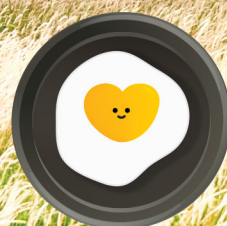




Sunrayian Spirit

Embracing Core Values, Igniting Team Spirit



Sunray Stories Living Life The
SUNNY SIDE UP

VOLUME 5 | Q1 2024



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Travel Through Our History Timeline

Our history timeline traces our journey from humble beginning milestones, reflecting the unwavering dedication, innovation, and achievements defining our evolution, from modest origins to the heights we've reached, highlighting the dedication and resilience propelling us forward.

1989-1991

We moved from a small factory to a bigger premise, and subsequently a larger 2-storey building at Block 2027 Bukit Batok Industrial Park

2001

We moved back to Block 2027 Bukit Batok Office in January, and began tendering for projects on our own as the main contractor. Sales turnover increased tremendously leading to the expansion of our office and production areas

2009

Rising From The Ashes

Total turnover from \$56 million to \$115 million

1987

The Founding Year

Founder of the family business, Mr Tan Teng Huat, incorporated Sunray with less than 20 employees, doing carpentry and joinery works

1999

Rising From The Ashes

A fire that devastated our headquarters on 7 Dec, but we persevered on. Renting a temporary office and production area to restore the Sunray business

2008

Iconic Year

Awarded with Marina Bay Sands & Resort World Sentosa

2011

Turnover Doubled

Soaring to \$257 million

2012

Set up office in Malaysia

2015

• Set Up office in Myanmar

• A new Chapter

A celebration of our Grand Opening of our Sunray Building in SG and 28th Anniversary with more than 1500 employees. With a brand new identity, we continue to strengthen our business and presence globally

2017

Set Up office in Shanghai & Chong Qing

With more than 2000 employees

2013

Set Up office in Indonesia



2016

Achieved A1 Grade Contractor By BCA

2020

New Sunray Building In Kuala Lumpur

SUNRAY CULTURE & CORE VALUE

- Foundations of Loyalty
- Embracing Sunray's Core Value

SUNRAY CULTURE & CORE VALUE

Foundations of Loyalty

Over the past 37 years, Sunray has grown tremendously from a humble family-owned business into a top leading construction company in Asia, with a diverse team globally.





Despite our expansion, we remain committed to our roots as a family-oriented business where we foster a culture of openness and inclusivity, where employees will engage in dialogue sessions with senior leadership. This way, Senior leadership will be made aware of employees' challenges and needs, while employees will gain a clearer understanding and be enlightened with the company's goals and direction.

At Sunray, loyalty holds utmost importance, as evidenced by our dedicated, long service staff who form the foundation of our company, offering their expertise and commitment day in and day out. Sunray isn't just a workplace; it's a close-knit community where employees feel supported and valued, creating a sense of belonging akin to home.

SUNRAY CULTURE & CORE VALUE

Embracing Sunray's Core Value

Company core values are foundational beliefs that guide the behaviour, decisions, and actions of everyone within a company. Sunray's success and one of the key building blocks for every Sunrayian is the company's core values – **Teamwork, Innovation, Pride, Perseverance, Safety and Care.**

Let's take an example where our Sunrayian embody Sunray's core values throughout their tenure with the company.

“

This is the one and only company that I have worked for after graduating. Sunray is a very warm company, they listen to staffs' feedbacks, care for us, and treat everyone like a family instead of workers. Today Sunray is successful because of this spirit.

Jennerlyn Tan Puay Lang

HR Manager

“

It's interesting how Sunrayians come together when there's a clear goal in sight. Just like during Covid, when it pushed everyone to survive the last 2 years and get through various obstacles as a team. When times get tough, you really see people stepping up and that's just how our unique culture and Sunrayian spirit shines through.

Linda Cheong Bee Leng

Senior Secretary

“

At our core, we value Teamwork, Innovation, Pride, Perseverance, Safety and Care fostering a culture where every individual feels valued and empowered to make a difference.

Kok Wei Jie

ESG Executive

Sunrayian Appreciation Night

- Engaging and Entertaining Pre-Event
- Recap of the Most Memorable Performances
- Team Effort Behind the Curtain



Sunrayian Appreciation Night

After a 7 year wait, we joyously celebrated our 37th Sunrayian Night on January 27, 2024, at the exquisite Grand Ballroom of Orchid Country Club, to honour our employees for their contributions and dedication throughout the years.



With the theme of “Sunray Beach Club”, we have transformed the venue into a tropical beach paradise adorned with lights, beach balls, coconut trees, and vibrant colours and decorations.

Sunrayians enthusiastically embraced the theme, dressing up in the coolest and prettiest beach outfits, from Hawaiian shirts and dresses to casual flip-flops. The lively music created a tropical vibe that had everyone dancing and socialising all night long.

We are honoured to have had the participation of our colleagues from Singapore, Malaysia, China, and our valued business partners in this truly special event. We also extend our gratitude to our generous sponsors whose support made this night a reality.

Let's dive in and relive the highlights of this unforgettable event!



SUNRAYIAN APPRECIATION NIGHT

Engaging and Entertaining Pre-Event



Starting off with a bang with our pre-event festivities!

To set the tone and get everyone in the “beach club” spirit, we lined up engaging activities like Rock-Paper-Scissor and Musical Flamingo, ensuring there were plenty of opportunities to win exciting prizes and a good dose of fun!

Additionally, we set up adorable photo booths for guests to capture memories to bring home and enjoyed some snacks before the main event kicked off.

SUNRAYIAN APPRECIATION NIGHT

Recap of the Most Memorable Moments!



In a celebration of our dedicated long-serving staff, we express our deepest gratitude for the unwavering commitment and hard work, which have been pivotal to our success. Their loyalty is a testament to the strong bond we share, and we are privileged to have them as part of our Sunray family. Thank you for your enduring service and for being integral to our journey!



Let's revisit the standout performances of the night, prepared by our talented Sunrayians!

From the captivating acts of **"Four Golden Flowers and One Brown Leaf"**, **"The Rock and Fiery Feet"**, and **"Sexy Ladies"**, featuring live bands, singing, and dancing, each performance contributed significantly to the vibrant atmosphere.

A major highlight was the unforgettable sing-along and karaoke session with our bosses, uniting everyone in song.

Not to mention the exciting games and lucky draw that kept everyone on their toes, cheering, running, and laughing throughout the event!

Nevertheless, the 37th Sunrayian Night was a huge hit. With every Sunrayians present thoroughly enjoying themselves with a cherished and unforgettable experience.

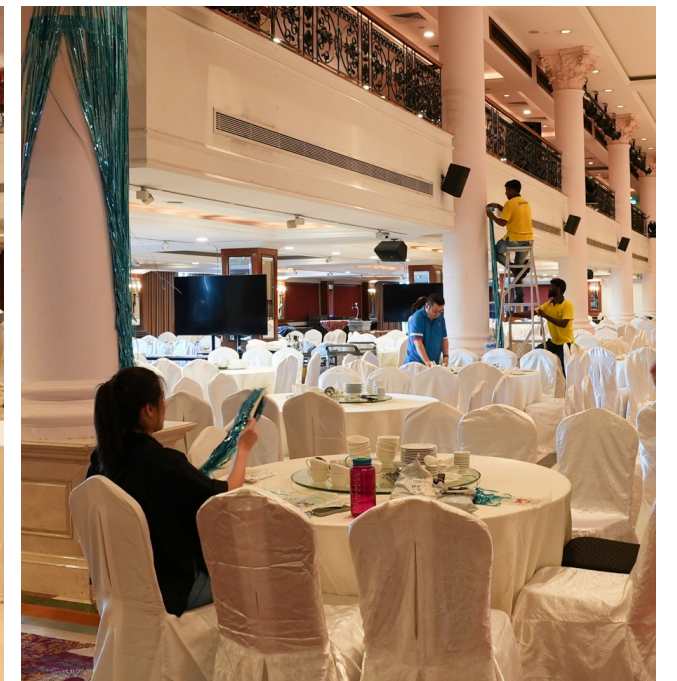
A Team Effort Behind the Curtain

We are thrilled to announce that this event was a big success!

Let's give a big round of applause and a pat on shoulder to our incredible Sunray committee members and workers, who dedicated extra time to make this event a success.



Each person played a vital role, from the smallest to the largest tasks, ensuring that everything was executed with dedication, care, teamwork, and effort from beginning to end.



We are proud of our main committee members who took the lead and planned every aspect of this event from the start to finish, all on their own. Despite the challenges faced, they made this event enjoyable and fun for everyone. Their dedication and teamwork truly embody the spirit of our Sunray culture.

Lastly, this could never have happened without all of you who have joined us for this event. We had a fantastic time together, creating memories that we will treasure forever, and many more to come!

Well Done Team!

Sunray Our Best Choice

In the fast-paced world of business, loyalty is often seen as rare. However, at Sunray, it is a key to our success. We believe in creating an environment where employees feel valued, respected, and supported throughout their journey with us.

At Sunray, we prioritise the well-being of our employees. We make sure they feel seen and heard, fostering a sense of belonging. Such attention to individual staff is one of the reasons Sunray is so highly regarded as an employer. In 2021, a survey by The Straits Times and global research company Statista ranked **Sunray among Singapore's Top 10 employers**, alongside giants like Microsoft, Apple and Google.

Celebrating every milestone with our employees, especially long service. From small gestures of appreciation to grand ceremonies, we honour the dedication and loyalty of our team members. These celebrations not only recognize individual achievements but also strengthen our company culture.

We are committed to investing in the growth and development of our staff. Through various training programs, mentorship initiatives, and career advancement opportunities, we help broaden their skills and horizons.

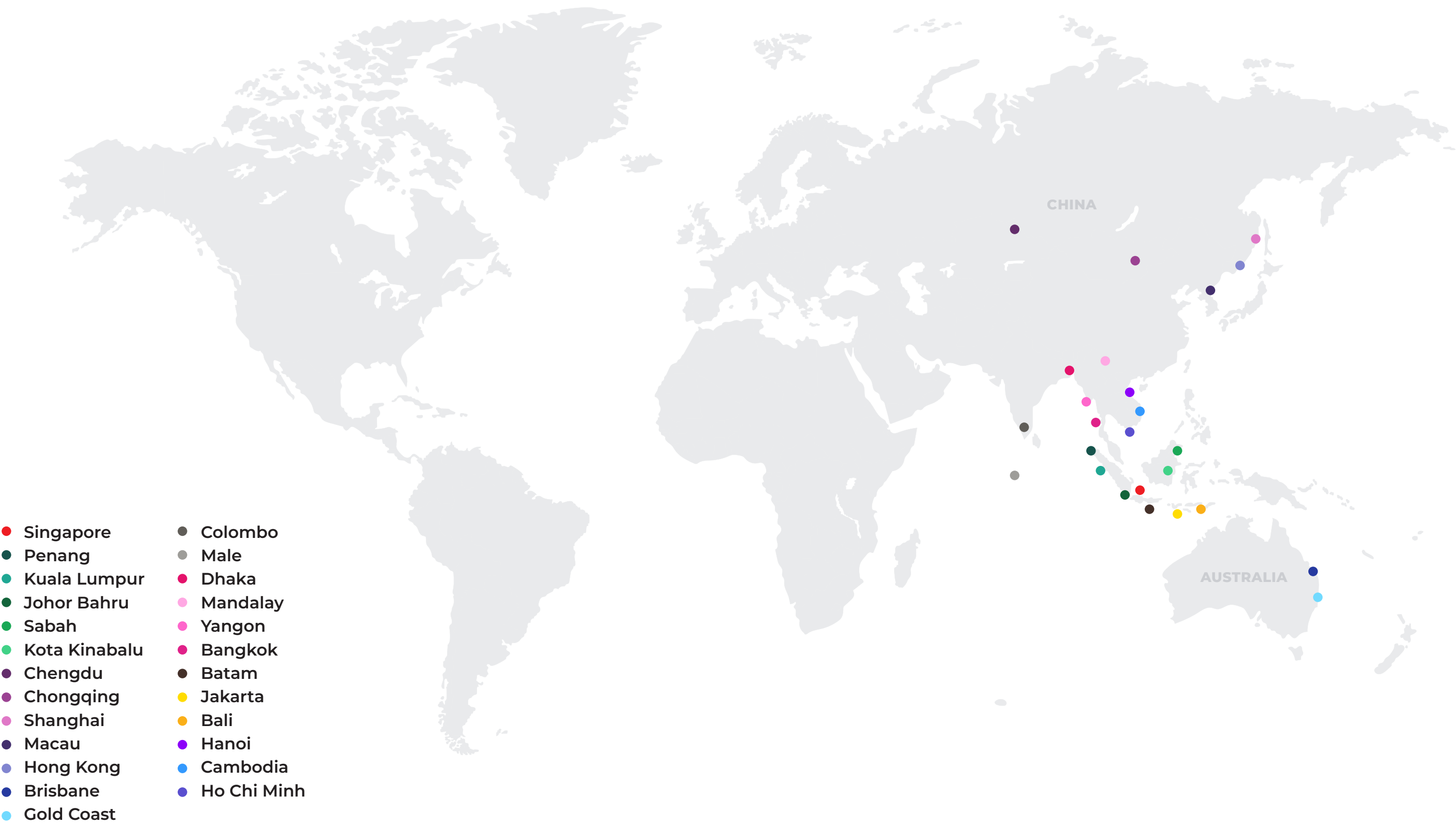


Our culture encourages nurturing leadership, starting from the top down. Managers undergo training to enhance their leadership skills, empowering employees along the way. We also provide opportunities for cross-departmental skill acquisition, overseas attachments, and advancement paths for high-performing migrant workers.

In summary, Sunray Woodcraft Construction is not only building a brighter future for itself but also for its employees.

Our Global Footprint

Sunray has won the trust of our customers, delivering projects in the region. A strong production facilities and offices in **Singapore, Malaysia, Indonesia, Cambodia and China**. Sunray has been providing construction, interior fitting out services and furniture in Asia with Pride.



SINGAPORE (HEADQUARTERS)

Sunray Building

9 Sungei Kadut Street 3, Singapore 729143

Tel: (65) 6566 2311

Fax: (65) 6565 3332

Email: swc@sunray.com.sg

Website: sunray.com.sg

Facebook: sunraywoodcraftconstruction

Instagram: sunraywoodcraftconstruction

LinkedIn: sunraywoodcraftconstruction

TikTok: sunraywoodcraft

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