS programme seeks to achieve select or all traits as listed: Personal growth, Environmental mastery, Autonomy, Positive Relationship, Life purpose and Self-acceptance (P.E.A.R.L.S.).





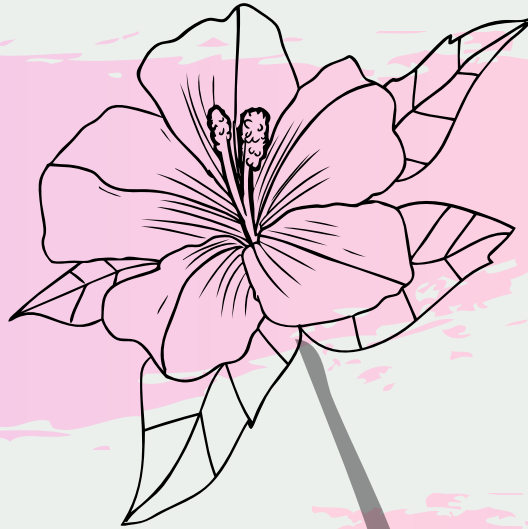
OUR BLESSED JOURNEY

Flourishing in Purpose

2019

Blessed to Bless

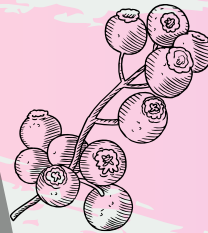
TYGOS received funding from the National Youth Council to support the E-Chat service and Mentoring Alliance Programme. Further, the Health Promotion Board has provided financial aid for the Smoking Cessation Intervention Programme and the Got To Go! Cyber-wellness Life-skills Development Programme.



2018-
2019

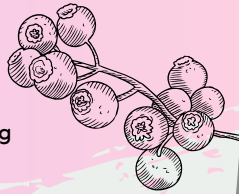
To God be the Glory

To date, YGOS work spans across school social work, neighbourhood outreach and tailored programmes for out-of-school youths and gang youths



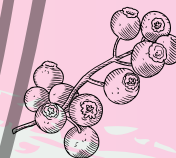
2018

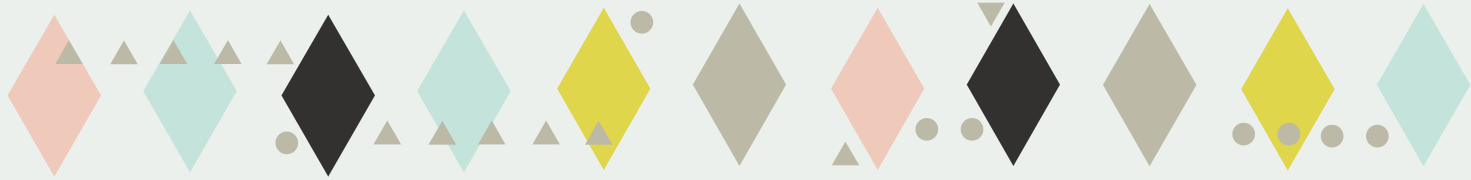
YGOS was appointed as Integrated Service Provider (ISP) for Region 4- which covers Bedok, Geylang Serai and Marine Parade. Got To Go! Cyber-Wellness Life-Skills Development Programme received funding from Health Promotion Board. YGOS E Chat received funding from National Youth Council.



2017

YGOS was invited to conduct the Youth Enhanced Supervision (YES) scheme. YES is a 6-month rehabilitative programme for first-time drug offenders aged 21 and below. The Scheme is a collaborative effort of Central Narcotics Bureau and the Ministry of Social and Family Development. Adopting a motivational approach and incorporating relapse prevention techniques, this scheme seeks to enhance the current drug supervision regime with casework and counselling, in addition to urine supervision.





2016

Ang Mo Kio centre was selected to conduct the Theft Intervention Programme (TIP). 5 staff were trained to conduct the specialised group work to help repeated theft offenders. Further, YGOS was selected by the Central Youth Guidance Office (CYGO) to be one of the 10 Youth-At-Risk Engagement (YARE) agencies that conducts evidence-informed services and programmes to support the youth-at-risk.



2016

The Straits Times School Pocket Money Fund (STSPMF) started in October 2000 as a community project initiated by The Straits Times to provide pocket money to school-going children from low-income families. YGOS is one of the four children and youth agencies appointed as an STSPMF disbursing agencies in September 2016.



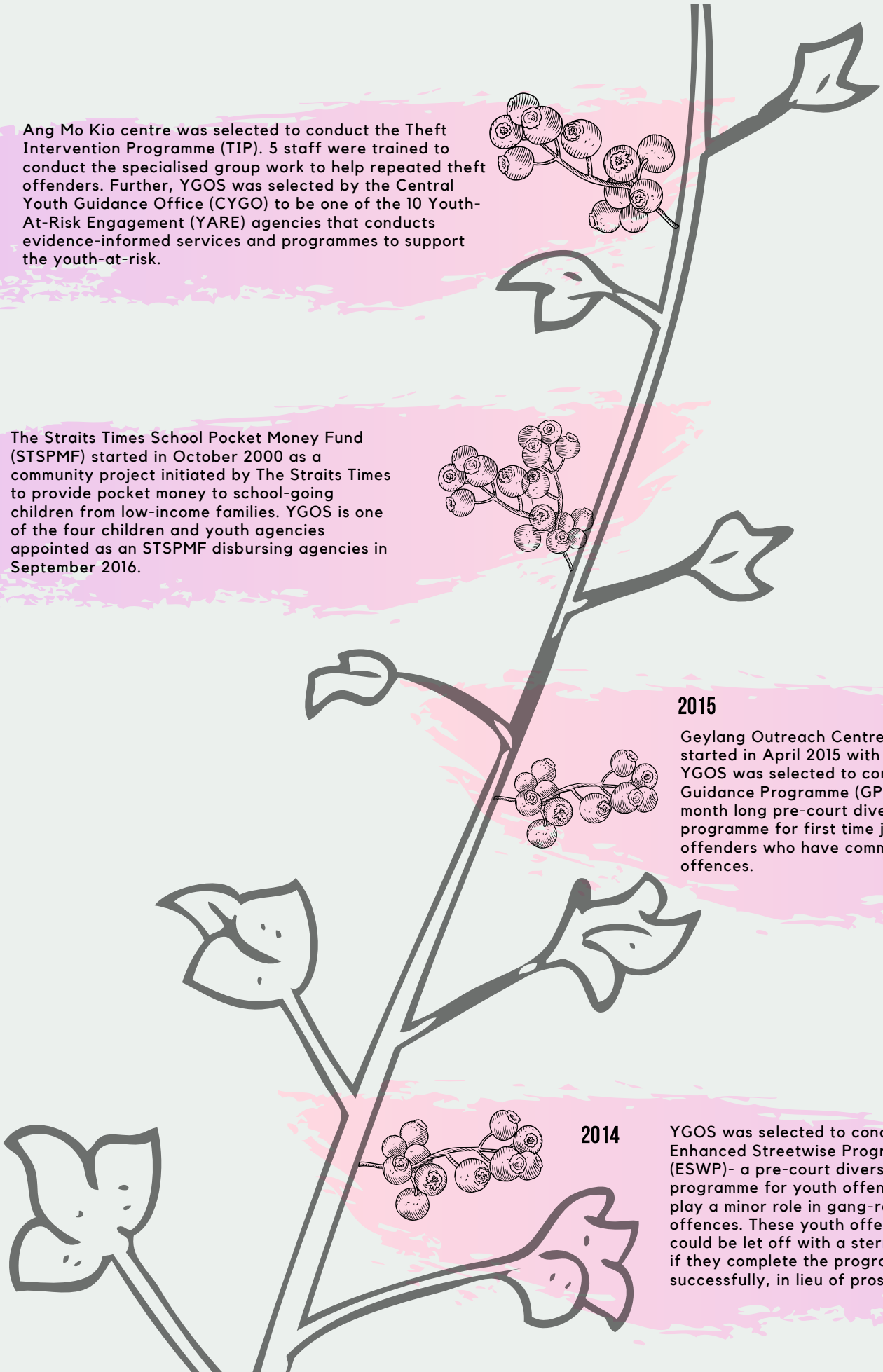
2015

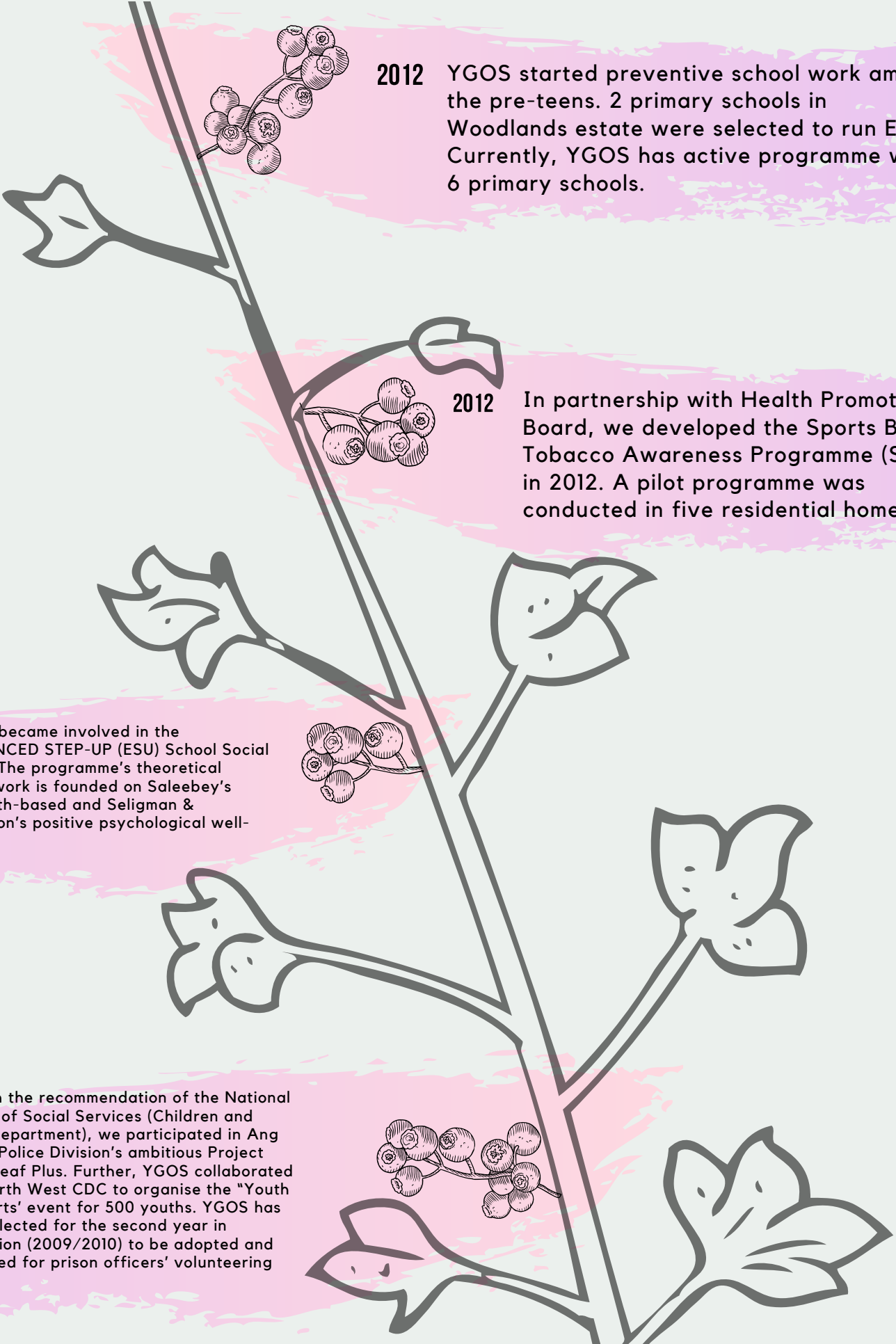
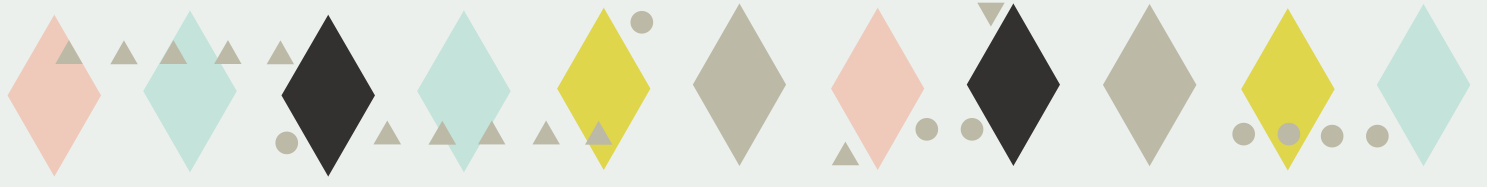
Geylang Outreach Centre @ EH was started in April 2015 with 3 staff. YGOS was selected to conduct the Guidance Programme (GP)- a six-month long pre-court diversionary programme for first time juvenile offenders who have committed minor offences.



2014

YGOS was selected to conduct the Enhanced Streetwise Programme (ESWP)- a pre-court diversionary programme for youth offenders who play a minor role in gang-related offences. These youth offenders could be let off with a stern warning if they complete the programme successfully, in lieu of prosecution.



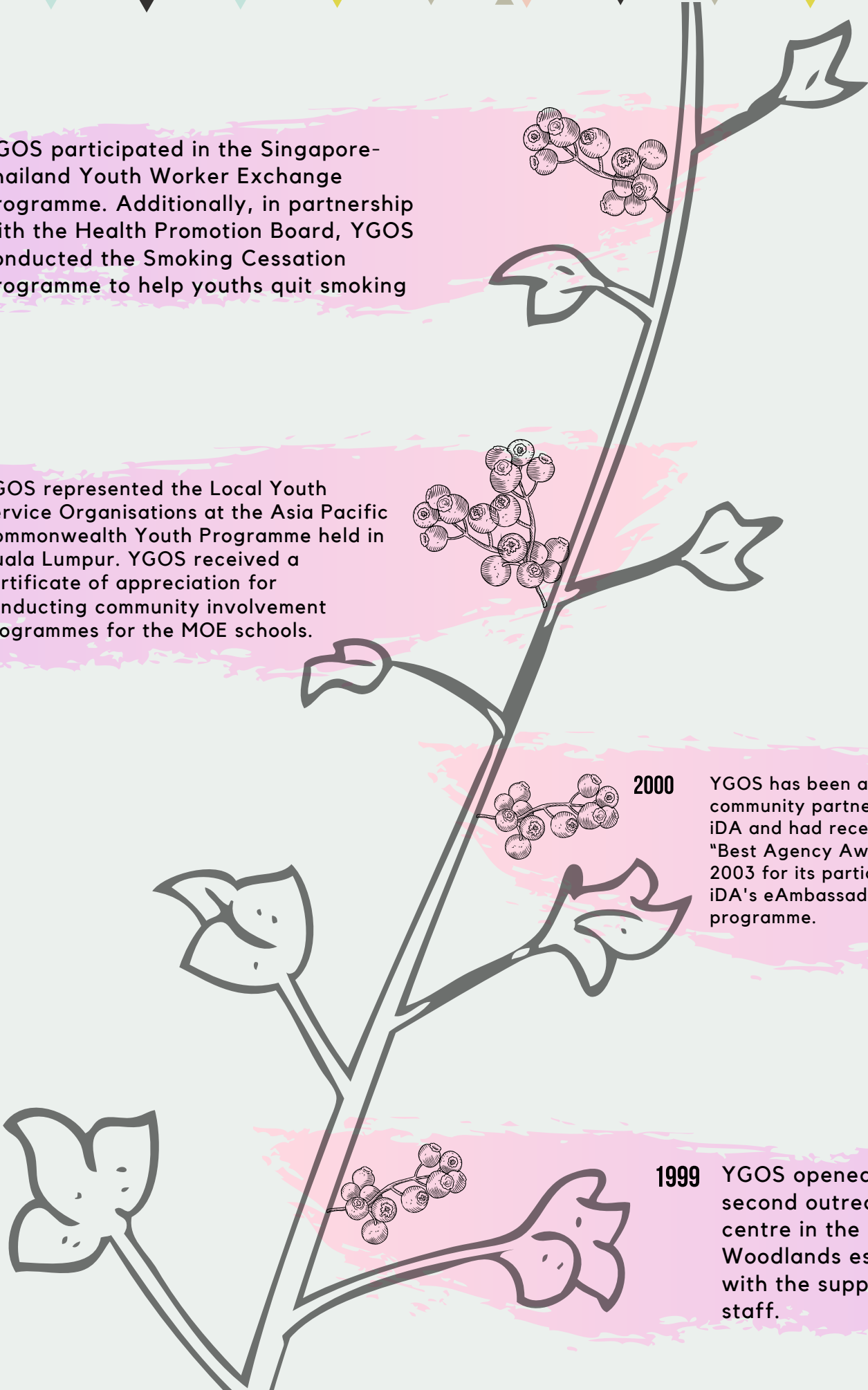
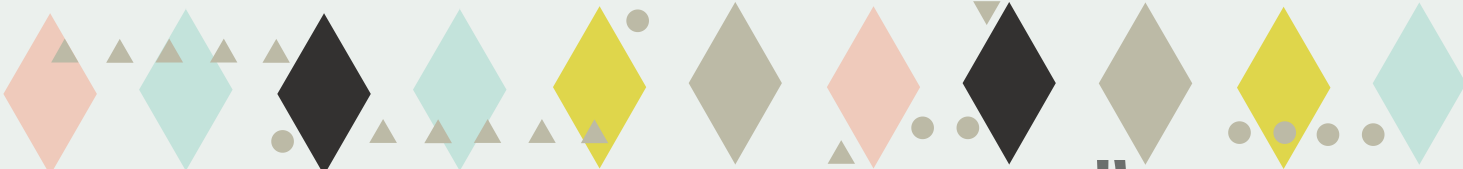


2012 YGOS started preventive school work among the pre-teens. 2 primary schools in Woodlands estate were selected to run ESU. Currently, YGOS has active programme with 6 primary schools.

2012 In partnership with Health Promotion Board, we developed the Sports Based Tobacco Awareness Programme (SBTA) in 2012. A pilot programme was conducted in five residential homes.

2010 YGOS became involved in the ENHANCED STEP-UP (ESU) School Social Work. The programme's theoretical framework is founded on Saleebey's strength-based and Seligman & Peterson's positive psychological well-being.

2010 Through the recommendation of the National Council of Social Services (Children and Youth Department), we participated in Ang Mo Kio Police Division's ambitious Project Green Leaf Plus. Further, YGOS collaborated with North West CDC to organise the "Youth for Sports" event for 500 youths. YGOS has been selected for the second year in succession (2009/2010) to be adopted and partnered for prison officers' volunteering efforts.

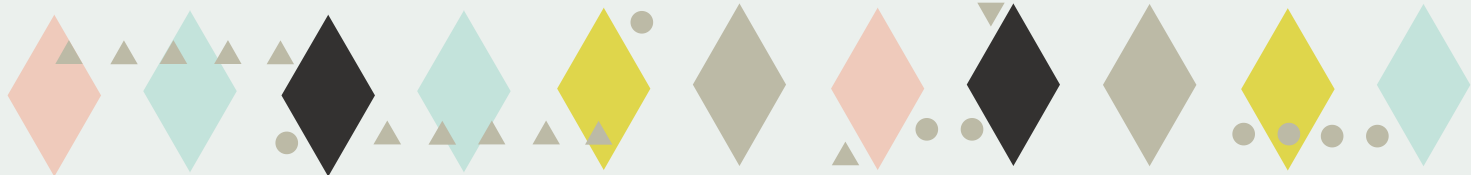


2009 YGOS participated in the Singapore-Thailand Youth Worker Exchange Programme. Additionally, in partnership with the Health Promotion Board, YGOS conducted the Smoking Cessation Programme to help youths quit smoking

2006 YGOS represented the Local Youth Service Organisations at the Asia Pacific Commonwealth Youth Programme held in Kuala Lumpur. YGOS received a certificate of appreciation for conducting community involvement programmes for the MOE schools.

2000 YGOS has been an active community partner with the iDA and had received the "Best Agency Award" in 2003 for its participation in iDA's eAmbassador programme.

1999 YGOS opened a second outreach centre in the Woodlands estate with the support of 3 staff.



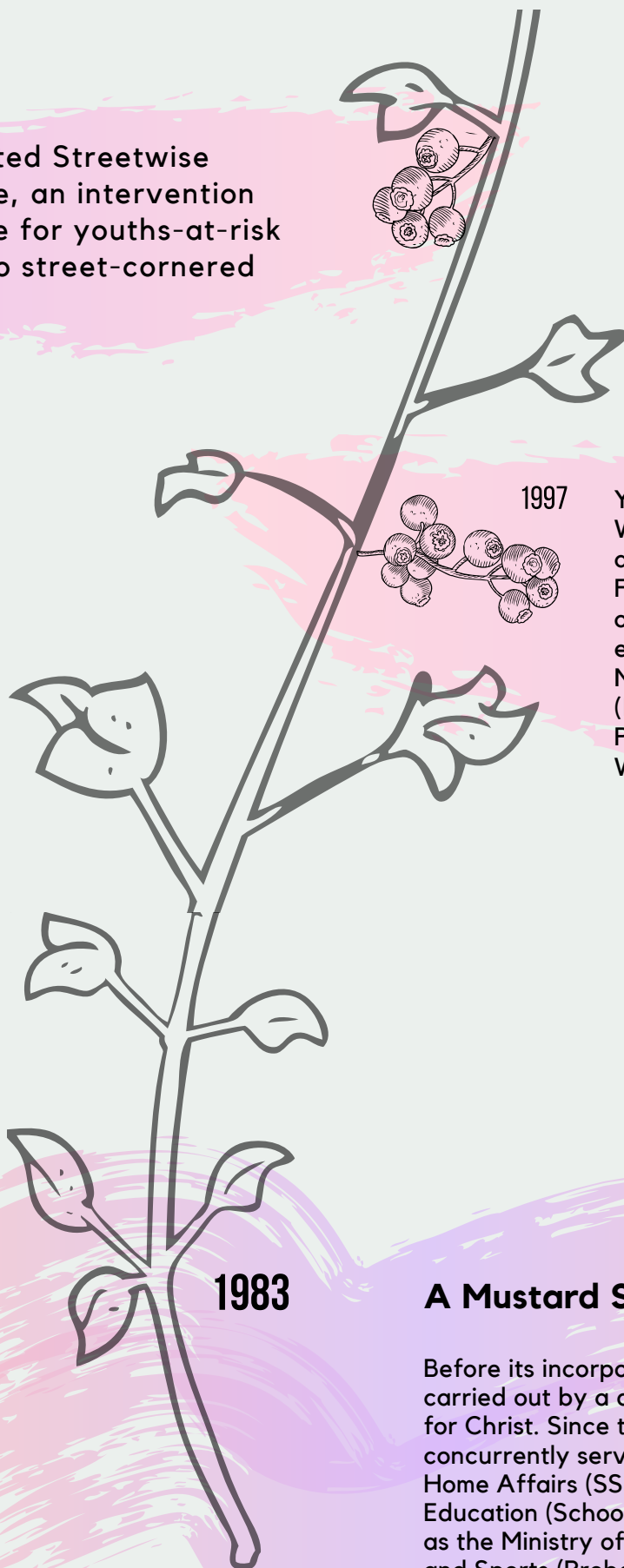
1997 YGOS piloted Streetwise Programme, an intervention programme for youths-at-risk drifted into street-cornered gangs.

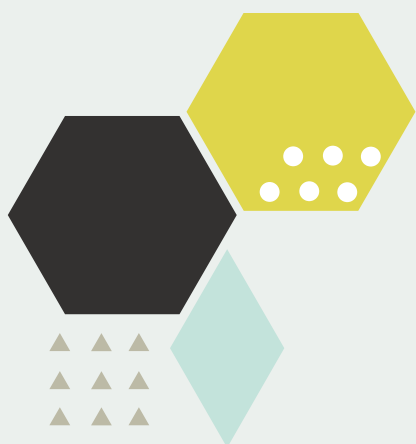
1997 YGOS registered as a Voluntary Welfare Organisation (VWO) and achieved an IPC charity status. Further, YGOS started the first outreach centre in Ang Mo Kio estate and ran 3 core programmes- Neighbourhood Youth Outreach (NYO), School Enrichment Programme (SEP) and Institutional Work (IW).

1983

A Mustard Seed of Faith

Before its incorporation in 1996, youth work was carried out by a department of Singapore Youth for Christ. Since then, YGOS has been concurrently serving referrals from the Ministry of Home Affairs (SSB/SCEB/CID), Ministry of Education (Schools) and what was formerly known as the Ministry of Community Development Youth and Sports (Probation Services).



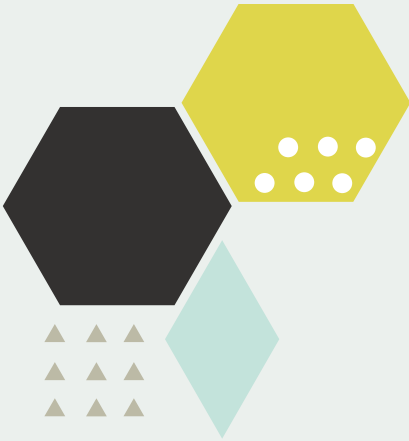


TIMOTHY HIA, CHAIRMAN
VICTOR GOH, VICE CHAIRMAN
JAMES WONG, HONORARY TREASURER
PHILIP ANG, HONORARY SECRETARY
DENNIS ANG, MEMBER
HU KEE CHENG, MEMBER
IRENE NG, MEMBER
LIM CHIEN CHONG, MEMBER
TAN BOON HUAT, MEMBER

2019

YGOS BOARD

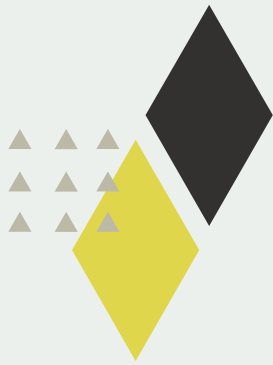




2019

YGOS STAFF TEAM





GEYLANG OUTREACH CENTRE

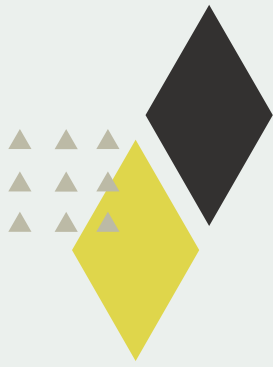


THE TEAM

(LEFT TO RIGHT)

FIRST ROW: DESMOND TAN, DAVID NG, SEAN RAVIE

SECOND ROW: DAWN NG, STELLA CHUA, NG SZE YUE PHOEBE, STEPHANIE LEW, GERMAINE SNG, MADELINE TNG (NOT IN THE PICTURE)



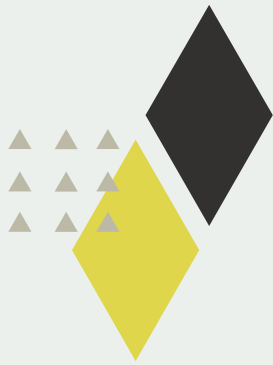
WOODLANDS OUTREACH CENTRE



THE TEAM

(LEFT TO RIGHT)

AMOS CHUA, WILSON PEH, ZACHARY, JONATHAN CHAN, ISAAC SIN, TOO SENG HONG, SHERYL NG, GLADA WANG, JACELYN ONG, DORIS YAP, TAO KEXIN DEBORAH



ANG MO KIO OUTREACH CENTRE

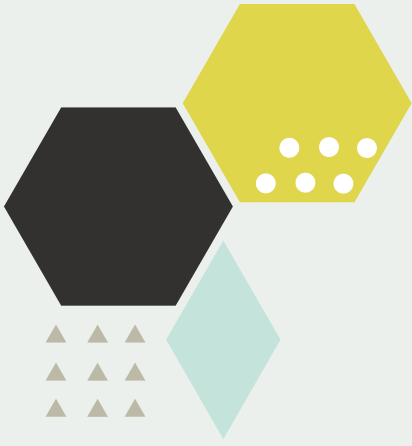


THE TEAM

(LEFT TO RIGHT)

FIRST ROW: ANABEL YEO, PUNG YU YAN, LEE KOK ENG

SECOND ROW: JEREMY SU, SEAN FOO, TAN XING WEI, GOH BOON SIONG



PROGRAMMES

Youth-at-risk Engagement (YARE) - Adventure Based Counselling (ABC) Programme

School Social Work (SSW)

Neighbourhood Youth Outreach (NYO)

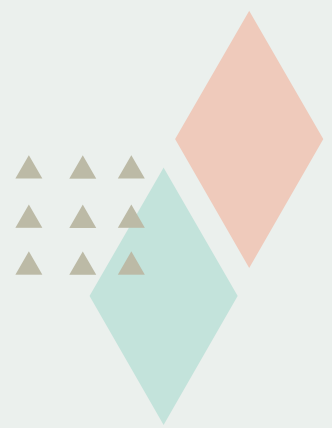
Guidance Programme (GP)

Enhanced Step-Up Programme (ESU)

**Streetwise Programme (SWP)/
Enhanced Streetwise Programme (ESWP)**

PEARLS Programme

Mentoring Alliance





OUR CORE

PROGRAMMES

...Preventive

- SCHOOL SOCIAL WORK-MENTORING PROGRAMME, NPEARLS PROGRAMME, PEARLS TCHOUKBALL, PEARLS KIN BALL
- NEIGHBOURHOOD YOUTH OUTREACH-EXPERIENTIAL LEARNING AND MENTORING PROGRAMME, THE STRAITS TIMES SCHOOL POCKET MONEY FUND
- YGOS E-CHAT

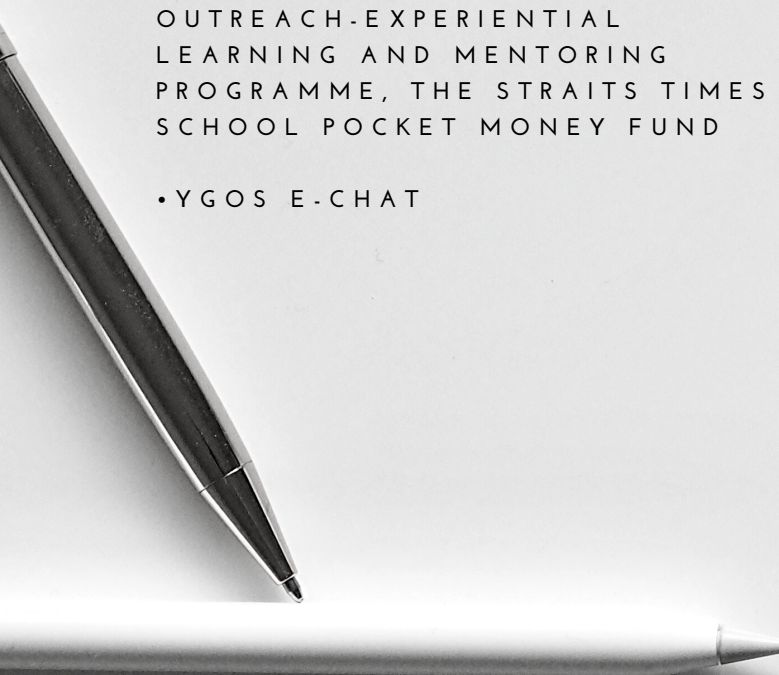
...Remedial

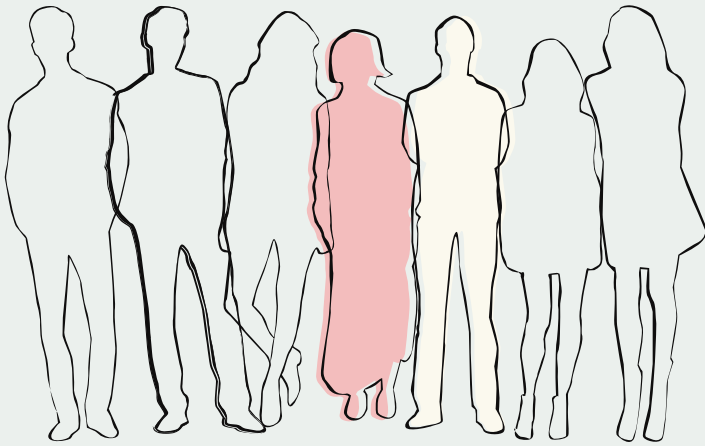
- STREETWISE PROGRAMME/ENHANCED STREETWISE PROGRAMME, GUIDANCE PROGRAMME, TRIAGE, YOUTH ENHANCED SUPERVISION



...Developmental

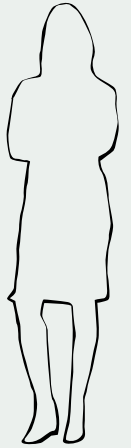
- SCHOOL SOCIAL WORK-ENHANCED STEP-UP PROGRAMME, GOT TO GO! CYBER-WELLNESS LIFE-SKILLS DEVELOPMENT PROGRAMME, KNOW HOW TO BEAT IT! STRESS MANAGEMENT PROGRAMME & YOUTH MATTERS, GOOD LIFE PROGRAMME
- YOUTH-AT-RISK ENGAGEMENT FRAMEWORK-ADVENTURE-BASED COUNSELLING PROGRAMME





Preventive

“AN OUNCE OF
PREVENTION IS WORTH A
POUND OF CURE”



NEIGHBOURHOOD YOUTH OUTREACH (NYO)

The NYO team interacts with youths-at-risk who are often seen hanging around at shopping malls, void decks and open spaces in the neighbourhoods.

As the team befriends and relates with the youths, they influence them by being responsible and caring role models. At the same time, they help the youths to adopt healthy coping mechanisms and adapt to a socially acceptable lifestyle.

EXPERIENTIAL LEARNING AND MENTORING (ELMP)

ELMP is a youth drop-in programme catered to the youth population in the vicinity of the respective YGOS centres. The programme encompasses befriending, experiential learning, and mentoring.

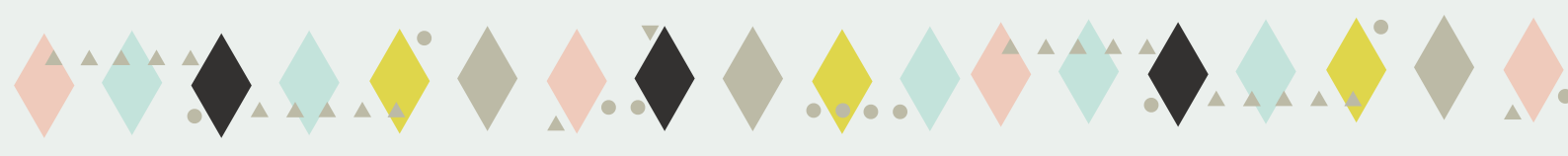
Structured on the framework of Positive Psychology and Positive Youth Development, ELMP provides youths with a conducive after-school social space. Meanwhile, it educates, equips, and empowers them with pro-social skills and resilience based on the 6 virtues and 24 character strengths of positive psychology.

THE STRAITS TIMES SCHOOL POCKET MONEY FUND (STSPMF)

STSPMF inceptioned in October 2000 as a community project initiated by The Straits Times aimed at providing pocket money to school-going children from low-income families. This will give children from low-income families a better chance of completing their education and their families a better chance at achieving stability. YGOS is one of the four children and youth agencies appointed as a STSPMF disbursing agency in September 2016.

YGOS E CHAT

Chat Users can access E-Chat via <http://ygoss.sg/heresomeone>. The landing page explicates certain ground rules. Chat Users can proceed by clicking on the red "E-Chat" button, where they will be redirected to the actual chat link <http://ygoss.sg/hso-live>.



SCHOOL SOCIAL WORK (SSW)

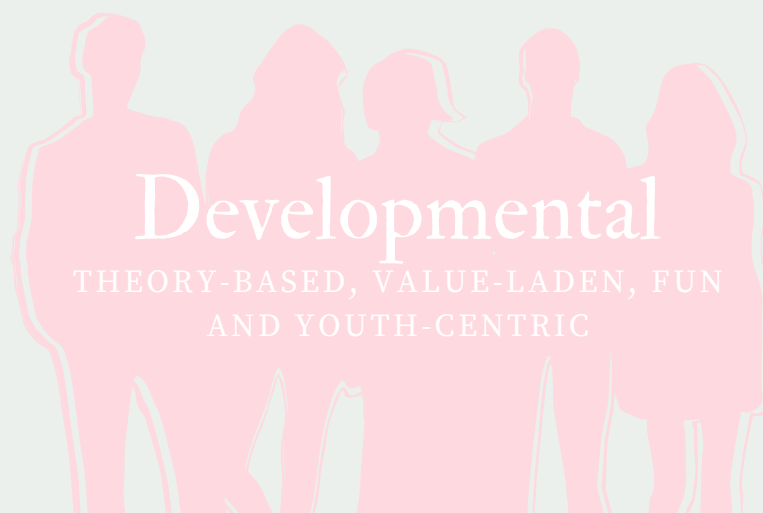
Our work brings us into various primary and secondary schools. One of these programmes is the TIME-OUT Programme, Enhanced STEP-UP. This programme is a MSF initiative that curbs potential dropouts by empowering students with life skills, thereby enabling them achieve their potential in a plethora of areas- personal, family, community and friendships.

YOUTH-AT-RISK ENGAGEMENT (YARE) FRAMEWORK – ADVENTURE BASED COUNSELLING PROGRAMME

The YARE Framework is an initiative of the National Youth Guidance and Rehabilitation Committee (NYGR) comprising of agencies that have a stake in reducing juvenile delinquency and youth crime. They include representatives from Ministry of Social and Family Development, Ministry of Education, Ministry of Home Affairs, Ministry of Health, State Courts, National Council of Social Service, National Crime Prevention Council, academics and self-help groups. Central Youth Guidance Office (CYGO), the secretariat and executive arm of NYGR, will help to oversee this Framework.

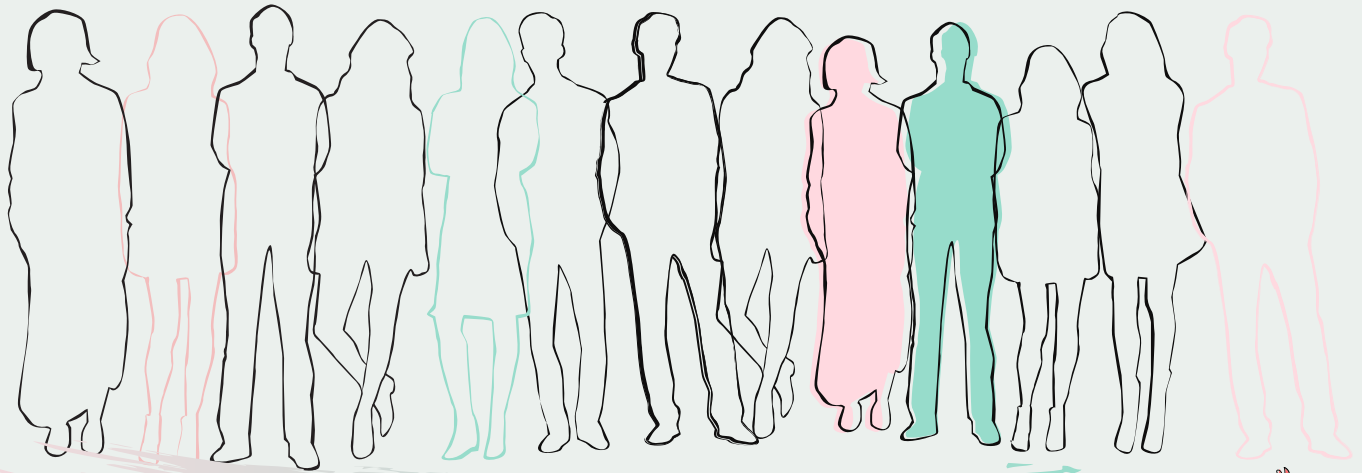
The YARE Framework is a structure which will be implemented to help guide agencies in the development and delivery of programmes for at-risk youths in the community. It will consist of the following components:

- a. Assessment of risks
- b. Evidence based/informed Programmes
- c. Standards of competency for youth workers
- d. Evaluation of the programme

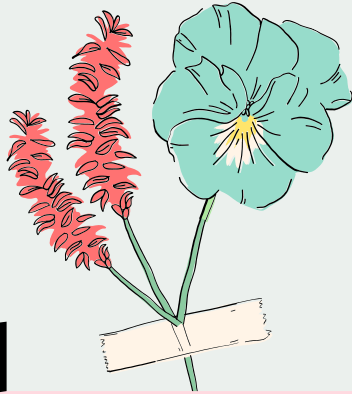


Developmental

THEORY-BASED, VALUE-LADEN, FUN
AND YOUTH-CENTRIC



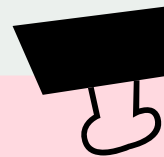
Remedial



STREETWISE PROGRAMME (SWP) / ENHANCED STREETWISE PROGRAMME (ESWP)

SWP is a programme coordinated by the Ministry of Social and Family Development (MSF) and it aims to address the issue of street corner gangs and the gangs' negative influence on youths.

The staff team works with youths-at-risk referred by the police and the MSF for a period of 6 months. During this period, the youth will participate in individual counselling as well as group activities, thereby equipping them with skills to cope with issues such as peer pressure, anger management and relationship problems.



GUIDANCE PROGRAMME (GP)

The Guidance Programme (GP) is a 6 months (extendable to 12 months) pre-court diversionary programme where youth offenders who have committed minor offences, or have a low level involvement in an offence, attend the programme in-lieu of prosecution. It aims to help youth offenders make the right choice to lead a crime-free life. GP-PAST works with youths sex offenders whilst GP-HSA works with youths that violated the Tobacco Act.



YOUTH ENHANCED SUPERVISION (YES) SCHEME

Our work brings us into various primary and secondary schools. One of these programmes is the TIME-OUT Programme, Enhanced STEP-UP. This programme is a MSF initiative that curbs potential dropouts by empowering students with life skills, thereby enabling them achieve their potential in a plethora of areas- personal, family, community and friendships.

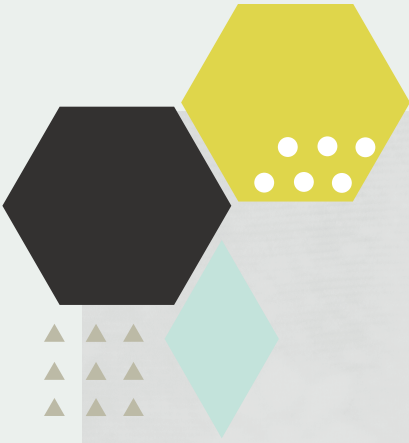
TRIAGE

Triage is an early assessment programme that complements police investigations to identify and divert identified young persons from getting into trouble with the criminal justice system. These youths will be introduced to suitable early intervention programmes.

"517" AFTERCARE

"517" is a support work that provides continued aftercare for youths who were involved in any of the core programmes listed above. "517" serves as a platform for the staff team and volunteers to continue to provide aid to the youths.

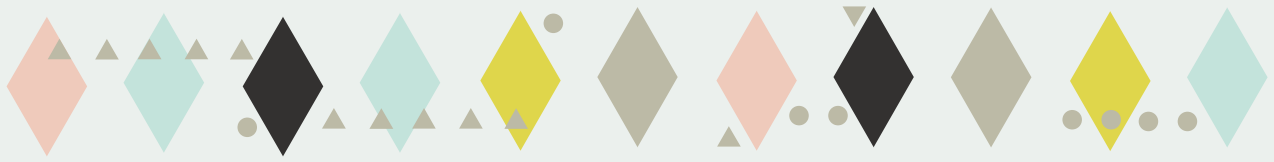




2018-2019

Memorable
MOMENTS





Making Memories

July-December

2018

SYFC/YGOS Staff Retreat	School-based Programmes	Christmas Events
------------------------------------	------------------------------------	-----------------------------



YEAR 6



Knitting the family closer: Praying, sharing and winding down together

Before a whirlwind ingress into 2019, God blessed us with the opportunity to make a short trip to Johor Bahru for the annual SYFC/YGOS combined staff retreat. Through interactive games and open sharing, we became better acquainted with brothers and sisters from other departments. We give thanks to God for this time of rest to reconnect with members of the SYFC/YGOS family.



STAFF
RETREAT



God's Grace: 10 girls from CHIJ (Toa Payoh) Secondary joined the PEARLS programme in September

After participating in 7 group work sessions that aimed to espouse the virtues of gratefulness, respect and compassion, the girls showed a remarkable improvement in their social and emotional resilience. During their visit to Dialogue in the Dark, the girls were led by blind guides in pitch darkness. This pushed them beyond their comfort zone as they experienced the challenges of day-to-day eating and walking.



PEARLS
PROGRAMME



Taking aim: father-son bonding takes flight at full draw

YGOS conducted the parent-child archery programme at Macpherson Primary in August. 8 father-son duos gathered for the event and were compelled to put their communication skills to a test. During the session, fathers were taught the basics of archery and had to convey their learning points to their children. These structured experiences deepened the parents' understanding of their children and made them realise them that quality time is integral to maintaining a healthy father-son relationship.





Celebrate Christmas in Singapore

Celebrate Christmas in Singapore is an annual event that has its roots in 2004. This year, YGOS set up booths at ION's entrance and in the Cathay complex. We are grateful to God for bringing our youths to this event so they can contribute in raising funds for YGOS outreach work. .



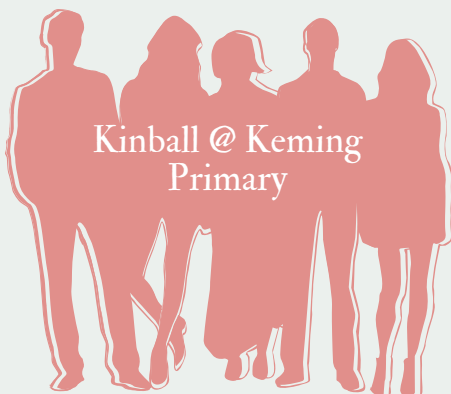
Remembering the real Christmas joy: "For to us a child is born, to us a son is given" - Isaiah 9:6

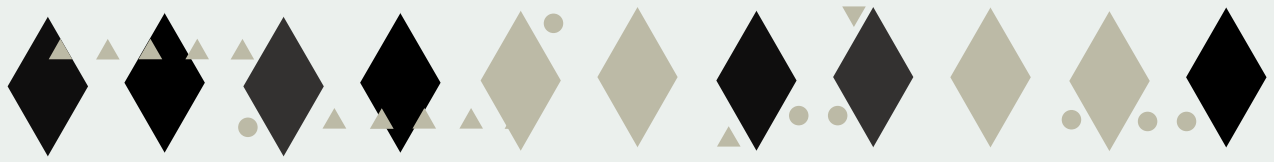
This year, we celebrated Christmas differently. Our teams gathered with 90 youths and together, we ran a Christmas-theme amazing race along Orchard Road. Albeit Orchard Road is an all too familiar place for us, it was not the same for our youths- that was the first time many of them had patronised this vibrant retail heart. It was heartening to see our youths' faces light up as they saw beams of coruscating ornaments lining the streets. We ended the night with a hearty dinner.



A whole new ball game: Kin-ball

Initially, the lower primary school students at Keming Primary were astounded by the size of the ball which hovered over them at 1.2 metres. After repeating rounds of the kin-ball skill drills, the students were familiar with the know-hows of catching the hefty 1kg-ball and achieved a mastery of kin-ball. Furthermore, they learnt to appreciate the value of teamwork in keeping the ball off the ground.





Making Memories

January-June

2019

YGOS Cinema	Mentoring Alliance	Hong Kong Learning Trip
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Learning to create with a thankful heart

Recently, we partnered with Singapore Youth for Christ to host the Maker's Factory event. It was heartening to see that many of our youths were enthused over the making of different handicrafts.



First fruits of a new seed: the Mentoring Alliance Program

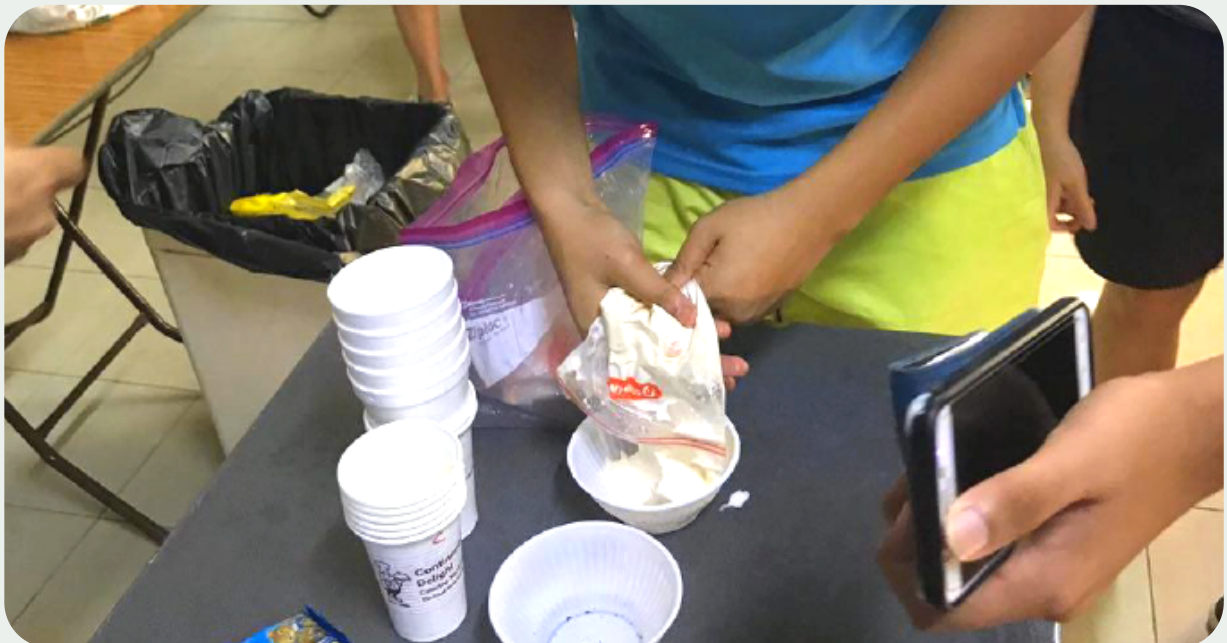
This year, we initiated the Mentoring Alliance program. This program is conceived by different agencies whose core mission is to promote mentorship as a way of youth-intervention. Through this program, YGOS was blessed to work with numerous schools. By God's Grace, there are signs that the youths have been positively impacted—many youths have dropped by our centers and expressed their desire to continue the mentor-mentee relationship with our staff. We are encouraged by the youths' response and hope that you can pray with us as we continue God's good work.





Build-your-own space for fellowship: YGOS Cinema

This June, we created our very own cinema room by decorating a dark room with fairy lights. The youths thoroughly enjoyed themselves as they watched the movie and munched on the snacks that were specially packed for them. The movie that we screened was "Dangal". By documenting a father's selfless love for his family, the movie reminded us of the power of familial love.



A cream come true: Ice-cream making @Woodlands

The Woodlands team modified their centre into an ice-cream making factory for the day. By encouraging the youths to make their own ice cream, they learnt to take ownership of what they have made and were able to taste the product of their hardworking. Additionally, the youths enjoyed experimenting with new recipes to achieve the best ice cream consistency.



Cross-border connections: learning from our Hong Kong counterparts

A handful of our staff travelled to Hong Kong for a week to gain exposure to the social work scene. Drawing from the distribution of the hidden youth dilemma, our staff realised that the onset of a particular social problem in Hong Kong potentially prefigures a similar situation in Singapore. In light of this, our team was fervent in learning about Hong Kong's social issues and the effective ways to combat these issues. The team members learnt to capitalise on new technology including virtual reality to engage the youths as well as drama therapy to remind them that they have a choice to set their paths straight. Furthermore, our team met up with Boy's Brigade Hong Kong and became acquainted with the strategies BBHK undertake to balance the negotiation of funding agreements and the doing of outreach work. In summary, there were many learning points gleaned by our staff and this gave rise to new ideas to be incorporated back home.



When darkness falls, we need not fear, for the Lord is our light

In June, the Woodlands, Ang Mo Kio and Geylang teams headed to a chalet for a two-day-one-night stay and the camaraderie among the staff and our youths was strengthened over food and games. The highlight of the stay was playing mass games "PUBG" style! One game required the different teams to traverse the "battleground" so that we may equip ourselves with water guns to eliminate our opponents. In the evening, we had a barbecue feast to feed the hungry heroes and heroines. The youths enjoyed their feast, but their excitement was short-lived. A night walk was due to happen after the barbecue and it struck fear into some of the bravest. Yet, the walk turned out to be a fruitful learning experience- it taught the youths how to have faith and forge on amidst their fears.





Statistics Report

JULY 2018 TO JUNE 2019



1204

YOUTHS SERVED

YARE

**SCHOOL
SOCIAL WORK**

**NEIGHBOURHOOD
YOUTH
OUTREACH**

55

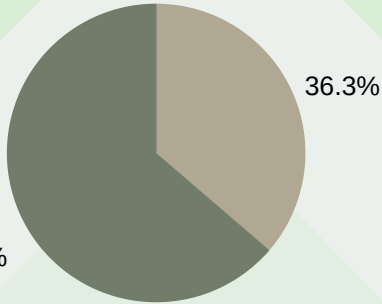
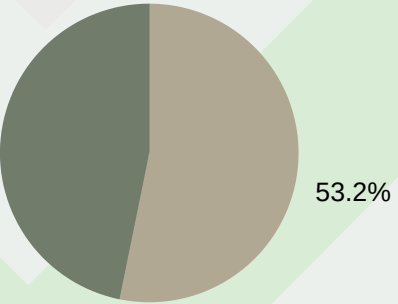
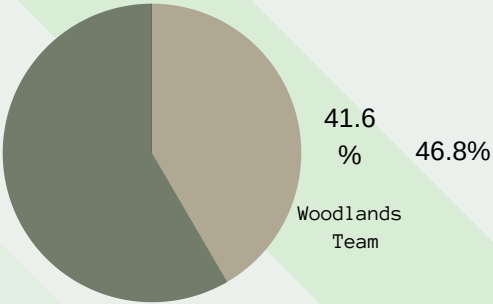
267

581

STUDENTS 
MINISTERED TO

STUDENTS 
MINISTERED TO

YOUTHS 
MINISTERED TO



58.4%
Ang Mo Kio
Team

41.6%
Woodlands
Team

53.2%

63.7%

36.3%

57

CLIENTS
SERVED



GUIDANCE
PROGRAM

155

CLIENTS
SERVED



TRIAGE

ENHANCED
STEP-UP
PROGRAM

77

CLIENTS
SERVED



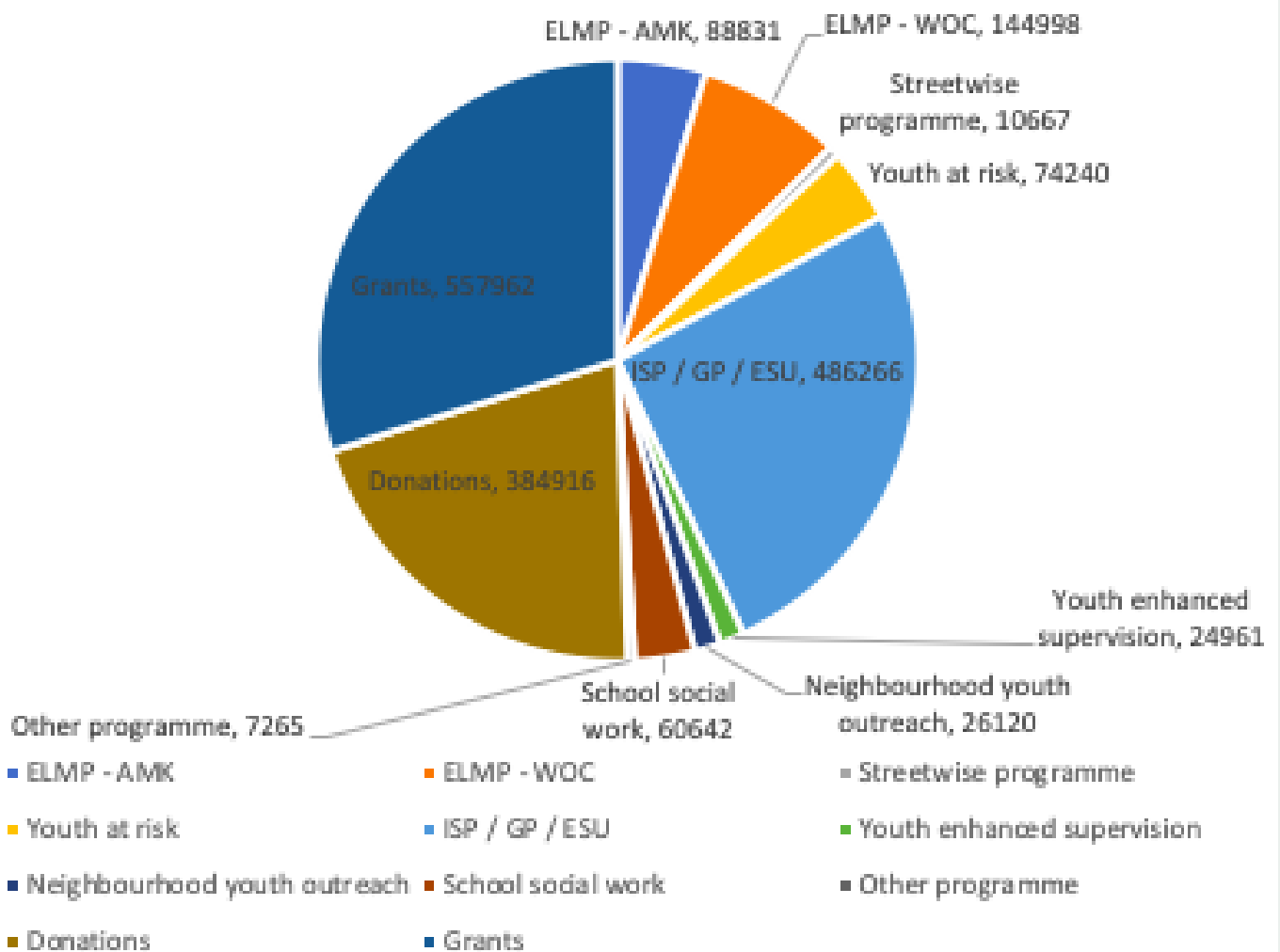
STREETWISE
PROGRAM

12

CLIENTS
SERVED



FUNDING SOURCES



YOUTH GUIDANCE OUTREACH SERVICES

We, being members of the Board of Youth Guidance Outreach Services state that in our opinion, the accompanying annual report is true.

ANNUAL REMUNERATION OF TOP THREE HIGHEST PAID STAFF

None of the top three highest paid staff receives more than \$100,000 in annual remuneration each.

The Board members do not receive remuneration and benefits for their services. Board members has made declaration of potential conflict of interests.

YGOS seeks to maintain reserves in a minimum amount of 12 months of operating expenses. The Board will review the reserves policy periodically and make such adjustments upwards or downwards as it deems fit in light of YGOS' prevailing operational needs

Our banks are Oversea-Chinese Banking Corporation, RHB Bank and Hong Leong Finance.

Our auditor is Tan & Teh, Chartered Accountants of Singapore.