

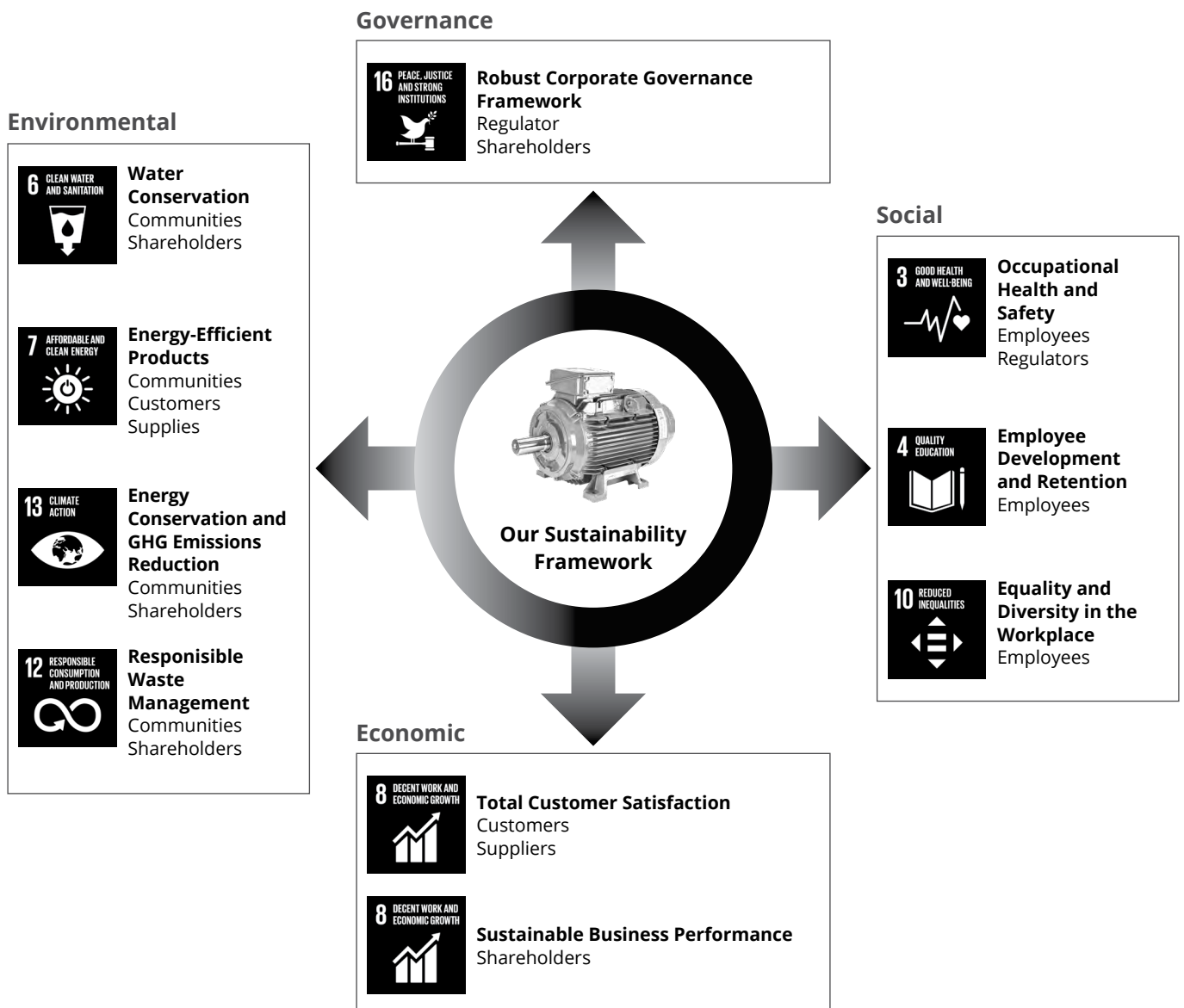
SUSTAINABILITY REPORT FY2024

1. BOARD STATEMENT

Brook Crompton Holdings Ltd. (“**BCH**” or the “**Company**”, and together with its subsidiaries, the “**Group**” or “**We**”) reaffirm its commitment to sustainability with the publication of this sustainability report (“**Report**”). For this Report, we provide insights into the way we do business, while highlighting our sustainability factors under the pillars of environmental, social, governance and economic performance (collectively referred to as “**Sustainability Factors**”).

We are committed to strike a balance between growth, profit, governance, environment, the development of our people and well-being of our communities to secure the long-term future of the Group. In line with our commitment, the Board, having considered sustainability issues as part of its strategic formulation, determined the material Sustainability Factors and overseen the management and monitoring of the material Sustainability Factors.

Our sustainability framework communicates our commitment towards supporting the United Nations’ Sustainable Development Goals (“**SDGs**”) and is supported by our key stakeholders. We work closely with stakeholders in our value chain and their inputs are considered in driving our material Sustainability Factors towards the SDGs as follows:



SUSTAINABILITY REPORT FY2024

2. SUSTAINABILITY PERFORMANCE AT A GLANCE

A summary of our key sustainability performance in the financial year ("FY") 2024 is as follows:

SUSTAINABILITY PILLAR	SUSTAINABILITY METRIC	SUSTAINABILITY PERFORMANCE	
		FY2024	FY2023
Economic	Product defect rate	0.40%	0.04%
	Revenue	S\$62 million	S\$72 million
	Profit for the financial year	S\$2 million	S\$4 million
	Dividend per share	2 cents	2 cents
Environmental	Percentage of products that attained efficiency level under relevant international standards	100%	100%
	Water consumption intensity (Cu M/ number of employees)	11	15
	Scope 2 greenhouse gas ("GHG") ¹ emissions intensity (tonnes CO ₂ e/ '000 square feet of operating space utilised)	0.72	0.72
Social	Number of workplace fatalities	-	-
	Number of high consequence work-related injuries ²	-	-
	Number of reported incidents of unlawful discrimination ³ against employees	-	-
	Percentage of employees who received regular performance appraisals	100%	100%
	Average training hours per employee	8 hours	6 hours
	Employee turnover rate	23%	19%
Governance	Number of incidents of serious offence ⁴	-	-
	Number of incidents of non-compliance with any applicable laws and regulations ⁵ that resulted in a significant fine or non-monetary sanction	-	-

1 The indirect GHG emissions from the consumption of electricity purchased (Scope 2) are calculated based on the emission factors published by the relevant local authorities and an electricity supplier.

2 A high consequence work-related injury refers to an injury from which a worker cannot recover or cannot recover fully to pre-injury health status within six (6) months.

3 An incident of unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

4 A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two (2) years, which is being or has been committed against a company by officers or employees of the company.

5 Excluding incidents involving fraud or dishonesty.

3. OUR BUSINESS

3.1 Value Chain

We work closely with our suppliers for distributing electric motors to our customers through established sales channels. To meet our customers' needs, we offer customisation of electric motors and provide customer services to our customers through our network of service centres.



Our Suppliers

We source electric motors and components from our original equipment manufacturer (“**OEM**”) suppliers.

Our Operations

We are involved in:

- Distribution of electric motors;
- Design and customisation of electric motors; and
- Post-sale customer care.

Our Customers

We sell to:

- Wholesalers;
- Retailers; and
- End users and OEMs.

Our key markets comprise customers based in the Asia Pacific, Continental Europe, North America and the United Kingdom (“**UK**”) (collectively referred to as “**Key Markets**”).

3.2 People

As at 31 December 2024, a breakdown of our full-time⁶ employees by key operating location is as follows:

SINGAPORE	UK ⁷ AND CONTINENTAL EUROPE	UNITED STATES OF AMERICA AND CANADA	AUSTRALIA	TOTAL
8	41	22	3	74

4. REPORTING PERIOD AND SCOPE

This Report covers the consolidated entities, as disclosed in our audited financial statements, for the financial year from 1 January to 31 December 2024 (“**FY2024**” or “**Reporting Period**”).

⁶ Entities covered in this Report did not employ part-time employees.

⁷ Employees in the UK comprise employees of Brook Crompton UK Limited and Brook Crompton Italy Branch.

5. REPORTING FRAMEWORK

This Report is prepared in accordance with 711A and 711B of the Listing Manual: Rules of Mainboard ("**Listing Rules**") of the Singapore Exchange Securities Trading Limited ("**SGX-ST**"). This Report is also prepared with reference to the Global Reporting Initiative ("**GRI**") Standards for the Reporting Period. We chose to report using the GRI framework as it is an internationally recognised reporting standard that covers a comprehensive range of sustainability disclosures. The GRI content index can be found in pages in the pages 68 to 69.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainable Development, which was adopted by all United Nations Member States in 2015 ("**UN Sustainability Agenda**"). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all developed and developing countries in a global partnership. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

Our climate-related disclosures are produced based on the 11 recommendations of Taskforce on Climate-related Financial Disclosures ("**TCFD**"). Following the publication of the International Sustainability Standards Board ("**ISSB**") Standards – International Financial Reporting Standards ("**IFRS**") S1 and IFRS S2, we conducted a gap analysis against our existing TCFD reporting and are in the process of aligning our climate-related disclosures to the ISSB Standards. We will be guided by the phased approach recommended by the Singapore Exchange Regulation ("**SGX RegCo**") in aligning our reporting of climate-related disclosures in accordance with ISSB standards.

We relied on internal data monitoring and verification to ensure accuracy of data and information for this Report. Internal review on the sustainability reporting process is incorporated as part of our internal audit review cycle. We will work towards external assurance for our future sustainability reports subject to market trends and regulatory requirements.

6. FEEDBACK

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback to our investor relations email account: mgt@brookcromptonholdings.com.

7. STAKEHOLDER ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and material Sustainability Factors relevant to our business. These include entities or individuals that have an interest that is affected or could be affected by our activities.

Through a stakeholder mapping exercise performed by the management, we identified key stakeholder groups which we prioritise our engagements with. These key stakeholders include communities, customers, employees, regulators, shareholders and suppliers.

The concerns of key stakeholders are considered when formulating corporate strategies. We adopt both formal and informal channels of communication to understand the needs of our key stakeholders and incorporate them in our corporate strategies to achieve mutually beneficial relationships.

The table below sets out how we engage our key stakeholders:

KEY STAKEHOLDER	ENGAGEMENT CHANNEL	FREQUENCY OF ENGAGEMENT	KEY CONCERNS RAISED
Communities	Annual reports	Annually	<ul style="list-style-type: none"> Environmental protection Corporate social responsibility
	Investor relations email account	Ongoing	
Customers	<ul style="list-style-type: none"> Face-to-face meetings Email communications Phone calls Teleconferences 	Ongoing	<ul style="list-style-type: none"> Product quality and reliability Customer service standards Product delivery
Employees	Employee evaluation sessions	Annually	<ul style="list-style-type: none"> Workplace health and safety Equal employment opportunities Job security Remuneration and benefits
	<ul style="list-style-type: none"> Town hall meetings Virtual meetings Newsletters 	Ongoing	
Regulators	Consultations and briefings organised by key regulatory bodies such as the SGX-ST	As and when required	<ul style="list-style-type: none"> Workplace health and safety Compliance with laws and regulations
Shareholders	Results announcements on SGXNET	Half-yearly	<ul style="list-style-type: none"> Sustainable business performance Market valuation Dividend payment Corporate governance
	<ul style="list-style-type: none"> Company's website Investor relations email account Business publications Investor relations events 	Ongoing	
	<ul style="list-style-type: none"> Annual general meetings Annual reports 	Annually	
Suppliers	<ul style="list-style-type: none"> Face-to-face meetings Vendor conferences and events 	Ongoing	<ul style="list-style-type: none"> Demand volatility Timely payment
	Suppliers' evaluation and feedback sessions	Annually	

8. POLICY, PRACTICE AND PERFORMANCE REPORTING

In line with our commitment to sustainability, a sustainability reporting policy (“SR Policy”) covering our sustainability strategies, sustainability governance structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors, is put in place and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, considering the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

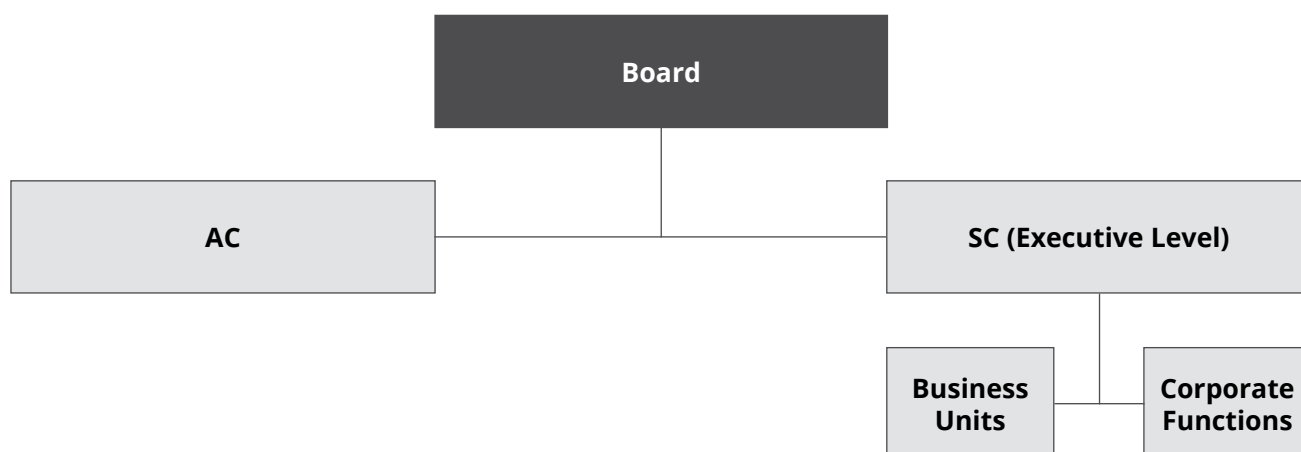
8.1 Sustainability Governance Structure

The Board is ultimately responsible for the oversight of the Group’s strategic direction on sustainability including, but not limited to, advising and supervising the development of sustainability strategy and performance targets setting while being supported by an executive level Sustainability Committee (“SC”) by virtue of delegation. As part of our continuous efforts to enhance and upgrade the knowledge of our Directors on sustainability reporting and to meet the requirement of Listing Rule 720 (7) of the SGX-ST, we confirm that all our Directors have attended at least one (1) of the sustainability training courses approved by SGX RegCo.

The SC is led by the Chief Executive Officer (“CEO”) and assisted by the Group Financial Controller and General Manager, UK. The SC is further supported by representatives from key business units and corporate functions, as well as Heads from our different geographical operating locations. Besides the SC, the Board is also supported by the Audit Committee of the Company (“AC”) on specific sustainability matters that fall under its terms of reference (“TOR”).

Our sustainability governance structure and the responsibilities of component parties are detailed as follows:

Sustainability governance structure



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TOR of component parties

COMPONENT PARTY	MEMBER	TOR
Board	Board members	<ul style="list-style-type: none"> • Determine material Sustainability Factors of the Group • Review and approve sustainability strategies, policies and targets (including materiality assessment process and outcome) • Monitor implementation of sustainability strategies, policies and performance against targets • Oversee the identification and evaluation of climate-related risks and opportunities • Ensure the integration of sustainability and climate-related risks and opportunities within the Group's enterprise risk management ("ERM") framework • Review and approve sustainability reports
AC	AC members	<ul style="list-style-type: none"> • Review the adequacy and effectiveness of the Group's internal controls and risk management systems • Oversee the conduct of assurance activities pertaining to the Group's sustainability reporting processes
SC (Executive Level)	<ul style="list-style-type: none"> • CEO • Group Financial Controller • General Manager, UK 	<ul style="list-style-type: none"> • Develop sustainability strategies and policies • Ensure that the implementation of sustainability strategies is aligned across business segments • Evaluate overall sustainability risks and opportunities, with a focus on climate-related risks and opportunities • Perform materiality assessment • Monitor sustainability activities and performance against targets • Align the Group's practices with the organisation-wide sustainability agenda and strategies • Consolidate sustainability metrics to track sustainability impact on a group basis and for reporting purposes • Prepare sustainability reports
Business Units/ Corporate Functions	Representatives from the Finance, Human Resource, Procurement and Logistics business unit and Heads from different geographical locations	<ul style="list-style-type: none"> • Align practices at the operational level with the Group's agenda and sustainability strategies • Collect and compile sustainability metrics to track sustainability impact and for reporting purposes

As we are still refining our sustainability related metrics measuring, tracking and target setting mechanism, we will link the key executive's remuneration to sustainability performance when the mechanism is more mature and stable.

8.2 Sustainability Reporting Processes

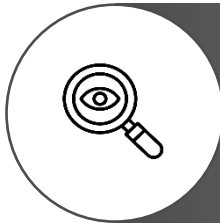
Our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's sustainability-related impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

Processes involved are as shown below:



CONTEXT

Understand the Group's context by considering its activities, business relationships, stakeholders, and sustainability context of all the entities it controls or has an interest in, including minority interests.



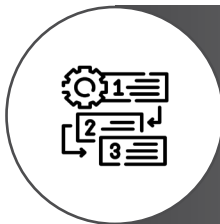
IDENTIFICATION

Identify actual and potential impacts on the economy, environment, people and their human rights.



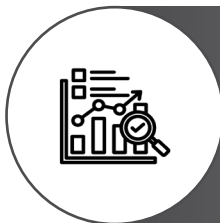
RATING

Assess the pervasiveness of Sustainability Factors across the Group and cluster similar Sustainability Factors.



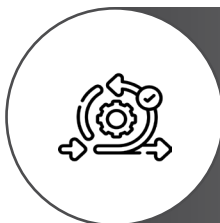
PRIORITISATION

Prioritise the impacts based on their significance to determine the material Sustainability Factors for reporting.



VALIDATE

Sustainability Factors are internally validated by the Board and SC.



REVIEW

In each reporting period, review the material Sustainability Factors from the previous reporting period to account for changes in impacts which can result from feedback received from engagement with stakeholders, organisational and external developments.

8.3 Materiality Assessment

We constantly refine our management approach to adapt to the changing business landscape. The SC performs an annual materiality assessment to ensure that Sustainability Factors disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

Impacts, positive and negative, actual and potential, are assessed based on: (i) the likelihood of the occurrence of actual and potential negative and positive impacts; and (ii) their significance on the economy, environment, people and their human rights and contribution to sustainable development.



8.4 Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying, monitoring and measuring the relevant sustainability metrics. In addition, we set performance targets that are aligned with our business strategies to ensure that we remain focused in our path to sustainability. We constantly enhance our performance-monitoring processes and improve our data collection processes. A Report is published annually in accordance with our SR Policy.

9. MATERIAL SUSTAINABILITY FACTORS









In FY2024, a materiality assessment was conducted by the SC to update our material Sustainability Factors and this was followed by a stakeholder engagement session⁸ to understand the concerns and expectations of our key stakeholders. In this Report, we also reported on our progress in managing these factors and set related targets to improve our sustainability performance.

We incorporated the SDGs from the UN Sustainability Agenda, as a supporting framework to shape and guide our sustainability strategy where appropriate. Below are the results showing how our material Sustainability Factors relate to these SDGs, along with a list of material Sustainability Factors applicable to the Group:

S/N	MATERIAL SUSTAINABILITY FACTOR	SDG	KEY STAKEHOLDER	OUR EFFORT
Economic				
1	Total customer satisfaction		<ul style="list-style-type: none"> Customers Suppliers 	Maintain or improve the quality of our products as well as providing a comprehensive range of products to meet our customers' needs
2	Sustainable business performance		Shareholders	Contribute to economic growth through creating long-term economic value for our shareholders

⁸ We engaged both internal and external stakeholders of customers, employees and suppliers for our materiality assessment.

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S/N	MATERIAL SUSTAINABILITY FACTOR	SDG	KEY STAKEHOLDER	OUR EFFORT
Environmental				
3	Water conservation	 6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> • Communities • Shareholders 	Implement checks on water consumption and measures to reduce water wastage in our business operations
4	Energy-efficient products	 7 AFFORDABLE AND CLEAN ENERGY	<ul style="list-style-type: none"> • Communities • Customers • Suppliers 	Continuously strive to offer energy-efficient products that comply with market-recognised international standards
5	Energy conservation and GHG emissions reduction	 13 CLIMATE ACTION	<ul style="list-style-type: none"> • Communities • Shareholders 	Implement measures to reduce energy consumptions as not only does it help to improve energy efficiency and reduce GHG emissions, but it also helps us to reduce our costs
6	Responsible waste management	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> • Communities • Shareholders 	Minimise waste materials generated in our operations
Social				
7	Occupational health and safety	 3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Employees • Regulators 	Adopt safety measures and procedures to avoid accidents that are preventable and in so doing, maintain the well-being and safety of our workers
8	Equality and diversity in the workplace	 10 REDUCED INEQUALITIES	Employees	Build a working environment in which employees can enjoy equal opportunities based on merits, regardless of age, race, gender, religious preferences and relevant attributes
9	Employee development and retention	 4 QUALITY EDUCATION	Employees	Invest in training, education and development of our people to maintain a quality workforce and build our business capabilities
Governance				
10	Robust corporate governance framework	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<ul style="list-style-type: none"> • Regulators • Shareholders 	Maintain a high standard of corporate governance to safeguard our shareholders' interests and maximise long-term shareholders' value

We will update our material Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholders' feedback and sustainability trends.

The details of each material Sustainability Factor are presented as follows:

9.1 Total Customer Satisfaction

Commitment

We are committed to provide value to our customers, manage their needs and expectation, as well as provide better customer experience.

Approach

Our strategies towards customer satisfaction are as follows:

Offering reliable products of consistent quality

We aim to deliver the best to our customers by providing them with reliable products of consistent quality.

On product reliability, our products are certified under the following internationally recognised quality standards:

STANDARD/ CERTIFICATION	AREA
IEC 60034-5	Demonstrate protection from particles and a good level of protection against water
ATEX Certificate	Regulate product safety in explosive atmosphere
IEC Ex Certificate	
UL Certificate	Regulate product safety in safe and explosive atmospheres
CSA Certificate	
ISO 9001:2015	Specify requirements for quality management systems
ISO 14001:2015	Specify requirements for quality environmental management systems
ISO 45001:2018	Specify requirements for an occupational health and safety management system
Joint Supply Chain Accreditation Register ("JOSCAR") registered	Fulfilling the requirements for the full registration of JOSCAR and the required accreditation process will demonstrate an organisation's commitment and credentials within the defence sector

In keeping up with our commitment to product quality, we conduct regular on-site inspections of suppliers' manufacturing facilities to ensure that guidelines and customer specifications are adhered to. In addition, we track product defect levels diligently and this is measured by the amount of warranty claims made as a percentage of total purchases.

Offer a comprehensive product range that meets customers' needs

We offer a wide range of electric motors for operating in safe area segments, hazardous atmospheres and hostile environments to meet our customers' varied needs. Refer to our product applications disclosed in this Annual Report and a comprehensive list of our products at our corporate website: <https://www.brookcrompton.com/>

Maintain proximity and on-time delivery

Through our global network of sales offices and warehouses in the Key Markets, we can better serve our customers through:

- Customising our products to meet the requirements of our customers to build trust and confidence in our brand and products. With our extensive technical knowledge and experience, we can design bespoke products that meet individual customer's specifications; and
- Providing efficient and effective post-sale customer care services.

Our service centres are typically located alongside solution distribution centres in our Key Markets to bring us closer to our customers.

Over the years, we built a network of OEM suppliers that operate from locations near to our Key Markets to deliver our products to our customers timely.

Nurture a professional team of experienced employees

With over 110 years of technical and design expertise, our global footprint is driven by a core team of experienced professional employees that support our operations in the development and delivery of complex end-to-end turnkey solutions to our customers.

Improving our products through gathering continuous feedback

We recognise the need to constantly develop new and better products that meet our customers' requirements. Customer feedback is collected from various channels such as face-to-face meetings, email communications, phone calls and teleconferences. Feedback collected is analysed to gather valuable insights into current and future customer requirements. Insights gathered are discussed during regular management meetings to drive product improvements, enhance service level and provide inputs for strategies.

Performance

During the Reporting Period, we recorded a product defect rate of 0.40% (FY2023: 0.04%). The increase in product defect rate arose mainly from rectifications made to an electric motor model arising from the purchase from a customer. We will continuously work towards sourcing for quality products from our suppliers.

9.2 Sustainable Business Performance

Commitment

We are committed to creating long-term economic value for shareholders by rewarding shareholders with consistent profits whilst maintaining a healthy balance sheet.

Approach

We generate and distribute economic value by executing our business strategy, which includes staying abreast with market trends, maintaining a healthy balance sheet and strong cash flow, whilst mitigating relevant business risks identified.

Performance

For FY2024, the Group recorded a revenue of S\$62 million (FY2023: S\$72 million) and generated S\$2 million (FY2023: S\$4 million) of profit for the financial year. A final tax exempt one-tier dividend of 2 Singapore cents per ordinary share (FY2023: 2 Singapore cents per ordinary share) is proposed for FY2024.

Further details of our Group's economic performance can be found in the financial contents and audited financial statements of this Annual Report.

9.3 Water Conservation

Commitment

Water is a limited resource and whilst we do not consume a significant amount of water in our operations, we are committed to the responsible usage of water resources through enhancing our water consumption efficiency.

Approach

We rely on water resources largely for pantry and sanitation purposes. We mainly source our water supply from municipal water suppliers⁹. Key initiatives to reduce our water consumption are as follows:

- Placing notices within our premises to remind employees to save water;
- Turning off taps and repairing leaks promptly; and
- Tracking and reviewing spending on water consumption regularly to control usage and corrective actions are taken when there are unusual consumption patterns.

Performance

Key statistics on water consumption during the Reporting Period are as follows:

SUSTAINABILITY METRIC	UNIT OF MEASUREMENT	FY2024	FY2023
Water consumption	Cu M	845	1,109
Water consumption intensity	Cu M/ total number of employees	11	15

During the Reporting Period, the reduction in water consumption intensity was mainly due to more efficient use of water resources, mainly driven by the implementation of water conservation initiatives.

⁹ Disclosure on water drawn from water stress areas is not made as the Group does not contribute significantly to the ability of any of the country in which it operates in, to meet the human and ecological demand for water.

9.4 Energy-Efficient Products

Commitment

To ensure the sustainability of our business, we firmly believe in preserving the environment. We are committed to providing energy-efficient products that contribute to the reduction of environmental impacts.

Approach

Efficiency level is a measurement of usable shaft power (output) over electric input power (input). Our products include a range of energy-efficient motors that comply with market recognised international standards as follows:

ORGANISATION	EFFICIENCY LEVEL	REGION	REMARKS
IEC	<ul style="list-style-type: none"> IE3 Premium Efficiency IE4 Super Premium Efficiency 	<ul style="list-style-type: none"> UK Asia Pacific Continental Europe 	We can deliver products that are compliant with IE5 Ultra Premium Efficiency, on customers' requests.
Nema	Premium Standards	North America	

Typically, electric motor systems consume large amount of electrical energy with the related energy costs contributing a high proportion of total motor operating costs over the motor's lifetime. An improvement in efficiency could result in significant energy and cost savings, which will also reduce GHG emissions that cause climate change.

Performance

During the Reporting Period, 100% of our products on offer comply with at least IE3 Premium and/or Premium Standards efficiency level (FY2023: 100%).

9.5 Energy Conservation and GHG Emissions Reduction

Commitment

We acknowledge that our energy consumption and the resultant GHG emissions contribute to climate change. Accordingly, we are committed to reducing our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

Approach

We aim to reduce our environmental footprint and at the same time, establish operational resilience to deliver long-term and sustainable value to our stakeholders. We adopt a balanced approach in effectively managing and minimising the environmental impacts arising from our business operations.

To run our operations, we rely mainly on purchased electricity for operating equipment at our premises, lighting, office work and cooling (Scope 2¹⁰). We do not generate material direct GHG emissions (Scope 1) from our operations and therefore, no separate disclosure is made on direct GHG emissions (Scope 1¹¹). Nonetheless, we will continue to monitor such emissions and to disclose in future, as and when applicable.

10 Scope 2 GHG emissions are indirect emissions that arise from the generation of purchased electricity consumed by a reporting entity. Scope 2 GHG emissions are generated at the facility where electricity is produced.

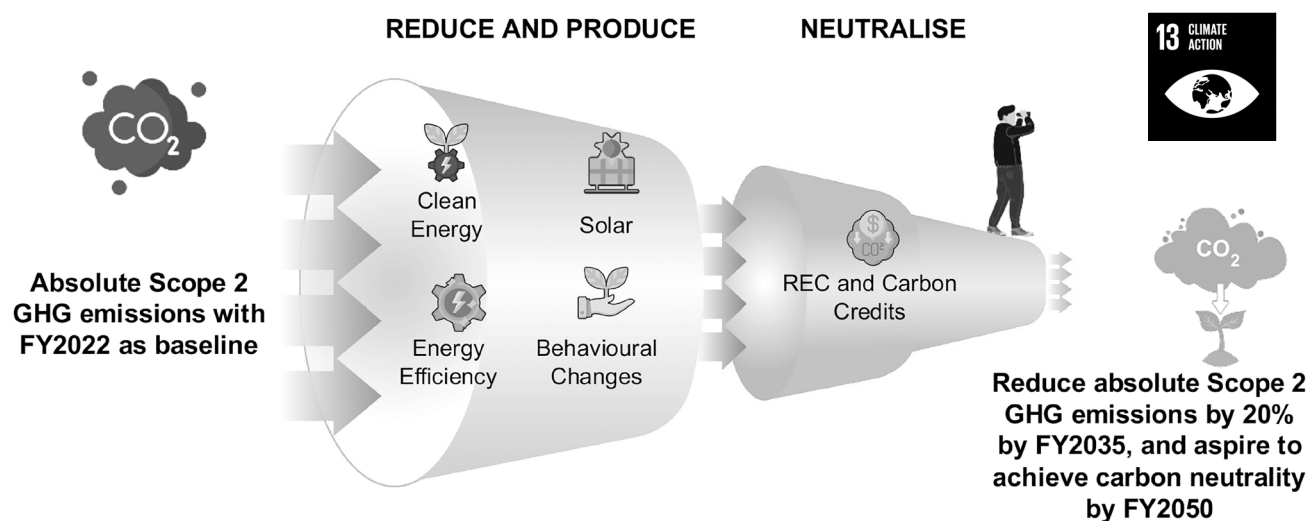
11 Scope 1 GHG emissions occur from sources that are controlled by a reporting entity.

We track and monitor our Scope 2 and certain categories of Scope 3 GHG emissions closely and are developing mechanisms to track our other categories of Scope 3 GHG emissions, where relevant and practicable. We also developed a climate change transition plan and will refine and improve the plan as we progressively implement it, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our future sustainability reports with assurance on the reporting process covered by an internal review.

We measure our GHG emissions in alignment with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004). We adopted the operational control approach as a basis to determine GHG emissions data consolidation boundaries across our entities. This approach has been selected as it allows us to manage emissions from our operations where we have practical control to introduce relevant measures and implement operating policies. We have assessed that we have operational control over all reporting entities covered in this Report.

Climate change transition plan

Our climate change transition plan steers us in our decarbonisation journey. Under this plan, we commit to reduce our absolute Scope 2 GHG emissions by 20% and by FY2035, and aspire to achieve carbon neutrality by FY2050, with FY2022 as our baseline. Our climate change transition plan is focused on three (3) strategic levers of reduce, produce and neutralise as follows:



Details of our strategic levers adopted in our climate change transition plan are as follows:

LEVER	REDUCE	PRODUCE	NEUTRALISE
Focus area	<ul style="list-style-type: none"> Energy efficiency <ul style="list-style-type: none"> - Equipment - Lighting - Cooling - Electric vehicles Clean energy Behavioural changes 	Solar energy	<ul style="list-style-type: none"> Renewable energy certificates ("REC") Carbon credits

Our action plans by lever and focus area are as follows:

LEVER	FOCUS AREA	ACTION PLAN
Reduce	Energy efficiency - Equipment	We track and review spending on energy consumption regularly to control usage and corrective actions are taken when there are unusual consumption patterns. We switch to more efficient equipment wherever possible.
	Energy efficiency - Lighting	We switch to energy-efficient light-emitting diode lightings wherever possible and install light sensors.
	Energy efficiency - Cooling	We schedule regular maintenance and servicing work for our air-conditioning systems to ensure that there are running efficiently. Air-conditioning units which are not functioning are replaced with more efficient models.
	Energy efficiency - Electric vehicles	Our action plans on this front include: <ul style="list-style-type: none"> For the UK, we own a car fleet comprising electric and hybrid cars to reduce reliance on diesel fuel; and Across the Group, individuals who drive for business are encouraged to purchase fuel efficient vehicles or electric vehicles to reduce carbon footprint and save expenses for fuel.
	Clean energy	For the UK, we purchased electricity from an energy retailer that distributes electricity from renewable sources. For the remaining entities, we are constantly exploring opportunities to use clean and/or renewable energy available in the locations where we operate in.
	Behavioural changes	We constantly remind our employees on socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use and enabling power saving modes.
Produce	Solar energy	We are exploring the installation of solar panels on our premises to further reduce our GHG emissions where practicable.
Neutralise	<ul style="list-style-type: none"> REC Carbon credits 	We plan to explore the use of REC and carbon credits to offset unavoidable residual GHG emissions when the relevant markets mature.

Performance

Key statistics on energy consumption and GHG emissions during the Reporting Period are as follows:

SUSTAINABILITY METRIC	UNIT OF MEASUREMENT	FY2024	FY2023
Energy consumption			
Electricity consumption	Gigajoules ("GJ")	1,955	2,229
Electricity consumption intensity	GJ/ '000 square feet of operating space utilised	11	12
GHG emissions			
Indirect GHG emissions (Scope 2)	tonnes CO ₂ e	130	131
GHG emissions intensity	tonnes CO ₂ e/ '000 square feet of operating space utilised	0.72	0.72

During the Reporting Period, we track selected categories of Scope 3 GHG emissions¹² for our main operations in the UK as follows:

CATEGORY	COVERAGE	UNIT OF MEASUREMENT	FY2024	FY2023
Category 6: Business travel	Air travel	tonnes CO ₂ e	32	14
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO ₂ e	25	40 ¹³

During the Reporting Period, the increase in Scope 3 GHG emissions from business travel was primarily due to an increase in overseas travel for exhibitions and supplier factory visits. Conversely, the decrease in Scope 3 GHG emissions from employee commuting was mainly due to more employees in UK opting for fuel-efficient or electric vehicles, supported by participation in the government's incentive program for sustainable transportation.

¹² Scope 3 GHG emissions were calculated using Department for Environment, Food and Rural Affairs of the United Kingdom emission factors, and the International Civil Aviation Organization Carbon Emissions Calculator.

¹³ To reduce our category 7 Scope 3 GHG emissions, we joined a government incentive sustainable transport scheme, 'Decarbonising Transport' in the UK to encourage the use of more environmentally friendly mode of transport for business purposes, such as cycling and walking.

9.6 Responsible Waste Management

Commitment

We recognise that environmental preservation through efficient waste management such as reducing and recycling allows us to operate in a sustainable environment. We are committed to minimise wastage in our operations and minimise potential impact of our operations on the environment.

Approach

We will continuously monitor waste generated from our operations and make the relevant waste-related disclosure where applicable.

Performance

As most of our production and delivery processes are outsourced, waste generated from our operations is not material and with no hazardous waste produced. Accordingly, no disclosure on waste generated is made in this Report. We will continue to monitor our waste level and disclose in future, if applicable.

9.7 Occupational Health and Safety

Commitment

In our daily operations, some of our employees have to handle heavy lifting equipment such as a forklift to transfer inventories at our warehouses and operate machinery to modify our motor products. Accordingly, we are committed to maintaining a safety-conscious culture amongst our employees.

Approach

The measures implemented to manage health and safety at our workplaces are as follows:

- A set of safety rules and regulations is in place;
- A safety committee is in place and safety inspections are performed regularly by safety officers and reported to senior managers;
- All new employees are briefed on safety procedures during orientation; and
- Regularly track and monitor accidents at the workplace and corrective action plans are established to prevent recurrences of the accidents.

Performance

Key statistics on our work-related injuries and ill health cases are as follows:

SUSTAINABILITY METRIC	FY2024	FY2023
Number of workplace fatalities	-	-
Number of high consequence work-related injuries ²	-	-
Number of recordable work-related injuries	1	-
Number of recordable work-related ill health cases	-	-

The recordable work-related injury in FY2024 relates to an accidental knock from an attempt by an employee to catch a falling object. Lessons learnt from the incident were shared with the other employees to avoid recurrence.

9.8 Equality and Diversity in the Workplace

Commitment

To inspire and nurture our people, we are committed to the goals of diversity and equal opportunity in employment by providing a work environment for our employees that fosters fairness, equality and respect for social and cultural diversity, regardless of their gender and age.

Approach

To promote equal opportunity, we implemented various human resource measures as follows:

- Assessment is performed regularly to evaluate the performance of employees, and their remuneration is adjusted where justifiable and based on merit;
- Recruitment advertisements do not state age, race, gender or religious preferences as requirement; and
- Discrimination and harassment guidelines are in place to support our overall commitment to equal employment opportunity without discrimination.

Performance

The total number of full-time employees covered as at 31 December 2024 is 74 (as at 31 December 2023: 75).

Gender diversity (%)

We view gender diversity in the workplace as an essential element in supporting sustainable development. Key statistics on gender diversity of our employees are as follows:

SUSTAINABILITY METRIC	FY2024		FY2023	
	MALE	FEMALE	MALE	FEMALE
Overall	65%	35%	72%	28%
Employee category				
Management	47%	53%	61%	39%
Non-management	69%	31%	75%	25%

Age diversity (%)

We value mature workers for their experience, knowledge and skills. Key statistics on age diversity of our employees are as follows:

SUSTAINABILITY METRIC	FY2024			FY2023		
	BELOW 30	30 – 50	ABOVE 50	BELOW 30	30 – 50	ABOVE 50
Overall	9%	45%	46%	11%	40%	49%
Employee category						
Management	-%	67%	33%	-%	61%	39%
Non-management	12%	39%	49%	14%	33%	53%

During the Reporting Period, there were no (FY2023: zero) reported incidents of unlawful discrimination³ against employees.

9.9 Employee Development and Retention

Commitment

We firmly believe that our success comes from continual investment in our employees. Our human resource strategy recognises the importance of social equity and the provision of equal opportunities in an environment that is safe and healthy for employees. We believe that a low turnover improves the sustainability of our operations and allows us to contribute positively to the development of social and human capital in a wider community.

Approach

In line with our mission to inspire and nurture our people, we are committed to employee retention through the following efforts:

- Providing pro-family benefits to eligible employees which include maternity leave, paternity leave and childcare leave;
- Employees are engaged regularly via various channels such as performance appraisals which allow them to gain feedback on their career progress. This also encourages them to take self-initiated actions to improve their capabilities; and
- In-house and external training courses are organised regularly for employees to improve their professional skills. For example, a systematic training programme is maintained for our employees based in the UK, North America and Australia to equip them with the needed product and service knowledge.

Performance

Parental leave

Key statistics on maternity leave and paternity leave (collectively referred to as “**Parental Leave**”) taken by eligible employees are as follows:

SUSTAINABILITY METRIC	FY2024		FY2023	
	MALE	FEMALE	MALE	FEMALE
Number of employees entitled to Parental Leave	1	2	1	-
Number of employees who took Parental Leave	1	2	1	-
Number of employees who returned to work after Parental Leave ended	1	-	1	-
Return to work rate of employees who took Parental Leave	100%	-%	100%	-%
Retention rate of employees 12 months after they returned to work from Parental Leave ¹⁴	-%	-%	100%	-%

14 Retention rate is calculated based on employees who took Parental Leave in the preceding reporting period.

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New hires¹⁵

During the Reporting Period, our hiring rate was 22% (FY2023: 24%). Key statistics on new employee hires are as follows:

SUSTAINABILITY METRIC	FY2024		FY2023	
	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
Overall	16	22%	18	24%
Gender				
Male	7	15%	16	30%
Female	9	35%	2	10%
Age				
Below 30	3	43%	7	88%
30 to 50	10	30%	7	23%
Above 50	3	9%	4	11%

Employee turnover¹⁶

During the Reporting Period, our turnover rate was 23% (FY2023: 19%). Key statistics on employee turnover are as follows:

SUSTAINABILITY METRIC	FY2024		FY2023	
	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
Overall	17	23%	14	19%
Gender				
Male	13	27%	11	20%
Female	4	15%	3	14%
Age				
Below 30	4	57%	6	75%
30 to 50	5	15%	4	13%
Above 50	8	24%	4	11%

15 New hire related statistics are calculated based on confirmed new hires over total employees by gender and age.

16 Turnover related statistics are calculated based on turnover of confirmed employees over total employees by gender and age.

Training and Development

During the Reporting Period, our employees received 614 hours (FY2023: 460 hours) of training and each employee received an average of 8 hours of training (FY2023: 6 hours of training per employee).

SUSTAINABILITY METRIC	FY2024	FY2023
Overall		
Total training hours	614	460
Average training hours per employee	8	6
Gender (Male)		
Total training hours	392	314
Average training hours per employee	8	6
Gender (Female)		
Total training hours	222	146
Average training hours per employee	9	7

During the Reporting Period, the increase in average training hours for our employees was primarily due to mandatory biannual training courses required at one of our operating locations.

Performance appraisals

During the Reporting Period, 100% (FY2023: 100%) of employees received regular performance appraisals.

SUSTAINABILITY METRIC	FY2024	FY2023
Overall	100%	100%
Gender		
Male	100%	100%
Female	100%	100%
Employee category		
Management	100%	100%
Non-management	100%	100%

9.10 Robust Corporate Governance Framework

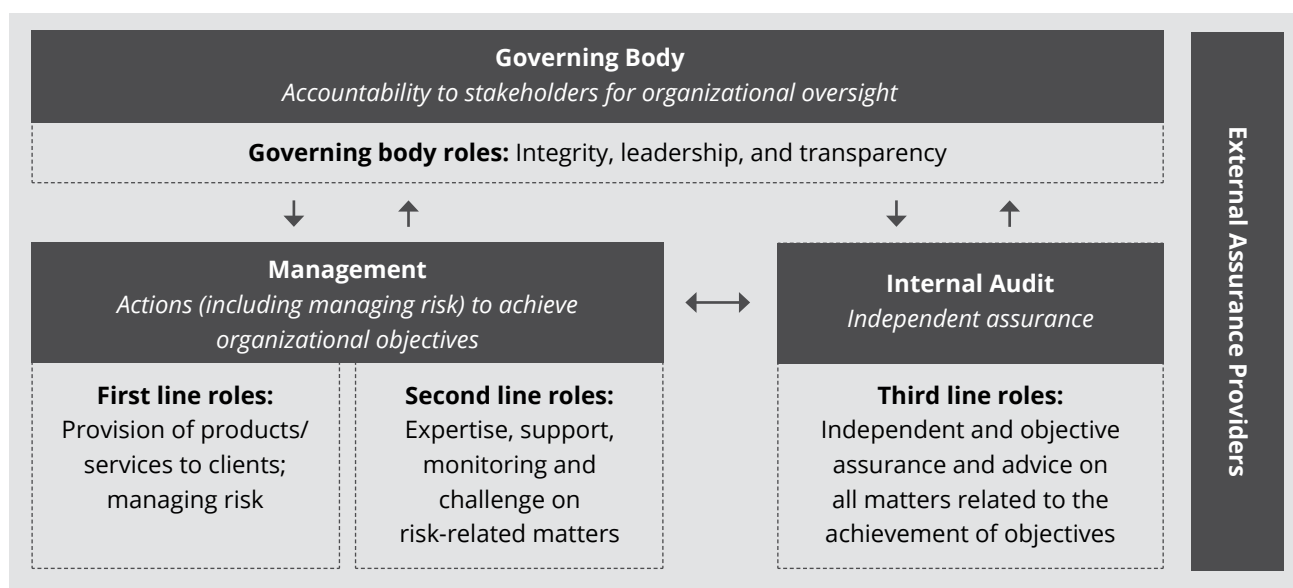
Commitment

A high standard of corporate governance is integral in ensuring the sustainability of our business as well as safeguarding shareholders' interests and maximising long-term shareholders' value.

We are also committed to carry out business with integrity by avoiding corruption in any form, including bribery, and complying with the Prevention of Corruption Act of Singapore.

Approach

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors (“IIA”). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third-line roles) and the relationship among them are defined as follows:



Key: ↑ Accountability, reporting ↓ Delegation, direction, resources, oversight ↔ Alignment, communication coordination, collaboration

Source: The IIA's Three Lines Model

Key initiatives taken by us on corporate governance include:

- An ERM framework is in place;
- Regularly assess and review our Group's business and operational environment to better identify and manage emerging and strategic sustainability risks;
- A whistleblowing policy is in place to provide a mechanism for employees to raise concerns through accessible and confidential disclosure channels on possible improprieties;
- A code of conduct is in place to provide guidance on business culture and corporate behaviour; and
- We seek to comply with the applicable laws and regulations including the Mainboard Rules of SGX-ST, Companies Act and Employment Act.

You may refer to the Corporate Governance Report of this Annual Report for more information on our corporate governance practices.

Performance

During the Reporting Period, there were zero incidents (FY2023: zero incidents) of serious offence⁴ and zero incidents (FY2023: zero incidents) of non-compliance with any applicable laws and regulations⁵ that resulted in a significant fine or non-monetary sanction. Our overall Singapore Governance and Transparency Index score assessed by the National University of Singapore Business School is 64 for the year 2024 (Year 2023: 74).

10. TARGETS AND PROGRESS

To measure our ongoing sustainability performance and drive continuous improvement, we have developed a set of targets related to our material Sustainability Factors. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress tracking
○○○	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	MATERIAL SUSTAINABILITY FACTOR	TARGET ¹⁷	CURRENT YEAR'S PROGRESS AGAINST PROGRESSIVE TARGET SET FOR FY2024 ¹⁸
Economic			
1	Total customer satisfaction	<u>Short-term</u> <ul style="list-style-type: none"> Maintain or improve market presence subject to market conditions Product defect rate maintained below 1% 	●●● We maintained market presence and a product defect rate below 1%.
2	Sustainable business performance	<u>Short-term</u> Maintain or improve our financial performance subject to economic conditions	●○○ Our revenue and profit for the year decreased to S\$62 million and S\$2 million respectively.

¹⁷ Time horizons for target setting are: (i) short-term: within five (5) years (until FY2028); (ii) medium-term: between five (5) to 20 years (FY2029 and FY2043); (iii) long-term: more than 20 years (FY2044 onwards); and (iv) ongoing: encompassing short, medium and long-term.

¹⁸ You may refer to the FY2023 Annual Report for details on targets set for FY2024.

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S/N	MATERIAL SUSTAINABILITY FACTOR	TARGET ¹⁷	CURRENT YEAR'S PROGRESS AGAINST PROGRESSIVE TARGET SET FOR FY2024 ¹⁸
Environmental			
3	Water conservation	<u>Short-term</u> Maintain or reduce water consumption intensity	●●● We reduced our water consumption intensity to 11 Cu M/ total number of employees.
4	Energy-efficient products	<u>Short-term</u> Maintain all our products on offer to comply with at least IE3 Premium Efficiency and/or Premium Standards efficiency level	●●● We maintained all our products on offer to comply with at least IE3 Premium Efficiency and/or Premium Standards efficiency level.
5	Energy conservation and GHG emissions reduction	<u>Short-term</u> Maintain or reduce GHG emissions intensity by FY2025, with FY2022 as our baseline <u>Medium-term</u> Reduce our absolute Scope 2 GHG emissions by 20% by FY2035, with FY2022 as our baseline <u>Long-term</u> Aspire to achieve carbon neutrality by FY2050	●●● We maintained our GHG emissions intensity at 0.72 tonnes CO2e/ '000 square feet of operating space utilised. ●●○ We continued to reduce our absolute Scope 2 GHG emissions and is on track to meet our medium and long-term targets.
6	Responsible waste management	<u>Short-term</u> Maintain an immaterial amount of waste generated and with no hazardous waste produced	●●● We maintained an immaterial amount of waste generated with no hazardous waste produced.

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S/N	MATERIAL SUSTAINABILITY FACTOR	TARGET ¹⁷	CURRENT YEAR'S PROGRESS AGAINST PROGRESSIVE TARGET SET FOR FY2024 ¹⁸
Social			
7	Occupational health and safety	<u>Ongoing and long-term</u> Maintain zero work-related injuries and ill-health cases	●○○ We maintained zero ill-health cases, however there was one (1) incident of recordable work-related injury.
8	Equality and diversity in the workplace	<u>Ongoing and long-term</u> Maintain zero reported incidents of unlawful discrimination against employees	●●● We maintained zero reported incidents of unlawful discrimination against employees.
9	Employee development and retention	<u>Ongoing and long-term</u> <ul style="list-style-type: none"> Maintain proportion of employees who receive performance appraisals Maintain or improve average training hours per employees 	●●● <ul style="list-style-type: none"> 100% of employees received regular performance appraisals. We improved the average training hours per employees
Governance			
10	Robust corporate governance framework	<u>Ongoing and long-term</u> <ul style="list-style-type: none"> Maintain zero incidents of serious offence⁴ Maintain zero incidents of non-compliance with any applicable laws and regulations⁵ that resulted in a significant fine or non-monetary sanction 	●●● We maintained zero incidents of serious offence and zero incidents of non-compliance with any applicable laws and regulations

For the material Sustainability Factors identified in this Report, the Board and the SC have considered the relevance and usefulness of setting related targets in the short, medium and long-term horizon. As the historical data trends for certain material Sustainability Factors have yet to stabilise, we have not set the related medium and long-term targets and will disclose such targets in our future sustainability reports when the data trends have stabilised and subject to market trends.

11. SUPPORTING THE TCFD

Our climate-related disclosures are produced based on the 11 recommendations of TCFD:

Governance

- a. *Describe the board's oversight of climate-related risks and opportunities.*

The Board oversees the management and monitoring of material Sustainability Factors and consider climate-related issues in determining the Group's strategic direction and policies on an annual basis.

- b. *Describe management's role in assessing and managing climate-related risks and opportunities.*

Our sustainability strategy is developed and directed by the SC in consultation with the Board. The SC is led by the CEO and assisted by the Group Financial Controller and General Manager, UK. The SC is further supported by representatives from key business units and corporate functions, as well as Heads from our different geographical locations. The responsibilities of the SC include performing materiality assessment, considering stakeholders' priorities, setting targets, as well as collecting, monitoring and reporting of performance data.

Strategy

- a. *Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.*
- b. *Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.*

We recognise that climate change poses different types of risks to our business. The Group's assessment on the potential implications of the climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") range of climate scenarios:

SCENARIO	DESCRIPTION
NGFS – Orderly	This scenario assumes that climate policies are introduced early and become gradually more stringent. Both physical and transition risks are relatively subdued through cohesive stringent climate policies and innovation.
NGFS – Hot house world	This scenario assumes that some climate policies are implemented in some jurisdictions, but global efforts are insufficient to halt significant global warming. Critical temperature thresholds are exceeded, leading to severe physical risks and irreversible impacts like sea-level rise. Only currently implemented policies are preserved, leading to high physical risks.

We selected NGFS' orderly and hot house world scenarios for the purpose of our qualitative climate scenario analysis. The impact of the climate-related risks is analysed on group-wide activities in the short-term (within five (5) years, until FY2028), medium-term (between five (5) to 20 years, between FY2029 and FY2043) and long-term (more than 20 years, FY2044 onwards). Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the Group during a climate-related risk assessment exercise include the following:

RISK AND POTENTIAL IMPACT	SIGNIFICANCE OF FINANCIAL IMPACT ¹⁹				MITIGATION MEASURE	CLIMATE-RELATED OPPORTUNITY
	CURRENT EFFECT (SGD)	SHORT -TERM	MEDIUM-TERM	LONG -TERM		
Key physical risk identified - Increased severity of extreme weather events						
Adverse changes in climate patterns such as rising temperatures and extreme weather events (such as floods and droughts) may disrupt the Group's supply chains and consequentially cause procurement delays, which will in turn adversely affect its business performance.	Scenario: Orderly				We put in place a climate change transition plan to steer us on our decarbonisation journey.	We may capitalise on opportunities available in improving our operational efficiency.
	NA ²¹	○	○	○		
Additionally, with rising temperatures and more frequent heatwaves resulting from global warming and climate change, the risks of increased cooling expenditures and reduced labour productivity are expected to rise.	Scenario: Hot house world				The increased severity of extreme weather events drove us to increase our operational efficiency.	The Group also realises the opportunity to review and assess our value chain to reduce operating costs.
	NA ²¹	●	●	●		
We remain vigilant in monitoring the impact of climate change on our operations, mindful of the alarming estimated global cost of USD16 million per hour ²⁰ arising from climate-related damage.					You may refer to section '9.5 Energy Conservation and GHG Emissions Reduction' for further information.	

19 Significance of financial impact is determined based on the risk appetite established in accordance with the Group's ERM framework.

20 Source: <https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/>

21 We are unable to estimate the current financial effect due to uncertainties in the inputs and assumptions resulting from the lack of available data, including information about climate outcomes and their effects on the Group. We will continue to monitor credible information to support our disclosures in this area.

RISK AND POTENTIAL IMPACT	SIGNIFICANCE OF FINANCIAL IMPACT ¹⁹				MITIGATION MEASURE	CLIMATE-RELATED OPPORTUNITY
	CURRENT EFFECT (SGD)	SHORT -TERM	MEDIUM-TERM	LONG -TERM		
Key transition risk identified - Enhanced GHG emissions reporting obligations						
<p>With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are requiring reporting of climate-related information. Failure to comply with enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance.</p> <p>Thesewnewrequirements necessitate the investment of manpower resources in more comprehensive data collection, analysis and reporting processes, greater involvement from management and additional costs for consultants and employee training.</p>	<p>Scenario: Orderly</p> <p>9,752 to 19,652</p>	○	○	○	<p>To strengthen our sustainability governance structure, we put in place a SC for managing and monitoring our material Sustainability Factors, including working with the various business units and corporate functions to ensure that these are integrated into our day-to-day operations. In addition, we established TOR for component parties involved in the sustainability reporting process, for clarity and accountability purposes.</p> <p>With the above, we will be in a better position to meet the changes in regulations and rising expectations of stakeholders on the environment.</p>	<p>The enhanced GHG emissions reporting obligations and increase in regulatory costs will raise climate awareness among our employees. With more defined job responsibilities and training, the Group will also be better positioned to use energy resources responsibly and adopt environmentally friendly practices.</p>
	<p>Scenario: Hot house world</p> <p>9,752 to 19,652</p>	○	○	○		

Legend

○ Minor ● Moderate ● Major

In terms of our business strategy and financial planning based on the scenarios above, we will continue to formulate adaptation, mitigation plans and explore allocating resources towards transitioning to low-carbon practices. We strive to minimise the climate risks associated with our business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

Strategy

- c. *Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities.

Through our climate scenario analysis, we concluded that under warming scenario 1 (hot house world), unmitigated climate risks of extreme weather events may result in a severe financial impact in the medium and long-term. Under warming scenario 1 (orderly), the climate-related risks identified are not expected to result in significant financial impacts in the short, medium or long-term. We will incorporate these findings and considerations into our strategy, decision-making and ERM approach moving forward.

Risk Management

- a. *Describe the organisation's processes for identifying and assessing climate-related risks.*
- b. *Describe the organisation's processes for managing climate-related risks.*
- c. *Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.*

Climate-related risk management is covered under our ERM framework whereby potential climate-related risks are identified, assessed, monitored and managed. Business units and functions are responsible for identifying and documenting their relevant climate-related risk exposures that might hinder their progress towards contributing to the Group's business objectives. These risks and opportunities, along with their treatment plans, are reviewed and updated during the ERM exercise and presented to the AC along with other key enterprise-wide risks. Climate-related risks are also monitored based on the trend of climate-related sustainability metrics.

Metrics and Targets

- a. *Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.*

We track, measure and report on our environmental performance, including energy consumption, GHG emissions, water and waste management and disclose related metrics in our sustainability reports. Monitoring and reporting these metrics help us in identifying areas with material climate-related risks and enable us to be more targeted in our efforts.

- b. *Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.*

To support the climate change agenda, we disclosed our Scope 2 and certain categories of Scope 3 GHG emissions in this Report and set climate-related targets such as those related to energy consumption, GHG emissions, water and waste management. As we do not generate material direct GHG emissions (Scope 1) from our operations, no separate disclosure is made accordingly. Nonetheless, we will continue to monitor such emissions and to disclose them in future, as and when applicable.

We will continue to monitor our emissions and expand the disclosure of our Scope 3 GHG emissions wherever applicable and practicable. Our disclosure on indirect Scope 3 GHG emissions in this Report includes business travel (category 6) and employee commuting (category 7) in FY2024.

- c. *Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.*

As a commitment towards mitigating climate change, we have set climate-related targets related to energy consumption, GHG emissions, water and waste management. For further details, refer to section 10 Targets and Progress.

APPENDIX 1 GRI CONTENT INDEX

Statement of use	Brook Crompton Holdings Ltd. has reported the information cited in the GRI content index for the period from 1 January to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(S)	None

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	1, 12, 39, 84, 133-134
	2-2 Entities included in the organisation's sustainability reporting	39
	2-3 Reporting period, frequency and contact point	39, 40, 45
	2-4 Restatements of information	None
	2-5 External assurance	40
	2-6 Activities, value chain and other business relationships	10-11, 39
	2-7 Employees	39, 54-58
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	8, 13-17, 42
	2-10 Nomination and selection of the highest governance body	21-23
	2-11 Chair of the highest governance body	8, 17-20
	2-12 Role of the highest governance body in overseeing the management of impacts	42-43
	2-13 Delegation of responsibility for managing impacts	13-17, 42-43
	2-14 Role of the highest governance body in sustainability reporting	42-43
	2-15 Conflicts of interest	13-17
	2-16 Communication of critical concerns	29-31, 33-35, 58-60
	2-17 Collective knowledge of the highest governance body	13-17, 42-43
	2-18 Evaluation of the performance of the highest governance body	23-24
	2-19 Remuneration policies	24-27
	2-20 Process to determine remuneration	24-27
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	4-7, 37
	2-23 Policy commitments	42, 58-60
	2-24 Embedding policy commitments	42, 58-60
	2-25 Processes to remediate negative impacts	29-31, 58-60
	2-26 Mechanisms for seeking advice and raising concerns	29-31, 58-60
	2-27 Compliance with laws and regulations	58-60
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	41
	2-30 Collective bargaining agreements	As at 31 December 2024, 100% of our bargainable employees in Italy are covered by collective bargaining agreements.

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	42-45
	3-2 List of material topics	45
	3-3 Management of material topics	47-60
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	48-49
	201-2 Financial implications and other risks and opportunities due to climate change	63-67
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	58-60
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	50-53
	302-3 Energy intensity	50-53
	302-4 Reduction of energy consumption	50-53
	302-5 Reductions in energy requirement of products and services	50-53
GRI 303: Water and Effluents 2018	303-5 Water consumption	49
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	50
	305-2 Energy indirect (Scope 2) GHG emissions	50-53
	305-3 Other direct (Scope 3) GHG emissions	50-53
	305-4 GHG emissions intensity	50-53
	305-5 Reduction of GHG emissions	50-53
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	54
	306-2 Management of significant waste-related impacts	54
	306-3 Waste generated	54
	306-4 Waste diverted from disposal	54
	306-5 Waste directed to disposal	54
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	57
	401-3 Parental leave	56
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	54
	403-10 Work-related ill health	54
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	58
	404-2 Programmes for upgrading employee skills and transition assistance programmes	56-58
	404-3 Percentage of employees receiving regular performance and career development reviews	58
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	55
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	55

APPENDIX 2 INDUSTRY-BASED GUIDANCE ON IMPLEMENTING CLIMATE-RELATED DISCLOSURE METRICS

The sustainability disclosure metrics are based on the IFRS Sustainability Disclosure Standard Industry-Based Guidance for implementing climate-related disclosure (Volume B50 – Industrial Machinery and Goods) for the distribution of electric motors business segment. The details are as follows:

Table 1. Sustainability Disclosure Topics and Metrics

TOPIC	CODE	METRIC	RESPONSE
Energy Management	RT-IG-130a.1	Total energy consumed	Our total energy consumed was 1,955 GJ in FY2024. For further details, please refer to section 9.5.
		Percentage grid electricity	Our electricity consumption was 100% drawn from the electricity grid in FY2024.
		Percentage renewable	The renewable percentage was 24% in FY2024.
Fuel Economy and Emissions in Use-phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium-and heavy-duty vehicles	Not applicable for our business as we distribute electric motors.
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	
	RT-IG-410a.4	Sales-weighted emissions of nitrogen oxides ("No _x ") and Particular matter ("PM") for: <ul style="list-style-type: none"> • Marine diesel engines • Locomotive diesel engines • On-road medium- and heavy-duty engines • Other non-road diesel engines 	

Table 2. Activity Metrics

CODE	ACTIVITY METRIC	RESPONSE
RT-IG-000.A	Number of units produced by product category	Not applicable as we distribute electric motors.
RT-IG-000.B	Number of employees	The total number of employees as at 31 December 2024 is 74.