

THE TENG COMPANY

ANNUAL REPORT

FY
2022/23



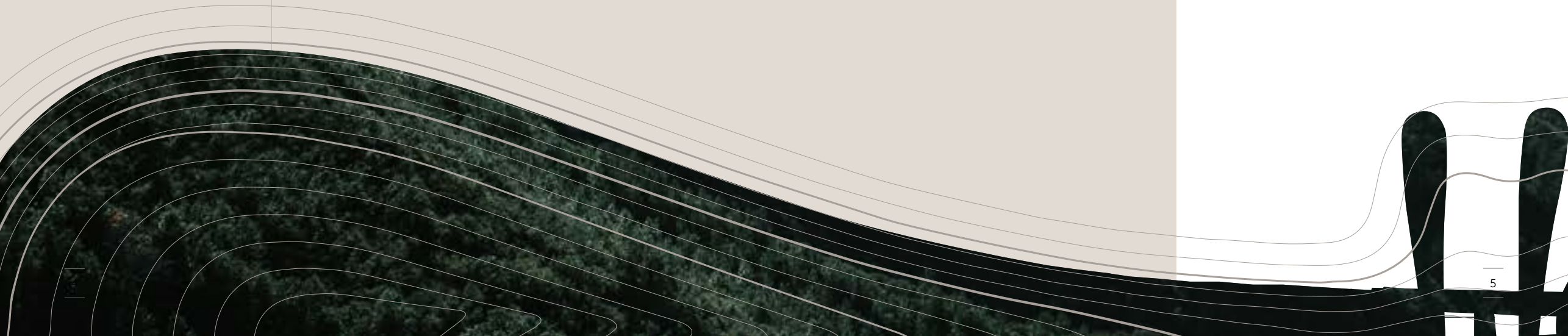
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MISSION - INNOVATE AND COLLABORATE TO INSPIRE ENGAGEMENT THROUGH OUR MUSIC.

VISION - INSPIRING AND IMPACTING BY FUSING A CHINESE MUSICAL HERITAGE WITH OUR UNIQUE SINGAPOREAN IDENTITY.



OUR OBJECTIVE AND GOALS



- To develop a Singaporean musical identity through traditional music coupled with contemporary trends, as well as active engagement with professional musicians, amateur musicians and non-musicians.
- To seed and grow audiences for traditional Chinese arts through accessible performances, educational workshops and a proactive online presence, or as advised by continuous audience research.
- To raise awareness for traditional arts in Singapore by producing work marked by innovation, vision and relevance to contemporary society.
- To groom and nurture promising musicians to become professional musicians through the creation of relevant platforms and mentor schemes.
- To raise awareness within the region for Singaporean musicians by giving priority in project partnerships to them, and actively promoting and positioning them as world class musicians.
- To enrich and empower the underserved communities in Singapore through music.

OVERVIEW OF CHARITY



The TENG Company Ltd ('TENG') was incorporated as a company limited by guarantee on 21 January 2015. TENG was registered as a charity under the Charities Act (Chapter 37) since 9 September 2015, and is an IPC from 1 January 2023 to 31 December 2025.

Unique Entity Number:
201502077Z

Registered Address:
1 Straits Boulevard, #11-03E, Singapore Chinese Cultural Centre, Singapore 018906

Governing Instrument:
Constitution of The TENG Company Ltd

Bankers:
DBS
(for Chinese Instrumental Music Grading Examinations transactions)
DBS (Operational account)
OCBC (for Cultural Matching Fund)

External Auditor:
RSM Chio Lim LLP (UEN: T09LL0008)

Company Secretary:
Coleads Business Consultants Pte Ltd

Accountant:
Coleads Business Consultants Pte Ltd

Legal Advisor:
Dr Daniel Seah

COMPANY POLICIES

Reserves Policy As of 31 March 2023, the Reserves Policy was set at the 30 January 2023 board meeting, being a minimum of 24 months of the current operating budget.

Conflict of Interest Policy All Board Members and staff are required to comply with TENG's conflict of interest policy to ensure transparency and accountability in the company. Board Members are required to declare any potential conflict of interest annually, while staff and contractors and those on retainers are required to declare any potential conflict of interest every 6 months. In addition, Board Members abstain and do not participate in decision-making on matters where they have a conflict of interest.

Whistleblowing Policy There was no incident of whistleblowing or/update on whistleblowing. This Policy was first recommended for implementation by the Audit Committee and written with assistance from Shared Services for Charities is to address concerns about possible wrong-doing or improprieties in financial or other matters within the charity.

Risk Management Policy Crafted with the aid of Shared Services for Charities, the policy outlines the procedures and approaches which TENG shall adopt to identify and manage the different forms of risks throughout the organisation. The Management Risk Committee (MRC), chaired by the Executive Director, comprises various key executives and heads of departments of TENG, and is under the authority of the Audit Committee to investigate any activity within its terms of reference. The MRC will meet regularly, at least two times a year, to review the risks, treatment plans and progress of implementation. The Chairman of MRC will report semi-annually to the Audit Committee the updates and findings by the MRC.

Personal Data Protection Policy Applicable to all organisations including TENG, the Personal Data Protection Act (PDPA) requires organisations to comply with the Act by establishing practices and policies to meet the data protection standards. This policy was formalised in January 2022 together with a Data Breach Management Plan. A Data Protection Committee cum Data Breach Management Team, consisting of representatives from various departments, headed by the Executive Director and assisted by an appointed Data Protection Officer (DPO), was established.

MESSAGE FROM OUR CHAIRMAN

“We shall continue to bring the power of our unique music into Singapore’s society, push the boundaries of how music can nurture and soothe, and do so in collaboration with partners who embrace the cohesive impact of this work within communities.”



Dearest Friends,

We reflect upon another remarkable year for The TENG Company and are reminded that your unwavering, generous support remains a key factor that allows us to continue our work. We are very grateful indeed.

In the beginning of the year, we underwent a significant development with the official change of our name from “The TENG Ensemble” to “The TENG Company”. This is a better representation of the diverse range of programmes we have that go beyond our ensemble performances. We shall continue to bring the power of our unique music into Singapore’s society, push the boundaries of how music can nurture and soothe, and do so in collaboration with partners who embrace the cohesive impact of this work within communities.

In our future initiatives, we will be focusing on our three key strategic objectives - “Artistic Innovation,” “Social Impact,” and “Industry Empowerment.” This aligns our efforts to innovate creatively, foster lifelong learning and uplift vulnerable and disadvantaged communities. We will retain our focus on TENG’s ground-breaking creativity, our contribution to meaningful social change, and to facilitate cohesive collaboration and excellence within the artistic industry.

Some milestones achieved include our partnership with the Singapore Institute of Technology’s (SIT) Health and Social Sciences Department in research on music to reduce anxiety and stress levels. Audio technology using binaural beats is coupled with TENG’s specially-created music based on ancient Chinese wisdom on the relation of music and well-being to optimise therapeutic effects. This collaborative effort would not have been possible without the support of SIT and the Singapore Chinese Cultural Centre (SCCC), who have been stalwart partners in fostering innovation and well-being.

The SCCC also hosted The Forefathers Project as part of its annual flagship festival, “Cultural Extravaganza”. The brainchild of SCCC, this incredible platform provided us with an opportunity to delve into the rich cultural heritage of our forefathers and celebrate their lasting influence. The SCCC’s invaluable support to Singaporean Chinese culture at a broader level, also nurtures TENG’s creative work that draws on our historical

roots and plurality. It enables our community impact in so many ways. We are often reminded that SCCC is a most esteemed linchpin in our ecosystem.

With the generous support of Mapletree Investments, we most recently presented our highly-anticipated annual series, “Once Upon A Full Moon 2022” live at VivoCity’s amphitheatre. The occasion saw an overwhelming response and was sold out on both days. The exuberant response from our audience reminded us again of the enduring power of our music to unite Singapore’s diverse communities, and how it can lift our collective spirit. Mapletree Investments’ commitment to the arts enables us to bring the transformative impact of a music that we can all identify with; a music we can all enjoy together.

Over the years, TENG has enjoyed the support of our treasured fans. Many have asked how they can be supportive of our work, beyond attending our concerts. Team TENG, a crowd-funding initiative was launched this year to connect our fans more deeply with our work. We look forward to seeing you at our special invitation-only events, and to welcoming more to the Team!

Lastly, our fundraising concert, “More Than Music!”, served as an overview of TENG’s social impact programmes and artistic innovation. We would like to express our sincere appreciation to the Singapore American School for providing the venue, as well as our food and beverage partners, Creative Eateries and CornerStone Wines, for their generous support. Furthermore, we extend our thanks to Airstar Asia for the lighting decor that added a touch of enchantment to the event. We are so grateful for your generous support.

None of this would have been possible without the funding forthcoming from our donors, partners and the National Arts Council.

On behalf of The TENG Company, I extend my heartfelt thank yous. Together, let us embrace enriching lives in Singapore through the power of our unique Singaporean music.

With heartfelt appreciation,

**Elaine Teo,
Chairman**



BOARD OF DIRECTORS

Chairman and Board Member	Elaine Teo
Treasurer and Board Member	Gerald Teo
Board Members	Dr Daniel Seah Dr Lee Kwok Cheong Dr Samuel Wong Tham Chee Soon Rachel Teo Wong Su Yen Yang Ji Wei

AUDIT COMMITTEE

Chairman	Dr Lee Kwok Cheong
Committee Members	Rachel Teo Tham Chee Soon

NOMINATIONS AND REMUNERATION COMMITTEE

Chairman	Wong Su Yen
Committee Members	Dr Daniel Seah Elaine Teo Rachel Teo

PROGRAMME SUB-COMMITTEE

Chairman	Gerald Teo
Committee Members	Dr Benny Lim Carol Lee Evelyn Lee Mengtong Guan

FUNDRAISING SUB-COMMITTEE

Chairman	Elaine Teo
Committee Members	Andrea Giam Cynthia Ding Yap Su-Yin

GRADING EXAMINATIONS SUB-COMMITTEE

Committee Members	Dr Samuel Wong Dr Neo Peng Fu Quek Ling Kiong
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MANAGEMENT

Senior Management

Executive Director	Yang Ji Wei
Creative Director	Dr Samuel Wong

Head of Departments

Head of Admin and Finance	Lim Kwuan Boon
Head of Examinations	Lum Yan Sing
Head of Music	Joel Nah
Head of Outreach	Nancy Ong
Head of Research and Education	Wang Chenwei

Creative Team

Composer-in-Residence	Chow Jun Yi
Arranger	Bang Wenfu

Managers and Staff

Examinations and Outreach	
Senior Manager	Pu YuHui
Assistant Manager	Jacky Ng

Marketing and Development	
Senior Manager	Jeremy Wong
Assistant Manager	Mikko Neo
Content Creator	Estene Cheong
Intern	Love Lee
Intern	Tan Hui Er
Social Media (China)	Zoe Lui

Production	
Manager	Samantha Tham
Assistant	Lim Ying Xuan

Admin and Finance	
Assistant Manager	Dylan Ng

*All information is accurate as at 31 March 2023

LEADERSHIP

TENG is governed by a Board, which is the governing body responsible for overseeing and managing the charity. Reporting to the Governing Board are Committees and Sub-Committees that look into specific areas such as Audit, Nominations and Remunerations, Programme and Fundraising.

TENG is also headed by Executive Director Mr Yang Ji Wei and Creative Director Dr Samuel Wong, who were both appointed on 1 July 2015.



GOVERNING BOARD

Name	Current Charity Board Appointment	Occupation	Past Charity Board Appointment
Elaine Teo	Chairman and Board Member 3 Apr 2017	Non-Executive and Independent Director of Olam International Limited and Mapletree Investments Pte Ltd	NA
Gerald Teo	Board Member 21 Jan 2015	Cellist and Music Educator	Treasurer 18 Jul 2017 – 24 Sep 2018
	Treasurer 12 Sep 2022		
Dr Daniel Seah	Board Member 1 Mar 2017	Assistant Professor of Law (Education), College of Integrative Studies, Yong Pung How School of Law, Singapore Management University	Treasurer 24 Sep 2018 – 12 Sep 2022
Dr Lee Kwok Cheong	Board Member 1 Mar 2017	Non-Executive and Independent Director of Singapore Pools (Private) Limited and Singapore Association for Mental Health	NA
Dr Samuel Wong	Board Member 21 Jan 2015	Creative Director, The TENG Company Ltd	NA
	Creative Director 1 Jul 2015		
Tham Chee Soon	Board Member 1 Feb 2018	Founder, iCFO Advisors Pte Ltd	NA
Rachel Teo	Board Member 1 Feb 2018	Director, Tong Eng Group	NA
Wong Su Yen	Board Member 19 Feb 2018	Founder and CEO, Bronze Phoenix Pte Ltd	NA
		Chairperson of Singapore Institute of Directors	
Yang Ji Wei	Board Member 21 Jan 2015	Executive Director, The TENG Company Ltd	NA
	Executive Director 1 Jul 2015		

GOVERNANCE

The Board's role is to provide strategic direction and oversight of TENG's programmes and objectives, and to steer the charity towards fulfilling its vision and mission through good governance. As part of its role, the duties of the Board include but not limited to the following:

- Approve the budget for the financial year
- Review and approve quarterly financial statements
- Regularly monitor the progress of TENG's programmes
- Provide suggestions and improvements to TENG's procedures and programmes
- Ensure governance policies and practices are in place and adhered to
- Ensure that practices and processes are in place as recommended by recommendations from the Charity Council and MCCY Charities Unit

There was no change to the number of Board Members in the past Financial Year, which remains at 9. Three board members were rotated for retirement and reappointment at the Annual General Meeting (AGM) on 12 September 2022. In accordance with Article 31 of the Constitution of The TENG Company Ltd, Elaine Teo, Dr Lee Kwok Cheong and Dr Daniel Seah were re-elected as Board Members. As at 31 March 2023, there are no Board Members who have served for more than 10 consecutive years.



ABOUT COMMITTEES

Audit Committee (AC)

The Audit Committee (AC) carried out its functions as outlined in its terms of reference, providing valuable advice on matters relating to the reappointment of external auditors, as well as to review the financial statements of TENG and discuss the findings from the statutory audit for the Financial Year ended 31 March 2023. The AC also reviews the company's internal controls and processes and makes recommendations to the Board.

The AC is chaired by Dr Lee Kwok Cheong, and comprises Rachel Teo and Tham Chee Soon.

Nominations and Remuneration Committee (NRC)

The Nominations and Remuneration Committee (NRC) carried out its functions as outlined in its terms of reference, providing feedback and guidance to the management of the company in fine-tuning its Human Resource Policies and Manual. The NRC also advised and provided guidance on the remuneration and evaluation processes for staff and Board Members.

The NRC is chaired by Wong Su Yen, with members Dr Daniel Seah, Elaine Teo and Rachel Teo.

Programme Sub-Committee (PSC)

The Programme Sub-Committee (PSC) carried out its functions as outlined in its terms of reference, providing support to TENG's overall creative and programming efforts through the initiation and facilitation of programmes that fulfils TENG's mission and vision, as well as mobilising networks and resources to ensure the successful delivery of programmes. The PSC was officially formed in March 2022.

The PSC is chaired by Gerald Teo, with members Dr Benny Lim, Carol Lee, Evelyn Lee and Mengtong Guan.

Fundraising Sub-Committee (FSC)

The Fundraising Sub-Committee (FSC) shall carry out its functions as outlined in its terms of reference, providing support to TENG's overall fundraising efforts, such as but not limited to mobilising and building a network of supporters, as well as to identify and recommend individuals, corporations, sponsors and foundations who are able to help resource TENG's vision. The FSC was officially formed in June 2022.

The FSC is chaired by Elaine Teo, with members Andrea Giam, Cynthia Ding and Yap Su-Yin.

Grading Examinations Sub-Committee (GESC)

The Grading Examinations Sub-Committee (GESC) carried out its functions as outlined in its terms of reference, providing insights and advice to help the Chinese Instrumental Music Grading Examinations achieve its objectives and to ensure the high standards and rigour of the Grading Examinations. The GESC also reviews the Grading Examinations' structure and processes to identify rooms for improvement, and is involved in the appointment of the Grading Examinations' Chief Examiner.

The GESC consists of 3 members: Dr Samuel Wong representing TENG, Dr Neo Peng Fu, representing Confucius Institute, Nanyang Technological University (CI-NTU), and Quek Ling Kiong, an independent body not affiliated to TENG and/or CI-NTU.

MEETING AND ATTENDANCE

In the Financial Year ended 31 March 2023, a total of four Board Meetings, two Audit Committee Meetings, one Nominations and Remuneration Committee Meeting, four Programme Sub-Committee Meetings, two Fundraising Sub-Committee Meetings, and three Grading Examinations Sub-Committee Meetings were held.

Attendees	Meeting Attendance					
	Board	AC	NRC	PSC	FSC	GESC
Elaine Teo	4/4	-	1/1	-	2/2	-
Dr Daniel Seah	3/4	-	1/1	-	-	-
Dr Lee Kwok Cheong	4/4	2/2	-	-	-	-
Dr Samuel Wong* Creative Director, TENG	4/4	-	-	-	-	3/3
Tham Chee Soon	3/4	1/2	-	-	-	-
Rachel Teo	4/4	1/2	1/1	-	-	-
Wong Su Yen	4/4	-	1/1	-	-	-
Yang Ji Wei* Executive Director, TENG	4/4	2/2 (Ex-officio)	1/1 (Ex-officio)	-	-	-
Gerald Teo	4/4	-	-	4/4	-	-
Dr Neo Peng Fu	-	-	-	-	-	2/3
Quek Ling Kiong	-	-	-	-	-	3/3
Dr Benny Lim	-	-	-	4/4	-	-
Carol Lee	-	-	-	4/4	-	-
Evelyn Lee	-	-	-	3/4	-	-
Mengtong Guan	-	-	-	2/4	-	-
Andrea Giam	-	-	-	-	2/2	-
Cynthia Ding	-	-	-	-	1/2	-
Yap Su-Yin	-	-	-	-	2/2	-

* Founding Members of TENG



DISCLOSURE OF REMUNERATION AND BENEFITS RECEIVED BY BOARD MEMBERS

The following Board Members received remuneration in the form of salary for their services as Executive Director and Creative Director, who are founders and members of The TENG Company Ltd. The other Board Members are not remunerated for their services. No governing Board Member is involved in the setting of his own remuneration.

Name	Director's Remuneration and Benefits
Dr Samuel Wong	S\$100,001 - S\$150,000
Yang Ji Wei	S\$100,001 - S\$150,000

Disclosure of Remuneration of the Three Highest Paid Staff

Two of TENG's staff receive more than S\$100,000 in annual remuneration each. TENG has no paid staff, who are close members of the family of the Executive Director or Board Members, who each receive a total remuneration of more than S\$50,000 in the Financial Year ended 31 March 2023.

CONCEPT OF ANNUAL REPORT

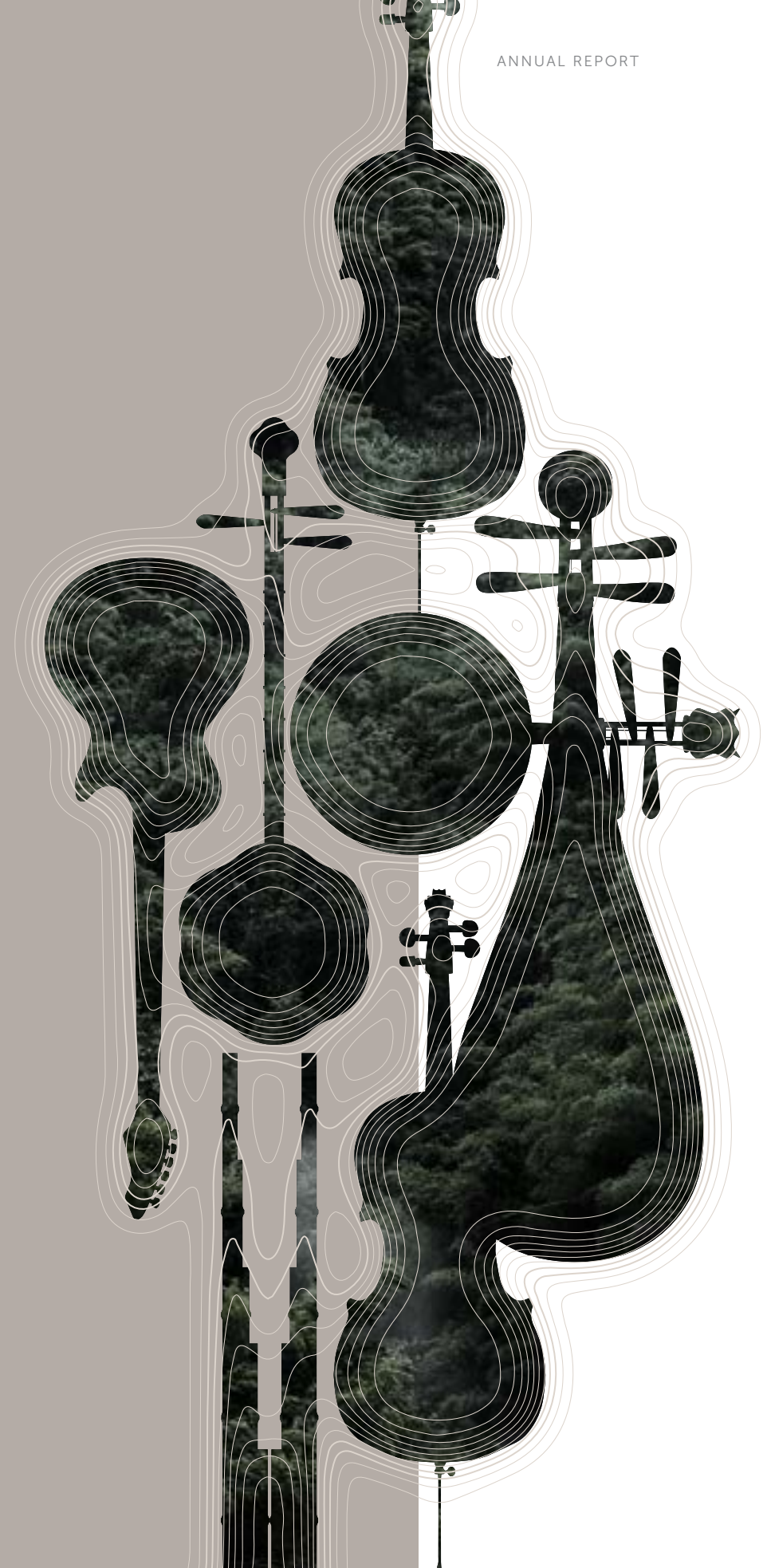
The Annual Report for this year embraces a captivating visual concept inspired by the topographic lines found in forest landscapes, loosely adapted from the graceful silhouettes of Chinese instruments. As we delve into the forest's symbolism, we discover how it parallels TENG's core pillars of **Artistic Innovation**, **Social Impact**, and **Industry Empowerment**.

Much like the forest's continuous evolution and thriving ecosystem, TENG's dedication to **Artistic Innovation** thrives on a culture of creativity, collaboration, and experimentation. The ensemble is eagerly exploring new and contemporary sounds, embracing genre fusion, and experimenting with unconventional compositions, as they tread on the diverse paths in their creative endeavours.

Just as a healthy forest contributes to the well-being of ecosystems and communities, TENG channels its artistic endeavors to create a positive **Social Impact**, mirroring the indomitable spirit of mountains that endure challenges. An example of this commitment is "Music for Mindfulness," a project inspired by the concept of binaural beats, which provided support to individuals facing emotional challenges during the prolonged isolation of the COVID stay-at-home period.

In the same way a thriving forest ecosystem relies on interconnectedness, TENG's success hinges on collaboration and **Industry Empowerment**. We actively collaborate with various industry stakeholders and musicians in sharing knowledge, resources, and opportunities. TENG strives to groom the next generation of musicians, in scaling new heights in the musical landscape.

Through this intricately crafted visual concept of topographic lines, the Annual Report embodies how TENG draws inspiration from the forest's growth and ecosystem to embody its three pillars. Rooted in a profound philosophy and nurtured by a closely-knitted community, TENG continues to push the boundaries of Singaporean music, while fostering a genuine vitality and deep connection that resonates with musicians and audiences alike.



INTRODUCTION TO TENG

The TENG Company is a leading not-for-profit Singaporean arts company that reimagines the possibilities of Singaporean music to expand creative boundaries, enrich the lives of the vulnerable and empower lifelong learning. TENG is able to fulfil its missions through its three principal pillars - Artistic Innovation, Social Impact and Industry Empowerment.



TENG'S THREE PILLARS

Artistic Innovation

Marked by innovation and excellence at its creative core, the company continues to build a uniquely Singaporean musical identity with The TENG Ensemble. Since its inception, the company has produced several original and adapted works and initiatives that strive to reinvent perceptions of Chinese music and stretch the art form beyond its traditional roots.

Social Impact

The company's social impact programmes include creating and performing music that aids healing, brings comfort and uplifts spirits amongst the vulnerable. Since 2018, the company has been working with nursing homes, hospices, treatment centres and specialised schools to reach out to the elderly and ill, as well as youths who are at-risk or have special needs. The company also produces and conducts research into music created specially to promote mental wellness.

Industry Empowerment

From being the largest Chinese instrumental music accreditor in Singapore to publishing literature on Chinese music and training Chinese orchestras in schools, the company aspires to raise the standards of music performance, creation and appreciation amongst all ages, regardless of their circumstances. Learners are encouraged to continue honing their skills through TENG's educational offerings, network and performance platforms.

MILESTONES BY FINANCIAL YEAR

2015

- TENG became a full-time non-profit arts company and a registered charity

2015/16

- Awarded the National Arts Council Seed Grant and received patronage from Temasek Holdings
- Initiation of *The Forefathers Project* to explore dialect music in Singapore

2016/17

- Commenced the annual *Where the River always Flows* concert series in partnership with The Fullerton Heritage during the Singapore Heritage Festival
- Performed for the *Star Awards* organised by Mediacorp and was broadcasted on national television
- TENG presented a concert at the Esplanade Concert Hall titled *Stories from an Island City* and released its second album of the same name
- Launch of The TENG Academy-Confucius Institute, Nanyang Technological University (CI-NTU) Chinese Instrumental Music Grading Examinations

2017/18

- IPC status was granted to The TENG Company
- Performed internationally at Penang's Georgetown Arts Festival
- Performed for Singapore Day in Melbourne
- The TENG Ensemble also participated at the President's Star Charity Concert in collaboration with Mediacorp Artiste - Rebecca Lim
- The TENG Company received the CHT International Award
- *TENG Gives Back* series was initiated to give back to the community through intimate performances in homes and hospices
- Launched In-School Programmes for Targeted Students
- Started an outreach concert series *Once Upon A* concert series in VivoCity to bring music to the community, with support from Mapletree Investments

2018/19

- Commencement of Mapletree-TENG Scholarship programme and supported four young scholars
- The TENG Company was a recipient of the Major Grant Scheme of National Arts Council
- The TENG Company presented its first major fundraising concert titled *Mind The Music!* in collaboration with Caregivers Alliance Limited (Singapore) with guest-of-honor President Halimah Yacob

2019/20

- The Fullerton Heritage and The TENG Ensemble came together to jointly present the fourth edition of its annual concert series, *Where the River Always Flows IV*, during The Singapore Heritage Festival
- TENG launched *The TENG Guide to the Chinese Orchestra*
- TENG held the *Heirlooms* concert, the performative highlight of *The Forefathers Project* which was four years in the making

2020/21

- A collaboration with Shabir, a renowned Indian musician, leading to the release of *The Triptych Series* – in response to the Covid-19 situation in Singapore
- *TENG Goes Digital Campaign* was initiated
- The TENG Ensemble performed for its first ever digital concert supported by the Fullerton Heritage
- *The Gift of Music Gala* was held as a fundraising digital concert for TENG's social outreach initiatives

2021/22

- The TENG Backstage digital series was launched as an ongoing collection of jovial edutainment content
- TENG Insider digital series was launched. The series has the Executive and Creative Directors of TENG featuring personalities and stakeholders from the local arts industry
- *Where the River Always Flows VI* digital concert was presented alongside Fullerton Hotels and Resorts
- TENG presented its first physical show since the pandemic - *Once Upon A Time 2022* at VivoCity's amphitheatre
- Official change of name from "The TENG Ensemble" to "The TENG Company" to clearly represent the diverse efforts undertaken by the company

2022/23

- Publication of positive results from TENG and Singapore Institute of Technology's Health and Social Sciences Department research on Binaural Beats
- Commencement of Team TENG crowdfunding initiative, an appeal to inspire and impact Singapore by fusing cultures together, and bring our Chinese musical heritage with our unique Singaporean identity
- TENG held a fundraising concert, *More Than Music!*, highlighting TENG's emphasis on social impact, youth empowerment and artistic innovation
- TENG released its next album, *Music for Mindfulness*, an innovative music experience aimed at promoting wellness and held an island-wide campaign for the album supported by JCDecaux Singapore Pte Ltd
- Realignment of TENG's 3 core pillars, to "Artistic Innovation", "Social Impact" and "Industry Empowerment" – in highlighting our efforts to innovate creatively, foster lifelong learning and uplift the vulnerable

THE YEAR IN REVIEW 2022-2023



MESSAGE FROM OUR CREATIVE DIRECTOR



“Looking back at our achievements over the years, I have come to realise that the uniqueness TENG possesses comes from our fundamental belief that our programmes should always be innovative, sustainable, and inspiring.”

As the Co-Founder of TENG, I owe a debt of gratitude to all the amazing TENG musicians, staff, and partners for empowering and enabling The TENG Company to grow from strength to strength, year after year. I look back sometimes at how remarkable this journey has been and am still in disbelief at how far we have grown from a small group of Chinese musicians who gathered in my late father’s office to practise almost 20 years ago. It is a privilege and an honour to lead such a dynamic and passion-filled Singaporean arts organisation.

In the past year, we are proud to report that The TENG Company has released seven unique music videos, staged five sold-out community concerts, organised four Chinese instrumental seminars, conducted the largest Chinese instrumental grading examinations in Singapore, awarded four more scholarships to students from underprivileged families, grew our base of beneficiaries for our specialised programmes for targeted students, and expanded our community of supporters, audiences, donors, and friends exponentially.

This year also saw TENG finally release its groundbreaking *Music for Mindfulness* series of works, which took us over three years to create. Researched over two years in collaboration with the Singapore Institute of Technology’s Health and Social Sciences department, *Music for Mindfulness* marks TENG’s foray into creating music to help people suffering from anxiety and stress. Utilising principles from Chinese music philosophy alongside the soundwave technology of binaural beats, the album peaked at #1 on the iTunes chart in Singapore when it was first released. *Music for Mindfulness* is an especially poignant work that is much needed in our post-pandemic times.

In the coming year, we will endeavour to impact our community even more with an exciting array of programmes. We will expand our number of community performances and create a new album of music to celebrate

TENG’s 20th anniversary, putting a spotlight on the many living composers that contribute to the tapestry that is the Singaporean sound. In a series of ten new commissioned works, we will celebrate our Singaporean local composers and producers for they are the heroes and spine of the Singaporean music ecosystem. We will also be conducting research on the relationship between monaural beats and mood with the aim of helping more with our work on soundwave therapy, and we will expand our Chinese instrumental grading system internationally, revamping our grading syllabus to include more Singaporean composers’ works. In keeping with our vision to bring comfort using music, we will also endeavour to onboard and facilitate our TENG Gives Back and In-School Programmes for Targeted Students initiatives across a wider range of beneficiaries. We will also collaborate with the National University of Singapore’s Yong Siew Toh Conservatory to conduct research on our TENG Gives Back programme and continue to mentor new musical blood with our Mapletree-TENG Scholarship.

Looking back at our achievements over the years, I have come to realise that the uniqueness TENG possesses comes from our fundamental belief that our programmes should always be innovative, sustainable, and inspiring. This belief is shared by all of us in TENG, and it fuels our desire to harness the power of music to uplift, engage, entertain, and educate audiences for generations to come.

**Dr Samuel Wong,
Creative Director**

HIGHLIGHTS OF

FY 22 / 23



TENG BACKSTAGE



Episode Titles

- TENG Backstage: Jazz vs Classical (Feat. Joel Chua and Gabriel Hoe)
- TENG Backstage x SCCC: Singaporean Chinese Culture Challenge (Parts 1 and 2)
- TENG Backstage: TENG Recap 2022

TENG Backstage is a digital video series produced to create high-quality edutainment content, both educational and entertaining, localised for our community.

The series aims to take the audience beyond the glamour of on-stage performances and personas to a closer touch to daily lives, building a personal connection. The series also features collaborations with other stakeholders. This year, the marketing team has adopted a different approach to content creation, with a shift in focus from quantity to quality of our digital offerings. Marketing efforts were strategically planned to not only enhance our digital presence but also to spotlight our returning physical concerts and events, ensuring a balanced focus on both aspects of our diverse offerings.

SOCIAL MEDIA

In the past year, our social media platforms have experienced significant growth and progress, reaffirming our commitment to effective communication and engagement with our followers.

In our ongoing efforts to reach a wider audience and nurture a vibrant community around the brand, we have leveraged on various social media platforms to connect with our audience in meaningful ways fostering stronger connections.

The use of innovative social media listening and monitoring tools also enabled us to proactively respond to feedback, address concerns, and identify emerging social media trends. As

TENG INSIDER

Episode Titles

- Episode 1
Can Learning Music Up Your Dating Game? (Feat. Evan Low)
- Episode 2
What is Music Therapy? (Feat. Evelyn Lee)
- Episode 3
How Does One Develop Musicality? (Feat. Gabriel Hoe)
- Episode 4
How Did Our Musicians Realise Music Was Their Calling? (Feat. Ryan, XuanWen, Sim Kee, Alex, Parveen)
- Episode 5
Ever wondered what it takes to be a DJ? (Feat. DJ KoFlow)



To showcase different facets and stakeholders in the local arts industry, TENG produced the second season of TENG Insider, a digital talk show that offers viewers hyperlocal content packed in a fun and casual manner.

Building upon the success of the first season, the new instalment of the series showcased a fresh lineup of guests from the local arts scene, discussing the diverse local music landscape and lesser-known musicians. This engaging series presents a blend of industry insights, real-life anecdotes, and delightful banter between our hosts, Samuel and Ji Wei, and their guests. Embracing the digital landscape, TENG Insider remains as a core content pillar as part of our ongoing commitment to provide compelling and captivating edutainment content to our audience.



As a result, our social media communication efforts have amplified our brand visibility and also positioned us as a trusted industry leader in the digital space. We remain committed to continuously refining our social media strategies to stay ahead in this ever-evolving landscape and deliver exceptional value to our stakeholders.

MUSIC VIDEOS



As part of TENG’s digital efforts, we released a total of seven music videos on our digital platforms this year. Showcasing various TENG originals from our latest album to popular movie soundtracks, these videos fused Chinese and Western instruments, introducing TENG’s signature East-meets-West sound to a worldwide audience. The music videos reached a total cumulative view of over a million, with the piece from our latest album, *Music For Mindfulness: Hills*, being the most popular video, garnering over 220,000 views. The immense support from these videos encourages TENG to strive for greater heights in building a wider community.

THE FOREFATHERS PROJECT LECTURE-CONCERT



Following the successful premiere of *Heirlooms* in 2019, new original music works were premiered in the lecture-concert as part of the Singapore Chinese Cultural Centre’s 5th Cultural Extravaganza.

The highly acclaimed works take inspiration from our diverse local Chinese dialect musical traditions, highlighting a uniquely Chinese Singaporean identity. The programme was showcased in a way that is accessible for all and representative of today’s musical sensibilities and aesthetics.

The concert received overwhelming support and was fully sold out within the first week of the release of ticket sales. The programme highlighted TENG’s continued efforts to support local talents, with a premiere of two original contemporary compositions by local artists. The concert also featured the latest Gen Z additions of The TENG Ensemble, providing a platform for young talented instrumentalists and inspiring a younger generation of musicians and audiences.

WHERE THE RIVER ALWAYS FLOWS VII

TENG proudly presented its seventh edition of *Where The River Always Flows*, held live at The Fullerton Hotel Singapore.

ONCE UPON A FULL MOON 2022



Presented by Mapletree Investments in partnership with The TENG Ensemble, TENG held its third edition of *Once Upon a Full Moon*, at VivoCity’s Amphitheatre on 9 and 10 September 2022.

In celebration of the Mid-Autumn Festival, the concert was well received by audiences and were fully sold out across the two days.

The annual series featured two of our Mapletree-TENG scholars, Jadelynn Soh and Ryan Lim alongside the TENG Ensemble. The

ensemble also welcomed the charming voice of guest vocalist, Moira Loh at the concert.

Through our community concerts, TENG strives to continue providing a platform and showcase young musicians nurtured by our Mapletree-TENG Scholarship Programme.



MORE THAN MUSIC! GALA



TENG organised the *More Than Music!* fundraising concert at the Singapore American School on October 29, 2022

The event was a mesmerising spectacle that combined touching narratives with traditional and contemporary music through captivating performances, and immersive visual elements. It emphasised TENG's commitment to social impact, industry empowerment, and artistic innovation. Beyond entertainment, the concert raised awareness for important social causes and inspired attendees to support youth empowerment programmes.

ONCE UPON A TIME 2023



TENG held its fourth edition of *Once Upon a Time*, supported by Mapletree Investments, which took place at VivoCity's Amphitheatre on 3 and 4 February 2023. As part of TENG's commitments to empower youths, the concert also spotlighted two of our Mapletree-TENG scholars, Ang De Jin and Eugenia Tan, showcasing our young musicians that were nurtured by our Mapletree-TENG Scholarship programme. The programme also premiered *Oriental Psyche* and our rendition of *Bai Nian*, a captivating meld of East and West, in highlighting TENG's signature sounds.

TENG GIVES BACK



TENG Gives Back is our way of paying forward the goodwill of the company's donors and supporters, to give back to society.

The programme continued with a hybrid presentation format (digital and in-person) to reach out to our beneficiaries due to restrictions caused by the pandemic. It continues to use the gift of music in bringing comfort and healing to patients, caregivers and staff of nursing homes, hospices and treatment centres.

This year, we hosted a total of 10 live-hosting digital sessions and 15 live in-person performances for 1,575 patients across various hospices and nursing homes around Singapore. In view of the pandemic, the performances were held with safe distancing measures in place while adhering to the latest advisory.

IN-SCHOOL PROGRAMMES FOR TARGETED STUDENTS

The In-School Programmes for Targeted Students works with specialised institutions through a unique training programme, to enable at-risk youths and individuals with special needs to express themselves creatively.



The programme empowers individuals to build self-confidence and self-esteem, fostering their cooperative skills and teamwork, and encourages them to discover and develop their musical potential. This year, as the programme resumes from the pandemic, TENG has partnered with Boys Town, with a total of 14 sessions and a reach of 14 individuals. Following the sessions, the youths put up a showcase during the Christmas event held at Boys Town.

MUSIC FOR MINDFULNESS ALBUM



Researched over two years in collaboration with Singapore Institute of Technology's Health and Social Sciences department, TENG released its latest album titled *Music For Mindfulness*.

Interweaving TENG's signature East-meets-West sound, the technology of Binaural Beats with ancient Chinese philosophies of music therapy, the album is a unique music experience that aims to promote wellness and lower stress and anxiety with Binaural Beats. The album is exclusively found on iTunes, and also hit number 1 on the iTunes chart. The album also garnered extensive media features

across multiple platforms, including The Straits Times and Hear65. It was also further amplified by interviews on prominent radio stations like Capital 958. This remarkable media spotlight reflects the album's profound impact and marks another milestone in TENG's journey to create innovative and resonant music that impacts and inspires many.



THE TENG ACADEMY-CONFUCIUS INSTITUTE, NANYANG TECHNOLOGICAL UNIVERSITY CHINESE INSTRUMENTAL MUSIC GRADING EXAMINATIONS

The annual Chinese Instrumental Music Grading Examinations returned to its in-person exams at Confucius Institute, Nanyang Technological University as we move into endemic after 2 years of conducting the Examinations digitally. The Examinations continued to offer digital submissions to overseas candidates, utilising the systems and infrastructure already developed during the pandemic. We were heartened to see past and new candidates, face-to-face, marking

one of their milestones with us in their music learning journey. A series of four seminars was also conducted on 20 August 2022 at Singapore Chinese Cultural Centre, inviting audiences into the intricate points of the Grading pieces, expounding on the various repertoire featured in the Examination's syllabus. The Guzheng, Erhu, Dizi and Pipa were featured in this year's seminars.

MAPLETREE-TENG ACADEMY SCHOLARSHIP



The Mapletree-TENG Academy Scholarship programme supported four scholars this year.

The programme selected youths who have demonstrated passion for the pursuit of Chinese music but required assistance to support their musical education. Being completely aligned with TENG's passion for education, it was a proud moment to be able to provide the opportunity for young musicians to break the boundaries of their circumstances.

FINANCIAL HIGHLIGHTS



SUMMARY

In the Financial Year that ended on 31 March 2023, TENG had a total surplus of S\$769,904, an increase of S\$168,279 from the previous year's surplus of S\$601,625.

INCOME

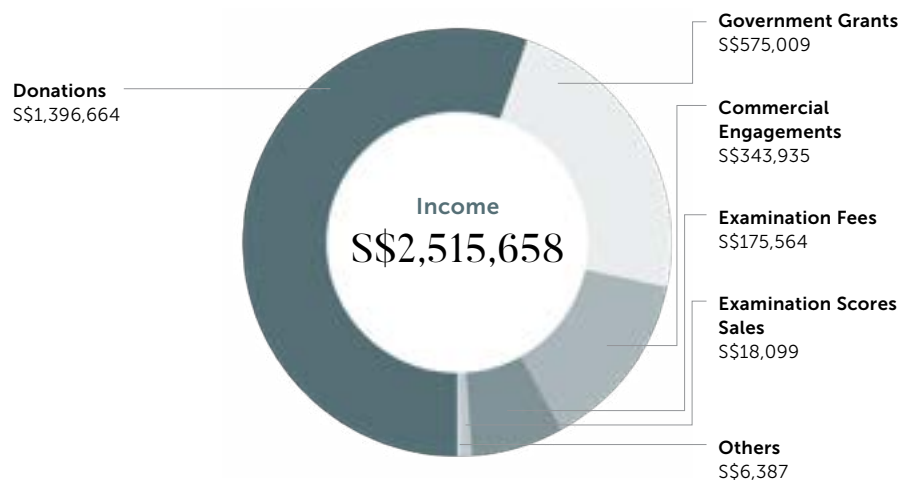
In the Financial Year ended 31 March 2023, TENG had total revenue of S\$2,515,658. The main sources of income are donations and grants, such as the NAC Major Grant and Cultural Matching Fund, totalling S\$1,971,673.

The increase of S\$318,015 from the Financial Year ended 31 March 2022 – where total income was S\$2,197,643 – can be largely attributed to the influx of donations received from the major fundraiser *More Than Music!* Held in October 2022.

TENG is in its fifth year as a company under the National Arts Council's Major Company Scheme, and a total grant amount of S\$870,000 has been received to date. The grant amount received in each financial year are as follow:

Financial Year Ended	Grant Amount (S\$)
31 Mar 2019	130,000
31 Mar 2020	150,000
31 Mar 2021	150,000
31 Mar 2022	220,000
31 Mar 2023	220,000

In addition to government grants, TENG also secured donations from both private and corporate donors, who have funded initiatives and activities such as the community outreach programme, TENG Gives Back, and the Mapletree-TENG Academy Scholarships.

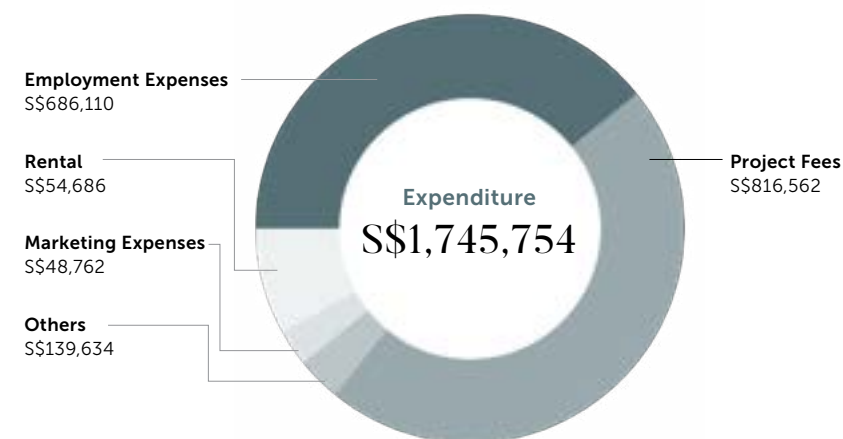


EXPENDITURE

In the Financial Year ended 31 March 2023, TENG had a total expenditure of S\$1,745,754 – the bulk of which came from employment expenses totalling S\$686,110, and project fees^[1] totalling S\$816,562.

This is an increase of S\$149,736 from the Financial Year ended 31 March 2022, where total expenditure amounted to S\$1,596,018. This is largely attributed to the increase in programmes-related expenditure, following the resumption of live and physical activities which were previously affected by the restrictions imposed due to the COVID-19 pandemic, as well as costs incurred for organising the fundraiser *More Than Music!* in October 2022.

TENG does not hold any charitable assets.



MAJOR FINANCIAL TRANSACTIONS

In the Financial Year ended 31 March 2023, TENG had the following major financial transactions:

Expenditure

- Production Fee for *The Forefathers Project - a Lecture-Concert by The TENG Ensemble*: **S\$74,340**
- Production Fee for *Once Upon a Time 2023 Concert*: **S\$42,300**
- Production Fee for *Once Upon a Full Moon 2022 Concert*: **S\$26,444**

Income

- Grant from Cultural Matching Fund: **S\$315,861**
- Donations from Mapletree Investments Pte Ltd: **S\$275,400**
- Grant from National Arts Council Major Company Scheme: **S\$220,000**

^[1] Project Fees encompasses costs incurred from: commissioning of works, community and outreach programmes, industry development programmes and grading examinations.

OUR SINCEREST GRATITUDE TO OUR PATRONS



OUR PATRONS

The following acknowledges donations from January 2021 to May 2023.

Jade – \$100,000 and above

Dews of Joy Foundation | Goh Swee Chen | JCDecaux Singapore Pte Ltd | Mapletree Investments Pte Ltd

Silver – \$50,000 to \$99,999

Binjai Tree | Direct Funeral Services | Haad Thip Public Company Limited | Holywell Foundation Ltd | M.E. Teo | MAC3 Impact Philanthropies | Ng Teng Fong Charitable Foundation Limited | The Fullerton Hotels and Resorts

Brocade – \$20,000 to \$49,999

Anita Fam | Chew Ghim Bok | CMIA Capital Partners Pte Ltd | Conrad & Andrea Lim | Cortina Watch Pte Ltd | Goh Yew Lin | Goldman Sachs Gives | Ho Bee Foundation | Kate Zhao | Rachel Teo | Royal Golden Eagle Group | Tantallon Capital Advisors Pte Ltd | The Moh Family Foundation Limited | United Overseas Bank Limited

Rosewood – \$10,000 to \$19,999

Capital Group | Catherine and David Zemans | Cheng Ting Kuang | Claire Chiang | CornerStoneWines | Dr & Mrs Choy Khai Meng | Hock Tong Bee Pte Ltd | Karen Fawcett | Magnus Keith Yu-Jene | Morrison & Foerster LLP | Muse Media Asia Pte Ltd | Soh Gim Teik | Stuart James McLelland | Tan Chin Tuan Foundation | Tan Keng Keng & Dr Lai-Wah Lai | The Community Foundation of Singapore | Willow Phua Brest | Yang Eng Guan

Purple Bamboo – \$1,000 to \$9,999

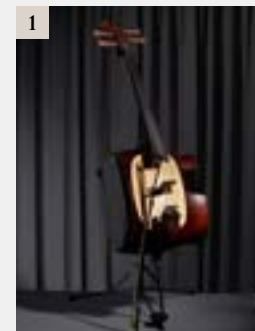
Alisdair John Ferrie | Anasuya Dhoraisingam | Angelyna Tay | Anthonia Hui | Bhatia Alok | Carin Chow | Catherine Tan | Chan Hwee Hiong | Chan Kiat | Charmaine Vanessa Tan Mei-Li | Cheah Sui Ling | Chee Soo Leng | Chen Ailin | Chen Chuen Horng | Chen Liang | Chen Yew Nah | Chew Kwee San | Chinese Instrumental Music School | Chris Chan | Colorectal Practice Pte Ltd | Creative Eateries Pte Ltd | Daniel Teo Tong How | Ding Xinyan | Doris Sohmen-Pao | Eason Music | Eight Tones LLP | Elisabeth Clarice Esther Gustava de Rothschild | Ena Su | Foo Kwee Joen Junie | Fu E-Len | Georgina Tanya Sandhu | Goh Eck Meng | Goh Eng Cher | Goh Gek Ling Lena | Grace Fu | Guzheng Association (Singapore) | He Jihong | Ho Ching | Ho Jun Yi | iCFO Advisors Pte. Ltd. | Joel Jens Chu | Joshua Cheung | Kalyani Kausikan | Kevin Kwok Khien | Kuek Yu Chuang | Kwa Chong Seng | Lam Hock Choon | Lee Jun Yan | Lee Kwok Cheong | Lee Kwok Kie @ Patrick Lee | Lee Ming San | Lee Siew Teck | Li Xiaobo | Lim Qian Ru Rebecca | Margaret Chin-Wolf and Thomas Wolf | Nguyen Phuong Lam | Ong Hwee Suan | Phillip TH Wang | Poh Mui Hoon | Poh Tiong Choon Logistics Limited | Ralph Ho & Chuang Shu-Min | Rasel Catering Singapore | Robin Hu | Samuel Wong | Siok Han Tjoa and Arjun Raghavan | Soh Jun Hao | Stefan Markus Kuhn | Steven Luk Chiew Peng | Sulinko Teo Ah Keow | Sun Pingyu | Tan Chi Chiu | Tan Chin Nam | Tan Swee San | Tania Lone Pemberton | Tate Anzur Pte Ltd | Teo Yi-Ling | Tham Chee Soon | Timothy C M Chia | Toh Yew Sheng | Wong Su Yen | Xu Fenfen | Xue Xiaolin | Yang Ji Wei | Yap Su-Yin | Yeo Kai Eng | Yip Hoong Mun | Zhao Tian

THE FOREFATHERS PROJECT INSTRUMENT ADOPTION

While embarking on The Forefathers Project, we worked with instrument dealers and luthiers to curate a series of unique instruments that were specially produced by last-generation-artisans in Singapore and China. As works of art in their own right, these instruments are up for adoption and funds raised will go towards our operations, projects and initiatives.

We would like to thank the following donors for their adoption of these four instruments.

With the generous support of our patrons, TENG is able to continue to innovate and collaborate to inspire engagement through our music. We would like to extend our heartfelt gratitude to all our supporters - past and present, regardless of the amount given.



1. Gehu

Adopted by Ms Tan Keng Keng in memory of Dr Lai-Wah Lai



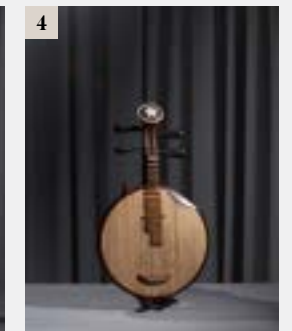
2. Nanpa

Adopted by Conrad and Andrea Lim



3. Teochew Pipa

Adopted by Mr & Mrs Soh Gim Teik



4. Yueqin

Adopted by Mr & Mrs Teo Choo Kiat

FUTURE PLANS AND COMMITMENTS

Artistic Innovation

In the coming Financial Year, TENG will be having the following programme: Once Upon a Full Moon 2023. TENG will be filming a series of music videos in May 2023 that will be released over the course of the next two years. TENG is also currently commissioning new works in collaboration with new Singaporean composers and producers.

Social Impact

TENG Gives Back will proceed to be performed live in various homes, hospitals and hospices of its beneficiaries, with an expected number of 40 shows for the coming year. TENG will also be resuming its In-School Programme for Targeted Students in the second half of 2023. With the release of the Music for Mindfulness album and the research study, TENG is currently exploring a new research study on the effectiveness of Monaural Beats.

Industry Empowerment

The Chinese Instrumental Music Grading Examinations will progress to its seventh edition in the second half of 2023. TENG is in the process of creating new syllabi for the examination scores, with addition of double notation and local works, which is slated to be released over the course of the next two years, and will be available for use by the second half of 2023.

Governance

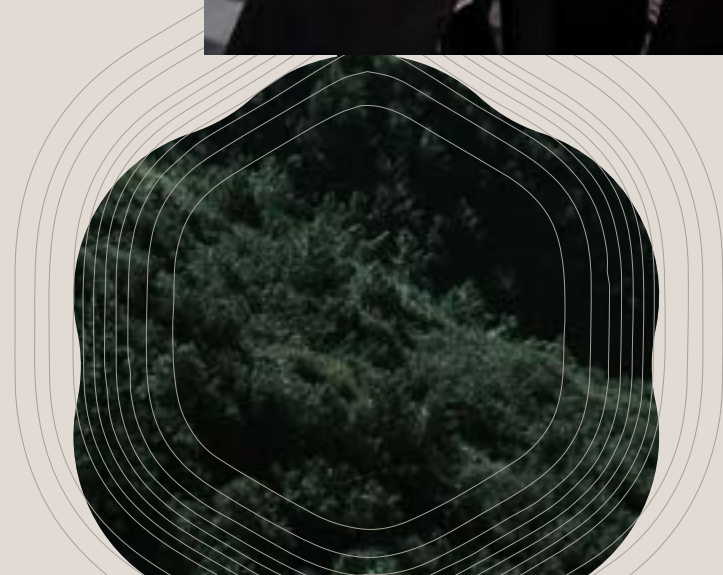
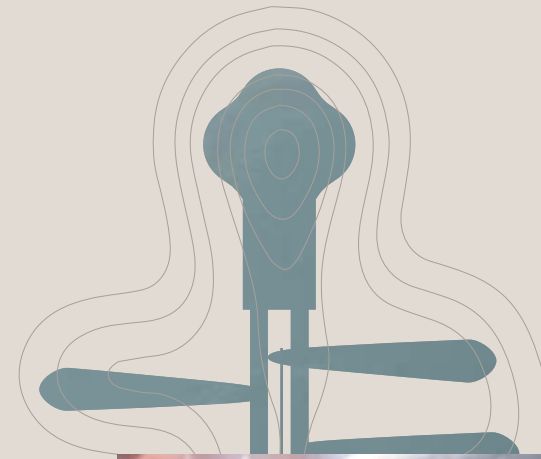
TENG is in the midst of compiling and creating three manuals with the help of Shared Services for Charities Ltd, namely the Board Manual, Finance Manual and IT General Controls Manual. The manuals are slated to be completed by the end of June 2023.

Fundraising

TENG's impending 20th anniversary milestone provides an excellent opportunity to highlight its significant impact and accomplishments. In FY2023, the company aims to leverage a digital fundraising campaign leading up to the anniversary in 2024. This campaign will encourage individuals to generously contribute a birthday gift to TENG, emphasising the continued support for its mission. As TENG endeavours to remain innovative in its fundraising efforts, it will continue to organise small-scale get-togethers for donors, including an event scheduled for July 2023. These intimate gatherings will cater to the evolving preferences of TENG's donors and advocates, fostering meaningful connections and engagement.

Expenditure

TENG is expecting to continue to incur a significant portion of its programme expenditure on funding live performances, and is also expecting higher manpower costs due to both new hires to meet demands from TENG's expanding portfolio of work, as well as salary adjustments for existing staff to be in line with current market levels and remain competitive.



MESSAGE FROM OUR EXECUTIVE DIRECTOR

“Let us embark on the upcoming year with renewed enthusiasm, embracing the endless possibilities that lie ahead.”



As we leave the pandemic behind us, FY22/23 signifies a plethora of new beginnings and opportunities for TENG.

Over the past eight years since our registration as a Charity, we have dedicated ourselves to building a robust arts ecosystem for Singapore. While the pandemic prevented us from executing in-person performances for our fans and beneficiaries, our unwavering commitment and the support of our patrons have kept us focused on our objectives, gradually establishing a strong foundation for our three pillars.

In our artistic endeavors, we have successfully resumed all our community concerts, experiencing steady growth in our audience numbers. Through our diverse community outreach platforms, we now engage with over 4,000 live audiences each year.

With our social impact initiatives, we are delighted to announce the resumption of all TENG Gives Back performances. The demand and requests for our performances have even surpassed pre-pandemic levels. Moving forward, we strive to bring our TENG Gives Back and In-School Programmes For Targeted Students to more beneficiaries island-wide, empowering and bringing comfort to more individuals. On this note, I would like to express our heartfelt gratitude to our donors and patrons for their unwavering support of our social initiatives.

Furthermore, in the realm of industry development, we proudly celebrate the sixth year of our Mapletree-TENG Scholarship. We have joyfully welcomed and awarded scholarships to four outstanding individuals. The profound impact of this scholarship is exemplified by the achievements of our scholars, who have clinched numerous

prizes at the Singapore National Chinese Music Competition. We take great pride in their accomplishments. We are also pleased to announce the in-person resumption of our Chinese Instrumental Music Grading Examinations, following two years of digital examinations.

On the governance front, we have engaged Shared Services for Charity and conducted thorough reviews of our administrative processes. I am thrilled to share that we have successfully obtained a three-year IPC renewal in our recent application. This renewal serves as a testament to the soundness, track record, and rigorous processes we have diligently implemented.

In conclusion, I would like to extend my deepest appreciation to our team, patrons, donors, and supporters who have been instrumental in our journey thus far. It is through your unwavering commitment and generosity that we continue to make significant strides in building a thriving arts community.

Let us embark on the upcoming year with renewed enthusiasm, embracing the endless possibilities that lie ahead.

Thank you all for your steadfast support.

Mr Yang Ji Wei,
Executive Director



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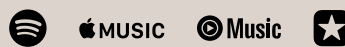
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