



2022 SUSTAINABILITY REPORT

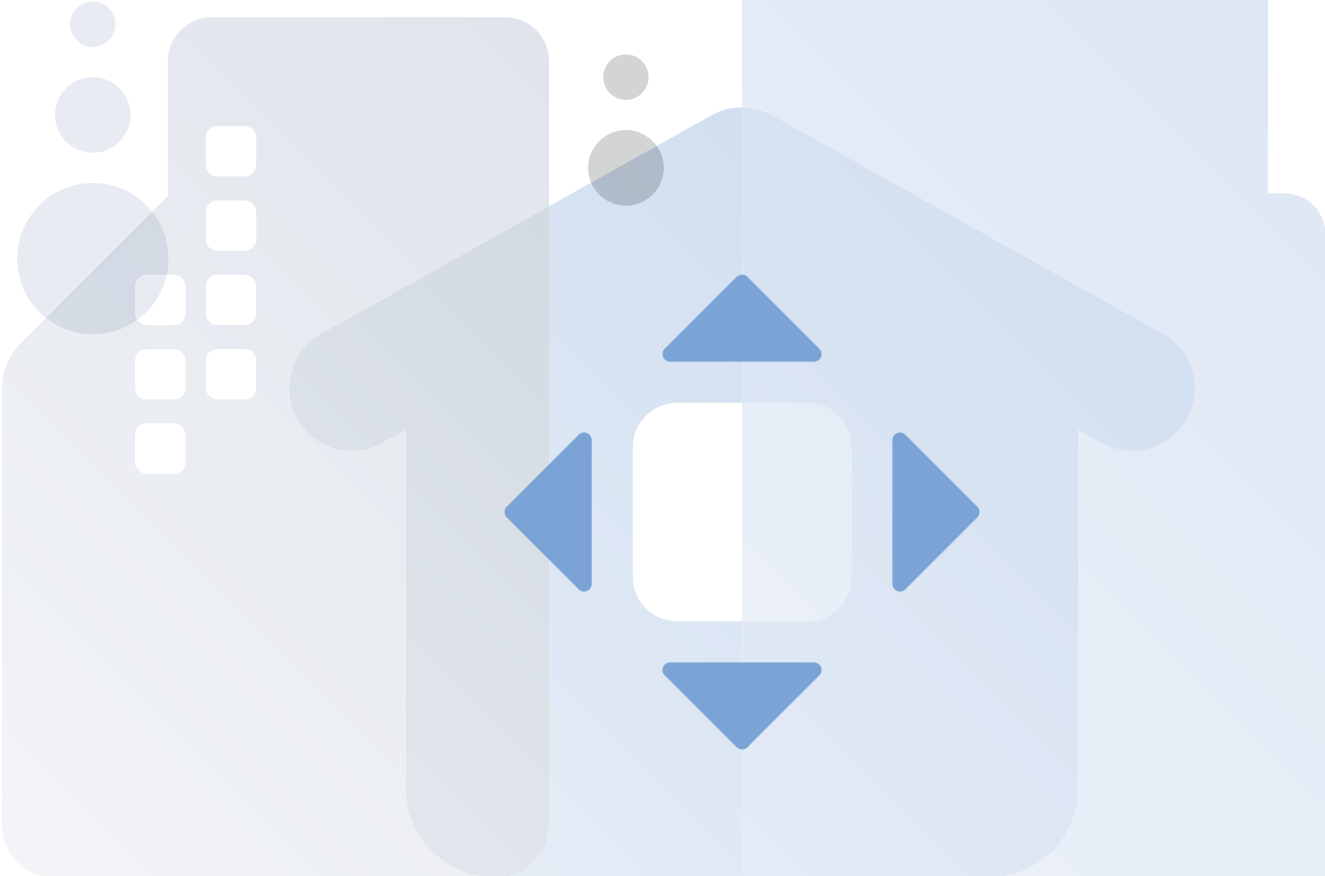
HOME CONTROL INTERNATIONAL LIMITED

(incorporated in the Cayman Islands with limited liability)
Stock Code : 1747



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About this Report

Home Control International Limited (“Home Control” or “we”, together with our subsidiaries, the “Group”) was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) on 14 November 2019. This is our fourth Sustainability Report.

The board (the “Board”) of directors (the “Directors”) of Home Control is the highest responsible and decision-making body for Environmental, social and governance (“ESG”) issues, which assumes full responsibility for the Group’s ESG strategy making and reporting, and accepts responsibility for this report. It has considered sustainability issues as part of its strategic formulation and has fulfilled its responsibilities in evaluating and determining Home Control’s material ESG matters, and in ensuring that appropriate and effective ESG risk management and internal control systems are in place to address them. A Green Product Task Force was established, besides efforts to specify the responsibilities of the Board on ESG issues, to take charge of daily ESG management matters.

REPORTING SCOPE

This report covers Home Control’s business operations for the year ended 31 December 2022 (“FY2022”). Where available, prior year data has been included for comparison. The report reports on Home Control and its subsidiaries.

Unless otherwise stated, the following operations are covered in scope for each material sustainability matter.

| Material ESG matters | Scope | Rationale |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Good Corporate Governance | All of the Group’s operations | N.A. |
| 2. Innovation | All of the Group’s operations | N.A. |
| 3. Occupational Health and Safety | All of the Group’s employees in Singapore and China only | Majority of Home Control’s employees (FY2022: 85.39%) are located in Singapore and China. Home Control’s main manufacturing partner is situated in China. |
| 4. Employment and Labour Standards | All of the Group’s employees in Singapore and China only | Majority of Home Control’s employees (FY2022: 85.39%) are located in Singapore and China. |
| 5. Climate Change & Emissions (Air, Land, Water) | All company-owned assets or leased assets in Singapore and China, where the Group has operational control | Home Control’s assets (FY2022: 95%) are mainly concentrated in Singapore and China. |
| 6. Community Investment | All of the Group’s operations | N.A. |



REPORTING STANDARDS

On 18 December 2019, the Stock Exchange published new requirements in its consultation conclusions on the review of the ESG reporting guide and related listing rules. Key changes to requirements included:

- Mandatory Board statement setting out the board’s consideration of ESG matters
- Mandatory disclosure of significant climate-related issues which have impacted and may impact the issuer
- Amendment of environmental key performance indicators (“KPIs”) to require disclosure of relevant targets
- Upgraded disclosure obligation of all social KPIs from ‘Recommended’ to ‘Comply or explain’
- Shortened deadline for publication of ESG report to within five months after Financial Year end

This report complies with ESG Reporting obligations and guidelines under Appendix 27 to the Rules Governing the Listing of Securities of the Stock Exchange (Version effective from 1 January 2022) (the “Listing Rules”) and with reference to the Global Reporting Initiative (“GRI”) Universal Standards 2021. Material ESG issues identified therefrom were disclosed in order to respond to the concerns of stakeholders. That is how materiality principle is followed in the report.

Where feasible, this report provides assumptions, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used on cited measures for ESG quantitative data. That is how quantitative principle is followed in the report.

This report made no major adjustments to the disclosure scope of the reports in previous years and used consistent statistical methods. Therefore, meaningful comparison was made possible between ESG data during the current reporting period and those in previous periods. That is how consistency principle is followed in the report.

FEEDBACK

We are committed to continually improving our sustainability practices and disclosures. If you have any feedback or queries, please send them to info@omniremotes.com.





About Us

Home Control is a global leading home control solutions provider. We design, develop, and sell remote controls mainly for and to multi-service operators (“MSOs”), television (“TV”) and over-the-top (“OTT”) device brands, and their suppliers. Most of our revenue is generated through sale of remote controls for set-top boxes (STBs) of MSOs devices, OTT devices, and smart TVs.

We are headquartered in Singapore, with regional sales and liaison offices in the United States (“US”), Belgium, the People’s Republic of China (“China” or “PRC”), Brazil, India and Taiwan. We keep our supply chain asset-light by outsourcing our product assembly process to eight manufacturing partners across China and Cambodia. This has allowed us to concentrate our resources on research and development (“R&D”), quality control, and sales management of our customers. Our R&D centres are located in Singapore and Suzhou, China. Currently, the Group has over 200 invention patents, and maintains one of only two comprehensive infra-red (“IR”) and code databases in the world. We are proud to have been awarded the Technologically Advanced Service Enterprise Certificate from the People’s Government of Suzhou Municipality in China. Additionally, our production management systems have been accredited with ISO9001:2015, ISO14001:2015 and TL9000 certifications.

In FY2022, our total revenue was US\$126,560,000 (FY2021: US\$126,008,000). Our products are shipped to over 40 countries in North America, Asia, Europe and Latin America. For more information, please refer to our 2022 Annual Report published on the same date with this report (“2022 Annual Report”).

Scale of our operations

Globally, we have 11 Sales and Liaison offices, 3 R&D centres, and release more than 80 new types of innovative remote-control offerings yearly. In Singapore and China, where majority of our employees are located, our headcount stood at 152 employees as at 31 December 2022.



Statement from Chairman

Dear Stakeholders,

As the world continues to recover from the effects of the COVID-19 pandemic, we are proud to have maintained our commitment to sustainability and corporate responsibility. Despite challenges posed by semiconductor shortage resulting in slightly lower production volume, swift operational measures helped to protect the Company's net income, which was higher than 2021 figures.

Our Board is the highest responsible and decision-making body for ESG issues, which assumes full responsibility for the Group's ESG strategy making and reporting. In 2022, we continued to improve ESG governance and management processes. A Green Product Task Force was established, besides efforts to specify the responsibilities of the Board on ESG issues, to take charge of daily ESG management matters. In the year, we continued to uphold a high standard of corporate governance, operating with integrity and transparency. We are pleased to report that in FY2022, we maintained our record of being fully compliant with all laws and regulations in Singapore and China, with zero reported violations and cases of our internal code of conduct, applicable laws, including anti-corruption, data privacy, health and safety, labour and human rights, and environmental regulations.

To identify, evaluate, prioritise and manage the ESG risks, we communicate with our internal and external stakeholders, primarily including our employees from various business units, customers and suppliers, from time to time to understand the ESG opportunities and challenges we are facing and evaluate the effect of these ESG issues. We prioritise and adopt the opinions of stakeholders so as to manage any ESG issues promptly and determine the long-term development direction of the Company and maintain a close relationship with the stakeholders.

When we set our goals and targets with respect to the ESG issues, we based on the results of previous years and set various goals and targets. We always take into account the interest of the communities when engaging our activities and try to balance and align the interest of our Company and other stakeholders. We reviewed the progress, summarized the Group's outcomes and material issues in 2022, and compared them with those of previous years to summarize the main differences so that we can reflect on our progress in 2022 and set corresponding goals and targets in 2023, where feasible.

We are also dedicated to ensuring continued innovation of our products to deliver sustainable and high-performing products for our customers. We launched a new Model P+, a perpetual eco-remote using Gen 3 solar cells that eliminate the need for battery replacement over its product lifetime. This innovative product has the potential to significantly reduce the use and disposal of alkaline batteries, contributing to the goal of reducing our environmental impact.

Home Control has also completed studies on the materials PCR IR ABS and Pulp Tray, where these new materials will be used in Home Control's upcoming products to replace conventional plastic and reduce the demand for fossil-based resources and protect our environment.



Statement from Chairman

To facilitate return of employees to the office and provide a safe working environment for all, Home Control regularly distributed antigen rapid test kits (ART) to all Singapore employees in FY2022. Safety measures such as mandatory self-testing before returning to the office were enforced to prevent potential transmission of the virus and create a safe working environment for all.

Looking forward, we expect to emerge from the shadow of the pandemic in 2023. We will continue to focus on our operational excellence, which has been further bolstered by our new state-of-the-art factory in Hunan, China. We are particularly focused on innovations in the areas of sustainability as we remain committed to our goal of reducing our environmental impact and increasing our positive social impact.

Alain PERROT

Chairman

17 March 2023



Our Sustainability Approach

While pursuing our business objectives, we aim to be a responsible partner in society, acting with integrity towards our employees, customers, business partners, shareholders, and the wider community. To prioritize sustainable development, our business team have formulated guidelines, policies and programs for sustainable performance and operations. We ensure that these policies and programs are updated regularly to meet the needs of our stakeholders and customers.

Accountability is the obligation we assume. Partnership is the pathway we pursue.

We are committed to:

- 1 **Developing meaningful technology** driven by the needs of society
 - We foster a culture of sustainable entrepreneurship, in line with our sustainability policy
 - We have optimized our innovations, business strategies and operations by setting financial and non-financial targets and maintaining constructive relationships with our stakeholders
- 2 **Behaving responsibly**, living up to our General Business Practices
 - We are committed to complying with all applicable laws and regulations
- 3 **Building and maintaining trust** through transparency and accountability
- 4 **Working with stakeholders** inside and outside the company
 - We invest in our employees and strive to create a work environment that enables them to reach their full potential
 - We expect our business partners to be committed to sustainable development

SUSTAINABILITY GOVERNANCE

Home Control was listed on the Hong Kong's Main Board of the Stock Exchange on 14 November 2019. We are governed by the Corporate Governance Code set out in Appendix 14 to the Listing Rules. For more information on our directors and governance structures, please refer to our Corporate Governance Report on pages 40 to 60 in our 2022 Annual Report.

At every level of leadership, we strive toward a culture in which ethical conduct is recognised, valued, and exemplified by each employee. In our decision-making, we prioritise conducting business in a responsible way over any short-term gain that may be achieved otherwise.

We currently have a dedicated team overseeing our ISO9001, ISO14001, and ISO45001 management systems. In 2020, we set up a Green Product Task Force to oversee the implementation of initiatives that would manage and reduce the impacts of our products on the environment, economy and people. These initiatives include testing and implementing the use of more sustainable packaging, processes, materials and substances for and in our products. More details of our initiatives in FY2022 can be found in the "Innovation" section of this report.

The task force meets bi-weekly, and comprises members from various departments, including R&D, purchasing, engineering, production and quality. The task force is led by the following management team representatives:

- Alain Perrot, our Chief Executive Officer and Chairman
- Rick Siu, our head of Product & Marketing
- Yuechun Zhu, our head of R&D and China site general manager
- Barry Cheng, our head of operations (supply chain and production)
- Haitao Ji, our head of quality



They will also be responsible for managing the delegation of responsibility for managing impacts and providing timely updates of green product requirements according to customer needs and industry regulations to the management team, and for communicating information on initiatives to the wider organisation.

Issues such as bribery, data-privacy and trading during the black-out period are critical concerns identified by Home Control. In the event of the occurrence of such concerns, the highest governance body will be immediately notified, and the issue will be investigated with the upper management. Relevant policies such as whistleblowing, anti-bribery and grievance mechanisms will be followed to provide the appropriate actions in addressing the issue. Management response and feedback will then be passed on to the involved personnel through the Human Resource department. As of 2022, there were no cases of critical concerns that were communicated to the highest governance body.



Board of Directors

Chief executive officer and the Board provide oversight over sustainability targets, strategy and risk management issues. The Board reviews and approves material ESG matters.

- Audit Committee
- Remuneration Committee
- Nomination Committee



Green Product Task Force

Comprises members from R&D, purchasing, engineering, production and quality, who will formulate, test, and communicate information on initiatives to reduce environmental impacts of products to the management team and the wider organisation.

- Head of R&D
- Head of Operations
- Head of Quality



Home Control Staff

Engages with Green Product Task Force to put sustainability policies and objectives into practice.



STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

We consider the views of both internal and external stakeholders obtained through our day-to-day interactions with them, who include our customers, suppliers, employees, shareholders and the government. Knowing their concerns allows us to set targets and operate our business in a way that better serves them and creates value for the community. The following shows the key concerns identified as a result of our stakeholders engagements and communications:

| Customers | Suppliers & Business Partners | Employees | Shareholders | Government |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Key concerns</p> <ul style="list-style-type: none"> – Innovation and product quality – Environmental sustainability – Data privacy – Timely and quality service | <p>Key concerns</p> <ul style="list-style-type: none"> – Data privacy – Long-term business relationship | <p>Key concerns</p> <ul style="list-style-type: none"> – Data privacy – Labour standards – Occupational health and safety – Training and development | <p>Key concerns</p> <ul style="list-style-type: none"> – Innovation and product quality – Revenues and economic sustainability – Good corporate governance | <p>Key concerns</p> <ul style="list-style-type: none"> – Compliance with laws and regulations – Social and community impact – Environmental impact |
| <p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> – Timely delivery of products | <p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> – Supply chain disruptions due to COVID-19 containment measures | <p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> – Job security – Work disruptions due to COVID-19 containment measures – Health and safety, including mental health | <p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> – Business continuity – Revenues and economic sustainability | <p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> – Social initiatives to support employees and the wider community |



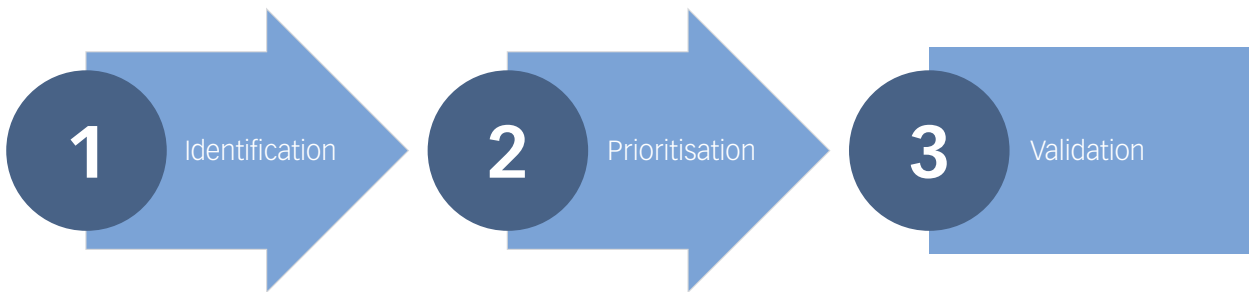
| Customers | Suppliers & Business Partners | Employees | Shareholders | Government |
|-----------|-------------------------------|-----------|--------------|------------|
|-----------|-------------------------------|-----------|--------------|------------|

| Our engagement platforms | Our engagement platforms | Our engagement platforms | Our engagement platforms | Our engagement platforms |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Virtual tradeshow and point of sale (Regular) - Customer feedback channel (Regular) | <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Direct communication and collaboration on products (Regular) | <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Codes of Conduct, Company policies (Regular) - Internal communications (Regular) - Company events (Regular) - Staff discussion and performance appraisals (Annual) | <ul style="list-style-type: none"> - Annual report and Sustainability Report (Annual) - Shareholders' meeting (Annual) | <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) |



Our Sustainability Approach

For our inaugural Sustainability Report FY2019, we engaged an independent third-party to facilitate our materiality assessment process using a three-step approach. Since then, we have conducted a review of the identified material matters annually. In FY2022, the Board has assessed that the six material matters reported in FY2021 remain relevant priorities for FY2022. We adopt the methodology of “identification, prioritisation and validation” when we assess the ESG matters, as follows:



A universe of material ESG matters was curated based on a high-level peer review and industry scan, and the reporting requirements of the Stock Exchange.

These matters were assigned a score and ranked based on our perception of the scale of their influence on the assessment and decisions of our internal and external stakeholders.

The materiality assessment results were presented to our Board of Directors for their validation and approval.

In FY2019, five matters were identified as material.

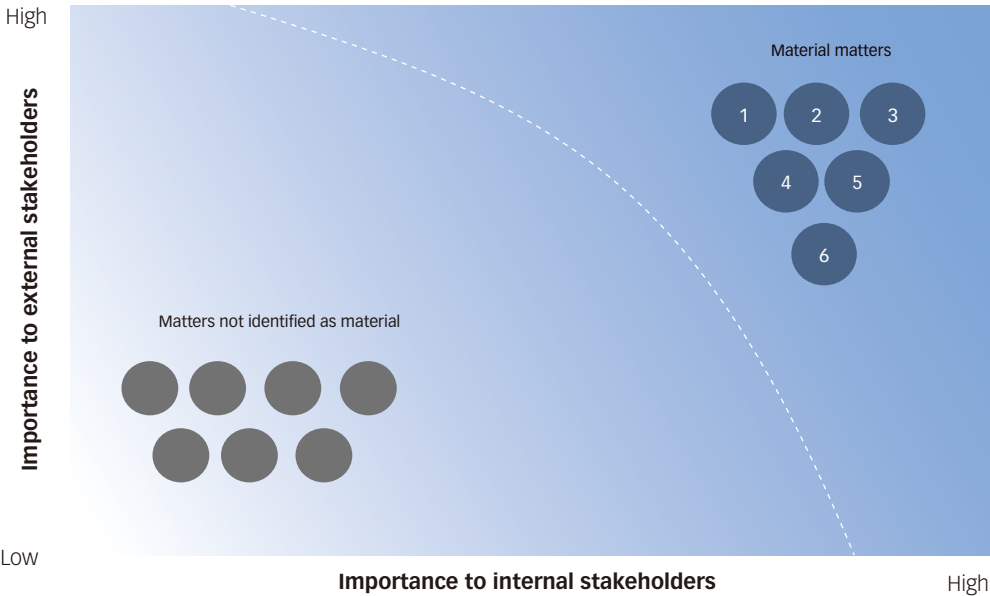
Following a review in FY2020, “Community Investment” was added as a reporting matter.

In FY2021, the existing topic “Emissions (Air, Land, Water)” was also expanded to include disclosure on the relevant climate-related issues, in line with the Stock Exchange requirements.

In FY2022, the Board and the management concluded that the six material matters reported on in FY2021 remained material for the year.



Materiality Matrix



FY2022 MATERIAL ESG MATTERS, TARGETS AND PROGRESS

Legend ✔ Target met ⦿ On track to meeting target ✘ Target not met

| Material ESG matters/(Sub-topics) | Key stakeholders | Approach | Targets | Performance as at 31 Dec 2022 |
|-------------------------------------|---------------------------------------------|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Good Corporate Governance | Compliance with laws and regulations | Government, shareholders | Ensure compliance with the stricter of General Business Principles, and applicable laws | Perpetual target: Zero cases of non-compliance ✔ Target met |
| | Anti-corruption | Government | Ensure compliance with the stricter of General Business Principles, and applicable laws | Perpetual target: Zero cases of corruption, including bribery, extortion, fraud and money laundering ✔ Target met |
| | Data security and privacy | Customers, suppliers, employees | Ensure that data collected is fair, accurate, transparent and non-excessive, and that controls are set in place to protect it | Perpetual target: Zero cases of leaks, thefts or losses of customer data ✔ Target met |
| | Business continuity planning (BCP) | Customers, shareholders | Manage risk of operational disruptions through BCP | Perpetual target: Annual assessment and update of BCP ✔ Target met |

| Material ESG matters/(Sub-topics) | Key stakeholders | Approach | Targets | Performance as at 31 Dec 2022 |
|-----------------------------------|-------------------------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. Innovation | Customers, shareholders | Deliver innovative solutions that improves lives with speed, quality, fairness and integrity | <p>Perpetual target: Develop and implement new technology</p> <p>Perpetual target: Release high quality products on time</p> <p>Perpetual target: Meet customers' environmental requirements for their products</p> | <p>✔️ Completed development of new solution per customer requirements</p> <p>✔️ Target met Product commercial release on-time hit rate > 95%</p> <p>✔️ Target met Developed PVC-BFR free products for six customer accounts (9.31% of total products)</p> <p>Developed product packaging with Non-Single Use Plastics (non-SUP) for seven customer accounts (19.83% of total products)</p> <p>Developed products using Post-Consumer Recycled Plastics for three customer accounts (3.28% of total products)</p> |



| Material ESG matters/(Sub-topics) | Key stakeholders | Approach | Targets | Performance as at 31 Dec 2022 |
|------------------------------------|------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. Occupational Health and Safety | Employees | Provide a healthy, safe and productive work environment for employees, factory workers and visitors | <p>Perpetual target: ≤1 work-related injury/fatality across all employees and factory workers</p> <p>Zero cases of non-compliance with health and safety laws</p> | <p>✔ Target met</p> <p>Zero work-related injuries/fatalities across all employees and factory workers for 4 consecutive years (FY2019 to FY2022)</p> |
| 4. Employment and Labour standards | Employees | Ensure fair employment practices and enable the personal development of our employees | <p>Perpetual target: Zero cases of non-compliance with internal and external labour and human rights laws</p> | <p>✔ Target met</p> |



| Material ESG matters/(Sub-topics) | Key stakeholders | Approach | Targets | Performance as at 31 Dec 2022 |
|-----------------------------------------------------|--------------------------|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. Climate Change & Emissions (Air, Land, Water) | Government, Customers | Minimise the adverse effects of our activities on the environment | Perpetual target: Zero cases of non-compliance with relevant environmental legislations | ✔ Target met |
| | | | FY2022: Meet customers' environmental requirements for their products | ✔ Target met Produced PVC-BFR free products for six customers Produced products with non-SUP packaging for seven customer accounts Produced products using Post-Consumer Recycled Plastics for three customers |
| | | | Reduce hazardous waste intensity by 1% from FY2021 | ✔ Target met Hazardous waste intensity (kg/US\$ Million) has been reduced by 30.08% from FY2021 |
| | | | Reduce non-hazardous waste intensity by 2% from FY2021 | ✔ Target met Non-hazardous waste intensity (kg/US\$ Million) has been reduced by 33.49% from FY2021 |
| | | | Reduce Water Consumption intensity 1% from FY2021 | ✔ Target met 9.84% decrease in water consumption intensity |



| Material ESG matters/(Sub-topics) | Key stakeholders | Approach | Targets | Performance as at 31 Dec 2022 |
|---------------------------------------|-------------------|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>6. Community Investment</p> | <p>Government</p> | <p>Actively engage with and contribute to our local communities</p> | <p>Perpetual target: Organise at least one charitable community engagement event in the year in Singapore and China</p> | <p>✔ Target met Participated in "Race Inspired" organized by National Kidney Foundation in support of NKF fund raising for kidney patients</p> |



Good Corporate Governance

We understand the importance of implementing good corporate governance as well as potential impacts of poor enforcement. If not properly enforced, corrupt practices and non-compliance may affect quality of our products sold to consumers and affect our economic relationships with suppliers, business partners and regulatory bodies. Therefore, we are committed to conducting our business in accordance with internationally accepted standards of good corporate governance. We believe that each individual at Home Control has a responsibility to comply with the laws and regulations of the countries we operate in, and this commitment extends into the way we conduct business with our partners. We pursue mutually beneficial long-term relationships with partners who are committed to acting fairly, with integrity and in line with our sustainability objectives. Our policies governing matters discussed in this section are set out in our General Business Principles.

FY2022 Highlights

- Zero reported violations of internal code of conduct
- Zero reported incidents and legal cases of non-compliance with applicable laws
- Zero reported incidents and legal cases of corruption (relating to bribery, extortion, fraud and money laundering)
- Zero reported incidents and legal cases of leaks, thefts or losses of customer data

COMPLIANCE WITH LAWS AND REGULATIONS

Each of us has a responsibility to comply with the laws and regulations of the countries in which we operate. Our internal guidelines and procedures on human rights, labour standards, environment and anti-corruption are aligned to the seven Fundamental Conventions of the International Labour Organisation. Where there is a difference between the legal requirement and Home Control's own General Business Practices, we will adhere to the stricter standard. We believe in competing fairly in a free market for our customers to have the widest possible choice of products and services at competitive prices, and as such are careful to avoid contact with our competitors, or use information obtained about them in ways that would violate the antitrust law. In addition, we have procedures in place to ensure that all our business transactions comply with the relevant export controls and sanction regulations.

All employees are reminded that violations will result in disciplinary action, and in the most severe cases, amount to dismissal. Our whistle-blowing channels are open for reporting of concerns over suspected cases of violation to be brought to the attention of our compliance officers, mandated to swiftly address the issue, ideally before it becomes a violation of any laws or pose risks to health, security or safety. During FY2022, there was zero reported complaints and cases on non-compliance to laws and regulations that have a significant impact on us relating to bribery, extortion, fraud and money laundering.

ANTI-CORRUPTION

We are open, honest and ethical in all our dealings, and do not employ corrupt practices such as bribery or money laundering. Only gifts or hospitality that are reasonable and proportionate can be accepted or offered, and we do not make facilitation payments to speed up or secure the performance of a routine government action. Commission payments to business partners must also be justified by clear and demonstrable services they have rendered. With respect to money laundering, we track suspicious transactions such as payments between unknown entities through an excessive number of intermediaries, high-value cash transactions, or payments made or received by suspicious entities or involving high-risk countries. Any employee who suspects any such case has an obligation to report this to our compliance officers.

As part of Home Control’s anti-corruption practice, our employees including our Executive Director and Directors are required to attend anti-bribery trainings every year. As of FY2022, all of our employees in Singapore and China have undergone a one-hour anti-bribery training course. The course outlined anti-bribery acts across various jurisdictions, key differences between bribery and gift/entertainment as well as our Company’s anti-bribery & anti-corruption policies.

Learning Objectives

- What is bribery?
- Examples of Anti-bribery laws in some countries
- Gifts and hospitality
- Third parties and foreign public officials
- Our company’s anti-bribery & anti corruption policy






How to spot advantages that may constitute bribery/corruption

Advantages may be financial or non-financial and could include the following:

- Money, loans, donations (including charitable donations)
- an award of business, employment contracts, consultancy contracts
- preferential treatment
- gifts and hospitality, holidays and
- any other advantages or benefit which is intended, or perceived to be of value to the recipient or another person (e.g. a relative or friend of the recipient)

All dealings with public officials or private individuals and enterprises must be open and transparent and conducted in a proper and appropriate way. This will ensure that no bribery or corruption takes place, and will also avoid any appearance or suggestion of improper activity.

DATA SECURITY AND PRIVACY

We respect the privacy of our customers, employees, business partners and other relevant individuals, and strive to protect their personal identifiable information from abuse. Only where there is a legitimate business purpose is the personal data of individuals processed. In such an event, any processing of personal data shall be relevant to that business purpose and conducted in a manner that is fair, accurate, transparent and in no way excessive. Employees are also expressly prohibited from compromising ours or any third-party information and communication assets by, for instance, intentionally circumventing security measures to gain unauthorised access to systems or data; compromising any computer system; and or creating an excess volume of messages. Only authorised employees can access to the relevant system and data. We closely check and monitor the system access from time to time to ensure no unauthorised access and also train our employees the importance of protection of data and privacy from time to time to prevent any leakage of the customer privacy information and other sensitive data.

BUSINESS CONTINUITY PLANNING

Home Control outsources its manufacturing process. To mitigate the risk of business disruptions caused by unexpected events affecting our supply chain, we continually source for alternative subcontractors to be added to our Approved Vendor List, so as to reduce our dependency on a single subcontractor.

In addition, we have a Business Continuity Plan (BCP) that outlines procedures to be followed in an emergency, the roles and responsibilities of a dedicated BCP team that we refer to as our Subcon Transfer Team. The Subcon Transfer Team will first identify and prioritise critical products based on the impact of disruptions in terms of revenue, expenses, and intangible losses. The team will then present key risks and actions to be taken to the business team. The business team will approve the plan and allocate required financial resources to carry out planned actions. Thereafter, the team will execute the plan, with the business team monitoring progress and handling communications with customers, suppliers, investors and employees.

COVID-19 Impact: Supply chains and Business continuity

The COVID-19 pandemic continues but fortunately has posed minimal disruptions to our processes. While COVID-19 resulted in government-mandated shutdowns of offices and factories in China, Home Control was able to quickly resume operations once shutdown measures by local governments were eased. We were able to seamlessly resume our operations by receiving strong support from our supply chain, as well as a resilient BCP in place to ensure no delays or other delivery impact to our customers. Some of the major actions that we have been taking since end-January 2020 that have helped us navigate and swiftly recover from the impact of the pandemic include:

1. Setting up systems for raw material supply tracking, production schedule and delivery status tracking, and manufacturing resumption status tracking
2. Regularly monitoring suppliers' supply status and ensuring backup supply solutions
3. Conducting daily reviews of the finished goods delivery schedule with the supply chain team and checking in with our customers to enable us to meet our customers' delivery targets
4. Ensuring our factories have backup plans for production and delivery, and greater flexibility for inbound and outbound transportation of supplies and finished goods
5. Providing bi-weekly updates to the global management team on the status of our material supply levels, delivery schedules, and manufacturing processes as well as measures that we have implemented

SUSTAINABILITY IN OUR SUPPLY CHAINS

Our product assembly process is outsourced to eight manufacturing partners across China and Cambodia. As of end 2022, our factory in Wujiang city in Suzhou Province ceased operation, and production will be relocated to the Yue Yang city in Hunan Province.

Home Control has formulated policies and procedures for selection and evaluation of suppliers. We evaluate our prospective suppliers based on a number of factors, such as financial performance, technical strengths, product quality, quality control effectiveness, pricing, core management team, production capability, credit rating, size and reputation. In addition, we also evaluate our prospective suppliers on whether they consider the environmental and social criteria, such as prohibition on the recruitment of child labour and forced labour, elimination of discrimination at workplace and provision of safe working environment. We also place emphasis on environmental protection and require prospective suppliers to manufacture products and provide services with minimal harm to the environment. Currently, all eight of our manufacturing partners are selected based on the said policies and procedures. Our management team conducts annual evaluation on the policies and procedures, as well as evaluating the performance of our suppliers annually.



When selecting suppliers, the Group not only requires them to have the essential operating and production capacity which can produce products of our required quality and standards, but also takes into account their ESG impact, such as whether the production methods, packaging and materials used in the products meet the laws and regulations as well as the applicable environmental standards, the reputation of their brand including their business practices, etc.. Our engagement process is open, equal, transparent and fair applying to all potential suppliers, so as to select the best. In addition, the Group will regularly review and evaluate the performance of existing suppliers ensure their continuous compliance with our requirements and their values not contrary to ours. We implement such practices to all our suppliers.

To ensure the robustness of our supply chains, we hold regular weekly and monthly operational meetings to discuss short- and long-term demand forecasts, delivery schedules, material supply levels, and purchasing strategies, amongst other matters. These meetings allow everyone to get on board with the latest updates and the necessary courses of action, and also facilitate the driving of continuous improvement in all areas by our people. Currently 100% of our suppliers are ISO14001:2015 certified.

As we continue to roll out new initiatives to reduce the environmental footprint of our products, we recognise that engaging with our suppliers is crucial to meeting our goals. Since FY2020, we have issued formal letters with our Green Product and Process requirements to all our suppliers and requested a yearly report from them on their environmental performance, including their carbon footprint. On an ongoing basis, we also consult with key suppliers and welcome their ideas on how our products and processes can be made more sustainable.

To address social risks along our supply chain, our Human Resources office in China works closely with the Human Resources team of our manufacturing partners. Regular health and safety audits at our manufacturing partner factories are also conducted. More information on this can be found in the “Occupational Health and Safety” section of this report.





Innovation

We believe in harnessing the power of innovation to drive quality and product excellence, and to improve the way we operate. Failure to innovate and improve our products will potentially lead to unsatisfied customers and falling revenues. On the other hand, meeting our customer's requirements and needs with the development of new technology and releasing of new high-quality products can lead to an increase in economic activity for us. As such, we view our customers as our partners with whom we maintain an ongoing dialogue. By listening to and learning from them, we are able to design and deliver the solutions they really want and need with the quality that they are familiar with. Our policies governing the matters discussed in this section are set out in our General Business Principles and Innovation Program Policy.

FY2022 Highlights

- All operations within Home Control's supply chain (including raw materials and own production) have achieved all delivery request from customer even in the midst of COVID-19
- Product commercial release on time hit rate of more than 95% achieved
- Developed PVC-BFR free products for six customer accounts (9.31% of total products)
- Developed product packaging with Non-Single Use Plastics for seven customer accounts (19.83% of total products)
- Developed products using Post-Consumer Recycled (PCR) Plastics for three customer accounts (3.28% of total products)
- Developed new Green material, OBP, PCR IR ABS and Pulp Tray
- Zero cases of non-compliance with relevant laws and regulations that have a significant impact on us relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

DEVELOPMENT AND IMPLEMENTATION OF NEW TECHNOLOGY

Our Innovation Program Policy guides development of new technologies and concepts through a funneling approach. First, we gather input consisting of new ideas, market research, customer feedback, and feedback from our tradeshows. Then, these inputs are discussed, evaluated, and narrowed down at a weekly platform. Shortlisted ideas are further refined through discussions with other relevant stakeholders such as our sales team, before they are approved, and finally executed.

This approach has helped us to focus our resources on the most important projects and has enabled us to differentiate ourselves from the competition through enabling innovative, advanced product offerings at competitive prices. Our products also comply to internal and external process, quality, and safety standards.



In FY2022, Omni Remotes launched Model P+, a perpetual eco-remote using Gen 3 solar cells that eliminate the need for battery replacement over its product lifetime. This platform has the potential to significantly reduce the use and disposal of millions of alkaline batteries each year. We further designed and built it from the ground up for modularity, so individual plastic and electronic components can be separated for recycling or reuse at the end of its life cycle. Commercial samples were made available for promotion to customers to encourage usage and demand in the market. Model P+ is part of the “Omni Greenovation” program, a broad-ranging sustainability effort that includes the use of ocean-bound plastics, refurbishable designs and plastic-free packaging. We also implemented ink-free manufacturing processes, laser marking on remote controls to replace sticker labels and the usage of PCR Plastics for its remotes. In FY2022, more than 30 projects were using the laser marking process for their remotes and 3.28% of total products used PCR materials in the final product.



RELEASE OF HIGH-QUALITY PRODUCTS ON-TIME

We are constantly striving toward shortening the lead time to the introduction of a product. To achieve this, we encourage continuous improvement among our Operations group staff through weekly, monthly, quarterly and half-yearly trainings, small group activities and competitions, with the aim of improving overall quality and efficiency outcomes. In FY2022, we attained a product commercial release on-time hit rate of more than 95% and kept the cost of non-quality productsⁱ to below 0.5% of annual sales.

MEETING OUR CUSTOMERS’ REQUIREMENTS

We are committed to providing our customers with high quality products that meet their needs. We accomplish this by continually soliciting and validating their insights and value propositions, and then translating them into improvements in our products. Increasingly, we are seeing a growing interest in green products from our customers.

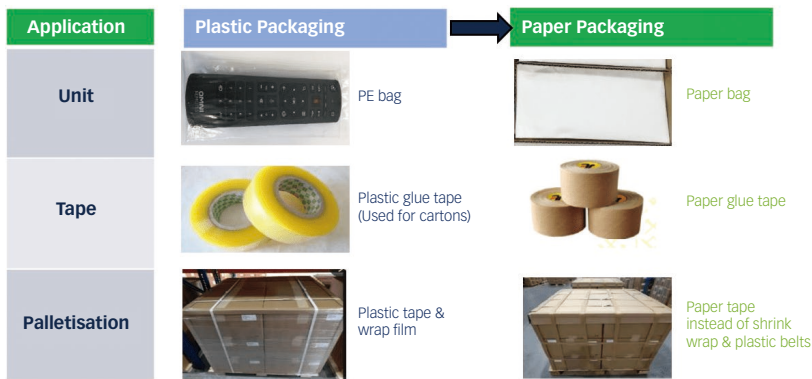
ⁱ Cost of non-quality products refers to additional costs arising from product quality not being in line with design specifications and/or customer expectations. These could include rework and scrap costs, costs of free replacements, and costs of extra logistics.



In FY2022, we manufactured PVC-BFR free products for six major customer accounts. This made up 9.31% of our products in 2022 and is expected to reduce the bromine and chlorine emissions of the products after treatment at the end of their lifecycle. Consequently, ozone depletion arising from these emissions can be minimized. We foresee that more customers in the EU and US will request for such PVC-BFR free products in future.

We also manufactured products using PCR Plastics for three customer accounts, which made up 3.28% of our products in 2022. This is expected to reduce carbon emissions by reducing the use of new plastic resin material.

We also continued to avoid the use of single-use plastics from the product and pallet packaging for seven customer accounts, which made up 19.83% of our products in 2022. This can reduce plastic pollution and is in line with our customer’s requirements and wider efforts to protect the ocean.



Beyond replacing plastic packaging material with paper-based packaging certified by the Forest Stewardship Council, Home Control conducted an OceanBound Plastic (OBP) study to explore other waste management effort that the company can adopt in reducing ocean plastic. Specifically, OBP aims to reduce involuntary littering by issuing certifications to organization for the collection or recycling of ocean plastic. A study was conducted for 2 OBP Resin from one of our local Vendors, Kingfa. With Kingfa being a key production site for Resin CK-150 and CK-250, Kingfa expressed its interest in adopting OBP waste management method. As such, a primary dry-run and reliability tests were conducted for CK-150 and CK-250. In 2022, Home Control successfully started the use of OBP at its production sites.

Home Control has also completed studies on the material of Post-Consumer Recycled ABS for Infrared transparency (PCR IR ABS) and Pulp Tray, where these new materials will be used in Home Control’s products soon.

- PCR IR ABS: contains 30% pre-consumer recycled content, and same transmittance as Pure IR ABS. It can replace current Pure IR ABS and use on Omni RCU as Lens and transmitted housings with more green solutions.
- Pulp Tray: Composed of wood and formed by molds. It can replace current plastic trays to reduce the demand of fossil-based resources and protect our environment.



With regards to quality assurance and recall procedures, Home Control installed quality control within our entire product lifecycle. This includes product design quality, supplier quality control, manufacturing quality control and aftersales serves. Additionally, official procedures are also in place to manage customers should there be a need to recall products from customers. For FY2022, Home Control has zero instances of total products sold or shipped that were subject to recall for safety and health reasons. Home Control received a total of 40 customer complaints and service requests from customers during the reporting year. In response to complaints and service request received, Home Control offered to conduct failure analysis and subsequently generate improvement reports to customers to manage expectations and requests of our customers.

Awards & Certifications

- **ISO9001:2015/TL9000-H R6.3/R5.7** for China Operations (Renewed 01 Feb 2023)
- **ISO14001:2015** for China Operations (Renewed 1 November 2021)
- Technologically Advanced Service Enterprise Certification

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

In order to maximize the protection of our intellectual property, we have filed patents and registered trademarks in certain countries and regions. We understand and comply with the intellectual property (“IP”) rights regulations. During FY2022, there was no material infringement of the IP rights and the Group is confident that all reasonable measures have been taken to prevent any infringement of its IP rights and the IP rights of third parties. We retain the legal ownership of all designs, inventions or ideas developed by our employees during the course of their employment.



Occupational Health and Safety

We value our employees and seek to foster a healthy, safe and productive work environment for them, our factory workers, and our visitors. It is important to us and our employees that the work environment is safe and conducive, ensuring that the rights of our employees are respected and met. Policies and practices in this area will minimize negative impacts to our supply chain from operation disruptions because of occupational injuries. Policies governing the matters discussed in this section are set out in our General Business Principles and Occupational Health and Safety Policy.

As we have outsourced our product assembly process, this section will cover data collected for Home Control's Singapore and China offices, as well as Home Control's key manufacturing partners factory in China.

FY2022 Highlights

- Zero work-related fatalities among employees
- Zero work-related fatalities among workers in subcontracting factories
- Zero lost days among employees due to work injuries
- Zero lost days among workers in subcontracting factories due to work injuries
- Zero cases of non-compliance with laws and regulations in relation to provision of safe working environment and protection of employees from occupational hazards

Core to our company values is the belief that no activity is so important or urgent that it is unable to be performed with utmost care and safety. We care for our people, and we recognise that management plays a key role in ensuring their safety, both at their sites and within their functional organisations. Some of the key actions that we have undertaken to achieve the highest standards of occupational health and safety (OHS) performance are:

- Implementing procedures for the identification, prevention, and minimisation of hazards and risks
- Providing all employees with relevant information and regular training on OHS, and ensuring that everyone participates in OHS activities to enhance their safety awareness
- Promoting a Plan-Do-Check-Act systematic approach at all levels in the organisation
- Reporting on our OHS performance regularly and in a transparent manner

We conduct regular audits and reviews of our objectives and targets to achieve continual improvement of our OHS management system, and our OHS policies are communicated to all persons working for or on behalf of the company. Quarterly, at our business review meeting, we review the OHS statistics of our manufacturing partner factory. Our Human Resources office in China works closely with the Human Resources team of our manufacturing partner factory to ensure accurate tracking and reporting of work injuries and man days lost. Our customers have also been visiting our manufacturing partner factory and performing their own strict audits of the health and safety conditions for our workers.

To this end, we are proud to report that we have maintained our track record of zero work-related fatalities and lost days due to work injuries amongst both our employees and factory workers for the past four years. There were also zero COVID-19 cases amongst our employees and workers.

COVID-19 Impact: Reducing of Workplace Infectious Diseases

In 2022, our employees in Singapore attended a workplace infectious disease workshop that was conducted by Singapore National Employers Federation (SNEF). The workshop covered topics such as coronavirus, influenza, tuberculosis, HIV, as well as anti-microbial resistance.

With the rising number of cases of COVID-19 infection and cases of tuberculosis in Singapore, such session has provided support in creating awareness and sharing preventive actions that can help to minimize the spread of certain viruses at workplace.

Additionally, we provide our employees with monthly updates with latest relevant information to ensure that we are well-informed and prepared for any potential viral outbreaks.



What is Monkeypox?

On July 23rd, the World Health Organization has declared the monkeypox outbreak to be a global public health emergency. What are the symptoms and treatment to look out for?

Originated in rodents in Central & West Africa.

- Primarily transmitted from animals to humans through a bite/scratch.
- Human-to-human transmission is limited but can occur via **physical contact with blood, body fluid or lesion material** from **infected individuals/contaminated materials**.



Symptoms appearing 5-12 days following infection include:

- Fever
- Chills
- Swollen lymph nodes
- Fatigue
- Headache & body aches

Treatment

- Symptoms usually clear up in 2-4 weeks.
- But severe illness & death can occur in some.
- No treatment or vaccines available specifically for monkeypox, but antivirals and vaccines developed for smallpox can be effective.



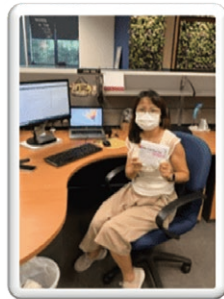
Awards & Certifications

- **OHSAS18001:2007** for China Operations, including Home Control’s China office and main manufacturing partner in China (Renewed 1 November 2018)
- **ISO45001:2018** for China Operations, including Home Control’s China office and main manufacturing partner in China (Obtained 31 December 2019)

Caring & Ensuring a safe workplace

With the number of COVID-19 Omicron cases rising exponentially in 2022, we distributed antigen rapid test kits (ART) in our Singapore office on a regular basis.

This was to assure our employees on our efforts to minimise workplace viral transmission and ensure continued safety of the workplace. Employees returning to office were required to administer a self-test using the ART and upload results into SharePoint under the “Coronavirus update” folder.



Home Control strictly complies with The Workplace Safety and Health Act, laws of Singapore, Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases, Regulations on the management of occupational health in the workplace, regarding safe working environment and labour protection from occupational hazards that have a significant impact on us. We have adopted an internal safety manual which sets out work safety measures to prevent common accidents which could happen in our operating premises. We have also provided on the job trainings to employees to remind them of occupational health and safety.

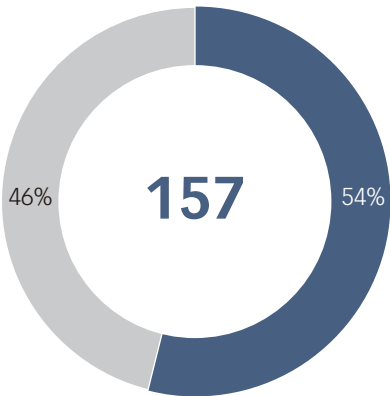
Employment and Labour Standards

We value our employees, and we encourage them to further their own personal development and make full use of their talents. We understand the importance of upholding proper employment and labour standards, and any lapses may lead to potential negative impacts such as mistreatment or exploitation of workers. Therefore, we take a firm view on how our employees and workers should be treated. We will not tolerate any forms of discrimination, harsh or inhumane treatment, including sexual harassment or abuse, corporal punishment, mental or physical abuse of any employee, or the threat of any such treatment. We do not make use of child labour or forced labour, both in our offices, and in the manufacturing and assembly of our products, and this is clearly stated in our General Business Principles. Our policies governing the matters discussed in this section are set out in our General Business Principles, and Human Resources (HR) policy manual which includes the standards for recruitment and selection, employment work condition, employee benefits and compensation, employee welfare and relations, employee training and development, employee grievances and dispute resolution, legal compliance requirements, such as equal employment opportunities, anti-discrimination laws, diversity, and inclusion.

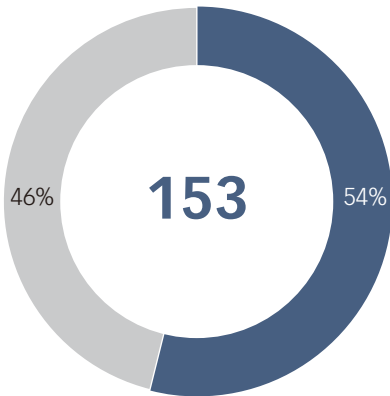
We recruit employees for a variety of reasons, including growth and expansion, replacing departing employees, meeting changing business needs, enhancing organizational capabilities, addressing skill shortages, and promoting diversity and inclusion. Home Control adopts a fair and open recruitment process to ensure that all candidates are given an equal opportunity to apply and compete for the job, regardless of their race, gender, age, ethnicity, religion, and disability. Our human resources personnel use diverse mix of recruitment channels such as online recruitment platform, social media, employee referral, campus recruitment to attract a diverse pool of candidates and building talent pipeline.

As at 31 December 2022, Home Control had a total of 31 employees in Singapore and 122 employees in China (FY2021: 35 employees in Singapore and 122 employees in China). There were 2 temporary staff in China in FY2022, that comprised of one male and female staff respectively. Male employees accounted for 54% of total employees and 46% female (FY2021: 54% male and 46% female).

Combined – Employee breakdown by Gender (FY2021)



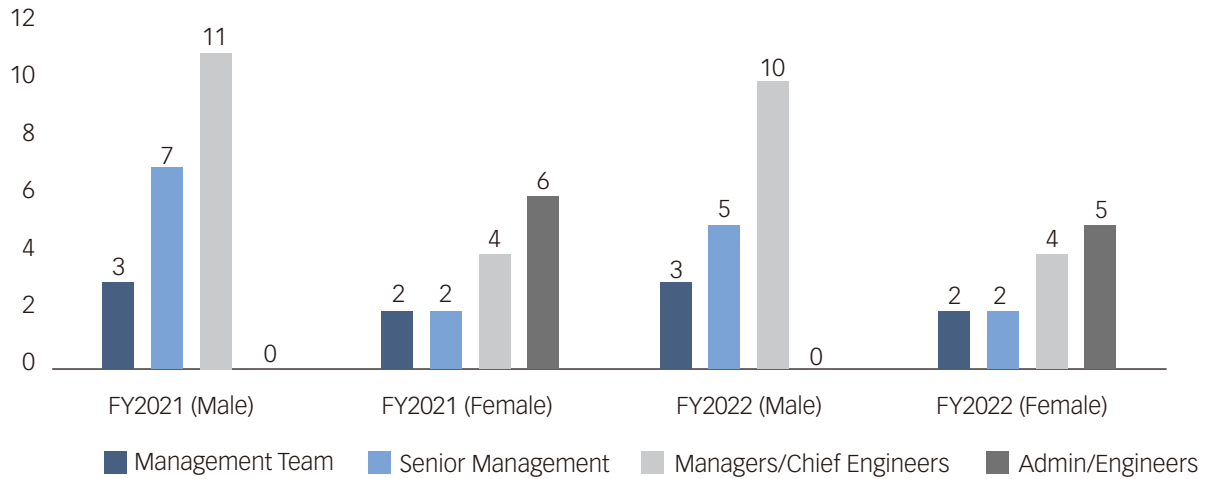
Combined – Employee breakdown by Gender (FY2022)



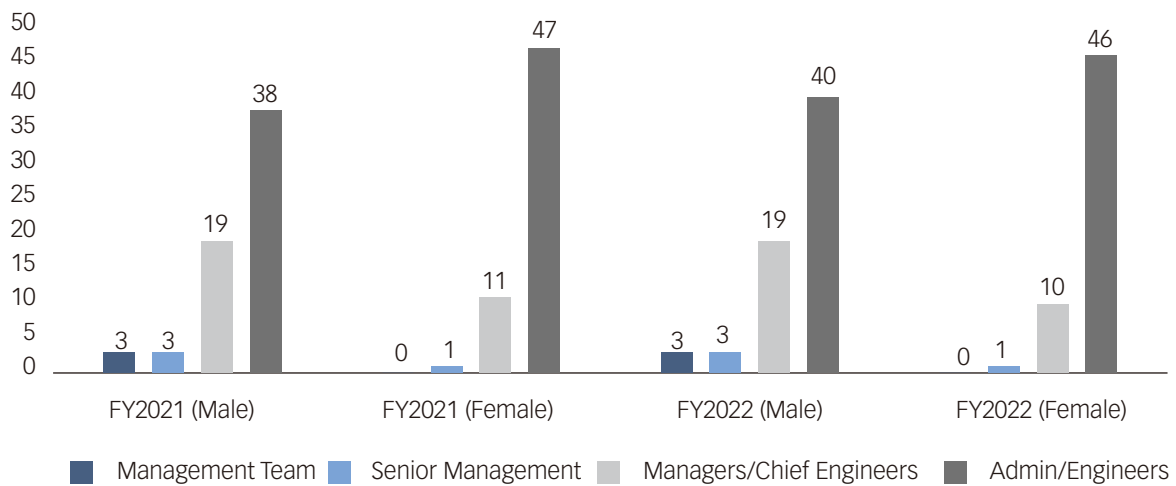
■ Male ■ Female

■ Male ■ Female

Singapore – Breakdown by Gender and Employee Category

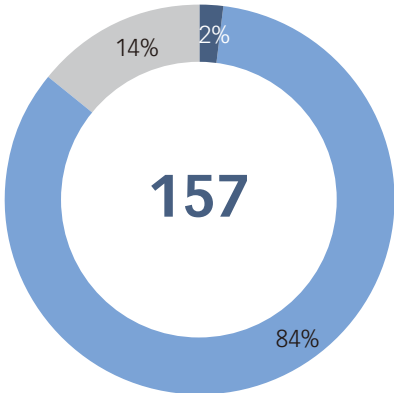


China – Breakdown by Gender and Employee Category

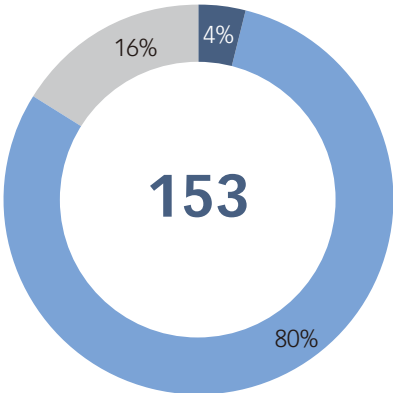


In FY2022, 4% were under 30 years old, 80% were between 30 to 50 years old, and 16% were more than 50 years old (FY2021: 2% were under 30 years old, 84% were between 30 to 50 years old, and 14% were more than 50 years old).

Combined – Employee breakdown by Age Group (FY2021)

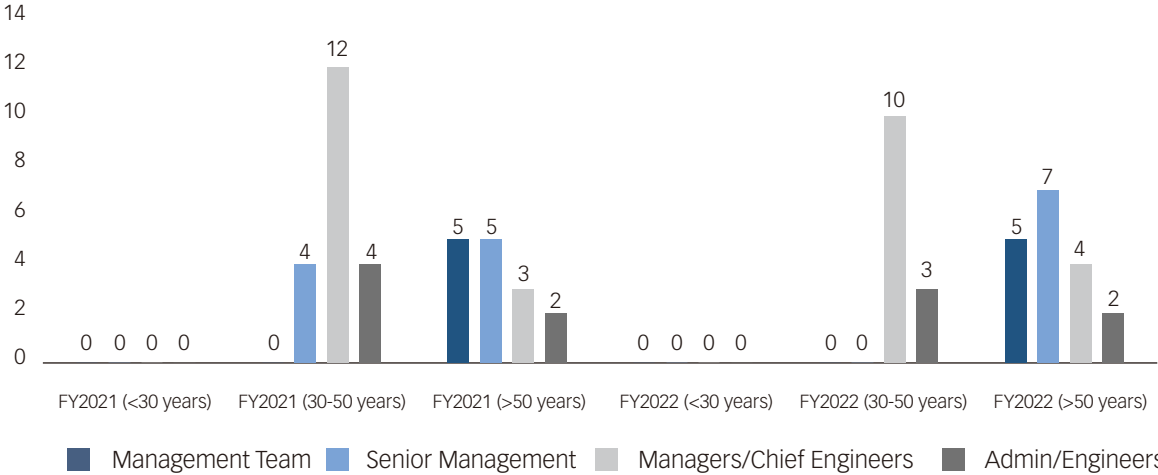


Combined – Employee breakdown by Age Group (FY2022)

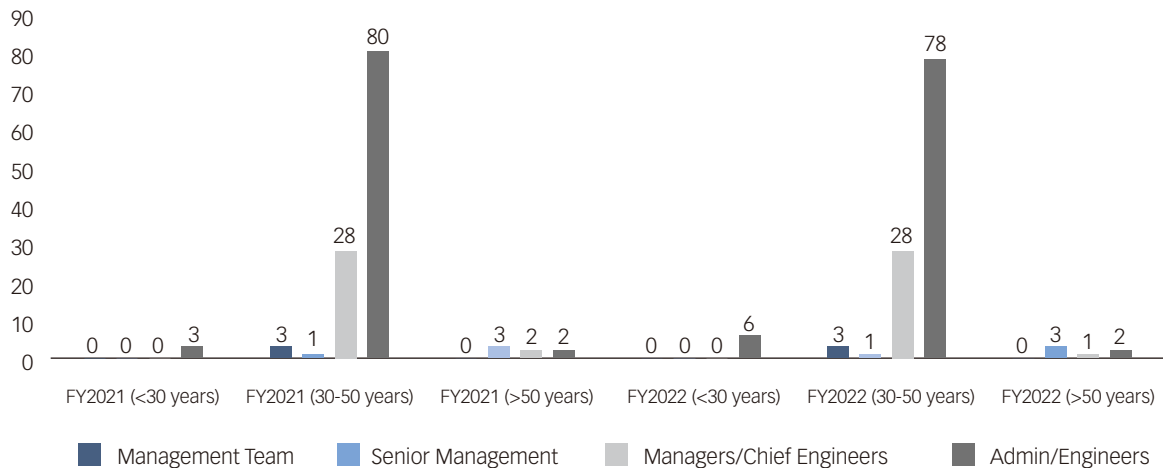


■ <30 years ■ 30-50 years ■ >50 years ■ <30 years ■ 30-50 years ■ >50 years

Singapore – Breakdown by Age Group and Employee Category



China – Breakdown by Age Group and Employee Category



In FY2022, our attrition rate was 15%ⁱⁱ, which is comparatively lower than FY2021 (16%).

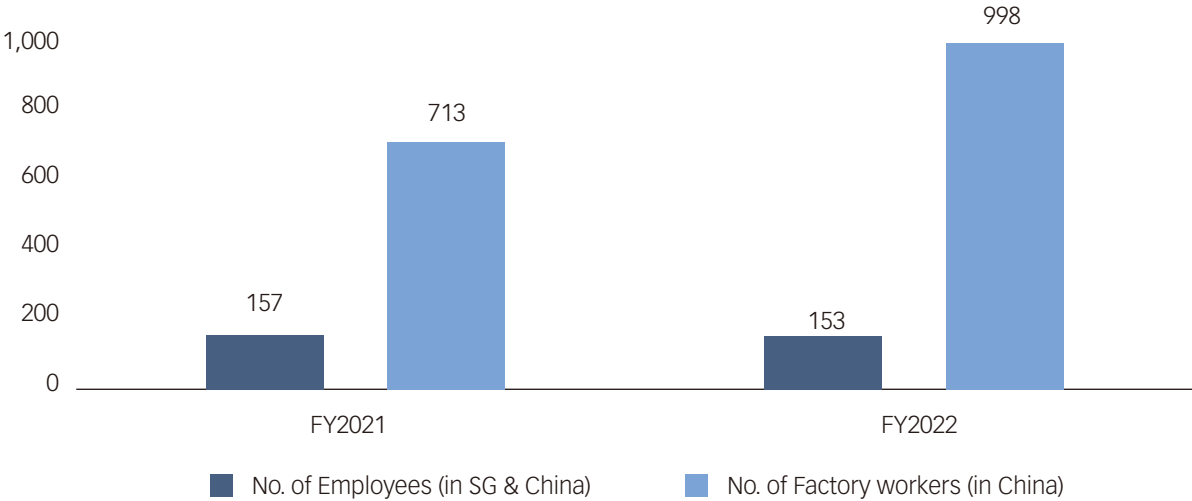
| Total rate of attritions | FY2021 | FY2022 |
|--------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| By Gender | Male: 17 out of 101 Female: 13 out of 86 | Male: 12 out of 95 Female: 16 out of 86 |
| By Age group | <30 years: 0 out of 3 30-50 years: 30 out of 162 >50 years: 0 out of 22 | <30 years: 1 out of 7 30-50 years: 26 out of 149 >50 years: 1 out of 25 |
| By Region | Singapore: 1 out of 36 China: 29 out of 151 | Singapore: 5 out of 36 China: 23 out of 145 |

As we have outsourced our product assembly process, a significant portion of our activities are performed by workers who are not employees but are involved in the assembly of our products. We expect all our business partners including our suppliers to act fairly and with integrity towards their stakeholders in line with our General Business Principles, to observe the applicable laws where they operate, and to respect internationally proclaimed human rights, and accordingly not to be complicit in the abuse thereof. We take a strong stance on this and any violations will result in disciplinary action for employees and may also lead to fines and imprisonment for the individuals concerned.

ⁱⁱ In FY2022, 28 out of 181 (15%) employees in Home Control’s Singapore and China offices resigned, resulting in 153 employees at year-end.



Breakdown of workers



During FY2022, there were zero reported complaints and cases on non-compliance to laws and regulations that have a significant impact on us relating to compensation, dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

LABOUR STANDARDS

We support the aim of the International Labour Organisation to arrive at universally accepted labour standards and have adopted internal procedures and guidelines with respect to the topics covered by the seven Fundamental Conventions of the International Labour Organisation, such as forced labour, the right to organise, collective bargaining, discrimination and child labour.

Our operations in Singapore are governed by the Employment Act of 1968, and our operations in China (which include our China office and our main manufacturing partner in China) are governed by the Law of the People’s Republic of China on Employment Contract. Under Article 15 of the Labour Law in China, it is illegal to hire employees under the age of 16. Under the Law of the Protection of Juveniles in Singapore, there are several work arrangement restrictions for employees aged 16 to 18 years old. To ensure we are compliant with applicable laws, it is our company policy not to hire employees under the age of 18.

FY2022 Highlights

- Zero reported complaints and cases on non-compliance to internal and external labour and human rights laws including those relating to prevention of child and forced labour



Multiple control measures in the recruitment process have been implemented to ensure that all new joiners are legitimate workers who meet the requirements for the job and comply with relevant laws and regulations. Measures include such as document verification to verify the authenticity of identity documents, work permits, and other required documents to ensure that candidates are legally allowed to work in the country. The Group has enforced that our subcontracting factories to have similar established recruitment procedures focusing on document verification to prevent any child labour or forced labour in operation such as checking ID cards of the candidates. Once any violation is found, we will follow up in a more serious manner and handle such case in accordance with applicable national and local laws and regulations.

In relation to remuneration, we take care to adhere to all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Wages are paid regularly and employees are informed about the composition of their pay and benefits in a detailed and clear manner.

Working hours for employees do not exceed the maximum set by local laws or 60 hours each week, including overtime, except under exceptional circumstances to meet short-term business demand. Overtime work is voluntary, unless agreed otherwise in a collective labour agreement or union contract, or under exceptional circumstances to meet short-term business demand. Employees are allowed at least one day off per seven-day period.

Furthermore, we respect the right of our employees to be represented by labour unions and other employee organisations and will not make the employment of a worker subject to his non-membership (or membership) of a trade union.

Equal opportunities and treatment are given to every employee, and equal pay is offered for equal work performed at equal levels at similar locations. As far as we are aware, our employees face no discrimination regardless of race, gender, colour, age, family background, ethnic tradition, religion, physical fitness and nationality. We have zero tolerance against discrimination. We will take disciplinary actions on discriminatory behaviours according to the severity of the offence.

DEVELOPMENT AND TRAINING

We believe that it is in both Home Control and its employees' interests to achieve high levels of performance and employability. To this end, our employees are regularly provided relevant training opportunities.

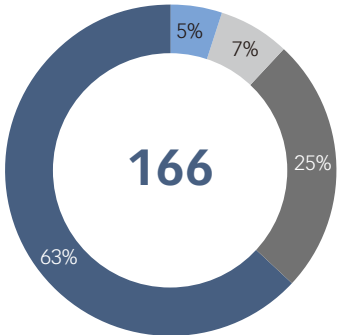
FY2022 Highlights

- 100% employees received a performance and career development review
- 14 hours of training received per employee on average
- 37 Training and development programs – 7 management training, 24 technical training, 3 soft skill training and 3 safety training

Annually, all employees undergo a performance appraisal, in which all staff and supervisors are given the opportunity to step back from their day-to-day tasks to review past accomplishments and set clear goals for the future. These appraisals form the basis for their merit increases and bonuses, and include employee self-assessments, written evaluations by their managers, and performance discussions and collaborative goal setting with their managers. In FY2022, 100% of employees underwent a performance and career development review (FY2021: 100%).

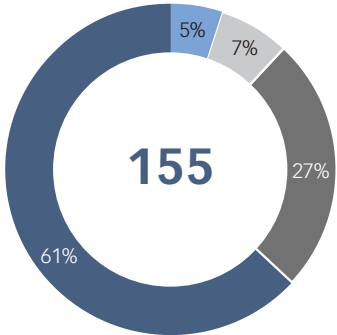
All in all, 155 employeesⁱⁱⁱ in both Singapore and China received training in FY2022 (FY2021: 166), out of which 5% were from the Management Team, 7% were Senior Management, 27% were Managers/Chief Engineers and 61% were Admin staff/Engineers. 56% of staff who received training were male and 44% were female (FY2021: 5% were from the Management Team, 7% were Senior Management, 25% were Managers/Chief Engineers and 63% were Admin staff/Engineers. 51% of staff who received training were male and 49% were female).

No. of Employees who received training (FY2021)



- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

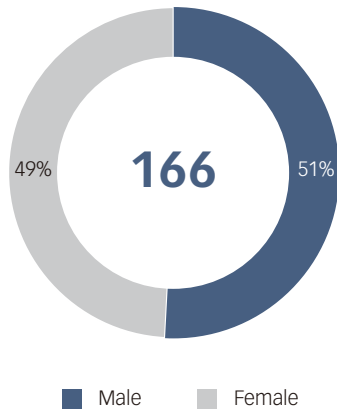
No. of Employees who received training (FY2022)



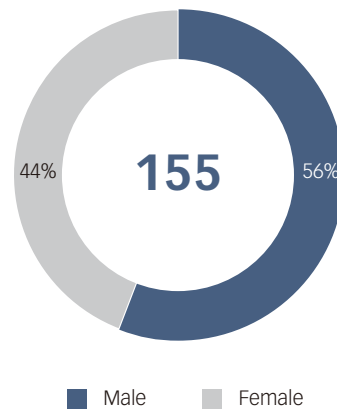
- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

ⁱⁱⁱ Total number of employees who received training include those who were trained before leaving the company during the reporting period.

No. of Employees who received training (FY2021)

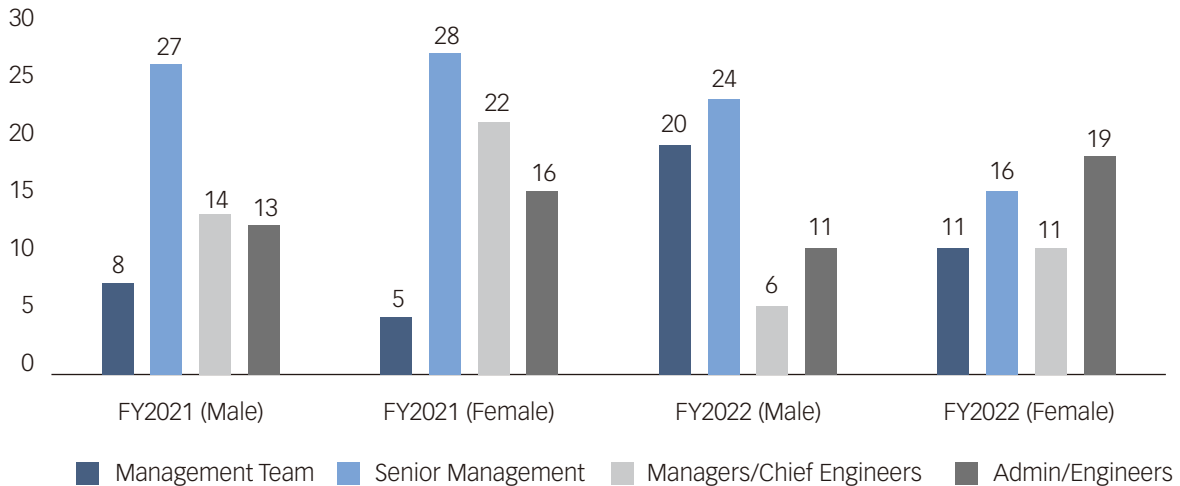


No. of Employees who received training (FY2022)



On average, each staff received 14 hours of training^{iv} (FY2021: 16 hours) across 37 different training programs. The decrease in training hours was due in part to COVID-19, which led to the cancellation and postponement of many external trainings.

Average Training hours – Breakdown by Gender and Employee Category



^{iv} The average number of training received by each employee is calculated based: total training hours by employees/ total number of employees who have received training in the year.



Details of our training programs held in FY2022 are listed below.

| Type of Program | Sub-type of Program | Description | No. of programs |
|-----------------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| Training | Management training | Management training on topics such as leadership, and continuous improvement. | 7 |
| | Technical training | Technical training for professional skills, for instance – courses on finance and accounting organised by the Institute of Singapore Chartered Accountants. | 24 |
| | Safety training | Fire safety training and Emergency aid training to educate employees on office safety and security. | 3 |
| | Softskill training | Softskill training on topics including English and negotiation skills. | 3 |

EMPLOYEE WELFARE

We invest in the welfare of our employees and offer comprehensive benefit entitlements in line with our desire to attract, develop, and retain high-calibre employees. On top of benefits such as insurance coverage, long service awards, and annual dinners, team bonding activities and outings are organised for our employees in our Singapore and China offices. These events help to boost team morale and promote mental well-being. For all group activities conducted, we ensured that group size restrictions and safety measures were strictly adhered to per government regulations.



FY2022 Highlights

- Singapore office: Christmas celebration dinner
- China office: Various team building celebrations and competition, and regular sports and other interest group activities

ANNUAL DINNER PARTY



Autumn Outing



TEAM BUILDING ACTIVITY

Weekly Basketball



Weekly Badminton



TEAM BUILDING ACTIVITY

Women's Day—Handcraft activity



Green ACTIVITY

Walk & No Plastic bags!



Christmas Celebration Dinner





Climate Change & Emissions (Air, Land, Water)

Consistent with our commitment to sustainable development, we do all that is reasonable and practicable to minimise the adverse effects of our activities on the environment. We are aware that our business activities will contribute environmental impacts such as generating emissions, consumption of natural finite resources and potentially producing pollutants. Therefore, we take active measures to minimize, prevent and mitigate these impacts by ensuring compliance with environmental regulations in our operations and those of our manufacturing partners. We also continuously strive to improve and innovate new products that would potentially reduce emissions and reduce the use of natural raw materials. Our policies governing the matters discussed in this section are set out in our General Business Principles.

2022 Performance Highlight

- Zero cases of non-compliance with the relevant environmental legislations that have a significant impact on us relating to air, and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste
- 30.08% decrease in hazardous waste production intensity from 280.26 kg/US\$M of revenue in FY2021 to 195.97 kg/US\$M of revenue in FY2022
- 33.49% decrease of non-hazardous waste production intensity 184.47 (kg)/US\$M of revenue in FY2021 to 122.70 (kg)/US\$M of revenue in FY2022
- 24.36% decrease in packaging material intensity from 3.03 tonnes/US\$M of revenue in FY2021 to 2.29 tonnes/US\$M of revenue in FY2022
- 9.84% decrease in water consumption intensity from 178,291.54 litres/US\$M of revenue in FY2021 to 160,753.79 litres/US\$M of revenue in FY2022

With regards to our environmental impact, Home Control encourages the reduction, reuse, and recycling of waste; conservation of energy and management of other natural resources to prevent pollution. We communicate with interested parties and our business partners on relevant environmental policies and conduct regular audits and review our objectives and targets periodically to ensure continual improvement of the effectiveness of our Quality & Environmental Management System. Since 2020, 100% of our suppliers have been ISO14001:2015 certified.

In compliance with the Stock Exchange updated requirements, Home Control has started tracking its climate-related risks. In FY2021, we identified the following potential climate-related risks for Home Control, which continues to remain relevant for FY2022.

Transition risks

Changes in regulations As China seeks to achieve carbon neutrality by 2060, many industries have been affected by new regulations such as energy efficiency benchmarks. As Home Control has manufacturing facilities in China, our manufacturing costs may increase as a result.

Home Control frequently monitors the regulatory changes under current ISO14001 system requirements. Additionally, we conduct cross function assessments against the latest regulatory changes reported by third-party service agency such as SGS Hong Kong Limited.

Changes in consumer expectations There is a growing consciousness of environmental issues among consumers around the world. Accordingly, we may be affected by an increase in demand for environmentally friendly products and would need to ensure that we are well-positioned to turn this into a business opportunity. Currently, one of our key perpetual targets is to meet our customers' environmental requirements related to their products.

Home Control has also dedicated an Environmental and Sustainability team to manage customer's environmental requirements on product level. Furthermore, a cross function "Green Team" has been established for the study and implementation of environmentally friendly technologies and new materials on our product.

Physical risks

Extreme weather events

The sixth assessment report by the Intergovernmental Panel on Climate Change (IPCC) has indicated that at the current rate of global warming, there would likely be an increased frequency of extreme weather events. For Home Control, this could mean potential disruptions in our supply chains.

Home Control has formulated working procedures and mechanisms to identify, prevent and mitigate supply chain disruption risks due to extreme weather. Home Control’s management and operating departments identify material risks related to climate change via self-assessment questionnaires annually. When material risks are identified, Home Control organises and develops prevention and control measures. Since FY2021, Home Control has implemented/been in the process of implementing the following:

- Extension of our manufacturing sites for customized parts to different locations to minimize the exposure to extreme weather events.
- Contingency plans to buffer from the effects of sudden bad weather events. The addition cost of production from contingency plan will be included in the Bill of Materials (BOM).
- Supply risks assessment and tracking system that has been developed to help monitor and detect abnormal situation.

The operating departments would supervise material risks prevention and control, and report material risks to the management. Relevant operating departments arrange the implementation of material risks prevention and control measures, continuously monitor the implementation, and timely report the progress of any issues encountered to the management.

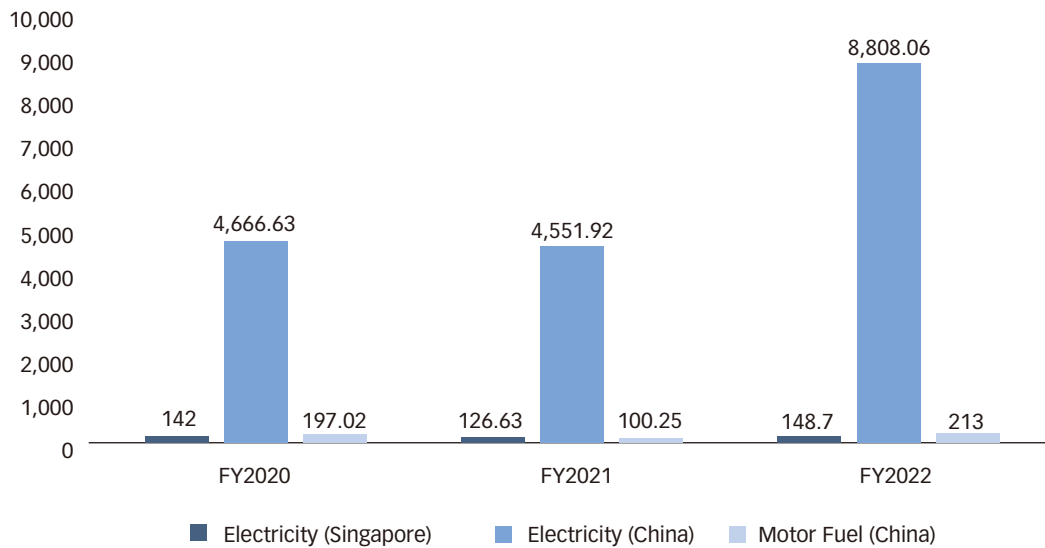
Currently, there is a high composition of plastic material in our products, with plastic making up 30 to 40% of our final product by weight, contributing to high CO₂ emissions. To reduce the impact of our products on the environment and mitigate the potential climate-related risks identified, Home Control has formed a committee and set policies to recommend the use of recycled materials and PCR resin in products to customers. In the year, we managed to increase the ratio of PCR resin within our products by 1.19% from FY2021. We currently also have a strong business continuity plan for our supply chains, described on page 18 of this report, under “Supply chains and Business continuity”.

The following subsections on energy consumption, waste and water will cover data collected for Home Control’s Singapore and China offices, as well as Home Control’s main manufacturing partner factory in China. Intensity is calculated per US\$ million of revenue generated in the year.

ENERGY CONSUMPTION

In FY2022, Home Control's energy consumption is 9,169.76 GJ^v (FY2021: 4,778.80 GJ). 98% (FY2021: 98%) of our energy consumption stems from electricity use in our operations, which include our Singapore and China offices, and Home Control's main manufacturing partner factory in China, and 2% (FY2021: 2%) stems from motor fuel consumption in our China operations.

Energy Consumption (GJ)



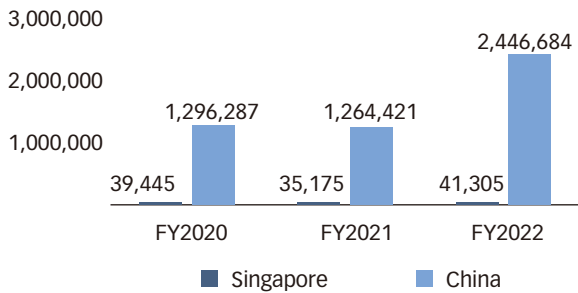
We have introduced a new DMS (Digital Manufacturing System) factory Himit (Yueyang) Technology Ltd. in Hunan province which uses automation production line to streamline the number of workers. Since the DMS factory was put into use in 2022, the Company is still collecting data on its electricity consumption, and hence, the Company is unable to set energy use efficiency target(s) and policies to achieve them now.

Our operations in Singapore consumed 41,305.00 kWh of electricity (FY2021: 35,175.00 kWh of electricity). The increase in electricity consumption was mainly due to the easing of COVID-19 measures which resulted in more employees returning to the workplace. Our operations in China consumed 2,446,684 kWh of electricity and 7,321 litres of non-renewable motor fuel (FY2021: 1,264,421 kWh of electricity and 3,058 litres of non-renewable motor fuel). The increase in electricity and fuel consumption was mostly due to the introduction of a new DMS factory in Hunan province, which utilizes an automatic production line to streamline the number of workers. As such, this resulted in an overall increase in electricity consumption for FY2022.

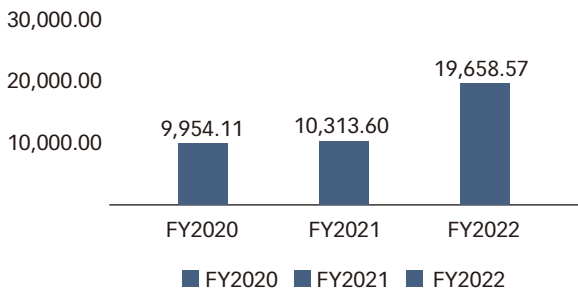
^v GJ = Gigajoules

In total, Home Control’s electricity consumption intensity was 19,658.57 kWh/US\$M of revenue (FY2021: 10,313.60 kWh/US\$M of revenue). Our fuel consumption intensity was 57.85 litres/US\$M of revenue (FY2021: 24.27 litres/US\$M of revenue).

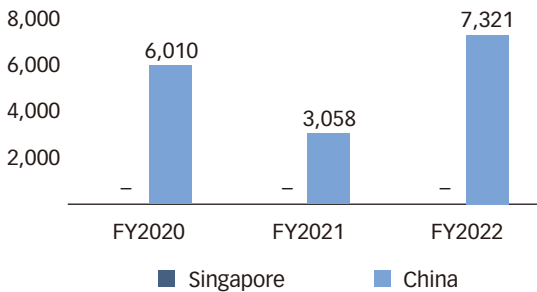
Electricity Consumption (kWh) – By Country



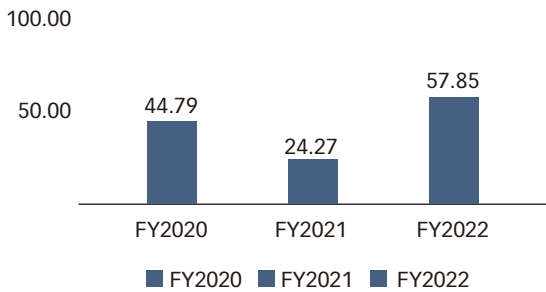
Electricity Consumption intensity (kWh/US\$M of revenue) – Combined operations



Motor Fuel Consumption (litres) – By Country



Motor Fuel Consumption intensity (litres/US\$M of revenue) – Combined operations

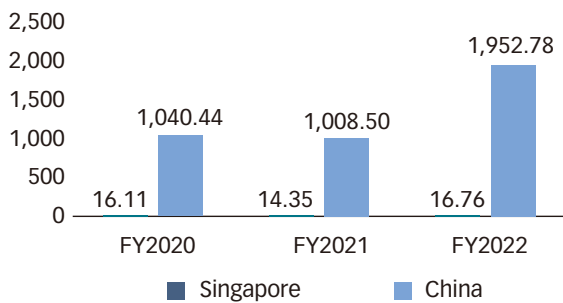


We have only indirect (and no direct) electricity consumption and direct (and no indirect) motor fuel consumption. In 2022, our indirect electricity consumption is 2,487,989 kWh; and the intensity is 19,658.57 kWh/US\$. In 2022, our direct motor fuel consumption is 7,321 kWh; and the intensity is 57.85 kWh/US\$. There are two factories in Wujiang and Hunan in FY2022, the motor fuel consumption in 2022 is more than in 2021 (since there was only Wujiang factory). We also need to collect raw data for this new DMS factory and set reasonable target.

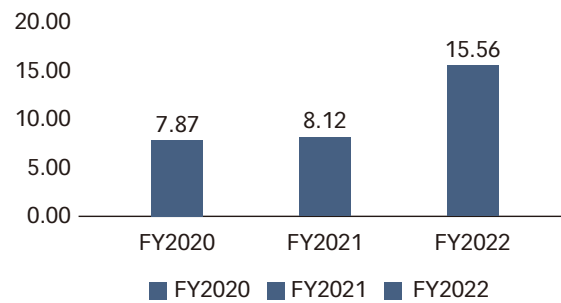
Correspondingly, in FY2022 our operations in Singapore emitted 16.76 tonnes CO₂ (FY2021: 14.35 tonnes CO₂).^{vi} Our operations in China emitted 1,952.78 tonnes CO₂, 0.000639 tonnes Methane (CH₄), and 0.000128 tonnes nitrous oxide (N₂O) (FY2021: 1,008.50 tonnes CO₂, 0.000301 tonnes CH₄, and 0.0000601 tonnes N₂O). In 2022, our direct (scope 1) and indirect (scope 2) greenhouse gas emissions are 1,969.54 tonnes (including 1,969.54 tonnes CO₂, 0.000639 tonnes Methane and 0.000128 tonnes nitrous oxide (N₂O)) and the intensity is 15.56 tCO₂/US\$M.

Total GHG emissions intensity for Home Control increased to 15.56 tCO₂/US\$M of revenue in FY2022, from 8.12 tCO₂/US\$M of revenue.^{vii}

GHG emissions (tCO₂) – By Country



GHG emissions intensity (tCO₂/US\$M of revenue) – Combined operations



Similar to previous years, our air pollutant emissions (nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matter (PM)) were minimal in FY2022 given our low fuel consumption in the year.

We have provided the emissions for both Singapore and China site. The emissions in China included Suzhou office and our key factory in Hunan province. Since the DMS factory was put into use in 2022, the Company is still collecting data on its emissions, and hence, the Company is unable to set emission target(s) and policies to achieve them now.

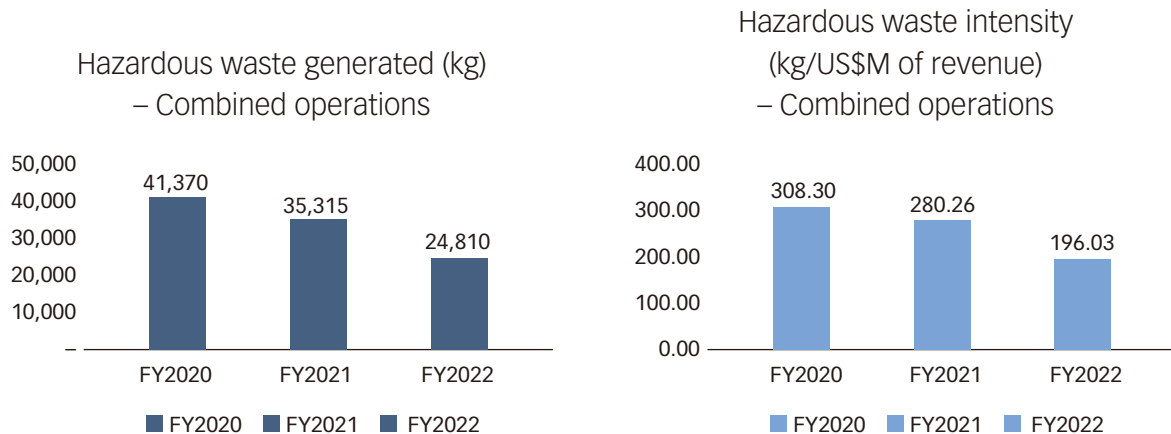
^{vi} Using latest (2021) Grid Emission Factor provided by Energy Market Authority of Singapore of 0.4057 kg CO₂/kWh (FY2021: 0.4080 kg CO₂/kWh (2020)).

^{vii} GHG emissions intensity (per production unit) for CH₄ and N₂O are immaterial in FY2020.

WASTE

In general, we request our plastic, keymat and spring suppliers to re-use the packaging (such as cartons and boxes) for goods provided to Home Control. Similarly, we use recycled material cartons and boxes to store our plastic parts and printed circuit boards.

All our hazardous waste (such as waste printed circuit boards) is treated by a qualified third-party company. In FY2022, 24,810 kg of such waste was generated (FY2021: 35,315 kg). The decrease in hazardous waste was mostly due to the fall in production quantity due to COVID-19. In FY2022, our hazardous waste production intensity was 196.03 kg/US\$M of revenue (FY2021: 280.26 kg/US\$M of revenue). Furthermore, all our chemical containers are recycled by our suppliers. We continue to work with our partners to ensure that their management of hazardous waste in relation to our products was in line with environmental regulations such as the Restriction of Hazardous Substances (RoHS). We target to reduce hazardous waste intensity and non-hazardous waste intensity by 1% and 2% from FY2021, respectively. We continued to avoid the use of single-use plastics from the product and pallet packaging for seven customer accounts, which made up 19.83% of our products in FY2022. In FY2022, we achieved our targets of 100% compliance with environmental regulations.

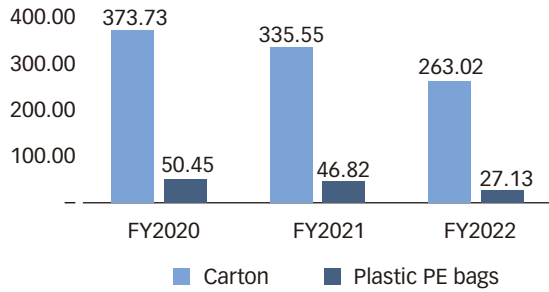


Our non-hazardous waste (mainly comprising cartons, pallet packaging film, and paper and plastic packaging material) is recycled by a third party. In FY2022, 15,534 kg of non-hazardous waste was generated, leading to a non-hazardous waste production intensity of 122.74 kg/US\$M of revenue (FY2021: 23,245 kg of non-hazardous waste generated, leading to non-hazardous waste production intensity of 184.47 kg/US\$M of revenue).

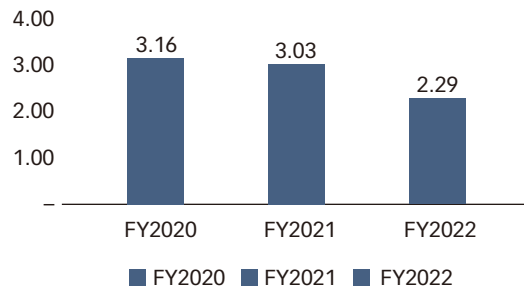
In total, we estimate that packaging material used for our finished products in FY2022 was 263.02 tonnes of carton packaging and 27.13 tonnes of plastic polyethylene bags (FY2021: 335.55 tonnes of carton packaging and 46.82 tonnes of plastic polyethylene bags). The reduction in packaging material was due to the decrease in overall production quantity.

This translates to 2.29 tonnes of packaging used per US\$M of revenue generated in FY2022 (FY2021: 3.03 tonnes of packaging used/US\$M of revenue). In FY2022, we have reduced our total packaging material intensity tonnes per US\$M by 24.36%.

Packaging material (tonnes)
– Combined operations



Packaging material intensity
(tonnes/US\$M of revenue)
– Combined operations



We have no industrial wastewater discharge from our offices nor our subcontracted assembly factories. All our living wastewater is discharged to the civil wastewater pipe.

WATER

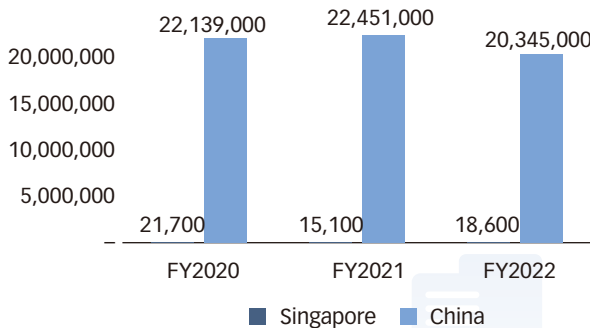
In FY2022, our operations in Singapore consumed 18,600 litres of water (FY2021: 15,100 litres of water). Our operations in China consumed 20,345,000 litres of water (FY2021: 22,451,000 litres of water).

In total, Home Control’s water consumption was 20,363,600 litres of water (FY2021: 22,466,100 litres of water) and our water consumption intensity was 160,753.79 litres/US\$M of revenue (FY2021: 178,291.54 litres/US\$M of revenue).

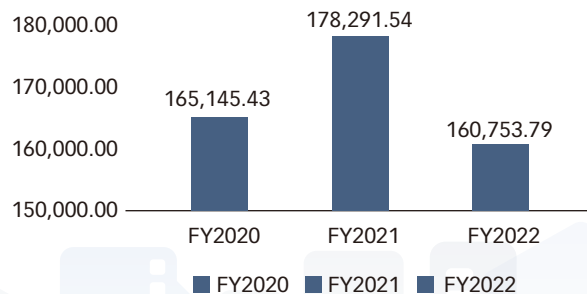
We have invested in water-efficient technologies in our DMS factory, such as installing timers and controls to automate water usage, accordingly, we have achieved our target by reducing water consumption intensity by 1% from FY2021.

Both Home Control and our subcontracted assembly factory have no issues in sourcing water fit for purpose.

Water consumption (litres)
– By Country



Water consumption intensity
(litres/US\$M of revenue)
– Combined operations





ENVIRONMENT AND NATURAL RESOURCES

We consider the impact of activities on the environment and natural resources manageable, and we are committed to building a harmonious and sustainable environment friendly enterprise, constantly pursue the coordinated development between the Group business and the ecological environment, and include the protection of the environment and natural resources into the enterprise strategic planning and policy implementation. In addition, we are dedicated to ensuring continued innovation of our products to deliver sustainable and high-performing products for our customers. We launched a new Model P+, a perpetual eco-remote using Gen 3 solar cells that eliminate the need for battery replacement over its product lifetime. This innovative product has the potential to significantly reduce the use and disposal of alkaline batteries, contributing to the goal of reducing our environmental impact. We have also completed studies on the materials PCR IR ABS and Pulp Tray, where these new materials will be used in our upcoming products to replace conventional plastic and reduce the demand for fossil-based resources and protect our environment.



Community Investment

We care about our communities and are invested in the welfare of society. As an organization, we believe in giving back to the communities that we operate in through the products that we manufacture and through positive contributions to the wider community. Annually, together with the participation of our employees, we provide aid to charitable organisations and their beneficiaries through consistent engagement and activities such as outreach events, fundraising and donations.

FY2022 Highlights

- Singapore Office: Employee participation in National Kidney Foundation's (NKF) "Race Inspired!" sports event to raise funds
- Sharing of health-related topics to employees using monthly digest

CHARITY FUNDRAISING ACTIVITIES

Between 18 March and 7 April 2022, the Singapore office encouraged all employees to participate in the NKF "Race Inspired!" sports event to contribute to their fundraising target of S\$200,000. Funds raised were channeled towards providing quality healthcare for their patients with kidney failure. The virtual sports event comprises of both running and cycling segments and also aims to encourage participants to care for their kidneys and support kidney failure patients.



Content Index

We are reporting in alignment with the Appendix 27 Environmental, Social and Governance Reporting Guide to the Listing Rules (after revision for financial years starting 1 July 2020) based on the ESG matters deemed material to Home Control.

| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/ Reasons for omission |
|----------------------------------------|---------------|---------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------|
| General Disclosures | | | | |
| GRI 2: General Disclosures 2021 | 2-1 | | Organizational details | About Us <i>2022 Annual Report</i> |
| | 2-2 | | Entities included in the organization's sustainability reporting | |
| | 2-3 | | Reporting period, frequency and contact point | About this report |
| | 2-4 | | Restatements of information | None |
| | 2-5 | | External assurance | No external assurance done for FY2022. |
| | 2-6 | | Activities, value chain and other business relationships | About us |
| | 2-7 | | Employees | Employment and Labour Standards |
| | 2-8 | | Workers who are not employees | Employment and Labour Standards |
| | 2-9 | | Governance structure and composition | Sustainability governance |
| | 2-10 | | Nomination and selection of the highest governance body | <i>2022 Annual Report</i> |
| | 2-11 | | Chair of the highest governance body | <i>2022 Annual Report</i> |
| | 2-12 | | Role of the highest governance body in overseeing the management of impacts | <i>Information not disclosed due to confidentiality constraints.</i> |
| | 2-13 | | Delegation of responsibility for managing impacts | <i>Sustainability Governance</i> |

| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/Reasons for omission |
|------------|---------------|---------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------------------------------------------|
| | 2-14 | | Role of the highest governance body in sustainability reporting | Sustainability governance, Stakeholder engagement and materiality assessment |
| | 2-15 | | Conflicts of interest | <i>2022 Annual Report</i> |
| | 2-16 | | Communication of critical concerns | <i>Sustainability Governance</i> |
| | 2-17 | | Collective knowledge of the highest governance body | <i>2022 Annual Report</i> |
| | 2-18 | | Evaluation of the performance of the highest governance body | <i>2022 Annual Report</i> |
| | 2-19 | | Remuneration policies | <i>2022 Annual Report</i> |
| | 2-20 | | Process to determine remuneration | <i>2022 Annual Report</i> |
| | 2-21 | | Annual total compensation ratio | <i>2022 Annual Report</i> |
| | 2-22 | | Statement on sustainable development strategy | Statement from Chairman |
| | 2-23 | | Policy commitments | Our Sustainability Approach |
| | 2-24 | | Embedding policy commitments | Good Corporate Governance |
| | 2-25 | | Processes to remediate negative impacts | Good Corporate Governance |
| | 2-26 | | Mechanisms for seeking advice and raising concerns | <i>Whistleblowing policy</i> |
| | 2-27 | | Compliance with laws and regulations | Under specific topics |
| | 2-28 | | Membership associations | None |
| | 2-29 | | Approach to stakeholder engagement | Stakeholder engagement and materiality assessment |
| | 2-30 | | Collective bargaining agreements | Singapore – No unions China – 100% employees covered |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/ Reasons for omission | |
|--------------------------------------------------------------|---------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Material Topics GRI 3: Material Topics 2021 | 3-1 | | Process to determine material topics | Stakeholder engagement and materiality assessment FY2022 Material ESG matters, targets and progress Under each respective material topic | |
| | 3-2 | | List of material topics | | |
| | 3-3 | | Management of material topics | | |
| Emissions | 2-27 | A1 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. | Climate Change & Emissions (Air, Land, Water) | |
| | | A1.1 | The types of emissions and respective emissions data. | | Climate Change & Emissions (Air, Land, Water) |
| | | A1.2 | greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | | Climate Change & Emissions (Air, Land, Water) |
| | | A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | | Climate Change & Emissions (Air, Land, Water) |
| | | A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | | Climate Change & Emissions (Air, Land, Water) |
| | | A1.5 | Description of emission targets set and steps taken to achieve them. | | <i>Information not disclosed due to the information to be gathered from new DMS factory</i> |

| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/Reasons for omission |
|----------------------------------------------|---------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Use of Resources | | A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction targets set and steps taken to achieve them. | Climate Change & Emissions (Air, Land, Water) |
| | | A2 | Policies on the efficient use of resources, including energy, water and other raw materials. | Climate Change & Emissions (Air, Land, Water) |
| | | A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | Climate Change & Emissions (Air, Land, Water) |
| | | A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | Climate Change & Emissions (Air, Land, Water) |
| | | A2.3 | Description of energy use efficiency targets set and steps taken to achieve them. | <i>Information not disclosed due to the information to be gathered from new DMS factory</i> |
| | | A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency targets set and steps taken to achieve them. | Climate Change & Emissions (Air, Land, Water) |
| | | A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | Climate Change & Emissions (Air, Land, Water) |
| The Environment and Natural Resources | | A3 | Policies on minimising the issuer's significant impact on the environment and natural resources. | Climate Change & Emissions (Air, Land, Water) |
| | | A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | Climate Change & Emissions (Air, Land, Water) |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/ Reasons for omission |
|-----------------------|---------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Climate Change | | A4 | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. | Climate Change & Emissions (Air, Land, Water) |
| | | A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | Climate Change & Emissions (Air, Land, Water) |
| Employment | 2-27 | B1 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | Employment and Labour Standards |
| | 2-7, 405-1(b) | B1.1 | Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region. | Employment and Labour Standards |
| | 401-1(b) | B1.2 | Employee turnover rate by gender, age group and geographical region. | Employment and Labour Standards |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/Reasons for omission |
|---------------------------------|--------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Health and safety | 2-27 | B2 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | Occupational Health and Safety |
| | | B2.1 | Number and rate of work-related fatalities occurred in each of the past 3 years including the reporting year. | Occupational Health and Safety |
| | | B2.2 | Lost days due to work injury. | Occupational Health and Safety |
| | | B2.3 | Description of occupational health and safety measures adopted, how they are implemented and monitored. | Occupational Health and Safety |
| Development and Training | 2-27, 404-2, 404-3 | B3 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. | Employment and Labour Standards |
| | | | Note: Training refers to vocational training. It may include internal and external courses paid by the employer. | |
| | | B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | Employment and Labour Standards |
| | 404-1 | B3.2 | The average training hours completed per employee by gender and employee category. | Employment and Labour Standards |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/ Reasons for omission |
|--------------------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Labour Standards | 2-27 | B4 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. | Employment and Labour Standards |
| | 408-1 | B4.1 | Description of measures to review employment practices to avoid child and forced labour. | Employment and Labour Standards |
| B4.2 | | Description of steps taken to eliminate such practices when discovered. | Employment and Labour Standards | |
| B5 | | Policies on managing environmental and social risks of the supply chain. | Occupational Health and Safety | |
| B5.1 | | Number of suppliers by geographical region. | <i>Information not disclosed due to confidentiality constraints.</i> | |
| B5.2 | | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. | Sustainability in our supply chains | |
| B5.3 | | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | Sustainability in our supply chains | |
| Supply Chain Management | 408-1 | B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | Sustainability in our supply chains |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/Reasons for omission |
|-------------------------------|---------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Product Responsibility | 2-27 | B6 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | Innovation |
| | | B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Innovation |
| | | B6.2 | Number of products and service related complaints received and how they are dealt with. | Innovation |
| | | B6.3 | Description of practices relating to observing and protecting intellectual property rights. | Innovation |
| | | B6.4 | Description of quality assurance process and recall procedures. | Innovation |
| | | B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored. | Data security and privacy |
| Anti-corruption | 2-27, 205-3 | B7 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. | Good Corporate Governance |



| Disclosure | GRI indicator | ESG Reporting Guide from the Stock Exchange | Description | Location/Remarks/ Reasons for omission |
|-------------------------------------|---------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Community Investment | 205-3 | B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. | Good Corporate Governance |
| | | B7.2 | Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. | Good Corporate Governance |
| | | B7.3 | Description of anti-corruption training provided to directors and staff. | Good Corporate Governance |
| | | B8 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests. | Community Investment |
| | | B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | Community Investment |
| | | B8.2 | Resources contributed (e.g. money or time) to the focus area. | Community Investment |
| Innovation | | | Company’s efforts to drive innovation to meet ongoing and future needs of the company and customers. | Innovation |
| Business Continuity Planning | | | Disclosure of company’s strategy and approach in recognising threats and risks facing the organisation’s personnel and assets to ensure functionality and operations in the event of crisis or disaster. | Good Corporate Governance |

