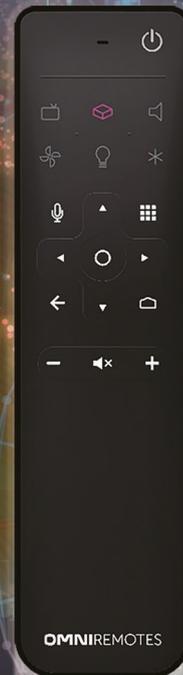


HOME CONTROL INTERNATIONAL LIMITED

(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 fifth Sustainability Report.

REPORTING SCOPE

This report covers Home Control’s business operations for the year ended 31 December 2023 (“FY2023”). Where available, prior year data has been included for comparison.

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 Home Control’s operations	N.A.
2. Innovation	All of Home Control’s operations	N.A.
3. Occupational Health and Safety	All of Home Control’s employees and workers in Singapore and China only	Majority of Home Control’s employees (FY2023: 130) are located in Singapore and China where Home Control’s main manufacturing partner is located.
4. Employment and Labour Standards	All of Home Control’s employees in Singapore and China only	Majority of Home Control’s employees (FY2023: 130) 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 Home Control has operational control	Home Control’s assets (FY2023: 95%) are mainly concentrated in Singapore and China.
6. Community Investment	All of Home Control’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 include:

- 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

The new requirements have been effective for financial years commencing on or after 1 July 2020. As such, this report is in compliance with the ESG Reporting obligations and guidelines under Appendix C2 to the Rules Governing the Listing of Securities of the Stock Exchange (version effective from 31 December 2023) (the “Listing Rules”). This report has also been prepared with reference to the Global Reporting Initiative (“GRI”) Universal Standards 2021.

FEEDBACK

We are committed to continually improving our sustainability practices and disclosures. If you have any feedback or queries, please send them to info@omniremototes.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 outsource our product assembly process to eight manufacturing partners located in China and Cambodia. This has allowed us to focus our resources on research and development (“R&D”), quality control, and sales management for our customers. Our R&D centres are located in Singapore and Suzhou, China. Currently, the Group holds over 200 invention patents and maintains one of the two most comprehensive infra-red (“IR”) and code databases in the world. It has also been awarded the Technologically Advanced Service Enterprise Certificate from the People’s Government of Suzhou Municipality in China.

Additionally, our production management systems are accredited with ISO9001:2015, ISO14001:2015 and TL9000 certifications. We have also passed the audit for ISO13485 quality management system for medical devices in FY2023.

In FY2023, our total revenue was US\$101,008,000 (FY2022: US\$126,560,000). Our products are shipped to over 40 countries in North America, Asia, Europe and Latin America, and our largest customers include AT&T Services Inc., Sky CP Limited, Liberty Global Services B.V. and Beijing Xiaomi Electronic Products Co., Ltd. For more information, please refer to our 2023 Annual Report published on the same date with this report (“2023 Annual Report”).

Scale of our operations

Globally, we have 11 Sales and Liaison offices, three R&D centres, and release more than 80 new types of innovative remote-control offerings annually. In Singapore and China, where the majority of our employees are located, we had a total of 130 employees as of 31 December 2023 (FY2022: 152).

Statement from Chairman

Dear Stakeholders,

On behalf of the board (the “Board”) of directors (the “Directors”) of Home Control International Limited (the “Company” together with its subsidiaries the “Group” or “Home Control”), I present you Home Control’s Sustainability report for FY2023. This report highlights the Group’s efforts and achievements in Environmental, Social and Governance (ESG) performance.

We continue to maintain our commitment towards sustainability and corporate responsibility in 2023 and the Board remains the highest responsible decision-making body for ESG issues and assumes full responsibility for the Group’s ESG strategy making and reporting. It oversees the implementation of the relevant procedures and control systems to effectively manage Environment, Social, and Governance (“ESG”) issues. In 2023, we have taken greater measures to improve ESG governance and management processes. As part of our “Omni Greenovation” programme, we have launched Key Solaris, a perpetual eco-remote using Gen 3 solar cells that eliminates the need for battery replacement throughout the product lifespan. This innovative product aims to significantly reduce the use and disposal of alkaline batteries, helping to meet the objective of reducing our environmental footprint. Innovative materials will continue to be integrated into design and manufacture of Home Control’s future products to substitute conventional plastic and decrease resilience on fossil-based resources, making positive contribution to safeguarding our environment.

Throughout the year, we have maintained high standards of corporate governance, ensuring our operations are conducted with integrity and transparency. We have sustained our track record of complete compliance with all laws and regulations in FY2023.

In this reporting year, we have reassessed our material ESG issues. Our intent is to ensure ongoing significance to our stakeholders and alignment with our strategic ESG goals and targets. Based on assessment conclusions, we noticed a growing interest in “Cybersecurity” and “Supply Chain Management” topics amongst our stakeholders. As such, we have included these matters as additional topics this year, to be reported alongside our other six material topics.

As we look ahead to FY2024 and beyond, we will continue to focus on our operational excellence and sustainability innovations to remain committed to our goal to reduce our environmental impact and increase positive social impact.

The Board reviews our progress made against ESG-related goals and targets annually and our progress this year are set out in the section headed “FY2023 MATERIAL ESG MATTERS, TARGETS AND PROGRESS” below. We view these ESG-related goals and targets as important factors to ensure the long-term sustainability and risk management of our business. ESG factors help ensure the long-term sustainability and resilience of our operations. By considering environmental impact, social responsibility, and governance practices, we can mitigate risks, anticipate regulatory changes, and adapt to evolving consumer preferences. Good corporate governance in ESG also helps identify and mitigate various risks such as regulatory fines, reputational damage, supply chain disruptions, and legal liabilities. By addressing these risks proactively, we can protect our financial performance and shareholder value.

Alain PERROT

Chairman

27 March 2024

Our Sustainability Approach

Home Control is committed to operating responsibly and providing accountability to our stakeholders and the wider community. We have established a diverse range of policies and programs to manage our sustainability performance. In ensuring its relevance to our stakeholders, these policies and programs undergo regular reviews and will be updated, wherever applicable.

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

Upholding ethical conduct and good governance forms the cornerstone of maintaining and nurturing a culture of continuous improvement at Home Control. We have established a robust governance structure to oversee our internal systems and manage relevant ESG issues that are pertinent to Home Control. For more information on governance structure, please refer to our Corporate Governance Report on pages 41 to 66 in our 2023 Annual Report.

To ensure effective management of sustainability concerns, Home Control has rolled out several standard operating procedures to ensure critical concerns are relayed to the Board in a timely manner. Policies such as whistleblowing, anti-bribery and grievance mechanism have also been established to ensure effective communication within the organisation. As of 2023, there were no cases of serious concerns reported to the highest governance body.

Home Control has also established a Green Product Task Force team to manage our production activities. The team is responsible for testing manufacturing procedures, assessing internal processes, and inspecting materials used in our products and packaging. The team meets on a bi-weekly basis to discuss relevant sustainability requirements and communicate any new expectations across to the Management team and wider organisation.

By taking on roles to examine the entire production process, we seek to minimise the adverse environmental and social impacts caused by the production of our goods.

The Green Product Task Force consists of members from various departments, including R&D, purchasing, engineering, production, and quality. They are:

- Alain Perrot, our Chief Executive Officer and Chairman
- Rick Siu, our Chief Operating Officer
- 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

Our Sustainability Approach

Additionally, Home Control has dedicated teams to oversee our ISO9001, ISO14001, and ISO45001 management systems.



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.

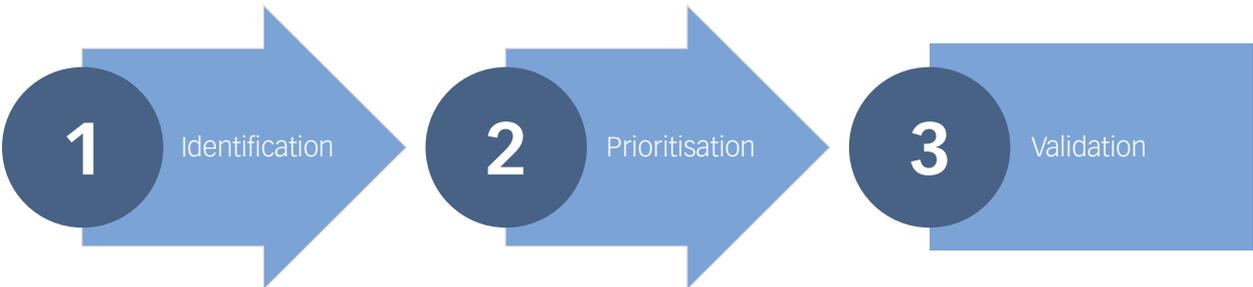
STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Home Control has identified a list of internal and external stakeholders most relevant to our business activities, community, and value chain. We actively maintain a two-way communication with these stakeholder groups throughout the year. Through active engagement with our stakeholders, we can implement more effective measures and allocate resources efficiently, thereby enhancing our ability to serve both society and the wider community.

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>Our engagement platforms</p> <ul style="list-style-type: none"> – Annual report and sustainability report (Annual) – Virtual tradeshows and point of sale (Regular) – Customer feedback channel (Regular) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> – Annual report and sustainability report (Annual) – Direct communication and collaboration on products (Regular) 	<p>Our engagement platforms</p> <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) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> – Annual report and Sustainability Report (Annual) – Shareholders' meeting (Annual) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> – Annual report and sustainability report (Annual)

For our inaugural Sustainability Report in 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 FY2023, we conducted a materiality refreshment exercise to identify topics that are of relevance to Home Control given the evolving ESG landscape. Results of the materiality refreshment exercise highlighted an increasing interest in “Cybersecurity” and “Supply Chain Management” topics amongst our stakeholders, we have decided to include these matters as additional topics this year, alongside six material topics reported last year, which remain relevant.

We adopt the methodology of “identification, prioritisation and validation” when assessing ESG matters, as follows:



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

In FY2023, we conducted a materiality refreshment. Material matters were identified through consolidating a list of potential material ESG by reviewing market landscape, regulatory requirements, and performing peer benchmarking to sustainability practices.

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. In FY2019, five matters were identified as material.

Prioritising material ESG matters by analysing the data obtained from a survey that takes into account both internal and external stakeholder’s perspectives.

In FY2023, a shortlist of eight potential ESG matters were prioritized for validation.

Materiality assessment results were presented to the Board of Directors for their validation and approval.

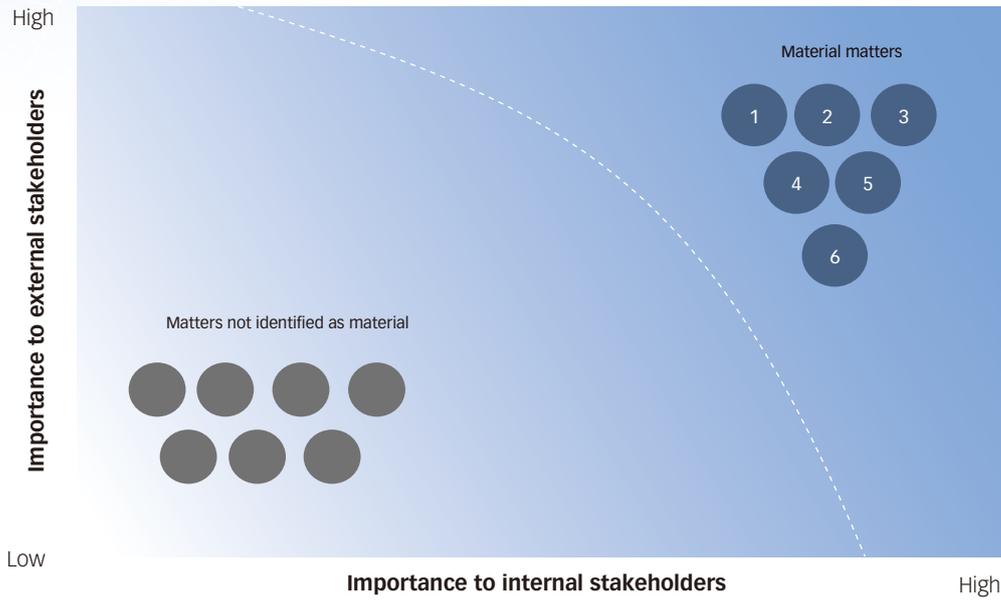
Following a review in FY2020, “Community Investment” was added as a reporting matter.

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

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

In FY2023, a total of six material matters and two additional matters has been identified and validated by the Board.

Materiality Matrix



FY2023 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 2023
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

Our Sustainability Approach

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2023
2. Innovation	Customers, shareholders	Deliver innovative solutions that improves lives with speed, quality, fairness and integrity	Perpetual target: Develop and implement new technology	✔ Completed development of new solution per customer requirements
			Perpetual target: Release high quality products on time	✔ Target met Product commercial release on-time hit rate > 95%
			Perpetual target: Meet customers' environmental requirements for their products	✔ Target met Developed PVC-BFR free products for four customer accounts (11.67% of total products)
				Developed product packaging with no single-use plastics for eight customer accounts (18.47% of total products)
				Developed products using Post-Consumer Recycled Plastics for three customer accounts (5.95% of total products)
				Developed products using OceanBound Plastics for two customer accounts (2.20% of total products)

Our Sustainability Approach

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2023
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. Zero work-related injuries/fatalities across all employees and factory workers for five consecutive years (FY2019 to FY2023)</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>
5. Climate Change & Emissions (Air, Land, Water)	Government, Customers	Minimise the adverse effects of our activities on the environment	<p>Perpetual target: Zero cases of non-compliance with relevant environmental legislations</p> <p>FY2023: Meet customers' environmental requirements for their products</p>	<p>✔ Target met. Produced PVC-BFR free products for three customers</p> <p>Produced non-SUP (Non-Single Use Plastics) products for six customers</p> <p>Produced products using Post-Consumer Recycled Plastics for three customers</p> <p>Produced products using OceanBound Plastics for two customers</p>

Our Sustainability Approach

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2023
			Reduce hazardous waste intensity by 1% compared to FY2022 baseline	<p>✔ Target met. Hazardous waste intensity (kg/US\$ Million) has been reduced by 12% compared to FY2022 baseline</p>
			Reduce non-hazardous waste intensity by 1% compared to FY2022 baseline	<p>✘ Target not met. Non-hazardous waste intensity (kg/US\$ Million) has increased by 20.6% compared to FY2022 baseline.</p>
			Reduce Water Consumption intensity 1% from FY2022	<p>✔ Target met. 24.8% decrease in water consumption intensity</p>
6. Community Investment	Government	Actively engage with and contribute to our local communities	<p>Perpetual target: Organise at least one charitable community engagement event in the year in Singapore and China</p>	<p>✔ Donations to "Plant-A-Coral" Program</p> <p>Omni Suzhou Tree-Planting event at Suzhou Taihu National Wetland Park</p>

Good Corporate Governance

Inadequate management of corporate governance can undermine the trust we share with our suppliers, business partners, and regulatory bodies. Home Control recognises the significance of good corporate governance and strive to achieve the highest standards of in regulatory compliance and ethical business conduct. To this end, we expect all employees of Home Control comply to the laws and regulations of the countries in which we operate, extending this expectation to our business dealings with partners.

FY2023 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 (relating to bribery, extortion, fraud and money laundering) 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 subject ourselves 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 can result in disciplinary action, and dismissal in more severe cases. Any concerns regarding suspected violations can be reported through our whistle-blowing channels where all reports are directed to our compliance officers. The compliance officers are responsible for investigating and promptly addressing validated issues, targeting to resolve them before they escalate to more severe outcomes such as breach of laws or threats to health, security, or safety. In FY2023, there were no cases of reported violations or complaints regarding bribery, extortion, fraud, or money laundering that would materially affect the company.

ANTI-CORRUPTION

Home Control takes a zero-tolerance stance in against all forms of corruption, bribery, fraud and extortion. Employees are not allowed to provide and accept gifts or any other incentives that may be perceived as an intent to influence biased, dishonest, or illegal actions and compromise stakeholders' trust in us. Commission payments to business partners must be supported by transparent and verifiable evidence of services rendered.

Money laundering presents a real risk to the business and Home Control has implemented procedures to track and identify suspicious transactions. These transactions include payments between unknown entities through an excessive number of intermediaries, high-value cash transactions, or payments involving suspicious entities or involving high-risk countries. Should there be any suspected cases of money laundering activity, employees are expected to immediately flag this up to our compliance officers.

As part of Home Control’s anti-corruption management, all employees undergo mandatory anti-corruption training annually. Training curriculum will at least cover different countries’ anti-bribery legislation, Home Control’s anti-bribery and corruption policies, gift exchange, anti-corruption measures, and insider trading. In FY2023, all of our employees in Singapore and China have completed a one-hour anti-bribery training course.



CYBERSECURITY AND DATA PROTECTION

A robust information technology infrastructure is essential to safeguard our stakeholders against potential cyber threats. Ineffective management of cyber system may leave Home Control more susceptible to data theft and cyber security attacks, which can lead to operational disruptions, financial losses, and, most importantly, erosion of stakeholder trust. As such, Home Control recognises the importance of robust management of our IT infrastructure and is committed to ensuring zero instances of data breaches. We have established a Personal Data Protection Act (“PDPA”) Policy to maintain a secure and robust measure to protect our stakeholders’ data privacy.

In ensuring the data privacy of our customers, Home Control ensures data of individuals will be processed only if there are legitimate business purposes. Regardless of any circumstances, any processing of personal data shall be relevant to the business purpose and must be conducted in a fair, accurate, transparent, and not excessive manner. Employees are expressly prohibited from compromising ours or any third-party information and communication assets. 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 have access to relevant systems 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.

To uplift our Employees’ cyber vigilance and competency, security training is organized frequently for our employees throughout the year to foster a culture of cybersecurity awareness and responsibility among our employees. We will continue to invest in creating more robust cybersecurity measures to ensure the highest level of protection for our stakeholders.

BUSINESS CONTINUITY PLANNING AND SUPPLY CHAIN MANAGEMENT

Home Control entrusts its manufacturing process to external vendors. To minimise any business disruptions caused by unforeseen events in our supply chain, we consistently expand our Approved Vendor List to reduce our dependency on a single subcontractor.

Furthermore, we maintain a Business Continuity Plan (BCP) outlining the procedures to be implemented during emergencies, delineating the roles and responsibilities of a specialized BCP team known as the 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. They will then present the key risks and actions to be taken to the business team. The business team will approve the plan and allocate the required financial resources. Thereafter they will execute the plan, with the business team monitoring the progress and handling communications with customers, suppliers, investors and employees.

SUSTAINABILITY IN OUR SUPPLY CHAINS

We pursue mutually beneficial long-term relationships with partners who uphold fairness, integrity, and share our sustainability goals. Our policies on these matters are outlined in our General Business Principles.

As of December 2022, our factory in Wu Jiang District in Suzhou City has since ceased operation, and production has been shifted to the Yue Yang City in Hunan Province.

Home Control has established comprehensive policies and procedures for the selection and assessment of suppliers. Prospective suppliers undergo evaluation based on various criteria including financial stability, technical capabilities, product quality, pricing, and environmental considerations. These evaluations also encompass factors such as adherence to social criteria, including the prohibition of child and forced labour, non-discrimination policies, and provision of safe working conditions. We prioritise protecting the environment. Therefore, we require potential suppliers to produce goods and provide services with minimal environmental impact. Currently, all eight of our manufacturing partners are selected in accordance with these policies and procedures. Our management team conducts annual evaluations of both the policies and procedures themselves, as well as the performance of our suppliers.

For supplier selection, Home Control assess their operational and production capacities against our quality standards. Apart from quality standards, we also evaluate other ESG-related factors such as adherence to legal and environmental regulations in production methods, packaging, and materials, as well as the reputation of their brand and business practices. Overall, we ensure our supplier engagement process is transparent and fair, where equal opportunities are provided to all potential suppliers. For existing suppliers, we also conduct regular reviews to ensure they are in compliance to regulations and our requirements.

Good Corporate Governance

To ensure the robustness of our supply chains, we conduct regular weekly and monthly operational meetings to address short-term and long-term demand forecasts, delivery schedules, inventory levels, and purchasing strategies, among other topics. These meetings ensure everyone is informed about the latest updates and required actions, fostering continuous improvement across all areas. Currently, all our suppliers are ISO14001:2015 certified.

We consistently implement new initiatives to minimise the environmental impact of our products and understand the significance of collaborating with our suppliers to meet our objectives. Since FY2020, we have formally communicated our Green Product and Process requirements to all suppliers through official letters and requested annual reports on their environmental performance, including carbon footprint assessments. Furthermore, we regularly engage with our primary suppliers and encourage their input on enhancing the sustainability of our products and processes.

To mitigate social risks across our supply chain, our Human Resources department in China collaborates closely with the HR teams of our manufacturing partners. Routine health and safety audits are performed at our partner factories. For further details, please refer to the "Occupational Health and Safety" section of this report.

Innovation

Innovation is central to enhancing the quality and product excellence, to which we can further enhance our operations and products we offer. Slow improvement and poor quality of products can lead to customer dissatisfaction and decreased demand, significantly impacting revenues.

At Home Control, we seek to meet the demands and needs of our customers by leveraging on new technology to develop high-quality products. To deliver high quality products, we frequently engage with our customers to understand their expectations of our products. Our guidelines regarding the subjects covered in this section are outlined in our General Business Principles and Innovation Program Policy. In General Business Principles, we are committed to attach prime importance to our customers' safety. We design, produce and supply products and services in compliance with internal and external process, quality and safety regulations and standards. In terms of advertising and labelling policies, we strictly adhere to all relevant laws and regulations that have a significant impact on us on these matters.

FY2023 Highlights

- All operations within Home Control's supply chain (including raw materials and own production) have achieved all delivery request from customer
- Product commercial release on time hit rate of more than 95% achieved
- Developed PVC-BFR free products for four customer accounts (11.67% of total products)
- Developed product packaging with no single-use plastics for eight customer accounts (18.47% of total products)
- Developed products using PCR Plastics for three customer account (5.95% of total products)
- Developed products using OceanBound Plastic for two customer account (2.20% of total products)
- Developed new Green material, OBP, PCR IR ABS, Pulp Tray, Water Borne Paint and Water Borne Ink for Printing.
- 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 our development of new technologies and concepts through a funnelling approach. We begin by gathering various input consisting of new ideas, market research, customer feedback, and feedback from our tradeshows. These inputs are then discussed, evaluated, and narrowed down at a weekly platform. Shortlisted ideas are further refined through discussions with relevant stakeholders, like our sales team, before getting approved and executed.

This approach helps us efficiently allocate our resource and set ourselves apart from our competitors, enabling us to deliver innovative, advanced products at competitive prices. In addition, our products not only comply with internal and external processes, but also adhere to quality and safety standards.

In FY2023, Home Control launched KeySolaris, an eco-remote that requires no manual recharging or battery replacement throughout its product lifetime. KeySolaris is designed to significantly reduce the use and disposal of alkaline batteries. It is part of our “Omni Greenovation” program, a broad-ranging sustainability effort that includes implementing ink-free manufacturing processes, using recycled and ocean-bound plastics, and adopting paper-based packaging. In FY2023, more than 32 projects used laser marking on their remotes, and 5.95% of all products included 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 have provided training to our operations group employees to enhance overall quality and efficiency on a regular basis. In FY2023, we have 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 dedicated to deliver top-quality products that fulfill our customers’ needs. We achieve this by consistently seeking and validating their insights and value propositions, and then implementing them into the improvement of our products. Notably, we have observed an increasing customer interest in sustainable products.

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 FY2023, we produced PVC-BFR free products for three principal customer accounts, comprising 11.67% of our total product offering. This approach is expected to decrease the bromine and chlorine emissions produced during end-of-life product treatment, thus potentially minimizing the resulting ozone depletion. We anticipate a growing demand for such PVC-BFR free products from more customers in the EU and US in the future.

Additionally, we manufactured products incorporating Post-Consumer Recycled Plastics for three customer accounts, accounting for 5.95% of our 2023 product range. This process is projected to lower carbon emissions by reducing the necessity for new plastic resin material.

Furthermore, for eight customer accounts, making up 18.47% of our 2023 products, we successfully continued our practice of avoiding single-use plastics in product and pallet packaging. This initiative aligns with our customers' requirements, contributes to broader ocean protection efforts, and helps lessen plastic pollution.



Beyond replacing plastic packaging material with paper-based packaging certified by the Forest Stewardship Council, Home Control conducted a study supported by Ocean Bound Plastic (OBP) to explore other waste management measures the Company can adopt in reducing ocean plastic specifically aims to reduce involuntary littering by issuing certifications to organization that collect or recycle ocean plastic. We conducted a study for two OBP resins – CK-150 and CK-250 – supplied by our local vendor, Kingfa. Following an initial dry run and reliability tests of CK-150 and CK-250, we successfully utilized OBP for mass production in three models in FY2023.

Home Control has also completed studies on Post-Consumer Recycled ABS for Infrared transparency (PCR IR ABS) and Pulp Tray. These materials will be incorporated into Home Control's forthcoming products.

- PCR IR ABS contains 30% pre-consumer recycled content, with the same transmittance as pure IR ABS. This offers a greener solution by replacing our current pure IR ABS in Omni RCU lenses and translucent housings.
- Pulp Tray is composed of wood and formed by moulds. This can replace our current plastic trays, reducing dependency on fossil-based resources and aiding environmental protection.

Concerning quality assurance and recall procedures, Home Control has integrated quality control into our entire product lifecycle. We have controls for product design quality, supplier quality, manufacturing quality, and after-sales service. Official procedures for potential product recalls are also in place. In FY2023, there were zero instances of products sold or shipped that were subject to recall.

During the reporting year, we received 48 customer complaints and service requests. In response, Home Control offers to conduct failure analysis and subsequently generate improvement reports to our customers, effectively managing the expectations and requests of our customers.

Awards & Certifications

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

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

To maximise the protection of our intellectual property, we have filed for patents and registered trademarks in certain countries and regions. We fully understand to adhere to the regulations pertaining to intellectual property rights. In FY2023, there was no material infringement of these rights, and the Group is confident that all reasonable measures have been taken to prevent any violation of both its intellectual property rights and those 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 our employees, our factory workers, and our visitors. We prioritize safe and conducive work environment for our employees ensuring that their rights are respected and met. Policies and practices in this area will minimize negative impact on supply chain arising from operation disruptions due to occupational injuries. Policies governing the matters covered in this section are set forth in our General Business Principles and Occupational Health and Safety Policy. We aim at maintaining a safe and healthy work environment for its employees, contract labour and visitors, and therefore is committed to do all that is reasonably feasible to meet or exceed requirements laid down in applicable Health and Safety laws and regulations, as well as voluntary standards to which our Company subscribes; implement procedures for the identification, prevention and minimization of hazards and risks; provide all employees with relevant information and regular training on Occupational Health and Safety aspects; consult and co-operate with employees and/or their representatives; maintain preventive practices and responsive procedures with regard to emergencies and accidental events; be fully transparent in the periodical reporting on Health and Safety performance; and promote a Plan-Do-Check-Act approach at all levels in the organization in order to ensure continuous improvement.

This section features data collected at Home Control's Singapore and China offices, as well as Home Control's key manufacturing partner's factory in China as a result of outsourcing our product assembly process.

FY2023 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

The following outlines the key measures we have taken to achieve the highest occupational safety and health (OHS) performance:

- Implement procedures to identify, prevent and minimize hazards and risks.
- Provide relevant information and regular training on occupational safety and health to all employees, ensuring that everyone participates in occupational safety and health activities and enhance their safety awareness.
- Promote a systematic plan-do-review-act approach at all levels of the organization.
- Regular and transparent reporting on occupational safety and health performance.

To ensure effectiveness of managing OHS hazards, an Occupational Health and Safety Management System (OHSMS) has been implemented. This system is overseen by the Compliance System Engineers within Home Control and is in accordance with the ISO standards highlighted below. All employees within the Singapore and China markets are covered by the OHSMS.

We conduct regular audits and reviews of our objectives and targets to achieve continual improvement of our OHSMS, and our OHS policies are communicated to all personal working for or on behalf of the company. Every quarter, we review the safety and health statistics of our manufacturing partner factories at business review meeting. Our Human Resources office in China works closely with the Human Resources team of our manufacturing partner factories to ensure accurate tracking and reporting of workplace injuries and man days lost.

Home Control follows a key set of procedures to assess workplace risks and hazards. The assessment is conducted and audited by a third party annually. Home Control follows the hierarchy of controls to minimize and eliminate occupational hazards at workplace.

List of Health and Safety trainings provided to workers

- Fire Evacuation
- Air Quality Monitoring
- Guidance to use protective gears such as the use of Personal Protective Equipment (PPE)
- Awareness session on occupational diseases and safety operating practices for inspecting equipment

Promotion on Workers Health

- Provides first aid kit across all our offices and factories
- Put up health safety warning signs (e.g., no smoking, danger) across our offices and factories
- Providing self-help books on topics such as smoking, drug and alcohol abuse, unhealthy diets, and mental wellness to employees

As of FY2023, we are proud to report that we have maintained our track record of zero work-related fatalities and lost days due to work related injuries amongst both our employees and factory workers over the past four years.

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)

Employment and Labour Standards

We hold our employees in high regard and actively encourage them to further their personal development. 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.

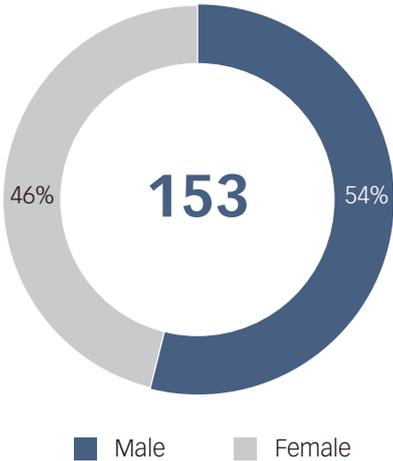
We do not tolerate any form of discrimination, harsh or inhumane treatment, including sexual harassment, abuse, corporal punishment, and threats — both mental and physical — towards our employees. Child or forced labour is strictly prohibited in our offices, as well as in the manufacturing and assembly processes of our products. This prohibition is explicitly outlined in our overarching business principles. Our policies governing the matters covered in this section are set forth 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 also sign employment contracts with employees in their willingness according to laws, which specify employees' salaries, positions, rest periods, reasons for dismissal and termination of the contracts.

We recruit employees for diverse purposes, 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.

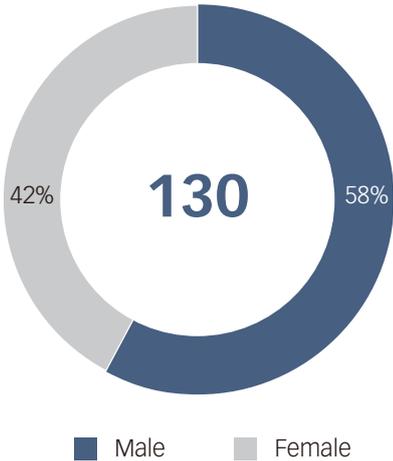
We have established smooth career advancement paths and impartial promotion mechanisms that take performance results as a key basis for promotion or demotion, fully motivating employee initiative and motivation.

As of 31 December 2023, Home Control had a total of 27 full time employees in Singapore and 103 full time employees in China (FY2022: 31 full time employees in Singapore and 122 full time employees in China). Male employees accounted for 58% of total employees and 42% female (FY2022: 54% male and 46% female). There were no temporary or part time staff in FY2023.

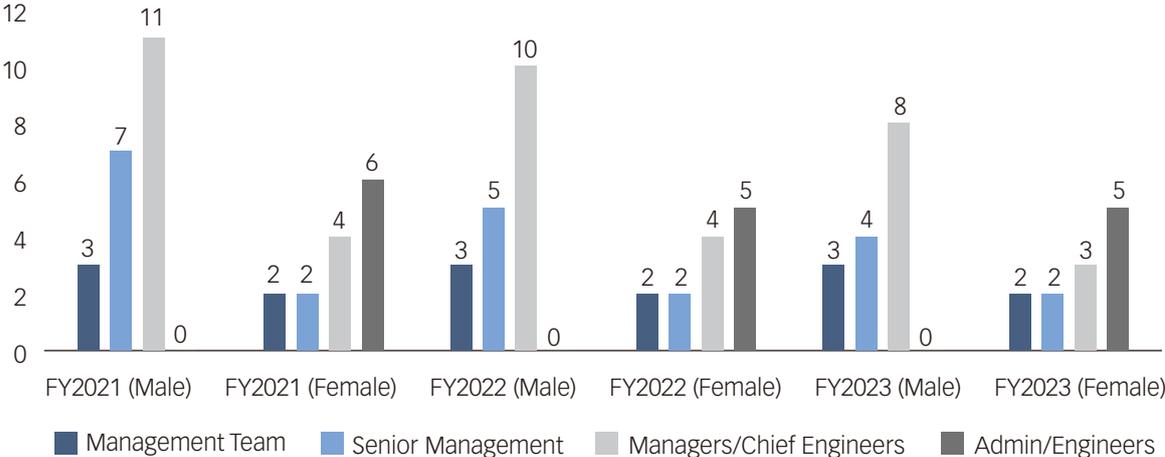
Combined – Employee breakdown by Gender (FY2022)



Combined – Employee breakdown by Gender (FY2023)



Singapore – Breakdown by Gender and Employee Category

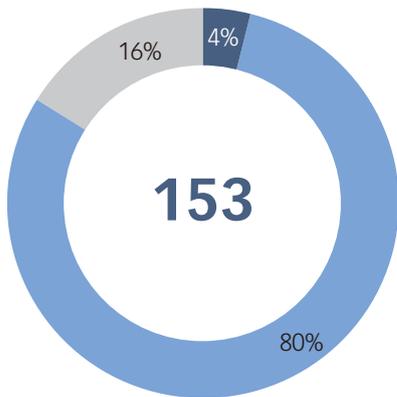


China – Breakdown by Gender and Employee Category

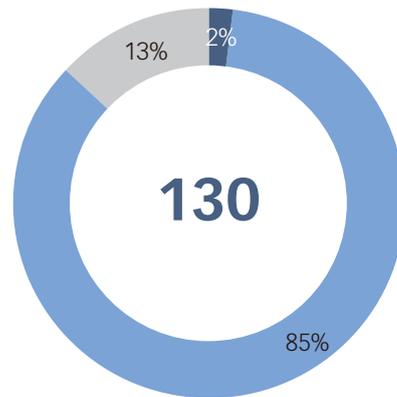


In FY2023, 2% were under 30 years old, 85% were between 30 to 50 years old, and 13% were more than 50 years old (FY2022: 4% were under 30 years old, 80% were between 30 to 50 years old, and 16% were more than 50 years old).

Combined – Employee breakdown by Age Group (FY2022)

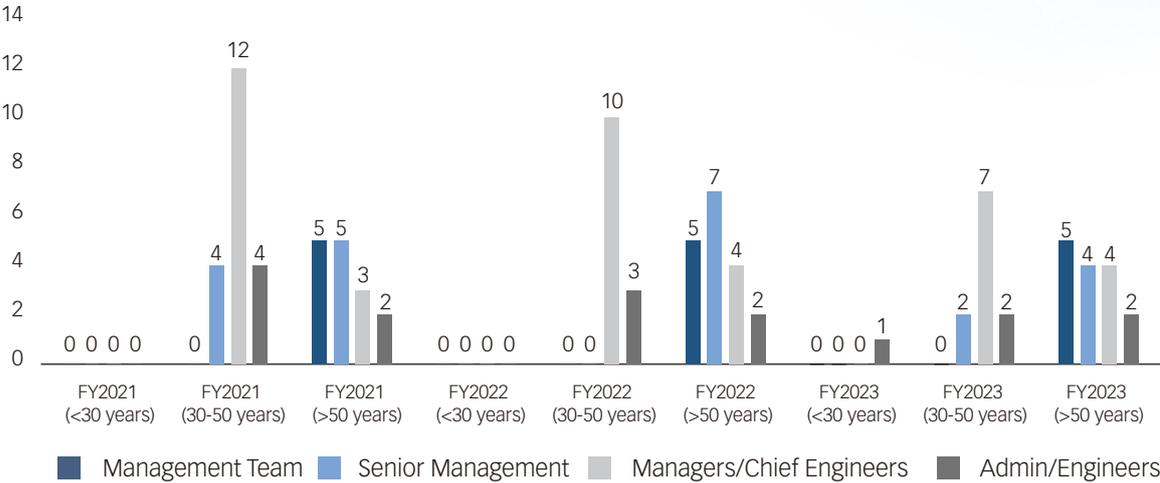


Combined – Employee breakdown by Age Group (FY2023)

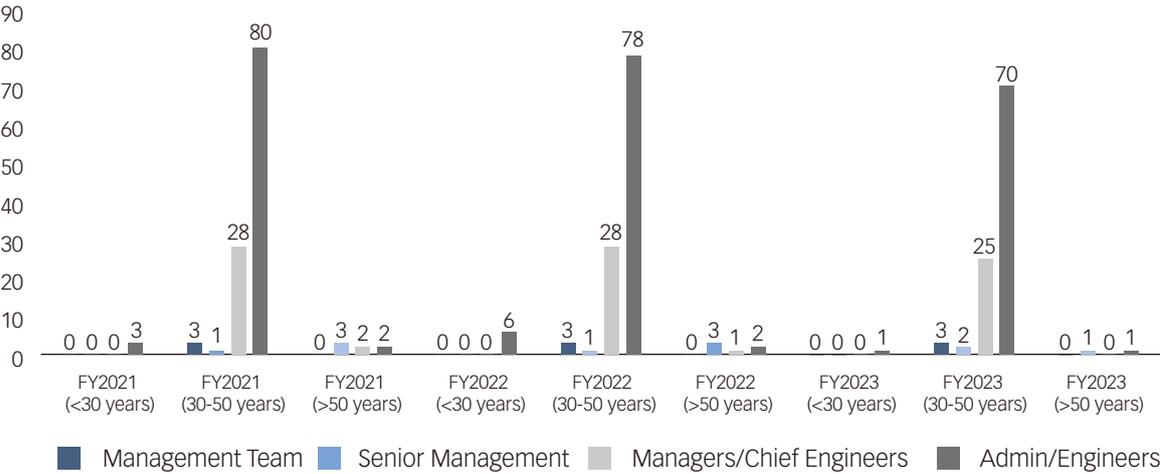


Legend: ■ <30 years ■ 30-50 years ■ >50 years

Singapore – Breakdown by Age Group and Employee Category



China – Breakdown by Age Group and Employee Category



In FY2023, our attrition rate was 20%, which is comparatively higher than in FY2022 (15%). This increase is attributed to a retrenchment exercise that was conducted within the year.

Total rate of attritions	FY2022	FY2023
By Gender	Male: 12 out of 95 Female: 16 out of 86	Male: 15 out of 90 Female: 18 out of 73
By Age group	<30 years: 1 out of 7 30-50 years: 26 out of 149 >50 years: 1 out of 25	<30 years: 1 out of 3 30-50 years: 26 out of 137 >50 years: 6 out of 23
By Region	Singapore: 5 out of 36 China: 23 out of 145	Singapore: 4 out of 31 China: 29 out of 132

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.

As of FY2023, 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 International Labour Organisation's goal of achieving 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 Singapore operations are governed by the Employment Act of 1968, and our China operations (including our China office and our major manufacturing partner in China) are governed by the Law of the People's Republic of China on Employment Contract. According to Article 15 of the Labour Law in China, it is illegal to employ workers 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 compliance with applicable laws, it is our policy not to employ anyone under the age of 18.

FY2023 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

Various control measures within the recruitment process have been put in place to guarantee that all new hires are legitimate employees who meet job requirements and adhere to pertinent laws and regulations. These measures encompass document verification, ensuring the authenticity of identity documents, work permits, and other necessary paperwork to confirm that candidates are legally authorized 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.

When it comes to remuneration, we ensure compliance with all applicable wage laws, including minimum wage, overtime, and statutory benefits. Wages are paid regularly, and employees are clearly informed about their pay and benefits structure.

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

Furthermore, we respect the rights of our employees to be represented by labour unions and other employee organisations and the employment of a worker is not subjected to his/her non-membership (or membership) of a trade union.

We ensure equal opportunities and fair treatment for all employees, offering identical compensation for equivalent work performed at the same levels and locations. To the best of our knowledge, our employees experience no discrimination based on factors such as race, gender, colour, age, family background, ethnic tradition, religion, physical fitness, or nationality. Our commitment to a discrimination-free workplace is unwavering, and we will not hesitate to take disciplinary actions against any discriminatory behaviours in accordance with the severity of the offense.

DEVELOPMENT AND TRAINING

We believe that achieving high levels of performance and employability is in the interest of both Home Control and its employees'. Hence, to improve employees' knowledge and skills for discharging duties at work, our employees are regularly provided with relevant training opportunities.

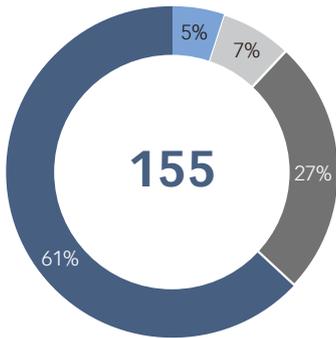
FY2023 Highlights

- 100% employees received a performance and career development review
- 46 hours of training received per employee on average
- 37 Training and development programs – 3 management training, 30 technical training, 1 soft skill training and 3 safety training

Each year, a comprehensive performance evaluation is conducted involving all employees. This evaluation allows staff members and supervisors to be momentarily removed from their daily duties, offering them an opportunity to reflect on their past accomplishments and establish clear goals for the future. These assessments create the foundation for their performance enhancement and potential bonuses, consisting of employee self-evaluations, written reviews done by their supervisors, performance discussions, and mutual goal setting with their superintendents. As of FY2023, 100% of employees undergone a performance and career development review (FY2022: 100%).

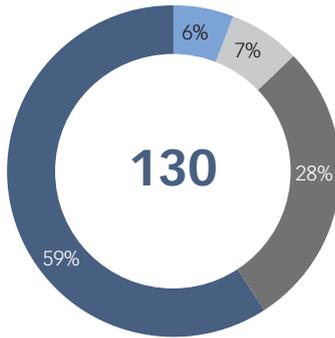
In FY2023, a total of 130 employeesⁱⁱ in both Singapore and China received training (FY2022: 155). This group was comprised of 6% from the Management Team, 7% were Senior Management, 28% were Managers/Chief Engineers and 59% were Admin staff/Engineers. From a gender perspective 58% of staff who received training were male and 42% were female. These numbers show a slight change from FY2022 where 5% were from the Management Team, 7% from Senior Management, 27% from Managers or Chief Engineers, and 61% from Admin staff or Engineers. The gender demographic in FY2022 reported 56% male and 44% female.

No. of Employees who received training (FY2022)



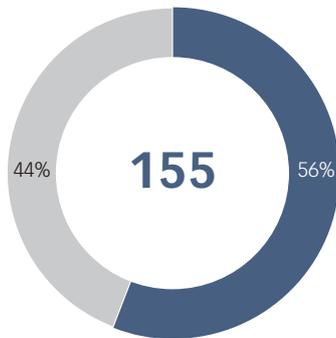
- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

No. of Employees who received training (FY2023)



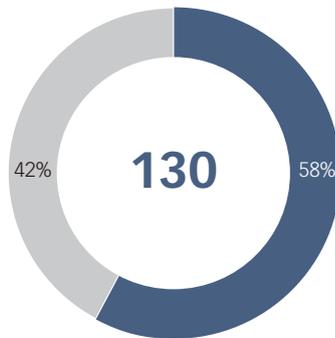
- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

No. of Employees who received training (FY2022)



- Male
- Female

No. of Employees who received training (FY2023)

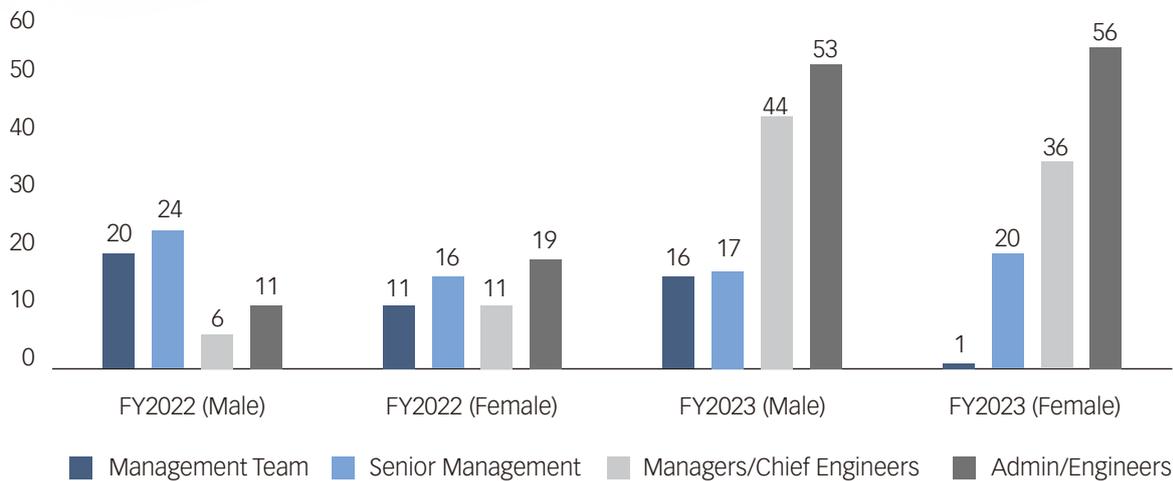


- Male
- Female

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

On an average, each staff received 46 hours of trainingⁱⁱⁱ (FY2022: 14 hours) across 37 different training programs.

Average Training hours – Breakdown by Gender and Employee Category



Details of our training programs held in FY2023 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.	3
	Technical training	Technical training for professional skills, for instance – courses on finance and accounting organised by the Institute of Singapore Chartered Accountants.	30
	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.	1

EMPLOYEE WELFARE

Our company places great emphasis on the well-being of our employees, providing comprehensive benefit packages as part of our commitment to attract, develop, and retain high-quality staff. Beyond offerings such as insurance coverage and long service awards, we also orchestrate team-building activities and outings for employees in our Singapore and China offices. These occasions provide opportunities to strengthen team morale and promote mental well-being.

ⁱⁱⁱ 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 below.

FY2023 Highlights

- Weekly Badminton sessions, Women’s Day Baking Activity, Department Activities, Annual Dinner

Case Study: 2023 Green Activities

In 2023, we have focused on “green” activities encompassing two key themes: Green Exercises for the physical and mental well-being of employees and Green Ideas for positively contributing to society.

We have designed following activities in accordance with our vision:

- Tree planting
- Stationery donation to schools
- Culinary activities including baking, adventurous activities such as mountain climbing and camping, sport activity such as badminton.
- Employee learning & Development activities

These activities help our employees to focus more on the positive things to our society as well as provide a chance to create memories with their team members which promotes their overall well-being and continuous development.

Weekly Badminton



Weekly badminton is set to promoting a healthy lifestyle way for our employee

Women’s Day Activity - Bakery



Department Activity



Operations Camping Party

RND & Quality Workshop

Climate Change & Emissions (Air, Land, Water)

Home Control recognises that climate change presents significant risks and opportunities for business. We also understand that our business activities have certain environmental effects, such as emissions generation, finite natural resources consumption, and potential pollutant production. Hence, it is crucial to proactively undertake measures aimed at minimizing, preventing, and mitigating these impacts by ensuring adherence to environmental regulations in both our operations and with our manufacturing partners. We remain committed to continual improvement and innovation, striving to develop new products that could potentially decrease emissions and reduce the usage of natural raw materials. Our policies on the matters outlined in this section are clearly defined in our General Business Principles. We declare in the General Business Principles our commitment to sustainable development and that we do all that is reasonable and practicable to minimize any adverse effects of our activities on the environment. Each of us has a responsibility to comply with the laws of the countries in which we operate. Where there is a difference between a legal requirement and our General Business Principles, we apply the stricter standard.

2023 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
- 12% decrease in hazardous waste production intensity from 195.97 kg/US\$M of revenue in FY2022 to 172.46 kg/US\$M of revenue in FY2023
- 20.6% increase of non-hazardous waste production intensity 122.70 (kg)/US\$M of revenue in FY2022 to 148.03 (kg)/US\$M of revenue in FY2023
- 8.7% increase in packaging material intensity from 2.29 tonnes/US\$M of revenue in FY2022 to 2.49 tonnes/US\$M of revenue in FY2023
- 24.8% decrease in water consumption intensity from 160,753.79 litres/US\$M of revenue in FY2022 to 120,833.00 litres/US\$M of revenue in FY2023

At Home Control, we encourage waste reduction, reuse, and recycling, as well as energy conservation and responsible management of natural resources to prevent pollution. We communicate our relevant environmental policies to interested parties and business partners. Additionally, we conduct regular audits and periodically review our objectives and targets to ensure the continuous improvement and effectiveness of our Quality & Environmental Management System. Since 2020, all our suppliers have been ISO14001:2015 certified.

Plastic currently makes up a significant portion of our product composition, comprising 30-40% of our final product weight, which contributes to high CO₂ emissions. In order to decrease our products' environmental impact and mitigate potential climate-related risks, Home Control has assembled a committee and established policies advising the use of recycled materials and PCR resin in our products. In FY2023, we successfully increased the percentage of PCR resin in our products from FY2022 levels. Home Control also has a robust business continuity plan for our supply chains, details of which can be found on page 17 of this report, under "Supply chains and Business continuity."

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

CLIMATE REPORTING

In compliance with the Stock Exchange updated requirements, Home Control has started to identify and monitor climate-related risks. In FY2021, we identified the following potential climate-related risks for Home Control, which continues to remain relevant for FY2022 and FY2023.

TCFD Pillar	Recommended Disclosure	Home Control’s Approach
Governance	<ul style="list-style-type: none"> a) Describe the Board’s oversight of climate-related risks and opportunities. b) Describe management’s role in assessing and managing climate-related risks and opportunities. 	<p>At Home Control, the Board is committed to strategically integrating climate-related risk and opportunities across its operations and value chain.</p> <p>The Board receives periodic updates from the Management team, who have the primary responsibility of overseeing implementing all sustainability policies for Home Control, as well as tracking and monitoring progress of key metrics.</p> <p>For additional details on Home Control’s sustainability governance, please refer to the Governance section on page 7.</p> <p>Whilst the Board have ultimate oversight on climate-related risks and opportunities, supported by Management, Home Control acknowledges the importance of having more focused attention to the organisation’s climate strategy, policies, and performance. To this end, we are in the process of strengthening our climate-specific governance structures, and plan to provide updates in subsequent reports, where relevant.</p>

TCFD Pillar	Recommended Disclosure	Home Control's Approach
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In FY2021, Home Control commenced climate risk assessment to identify material climate-related risks and opportunities relevant to the business. This process encompassed both physical and transition risks and covered Home Control operations in Singapore and China, aligned to the reporting scope of this report.
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	For more information, please refer to the section "Home Control's Climate-Related Opportunities and Risks" detailed on page 38.
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Home Control is fully aware of the threat of climate change on our business assets and operations and remains committed to improving our ability to mitigate and adapt to the effects of climate change.
	b) Describe the organization's processes for managing climate-related risks.	For more information on management of climate-related risks, please refer to the section "Home Control's Climate-Related Opportunities and Risks" outlined on page 38.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	To mature in management of climate-related issues, Home Control continues to work towards refining the integration processes for identifying, assessing, and managing climate-related risks into our enterprise decision making and overall risk management, and we will continue to enhance our disclosures accordingly.

TCFD Pillar	Recommended Disclosure	Home Control's Approach
<p>Metrics and Targets</p>	<ul style="list-style-type: none"> a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. 	<p>The organisation tracks and reports several climate-related metrics including energy consumption, Scope 1 and Scope 2 GHG emissions. For details, please refer to page 40.</p> <p>Home Control incorporates energy-related objectives into our production Key Performance Indicators (KPIs) for specific regions. This inclusion serves as an additional incentive for taking measures to decrease both energy intensity and consumption.</p> <p>For more information on Home Control's performance in managing our carbon footprint, please refer to the subsequent pages of this chapter.</p> <p>Moving forward in our sustainability journey, Home Control will continue to explore setting more qualitative and quantitative targets aligned with TCFD recommendations.</p>

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Risks and categories	Impact of Risks	Opportunities and Mitigation Efforts
<p>Physical Risks</p> <p>Extreme weather events</p>	<p>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.</p> <p>For Home Control, this could mean potential disruptions in our supply chains such as raw material shortage, manufacturing plan delays, port operations delays etc. (eg. availability of input materials and logistics).</p>	<p>Home Control has formulated working procedures and mechanisms to identify, prevent and mitigate supply chain disruption and associated risks as a result of extreme weather events.</p> <p>Home Control's management and operating departments have identified material risks related to climate change via self-assessment questionnaires and will conduct annual reviews to ensure our risk register remains relevant.</p> <p>When material risks are identified, Home Control will organize and develop prevention and control measures.</p> <p>These processes have been implemented by Home Control to manage material risks:</p> <ul style="list-style-type: none"> • 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. <p>Operating departments are tasked to supervise implementation and monitoring of prevention and control measures for material risks, as well as provide timely reports to Management. This will include highlighting key challenges, issues, delays and unexpected outcomes.</p>

Risks and categories	Impact of Risks	Opportunities and Mitigation Efforts
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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 regulatory changes under current ISO14001 system requirements. Additionally, we conduct cross functional assessments against latest regulatory changes reported by third-party service agencies including SGS Hong Kong Limited, a testing, inspection and certification organization.

Home Control recognises energy consumption as a function of regulatory and policy risk and have been monitoring energy consumption in offices and subcontracted factory, with target to improve energy intensity, as well as take appropriate steps to achieve our target of carbon neutrality by 2060.

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.

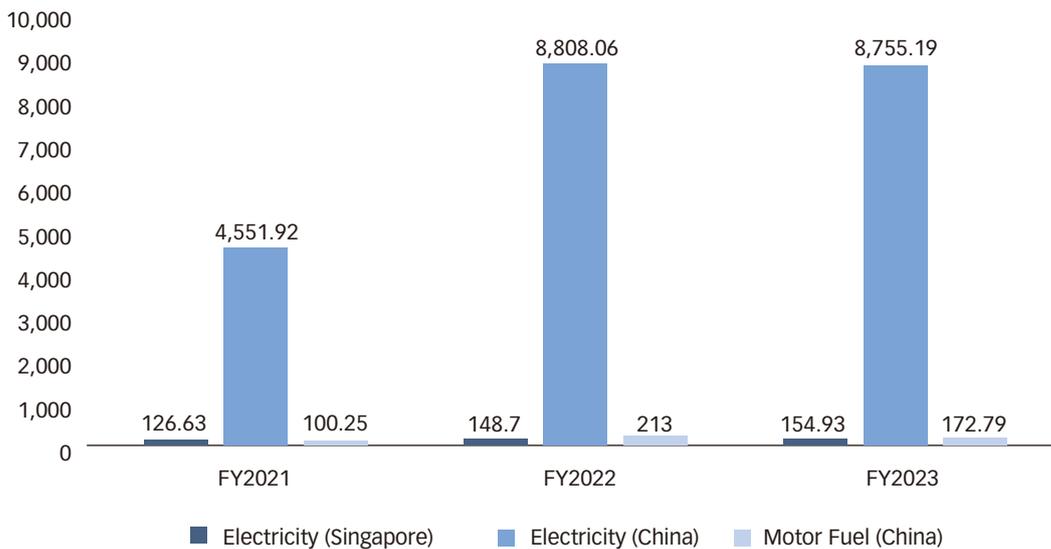
Home Control have a dedicated Environmental and Sustainability team whose responsibilities include tracking and managing customer’s environmental requirements at the product level.

Furthermore, a cross function “Green Team” has been established to study, design and incorporate environmentally friendly technologies as well as new materials into our products.

ENERGY CONSUMPTION

In FY2023, Home Control’s total energy consumption stood at 9,082.91 GJ^{iv} (FY2022: 9,169.76 GJ). Of this 98% (unchanged from FY2022) come from electricity usage during operations in our offices in Singapore and China, as well as in the primary factory of our main manufacturing partner located in China. The remaining 2% (FY2022: 2%) can be attributed to motor fuel consumption in our China operations.

Energy Consumption (GJ)



Note: Energy consumption is calculated according to “How to Prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs” issued by the SEHK, and the “Energy Statistics Manual” issued by the International Energy Agency (IEA).

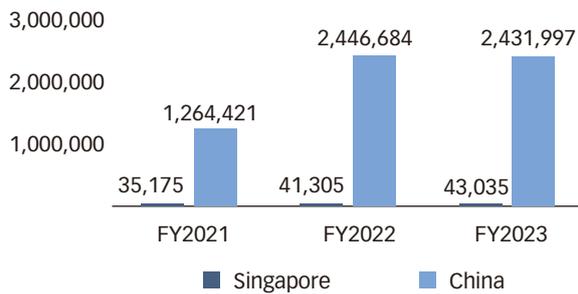
Our new DMS (Digital Manufacturing System) factory Himit (Yueyang) Technology Ltd. in Hunan province completed a full year of operations in FY2023. The factory runs on an automated production line to streamline and is less labour intensive. Since the new DMS factory was only commissioned in 2022, we are still collecting and reviewing data on electricity consumption, and for now have yet to set energy use policies and energy efficiency target(s), but fully expect to do so as soon as practicable.

In FY2023, our Singapore operations utilised 43,035.16 kWh of electricity, showing an increase from the FY2022 figure of 41,305.00 kWh. This uptick is primarily due to employees spending more days working in the office in 2023. In China, our operations consumed 2,431,997 kWh of electricity and 5,271 litres of non-renewable motor fuel. These figures represent a slight decrease from FY2022, which recorded 2,446,684 kWh of electricity consumption and 7,321 litres of non-renewable motor fuel. This change can be attributed to operational adjustments; specifically, we had two subcontract factories in Wujiang and Yueyang city in 2022. By the end of 2023, production was consolidated from Wujiang to Yueyang, leaving us with a single subcontract factory in Yueyang.

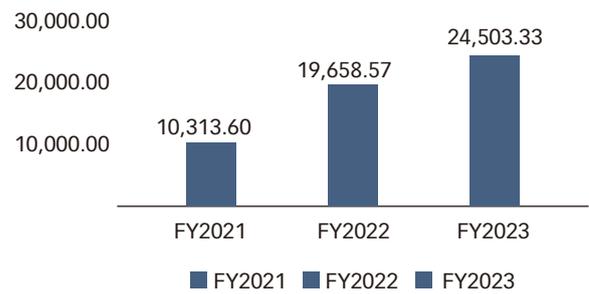
^{iv} GJ = Gigajoules

In total, Home Control’s electricity consumption intensity was 24,503.33 kWh/US\$M of revenue (FY2022: 19,658.57 kWh/US\$M of revenue). Our fuel consumption intensity was 52.18 litres/US\$M of revenue (FY2022: 57.85 litres/US\$M of revenue).

Indirect Electricity Consumption (kWh)
– By Country



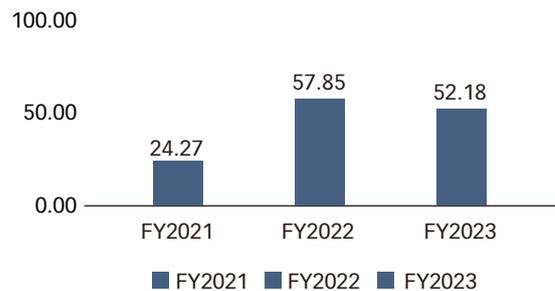
Electricity Consumption intensity
(kWh/US\$M of revenue)
– Combined operations



Direct Motor Fuel Consumption (litres)
– By Country



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



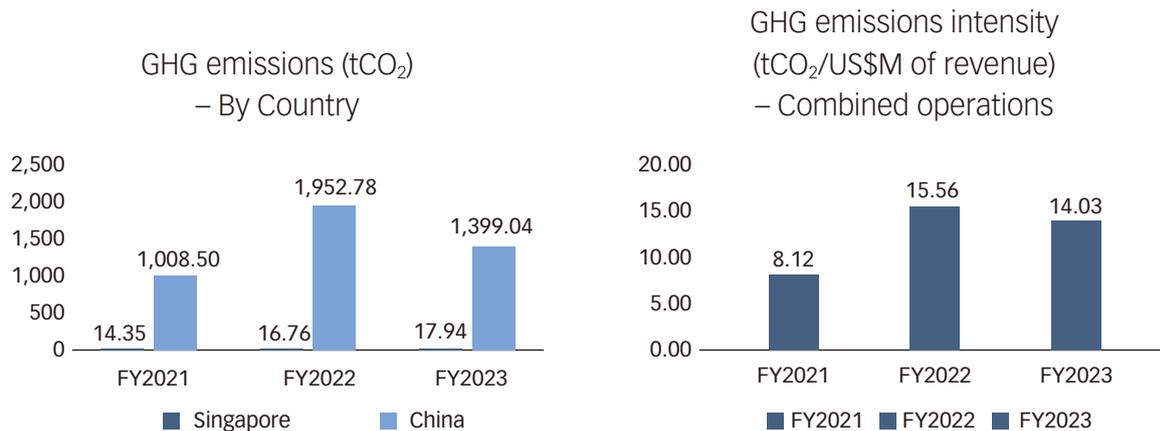
In 2023, our indirect electricity consumption amounted to 2,475,032.16 kWh, with an intensity of 24,503.33 kWh/US\$. Additionally, our direct motor fuel consumption totalled 5,271 kWh in the same year, where the energy intensity is measured at 52.18 kWh/US\$. In the near future, we can expect a decrease in energy consumption intensity, which can largely be attributed to our transition to a more energy-efficient production facility located in Yueyang, Hunan. This site offers improved energy management controls, promoting greater operational efficiency. On the other hand, we ceased operations in our Wujiang factory site in Suzhou from December 2022, contributing to the reduction in energy consumption. Another factor is our overall decrease in production quantity, which has seen a downturn when compared to previous years.

Climate Change & Emissions (Air, Land, Water)

In FY2023, our operations in Singapore emitted 17.94 tonnes of CO₂, while our operations in China emitted 1,399.04 tonnes of CO₂, 0.04838 tonnes of Methane (CH₄), and 0.02747 tonnes of Nitrous Oxide (N₂O)^v. We have only indirect (and no direct) electricity consumption and direct (and no indirect) motor fuel consumption.

In 2023, our direct (scope 1) and indirect (scope 2) greenhouse gas emissions are 1,416.91 tonnes (including 1,416.91 tonnes CO₂, 0.04838 tonnes of Methane and 0.02747 tonnes of nitrous oxide (N₂O)).

Total GHG emissions intensity for Home Control decreased to 14.03 tCO₂/US\$M of revenue in FY2023.



Similar to previous years, our air pollutant emissions (nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matter (PM)) were minimal in FY2023 given our low fuel consumption in the year.

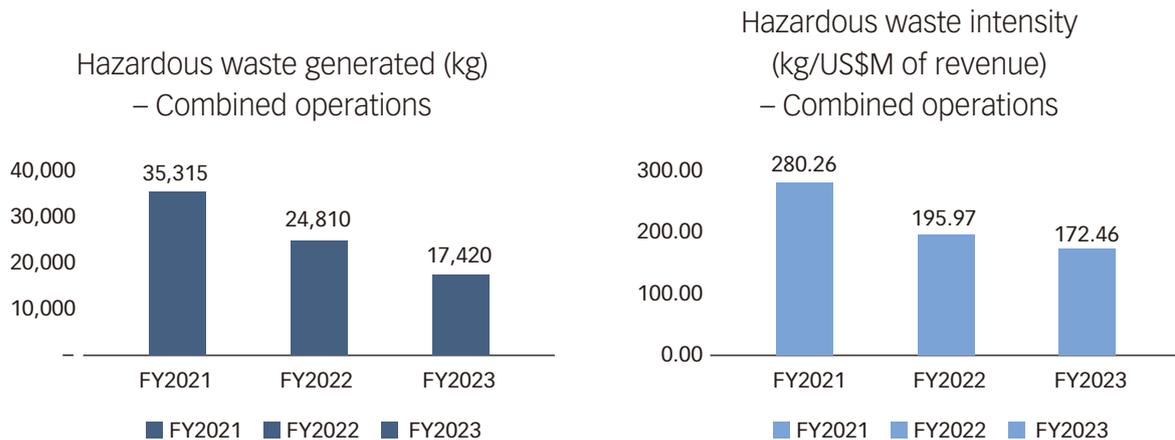
WASTE

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

We entrust the treatment of all our hazardous waste, such as waste printed circuit boards, to a qualified third-party company. In FY2023, we generated 17,420 kg of such waste, a significant decrease from the 24,810 kg produced in FY2022. The significant decrease in waste generation was largely attributed to the change in production factory, where our new factory in Yueyang, Hunan has had more efficient waste controls in place. We have also ceased operation in our Wujiang factory in Suzhou since December 2022, and overall production quantity has also diminished compared to previous years.

^v For FY2022, the conversion factors used were updated to align with Emission Factors from Cross Sector Tools March 2017. The grid emission factor has also been updated to the latest data available in both Singapore and China.

In FY2023, our hazardous waste production intensity was 172.46 kg/US\$M of revenue compared to 195.97 kg per US\$M of revenue in FY2022. Additionally, our suppliers take the responsibility of recycling all of our chemical containers. Our ongoing cooperation with partners ensures that their waste management strategies aligned with relevant environmental regulations like the Restriction of Hazardous Substances (RoHS). Our targets are to achieve a reduction of 1% in hazardous waste intensity and non-hazardous waste intensity from FY2022 levels. Throughout FY2023, we have successfully avoided utilizing single-use plastics in product and pallet packaging for eight customer accounts, accounting for 18.47% of our products. In FY2023, we achieved our targets of 100% compliance with environmental regulations.

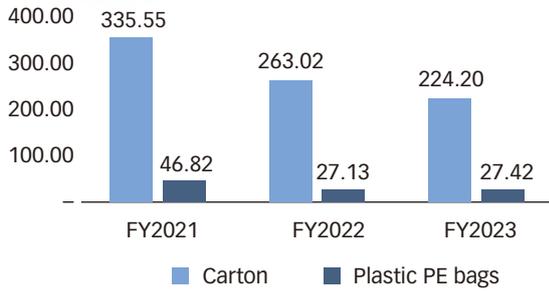


Our non-hazardous waste, primarily consisting of cartons, pallet packaging film, and paper and plastic packaging material, is recycled by a third party. During FY2023, 14,952 kg of non-hazardous waste was generated, leading to a non-hazardous waste production intensity of 148.03 kg per US\$M of revenue. This was a decrease from FY2022's 15,534 kg however, this represents an increase in intensity from 122.70 kg per US\$M of revenue.

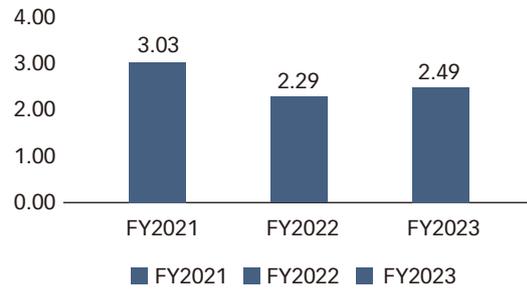
In FY2023, we utilized approximately 224.2 tonnes of carton packaging and 27.42 tonnes of plastic polyethylene bags for our finished products compared to 263.02 tonnes and 27.13 tonnes respectively in FY2022. This decrease in packaging material use can predominantly be attributed to an overall reduction in production quantity.

The figures equate to approximately 2.49 tonnes of packaging use per US\$M of generated revenue during FY2023, up from 2.29 tonnes per US\$M in FY2022.

Packaging material (tonnes)
– Combined operations



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



WATER

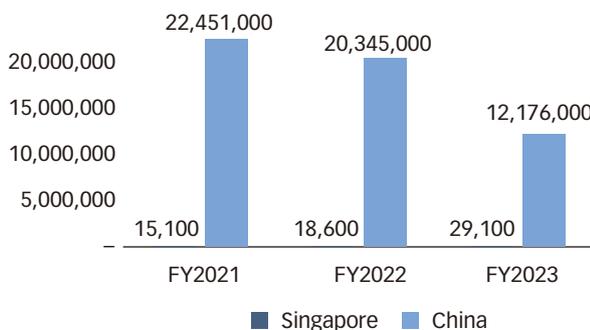
We have no industrial wastewater discharge from our offices nor our subcontracted assembly factories. All our living wastewater is discharged to the civil wastewater pipe. In FY 2023, both our Company and our subcontracted assembly factory had no issues in sourcing water fit for purpose.

In FY2023, our Singapore operations consumed 29,100 litres of water an increase from 18,600 litres in FY2022. However, our operations in China saw a decrease in water consumption from 20,345,000 litres in FY2022 to 12,176,000 litres in FY2023.

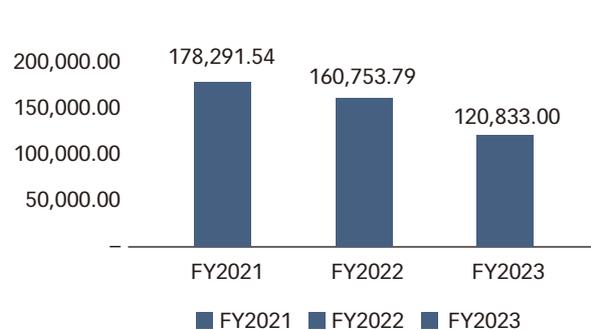
In total, Home Control’s water consumption was significantly less at 12,205,100 litres in FY2023, compared to 20,363,600 litres in FY2022. Consequently, our water consumption intensity decreased to 120,833.00 litres per US\$M of revenue, down from 160,753.79 litres per US\$M of revenue in FY2022.

As with waste generation, the noticeable drop in water consumption is primarily owing to a change of production factory. Our new factory in Yueyang, Hunan, has integrated more efficient waste and water control mechanisms. We ceased operations at our Wujiang factory in Suzhou in December 2022, which also contributed to this decrease. Furthermore, we witnessed a reduction in overall production quantity compared to previous years.

Water consumption (litres)
– By Country



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



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 products that we manufacture as well as other positive contributions. Annually, our employees will contribute and provide aid to charitable organisations and their beneficiaries through regular engagement and participation in activities such as outreach events, fundraising and donations.

FY2023 Highlights

- Singapore: Donating to the Plant-A – Coral Program
- China: Omni Suzhou Tree Planting Event

SINGAPORE: DONATIONS TO THE PLANT-A-CORAL PROGRAM

Home Control donated to the Garden City Fund’s Plant-A-Coral program which aims to enhance marine biodiversity. This contribution demonstrated our commitment to contribute to the preservation of marine biodiversity, and we take great pride in being able to support this cause.



CHINA: OMNI SUZHOU GREEN TREE PLANTING EVENT

On 20 October 2023, Home Control organised a tree planting event as part of our commitment towards environmental stewardship. Guided by experts, our employees planted 50 cherry-apple trees across the Suzhou Taihu National Wetland Park, presenting a physical reaffirmation of our company’s unwavering commitment to a sustainable future for the planet.



Content Index

We are reporting in alignment with the Appendix C2 Environmental, Social and Governance Reporting Guide to the Listing Rules (after revision for financial years starting 31 December 2023) 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>2023 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 FY2023.
	2-6		Activities, value chain and other business relationships	About us, Sustainability in our supply chain
	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>2023 Annual Report</i>
	2-11		Chair of the highest governance body	<i>2023 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>
	2-14		Role of the highest governance body in sustainability reporting	Sustainability Governance, Stakeholder Engagement and Materiality Assessment
	2-15		Conflicts of interest	<i>2023 Annual Report</i>

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
	2-16		Communication of critical concerns	<i>Sustainability Governance</i>
	2-17		Collective knowledge of the highest governance body	<i>2023 Annual Report</i>
	2-18		Evaluation of the performance of the highest governance body	<i>2023 Annual Report</i>
	2-19		Remuneration policies	<i>2023 Annual Report</i>
	2-20		Process to determine remuneration	<i>2023 Annual Report</i>
	2-21		Annual total compensation ratio	<i>2023 Annual Report</i>
	2-22		Statement on sustainable development strategy	Statement from Chairman
	2-23		Policy commitments	This will be reflected across all material topics
	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
Material Topics				
GRI 3: Material Topics 2021	3-1		Process to determine material topics	Stakeholder engagement and materiality assessment
	3-2		List of material topics	FY2023 Material ESG matters, targets and progress
	3-3		Management of material topics	Under each respective material topic

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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.	Climate Change & Emissions (Air, Land, Water)
		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)
Use of Resources		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)

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
		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.	Emissions (Air, Land, Water) – Energy consumption
		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)
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)

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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
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

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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
		B3.1	Note: Training refers to vocational training. It may include internal and external courses paid by the employer. The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employment and Labour Standards
		B3.2	The average training hours completed per employee by gender and employee category.	Employment and Labour Standards
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
		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.	<i>No policies in FY2023 as strict labour laws and frequent audits in China prevent this from being a possibility.</i>
Supply Chain Management		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>

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
		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.	Business continuity planning and supply chain management
		B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Business continuity planning and supply chain management
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.	Cybersecurity and Data Protection

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
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
	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
Community Investment		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.	Business continuity planning and supply chain management