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Johnson Electric Holdings Limited

(Incorporated in Bermuda with limited liability)
(Stock code: 179)

INTERIM RESULTS ANNOUNCEMENT FOR THE PERIOD ENDED 30TH SEPTEMBER 2009

HIGHLIGHTS

- Group sales US\$812 million – down 28% compared to first half of prior financial year but up 16% compared to second half of prior financial year
 - Gross profit margin increased to 26.6%
 - Cash flow generated from operations US\$145 million
 - Operating profit after restructuring costs and assets impairment US\$33 million
 - Net profit attributable to shareholders US\$14.6 million or 0.4 US cents per share
 - Net gearing (net debt to equity) 12%
-

The Directors announce that the unaudited consolidated profit attributable to shareholders for the six months ended 30th September 2009 was US\$14,616,000, a decrease of 68% over the corresponding period in 2008.

FINANCIAL RESULTS

The unaudited condensed consolidated profit and loss account for the six months ended 30th September 2009 together with comparative figures for the corresponding period in 2008 is set out below:

CONDENSED CONSOLIDATED PROFIT AND LOSS ACCOUNT

For the six months ended 30th September 2009

	Note	Unaudited Six months ended 30th September	
		2009 US\$'000	2008 US\$'000
Sales		811,715	1,130,119
Cost of goods sold		(595,753)	(837,145)
Gross profit		215,962	292,974
Other income and gains/(losses)		(1,229)	8,448
Selling and administrative expenses		(167,725)	(203,571)
Restructuring provision and assets impairment		(14,038)	(2,111)
Operating profit	3	32,970	95,740
Finance costs, net		(3,070)	(6,480)
Share of (losses)/profits of associated companies		(185)	101
Profit before income tax		29,715	89,361
Income tax expenses	4	(10,395)	(14,264)
Profit for the period from continuing operations		19,320	75,097
Loss from discontinued operations		-	(27,518)
Profit for the period		19,320	47,579
Attributable to:			
Equity holders of the Company		14,616	45,503
Minority interests		4,704	2,076
		19,320	47,579
Interim dividend	5	-	-
Basic and diluted earnings/(losses) per share for profit attributable to the equity holders of the Company during the period (expressed in US cents per share)			
From continuing operations	6	0.40	1.99
From discontinued operations	6	-	(0.75)
		0.40	1.24

CONDENSED CONSOLIDATED BALANCE SHEET

As at 30th September 2009

	Note	Unaudited 30th September 2009 US\$'000	Audited 31st March 2009 US\$'000
ASSETS			
Non-current assets			
Property, plant and equipment		385,829	368,143
Investment properties		37,631	37,025
Leasehold land and land use rights		24,875	23,170
Intangibles		724,529	662,094
Associated companies		1,423	1,672
Deferred income tax assets		35,382	36,463
Available-for-sale financial assets		3,783	3,525
Other financial assets at fair value through profit or loss		8,906	9,039
		1,222,358	1,141,131
Current assets			
Stocks and work in progress		194,487	202,772
Trade and other receivables	7	339,678	272,376
Other financial assets		3,037	6,385
Income tax recoverable		5,872	8,159
Pledged deposits		17,156	17,122
Bank balances and cash		411,740	302,002
		971,970	808,816
Current liabilities			
Trade and other payables	8	327,271	225,952
Current income tax liabilities		16,703	12,937
Other financial liabilities		4,741	15,986
Borrowings		10,617	1,082
Provisions and other liabilities		25,922	20,167
		385,254	276,124
NET CURRENT ASSETS		586,716	532,692
TOTAL ASSETS LESS CURRENT LIABILITIES		1,809,074	1,673,823
Non-current liabilities			
Borrowings		531,282	527,827
Other financial liabilities		40,600	22,426
Deferred income tax liabilities		85,835	80,863
Provisions and other liabilities		47,766	44,559
		705,483	675,675
NET ASSETS		1,103,591	998,148
EQUITY			
Share capital		79,349	78,441
Reserves		978,430	885,965
Dividends		-	-
		1,057,779	964,406
Minority interests		45,812	33,742
TOTAL EQUITY		1,103,591	998,148

CONDENSED CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the six months ended 30th September 2009

	Unaudited Six months ended 30th September	
	2009 US\$'000	2008 US\$'000
Profit for the period	19,320	47,579
Other comprehensive income/(expenses)		
Gain on revaluation of property, plant and equipment and leasehold land on transfer to investment properties	-	3,338
Deferred income tax effect on gain on revaluation of property, plant and equipment and leasehold land on transfer to investment properties	-	(551)
Available-for-sale financial assets		
- fair value gains	94	167
- release of reserves upon disposal	-	(185)
Hedging instruments		
- fair value gains	6,174	2,900
- transferred to profit and loss account	11,849	(4,134)
Deferred income tax effect on fair value gains in hedging instruments	(709)	(1,338)
Actuarial (losses) of defined benefit plans	(503)	(3,323)
Deferred income tax effect on actuarial gains/(losses) of defined benefit plans	(845)	764
Adjustment arising on translation of foreign subsidiaries and associated companies	61,704	(45,184)
Other comprehensive income/(expenses) for the period,	<u>77,764</u>	<u>(47,546)</u>
Total comprehensive income for the period	<u>97,084</u>	<u>33</u>
Total comprehensive income/(expenses) attributable to: Equity holders of the Company	92,363	(2,880)
Minority interests		
Share of profit for the period	4,704	2,076
Adjustment arising on translation of foreign subsidiaries	17	837
	<u>4,721</u>	<u>2,913</u>
	<u>97,084</u>	<u>33</u>

CONDENSED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the six months ended 30th September 2009

	Unaudited Six months ended 30th September	
	2009	2008
	US\$'000	US\$'000
Total equity at 1st April	998,148	1,132,930
Total comprehensive income for the period	97,084	33
Employees share option scheme		
- value of employee services	1,009	(494)
Acquisition of minority interests and subsidiaries	7,349	217
Purchase of treasury shares	-	(172)
Treasury shares vested	1	170
Dividend relating to 2007 paid in July 2008	-	(46,158)
Total equity at 30th September	<u>1,103,591</u>	<u>1,086,526</u>

Note:

1. Principal accounting policies

This unaudited condensed consolidated interim financial information is prepared in accordance with Hong Kong Accounting Standard (HKAS) 34 "Interim Financial Reporting" issued by the Hong Kong Institute of Certified Public Accountants and Appendix 16 of the Listing Rules of The Stock Exchange of Hong Kong Limited.

The accounting policies and methods of computation used in the preparation of this condensed consolidated interim financial information are consistent with those used in the annual financial statements for the year ended 31st March 2009, except that the Group adopted all the new standards, amendments to standards and interpretations (new/revised HKFRSs) which are effective for accounting period commencing on 1st April 2009. Except for below revised HKFRSs which require revised disclosure to the accounts, the adoption of these new/revised HKFRSs did not have a material impact on the condensed consolidated interim financial information of the Group.

HKAS 1 (revised), "Presentation of financial statements" - The revised standard requires presentation of items of income and expenses to be presented separately from owner changes in equity. The Group has elected to present two statements: an income statement and a statement of comprehensive income.

HKFRS 8 "Operating segments" – HKFRS 8 replaces HKAS 14, "Segment reporting" and requires a "management approach" under which segment information is presented on the same basis as that used for internal reporting purposes.

Amendment to HKFRS 7 "Financial instruments : disclosures" - The amendment increases the disclosure requirements about the fair value measurement and amends the disclosure about liquidity risk. The Group will make the relevant disclosures in its financial statements for the year ending 31st March 2010.

2. Segment information

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker (as defined in HKFRS). The chief operating decision maker has been identified as the Group's Executive Committee.

The Group's business is managed in two operating segments - Manufacturing and Trading.

The manufacturing operating segment derives its revenue primarily from the manufacturing and sale of motors, electromechanical components, motion systems and sub-systems.

The trading operating segment is principally engaged in trading of goods and materials not manufactured by the Group.

2. Segment information (Cont'd)

The reportable segments per the management accounts for the six months ended 30th September 2009 are as follows:

	Six months ended 30th September 2009		
	Manufacturing US\$'000	Trading US\$'000	Group US\$'000
External sales	799,046	12,669	811,715
Gross profit	214,620	1,342	215,962
Other operating income	714	1	715
Selling and administrative expenses	(166,954)	(1,081)	(168,035)
Operating profit before restructuring	48,380	262	48,642
Restructuring costs	(14,038)	-	(14,038)
Operating profit after restructuring	34,342	262	34,604
Non-operating income/(expenses)	1,077	(1,491)	(414)
Finance costs	(4,273)	(17)	(4,290)
Share of losses of associated companies	(185)	-	(185)
Profit/(loss) before income tax	30,961	(1,246)	29,715
Taxation			(10,395)
Profit for the period			19,320

Other information

Depreciation and amortisation	42,765	66	42,831
Interest income	1,215	5	1,220

As at 30th September 2009

Total assets	2,181,380	12,948	2,194,328
Total assets include:			
Investment in associates	1,423	-	1,423
Additions to non-current assets (other than financial assets and deferred tax assets)	14,909	-	14,909
Total liabilities	1,086,776	3,961	1,090,737

2. Segment information (Cont'd)

	Six months ended 30th September 2008		
	Manufacturing US\$'000	Trading US\$'000	Group US\$'000
External sales	1,082,577	47,542	1,130,119
Gross profit	291,129	1,845	292,974
Other operating income	1,304	47	1,351
Selling and administrative expenses	(194,620)	(3,550)	(198,170)
Operating profit/(loss) before restructuring	97,813	(1,658)	96,155
Restructuring costs	(2,111)	-	(2,111)
Operating profit/(loss) after restructuring	95,702	(1,658)	94,044
Non-operating income	4,875	376	5,251
Finance costs	(9,726)	(309)	(10,035)
Share of profits of associated companies	101	-	101
Profit/(loss) before income tax	90,952	(1,591)	89,361
Taxation			(14,264)
Profit after income tax			75,097
Discontinued operations			(27,518)
Profit for the period			47,579

Other information

Depreciation and amortisation	45,873	113	45,986
Interest income	3,477	78	3,555

As at 31st March 2009

Total assets	1,927,087	22,860	1,949,947
Total asset include:			
Investment in associates	1,672	-	1,672
Additions to non-current assets (other than financial assets and deferred tax assets)	34,237	782	35,019
Total liabilities	947,541	4,258	951,799

2. Segment information (Cont'd)

The management assesses the performance of the operating segments based on the measure of operating profit. The measure excludes items which are not directly related to the segment performance including non-operating income/(expenses) such as interest income, rental income, fair value gain/(loss) on revaluation of investment property, profit/(loss) on disposal of fixed assets, profit/(loss) on disposal of investments.

The discontinued operations included in the operating results for the six months ended 30th September 2008 was isolated and non-recurring and not included in the measure of operating profit/(loss).

A reconciliation of the operating profit per management accounts to the consolidated profit and loss account is as follows:

	Six months ended 30th September	
	2009	2008
	US\$'000	US\$'000
Operating profit per management accounts	34,604	94,044
Rental income	2,194	2,125
(Loss)/profit on sale of investments	(1,777)	332
(Loss)/profit on disposal of fixed assets	(19)	425
Fair value (losses) on interest rate swap	(1,627)	-
Miscellaneous (expenses)	(405)	(1,186)
Operating profit per consolidated profit and loss account	32,970	95,740
Interest (expense)	(4,290)	(10,035)
Interest income	1,220	3,555
Finance (costs), net	(3,070)	(6,480)
Share of (losses)/profits of associated companies	(185)	101
Profit before income tax	29,715	89,361

The amounts provided to the management with respect to total assets and liabilities are measured in a manner consistent with that of the financial statements.

Revenue from external customers are derived from the sales by product applications. Breakdown of the revenue is as follows:

	2009	2008
	US\$'000	US\$'000
Automotive Products Group (APG)	421,671	582,366
Industry Products Group (IPG)	280,506	381,006
Other Businesses	109,538	166,747
	811,715	1,130,119

2. Segment information (Cont'd)

Geographical information disclosure in accordance with HKFRS8

The Company is incorporated in Bermuda. Revenue from external customers by countries for the six months ended 30th September 2009 was as follows:

	2009 US\$'000	2008 US\$'000
HK/PRC	235,854	260,530
USA	157,354	217,831
Germany	130,878	196,444
Others	287,629	455,314
	<u>811,715</u>	<u>1,130,119</u>

No single external customer contributed more than 10% of the total group revenue.

As at 30th September 2009, the total of non-current assets other than deferred tax assets, available for sale financial assets and other financial assets at fair value through profit and loss located in HK/PRC was US\$1,008,368,000 (at 31 March 2009: US\$917,749,000), and the total of these non-current assets located in other countries was US\$165,919,000 (at 31 March 2009 : US\$174,355,000).

3. Depreciation and amortisation

During the period, depreciation of US\$33,700,000 (2008: US\$35,892,000) and amortisation of US\$9,131,000 (2008: US\$10,094,000) were charged in respect of the Group's property, plant and equipment and intangible assets and leasehold land and land use rights respectively.

4. Income tax expenses

Hong Kong profits tax has been provided at the rate of 16.5% (2008: 16.5%) on the estimated assessable profit for the period. Overseas tax has been provided at the applicable rates on the estimated assessable profit for the period in the respective countries of operations.

	2009 US\$'000	2008 US\$'000
Current taxation		
Hong Kong profits tax	6,461	7,095
Overseas taxation	<u>5,622</u>	<u>10,041</u>
	12,083	17,136
Deferred income tax	<u>(1,688)</u>	<u>(2,872)</u>
	<u>10,395</u>	<u>14,264</u>

5. Interim dividend

The directors do not recommend the payment of any interim dividend for the six months ended 30th September 2009 (2008: nil).

6. Earnings per share

Basic earnings per share is calculated by dividing the profit attributable to equity holders of the Company by the weighted average number of ordinary shares in issue during the period.

6. Earnings per share (Cont'd)

	Six months ended 30th September	
	2009	2008
Profit from continuing operations attributable to equity holders of the Company (thousands US dollar)	14,616	73,021
Weighted average number of ordinary shares in issue (thousands)	3,664,822	3,663,347
Basic earnings per share from continuing operations (US cents per share)	0.40	1.99
Loss from discontinued operations attributable to equity holders of the company (thousands US dollars)	-	(27,518)
Basic earnings per share – discontinued operations (US cents per share)	-	(0.75)

(a) The Company has share options that could dilute basic earnings per share in the future. Diluted earnings per share equals basic earnings per share because there were no potential dilutive ordinary shares outstanding during the period ended 30th September 2009.

(b) The profit from continuing operations attributable to equity holders of the company for the period ended 30th September 2008 was calculated based on the profit for the year from continuing operations of US\$75,097,000 less the amount attributable to minority interests of US\$2,076,000.

7. Trade and other receivables

The Group normally grants credit for a period ranging from 30 to 90 days to its trade customers. The trade and other receivables include net trade receivables of US\$284,281,000 (31st March 2009: US\$223,371,000). The ageing analysis of trade receivables based on overdue date was as follows:

	Current US\$'000	0-60 days US\$'000	61-90 days US\$'000	Over 90 days US\$'000	Total US\$'000
Balance at 30th September 2009	258,785	22,383	3,433	11,407	296,008
Balance at 31st March 2009	203,305	17,392	3,521	12,163	236,381

8. Trade and other payables

The trade and other payables include trade payables of US\$191,585,000 (31st March 2009: US\$119,971,000). The ageing analysis of trade payables based on invoice date was as follows:

	0-60 days US\$'000	61-90 days US\$'000	Over 90 days US\$'000	Total US\$'000
Balance at 30th September 2009	135,051	31,939	24,595	191,585
Balance at 31st March 2009	86,414	15,753	17,804	119,971

CHAIRMAN'S STATEMENT

Overview of Financial Results

In the six month period ended 30th September 2009 Johnson Electric began its recovery, making some encouraging progress in the context of a gradually improving operating environment compared to the exceptionally depressed global economic conditions prevalent in the second half year of the prior financial year.

Group sales for the first half of the 2009-10 financial year totaled US\$812 million, a decrease of 28% over the first half period last year, but an increase of 16% compared to the second half of the prior financial year. As expected, the Group has been restored to profitability during this first half of the current financial year with profit attributable to shareholders amounting to US\$14.6 million.

The major driving factor in the sales recovery has been the ongoing though gradual recovery in customer demand and confidence in our end markets. Profitability has benefited from the additional contribution derived from this sales recovery and has been supplemented by determined cost control measures throughout the company.

The speed and extent of both the earlier sales decline and subsequent recovery has not been uniform across the Group's various business units. The Automotive Products Group, the Group's largest operating division, experienced the steepest and deepest decline in sales during the second half of last financial year yet has recently seen a rapid pick-up in sales across each of its business units as inventories have been replenished and demand has benefited from various government-led incentive schemes. The Industry Products Group, in contrast, saw sales in its end markets fall somewhat less dramatically compared to the automotive sector but the overall pace of recovery from its early 2009 lows has so far been slow and in certain business units sales volumes in the first half of 2009-10 have been lower than in the second half of the last financial year.

On the cost side, the Group has successfully implemented a number of expense reduction and productivity initiatives including headcount reductions, ongoing shop-floor improvements, lower facility costs, and more efficient inventory management. The result of these programs, combined with lower raw material costs, has been that the gross margin for the first half of 2009-10 was 26.6% compared to 19.0% in the second half of last year and to 25.9% in the first half of last year. This represents a very creditable achievement in the face of significantly lower overall sales volumes.

Sales and administrative (S&A) costs for the first half also benefited from stringent cost containment measures across the business though these were partly offset by a number of non-recurring charges and costs including the settlement of a long-standing patent dispute in North America. As a consequence, operating profits before restructuring costs for the first half of 2009-10 amounted to US\$47 million compared to an operating loss of US\$32 million in the previous six month period and compared to a profit of US\$98 million in the first half of the prior year, before the onset of the global economic downturn.

Reflecting both the global economic downturn and ongoing strategies to reshape our manufacturing and supply chain footprint, the Group also incurred restructuring costs and asset impairment charges of US\$14 million mainly related to restructuring programs in Europe and in Japan.

After taking into account lower net financing costs, income tax and minority interests, the consolidated profit attributable to shareholders for the first half of the financial year amounted to US\$14.6 million or 0.4 US cents per share.

The overall financial condition of the Johnson Electric Group continues to remain sound with strong operating cash flow and prudent gearing levels. With the Group's cash reserves of US\$412 million, the net debt to equity ratio as at 30th September 2009 stood at 12% compared to 23% as at 31st March 2009.

The company has successfully negotiated terms with a club of banks to provide refinancing for a 3-year term commencing in the first quarter of 2010. The amount of the refinancing will amount to US\$400 million. The proceeds from the refinancing plus US\$125 million from the company's own cash balances will be used to pay-down an existing syndicated loan of US\$525 million. The company expects to finalise the preparation of the documentation and to sign it, in mid-December 2009.

Interim Dividend

Notwithstanding the improving outlook for the Group compared to six or twelve months ago, the Board is of the opinion that it would be prudent to continue to conserve cash within the business until further evidence of the strength and sustainability of the global economic recovery is available. Accordingly the Directors have determined that no interim dividend will be declared.

Continued Focus on Customers, Innovation and Emerging Markets

The breadth and depth of the economic downturn in the past year has brought into sharp focus the imperative to fulfill customer expectations for quality, responsiveness, and innovation. It is therefore especially gratifying to report positive progress in maintaining and strengthening our market share among many of the global brand name customers and product category leaders that Johnson Electric presently serves.

In the automotive sector, despite the traumatic period of restructuring that the industry has been experiencing, we are continuing to win major new product programs for Tier 1 and OEM customers in both developed and developing markets. Particularly encouraging has been the improved performance of the Powertrain Cooling business unit which has delivered strong growth in China and South America as well as winning new business through innovation and advanced engineering capabilities in Europe.

While the recent shift to smaller vehicles has dampened demand for certain motor product applications, the increased emphasis on fuel economy and reduced emissions is creating

exciting growth opportunities for Johnson Electric's innovative products that manage the flow of engine fuel and air.

In the industrial products arena, we are also doubling our efforts to design motion solutions that meet customers' critical needs – whether, for example, it is lower energy consumption, higher torque, less noise, less weight, or smaller size. The result has been new business and customer wins in floor care and kitchen appliance applications and several promising initiatives to penetrate entirely new market segments for Johnson Electric products.

Our commitment to technological innovation was further enhanced by the increase in our shareholding in Nanomotion Ltd, an Israeli producer of piezo ceramic motors, to 96.3%. This business supplies miniature motors and motion systems that offer extremely accurate and precise movement, high resolution and low settling time, coupled with a dynamic range of velocity and force – features that meet, for example, the specialist requirements of high-value products in the medical technology and semiconductor equipment markets.

In terms of expanding our geographic reach, Johnson Electric increased its investment in building a stronger presence in emerging markets. In our “home market” of China, the Automotive Products Group made excellent progress in deepening its relationships with major joint venture and domestic OEMs which are attracted by the Group's technology and reputation for reliability. Supplementing this, the Group's engine block casting business in Sichuan Province successfully merged with a prominent local machining company to form the leading independent engine block producer serving China's domestic automotive OEMs and engine manufacturers. Lastly, the Group plans to open its first manufacturing facility in Chennai, India in January 2010 targeted initially at the fast-growing domestic automotive market.

Prospects

In the near term, our major end-markets in North America and Europe are generally benefiting from on-going government fiscal stimulus programs and the restocking activities of companies. However, while we have been positively surprised by the speed at which sentiment has recovered from earlier in the year, we remain relatively cautious concerning the strength and sustainability of macro-economic growth over the medium and longer term. In this regard, it appears more likely that any fundamental recovery will depend on improved consumer confidence once housing markets fully stabilize and unemployment levels begin to fall instead of continuing to rise.

The US automotive sector for example is recovering more quickly than most people expected and – also a surprise to many – the “Big Three” OEMs not only all continue to operate but are financially in much better shape than at the onset of the downturn. Barring a near-term setback in macro economic fortunes, the US auto market is therefore now on track for healthy double digit growth rates for the next couple of years due to the age of the car fleet and length of time over which consumers have already been deferring purchases – though a return to the level of 17 million light vehicle sales per annum seen at the beginning of the decade could take considerably longer to reach.

In Europe the macro economic outlook has also improved since the mid-year. That said, many commentators are forecasting a soft economic environment in the first half of next year as the impact of short term stimulus factors fade but high unemployment and tight credit conditions persist. Indeed, as noted earlier, the Industry Products Group continues to experience weak demand in European markets with sales of actuators and switches to industrial equipment, automation, and HVAC applications reflecting a lack of new capital investment in these segments.

As a component supplier with such a large part of our business tied directly to the end-market demand for products such as automobiles, white goods, power tools, and various industrial and consumer products, Johnson Electric's prospects are inevitably shaped by major shifts in the economies where we operate. On the other hand, with the progress we are making to extend further across the value chain through the provision of subsystem products and with gains in market share by anticipating and responding quicker to our customers' needs, we are confident of growing our sales faster than average industry growth rates.

We are cautiously optimistic of further performance improvements in the second half of the financial year but it should be noted that typically this is a seasonally weaker sales period in our business, copper and steel input costs have risen, and that we expect to continue to undertake selective restructuring actions to strengthen the long term operating model.

Patrick Wang Shui Chung
Chairman and Chief Executive

Hong Kong, 4th December 2009

MANAGEMENT'S DISCUSSION AND ANALYSIS

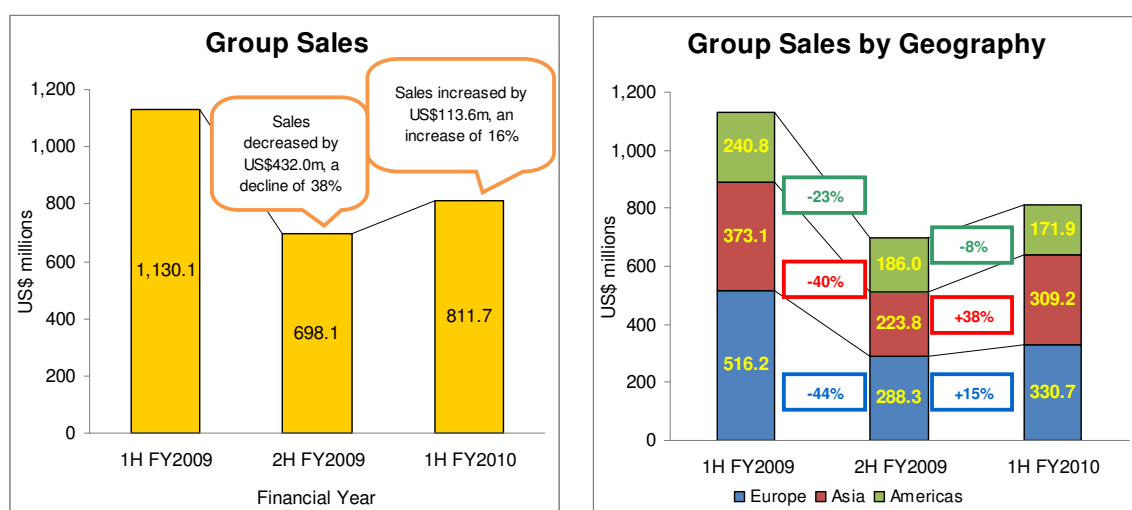
SALES REVIEW

GROUP OVERVIEW

In the six months ending 30th September 2009 (the first half of FY2010¹), Johnson Electric has started to see a recovery from the sales downturn we faced in the second half of FY2009. The global economy has gone through a period of turbulence in the last twelve months. Sales revenue for the Group declined by 38% from US\$1.13 billion in the first half of FY2009 to US\$698.1 million in the second half of FY2009 as the world's economy slipped into a recession. In the first half of FY2010 sales have recovered by 16% from the second half of FY2009 to US\$811.7 million.

The global economic downturn impacted our entire global customer base, particularly those associated with the automotive industry supply chain. The commentary in the following pages looks at our business over the last three half years to reveal the revenue trends in each market segment and our business as a whole.

A comparison of sales for the first half of FY2010 to those in the second half of FY2009 and in the first half of FY2009 is shown below²:



Excluding currency effects Sales growth for 1H FY2009: 2H FY2009: Overall -34%, Europe -35%, Asia -41%, Americas -23%.
Excluding currency effects Sales growth for 2H FY2009: 1H FY2010: Overall +15%, Europe +12%, Asia +38%, Americas -8%.

- Sales in the first half of FY2010 have started to recover from the reduced levels in the second half of FY2009.

¹ In this discussion we use the convention FY20XX where 20XX represents the year ending 31st March 20XX. Thus the six months ending 30th September 2009 is the first half of FY2010, and the six months ending 31st March 2010 is the second half of FY2010.

² Also shown is the sales decline and growth in percentage terms. Two sets of percentages are shown, the first being the change between 1H FY2009 and 2H FY2009, and the second being the change between 2H FY2009 and 1H FY2010. These percentages have two different base points, 1H FY2009 and 2H FY2009 respectively, and are not directly comparable but are shown here and throughout the sales analysis as a reference point for narrative.

- In the second half of FY2009, sales in our automotive markets declined more rapidly than in our Industry markets. Since then, the recovery of automotive related sales in the first half of FY2010 has been stronger than the recovery of sales to our Industry markets.
- Sales of new products for new applications and new markets have also contributed during the recovery as we continue to differentiate our business through innovation driven by a customer focus and our engineering competencies.
- Growth in sales has been largely driven by Asia. Sales in China, especially in the automotive sector, have been strong as a result of our strategy to penetrate that market as well as strong end consumer demand induced by the Chinese government's economic stimulus measures.
- Sales in Europe showed a modest increase in the first half of FY2010 over a depressed second half of FY2009.
- Sales in the Americas remained low in the first half of FY2010 although there are signs of increased activity and revenue potential in the future.

SALES ANALYSIS

We manage the Group's activities in two segments: Manufacturing and Trading.

Group Sales for the six months ending 30th September 2009 can be analyzed as follows:

GROUP SALES ANALYSIS	1H FY2009		2H FY2009		1H FY2010		Sales Growth % with Constant Exchange Rates	
	Sales	%	Sales	%	Sales	%	2H FY2009: 1H FY2009	1H FY2010: 2H FY2009
<i>US\$ millions</i>								
AUTOMOTIVE PRODUCTS GROUP (APG)								
MOTORS								
Body Climate	43.9	4%	32.2	5%	37.3	5%	-24%	15%
Body Instruments	91.3	8%	42.8	6%	71.2	9%	-50%	66%
Engine and Transmission Management	52.3	5%	27.6	4%	40.8	5%	-44%	47%
Powertrain Cooling	218.3	19%	121.4	17%	153.0	19%	-39%	24%
MOTION AND ACTUATION SYSTEMS								
Actuation Systems	129.0	11%	73.8	11%	87.4	11%	-36%	16%
Switches, Sensors and Solenoids	47.5	4%	25.0	4%	31.9	4%	-41%	25%
Total APG	582.4	52%	322.8	46%	421.7	52%	-40%	29%
INDUSTRY PRODUCTS GROUP (IPG)								
MOTORS								
Domestic Equipment	145.5	13%	100.3	14%	105.5	13%	-31%	5%
Power Equipment and Consumer Electronics	131.5	12%	92.2	13%	110.0	14%	-31%	19%
MOTION AND ACTUATION SYSTEMS								
Actuators	60.1	5%	51.5	7%	41.8	5%	-7%	-20%
Switches	43.9	4%	29.3	4%	23.2	3%	-24%	-22%
Total IPG	381.0	34%	273.3	39%	280.5	35%	-26%	2%
OTHER MANUFACTURING BUSINESSES	119.2	11%	87.2	12%	96.9	12%	-22%	10%
MANUFACTURING SEGMENT	1,082.6	96%	683.3	98%	799.1	98%	-33%	16%
TRADING SEGMENT	47.5	4%	14.8	2%	12.6	2%	-69%	-15%
TOTAL SALES	1,130.1	100%	698.1	100%	811.7	100%	-34%	15%

MANUFACTURING SEGMENT

Operations in the Manufacturing segment share many common features in technology, manufacturing processes, supply chain management, brand and channel management and the business model as a whole. This creates opportunities for synergy; for revenue growth by leveraging the strength of the Group's technology and for cost reduction through the sharing of resources.

The manufacturing segment is sub-divided into three divisions that focus on specific customer needs, applications, and technologies in defined markets. The divisions and the business units within them are listed below.

- Automotive Products Group (APG). Businesses under APG are:
 - Motors
 - Body Climate (BC)
 - Body Instruments (BI)
 - Engine and Transmission Management (ETM)¹
 - Powertrain Cooling (PC)
 - Motion and Actuation Systems
 - Actuation Systems (AS)
 - Switches, Sensors and Solenoids (SSS)
- Industry Products Group (IPG). Businesses under IPG are:
 - Motors
 - Domestic Equipment (DE)²
 - Power Equipment and Consumer Electronics (PCE)³
 - Motion and Actuation Systems
 - Actuators
 - Switches
- Other Manufacturing Businesses. Businesses under this heading are:
 - Parlex
 - Saia Burgess Controls
 - Tonglin Precision Parts⁴

¹ ETM was formed by amalgamating what was previously the Powertrain Management (PM) business unit and the Chassis Braking (CB) business unit.

² DE was formed by amalgamating what was previously the Home Appliances (HA) business unit and (a part of) the Business and Lifestyle business unit.

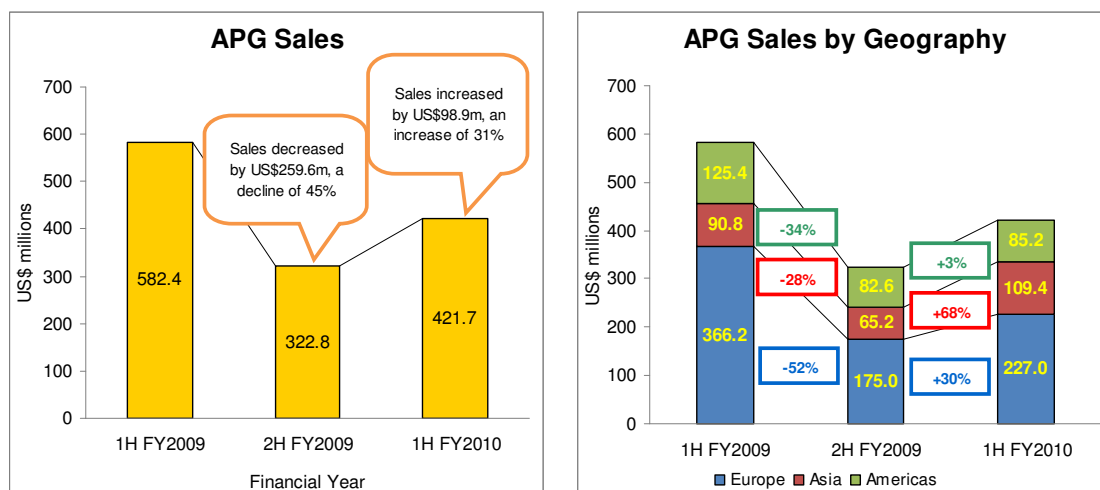
³ PCE was formed by amalgamating what was previously the Power Tools (PT) business unit and (a part of) the Business and Lifestyle business unit.

⁴ Tonglin Precision Parts was formed as a result of the merger of China Autoparts Inc (CAI) with Tianxi Auto Parts Group Co. Ltd.

AUTOMOTIVE PRODUCTS GROUP (“APG”)

Overview

Sales for the first half of FY2010 compared to sales for the second half of FY2009 and to the first half of FY2009 were as follows:



Excluding currency effects sales growth for 1H FY2009: 2H FY2009: Overall -40%, Europe -44%, Asia -29%, Americas -34%.
Excluding currency effects sales growth for 2H FY2009: 1H FY2010: Overall +29%, Europe +26%, Asia +68%, Americas +3%.

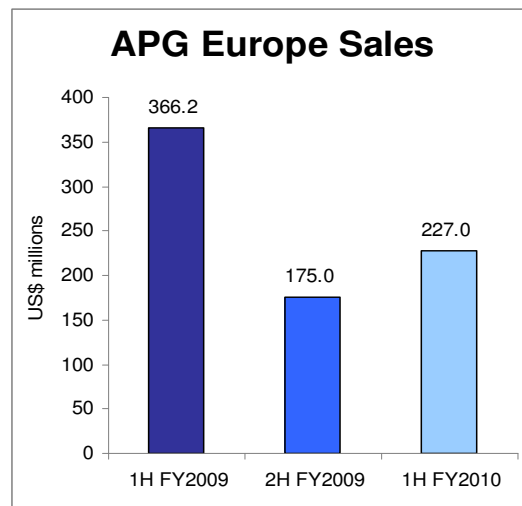
- Sales declined sharply in the second half of FY2009. This was mainly due to the decline in the global economy. The fall in vehicle demand led to original equipment manufacturer (OEM) factory shutdowns and supply chain rationalization throughout the second half of FY2009. The first half of FY2010 saw some replenishing of inventories and a pick-up in demand for fuel efficient vehicles as a result of government incentive schemes in all major markets.
- In Europe, volumes have partly recovered as customers began to replenish inventories. Additionally, government incentives have helped generate demand for smaller vehicles which, in turn, are increasingly using applications that utilize our products.
- In Asia, sales have grown strongly in the first half of FY2010 through the successful penetration of these markets, especially in China and Korea. The Chinese government's measures to stimulate demand have also spurred growth.
- In North America, production declined dramatically in the second half of FY2009. Although extended shutdowns continued into the first half of FY2010, production recovered in part during the first half of FY2010 as a result of government incentives and some replenishment of inventories. Our growth was limited by our exposure to the particularly weak truck and sports utility vehicle (SUV) market segments.
- The launch of a number of new products also helped increase sales in the first half of FY2010. We also increased market share due to the ability of our operations to rapidly respond to the uptick in demand.
- There is a growing focus on comfort, safety, convenience, and climate control applications, as well as on innovative products to provide quieter, more fuel efficient and lighter vehicles. With our excellence in innovation in our engineering centers and with our global, flexible manufacturing operations, we are well placed to meet this demand in the future.

Geographical Review

APG Europe

Sales in APG Europe were as follows:

- Sales declined in Europe in the second half of FY2009 as a result of the economic downturn and falling vehicle sales. This was exacerbated by de-stocking programs throughout the supply chain, the phasing out of unprofitable products and the exiting of tail end business for powertrain cooling applications.
- In the first half of FY2010 sales have recovered modestly, in line with the partial recovery of our markets and as production activity at OEMs picks up.
- Government incentives to replace older vehicles have boosted demand for our products. Additionally, new products launched last year have contributed to an increase in our market share.
- Sales are expected to continue their recovery in the vehicle market. We also expect an increasing demand for our products in line with emerging requirements for safety and comfort applications in smaller passenger cars, as well as for products that improve fuel efficiency and reduce emissions.



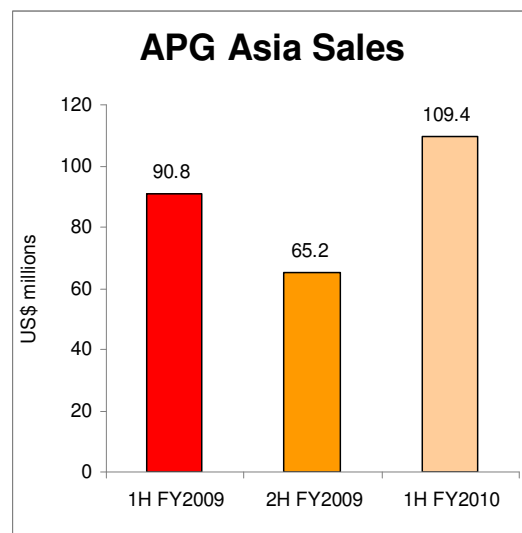
Excluding currency effects sales growth for 1H FY2009: 2H FY2009 was -44%.

Excluding currency effects sales growth for 2H FY2009: 1H FY2010 was +26%.

APG Asia

Sales in APG Asia were as follows:

- In Asia the decline in sales in the second half of FY2009 was lower than in the rest of the world.
- Sales in the first half of FY2010 recovered strongly, and were higher than in the first half of FY2009. This resulted from successful initiatives to expand the business in China where demand is strong following a significant government stimulus package to boost domestic consumption. This will be helped further by the general improvement in China's road infrastructure, which will positively impact demand for vehicles.
- The Company has established a strong base with Chinese OEMs as well as the government-foreign automotive OEM joint ventures and is looking to develop partnerships with these customers to enable them to meet the growing domestic demand. This is now producing strong sales in the country, a trend which appears set to strengthen further.
- Additionally we have enjoyed some success with OEMs in Korea, a key market where our global reach and experience will help us gain traction.



Excluding currency effects sales growth for 1H FY2009: 2H FY2009 was Asia -29%.

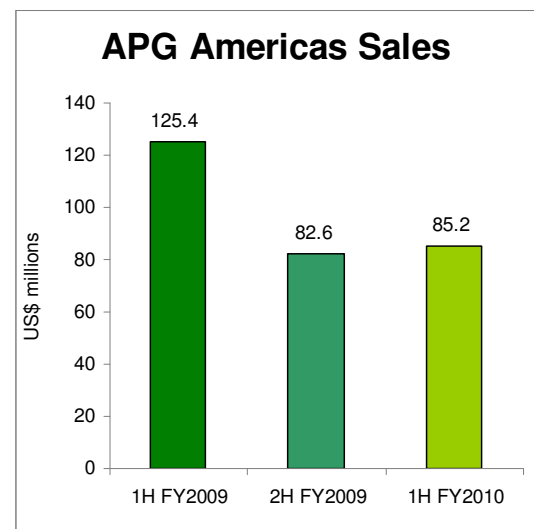
Excluding currency effects sales growth for 2H FY2009: 1H FY2010 was Asia +68%.

- The launch of new products into Asian markets and the ability of our operations to respond quickly to increases in demand also helped to increase our sales in the period. We will continue to invest in this key market to ensure that we can service our customers effectively as they grow their business in Asia.
- In addition to our APG presence in China, we also have the Tonglin business which serves the China domestic automotive market and is described on page 27 of this MD&A.

APG Americas

Sales in APG Americas were as follows:

- Sales declined in the Americas in the second half of FY2009 and continued to be depressed in the first half of FY2010. The downturn in sales was exacerbated by extended summer shutdowns of OEMs, particularly General Motors, and our exposure to the weak truck and SUV segments.
- Against this background, going forward, we expect to see growth as we start to win new programs and as the US economy recovers.
- In South America, a key emerging market for our products, sales were strong on the back of a recovery in vehicle sales. We are well placed to realize growth opportunities in powertrain cooling and engine transmission management applications using our global reach, experience and competencies to build on the existing success of our South American operations in Brazil and Argentina.



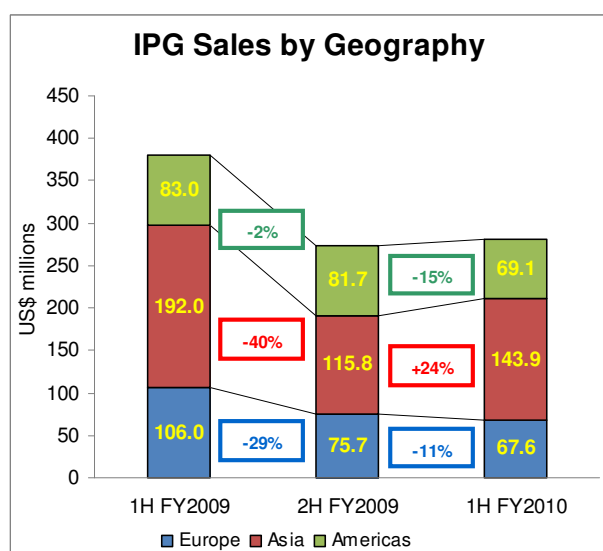
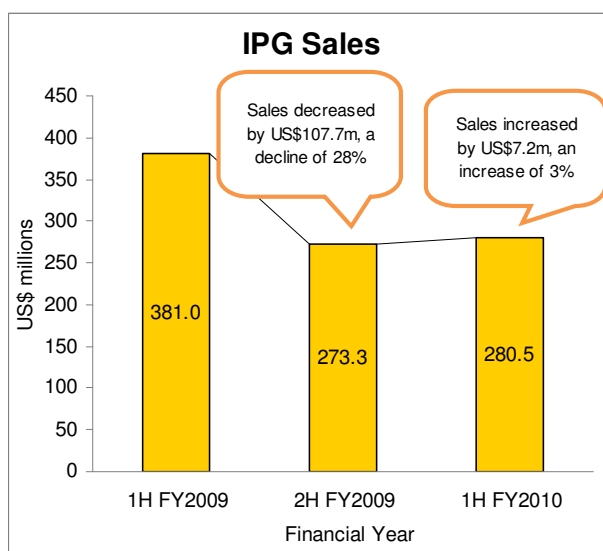
Excluding currency effects sales growth for 1H FY2009: 2H FY2009 was Americas -34%.

Excluding currency effects sales growth for 2H FY2009: 1H FY2010 was Americas +3%.

INDUSTRY PRODUCTS GROUP (“IPG”)

Overview

Sales for the first half of FY2010 compared to sales for the second half of FY2009 and to the first half of FY2009 were as follows:



Excluding currency effects Sales growth for 1H FY2009: 2H FY2009: Overall -26%, Europe -19%, Asia -41%, Americas -1%.
 Excluding currency effects Sales growth for 2H FY2009: 1H FY2010: Overall +2%, Europe -13%, Asia +24%, Americas -16%.

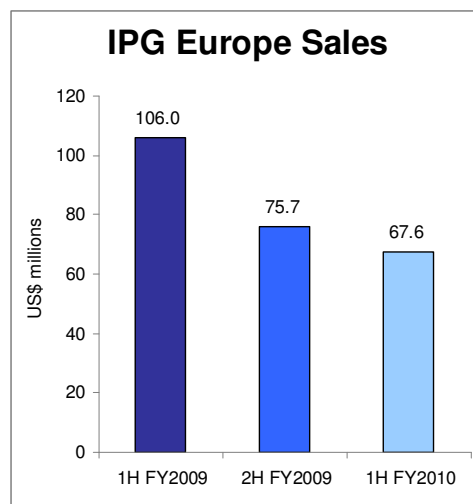
- Sales declined in the second half of FY2009 and remained flat into the first half of FY2010. Growth in Asia in the first half of FY2010 was offset by further declines in the Americas and in Europe.
- Asian sales are starting to lead a recovery as export driven market demand increases.
- Additionally, as new products and programs that were successfully launched last year take hold, this will drive further sales growth in FY 2010 and beyond.

Geographical Review

IPG Europe

Sales in IPG Europe were as follows:

- Sales declined in the second half of FY2009. This continued into the first half of FY2010 as the economic downturn resulted in fewer new home builds, lower consumer spending and de-stocking by our customers, especially distributors.
- There was a partial recovery in the first half of FY2010 in the Domestic Equipment business as sales for certain key customers in the household appliances and floor care market segments picked up. However, this was more than offset by the continued weak market conditions in the Actuators business unit which resulted in reduced sales levels for heating, ventilation and air conditioning products (HVAC), for postal automation products, and in sales of Switches through distributors.
- We expect to see sales recover as consumer confidence improves, as re-stocking begins in our indirect sales channels, and as new products are developed and launched.



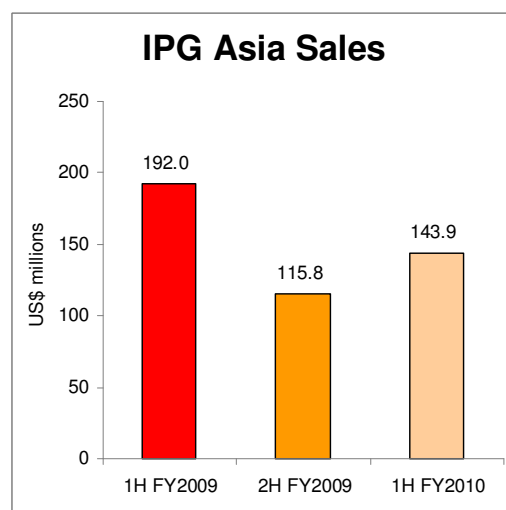
Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was Europe -19%.

Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was Europe -13%.

IPG Asia

Sales in IPG Asia were as follows:

- Sales in Asia declined in the second half of FY2009 as a result of the economic downturn. This impacted all our product applications from floor care and office automation to games and toys applications.
- Sales are recovering in the first half of FY2010 as export driven demand improves.
- In the Power Equipment and Consumer Electronics business, sales are increasing for office automation applications due to the ramp up in demand for new products that were launched late last year.



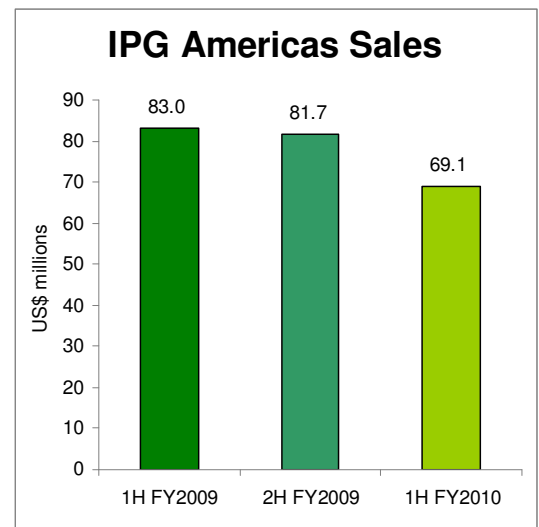
Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was Asia -41%.

Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was Asia +24%.

IPG Americas

Sales in IPG Americas were as follows:

- Overall, sales in the Americas held up relatively well during FY2009 but declined in the first half of FY2010 as a result of weak market conditions. In Power Equipment and Consumer Electronics, starter product sales declined in the lawn and garden and the power sports market segments.
- Sales are set to grow in the Americas with the emergence of new business opportunities and the strengthening economic outlook. In particular, starter sales are strongly affected by seasonality and we expect these to recover in the second half of FY2010.



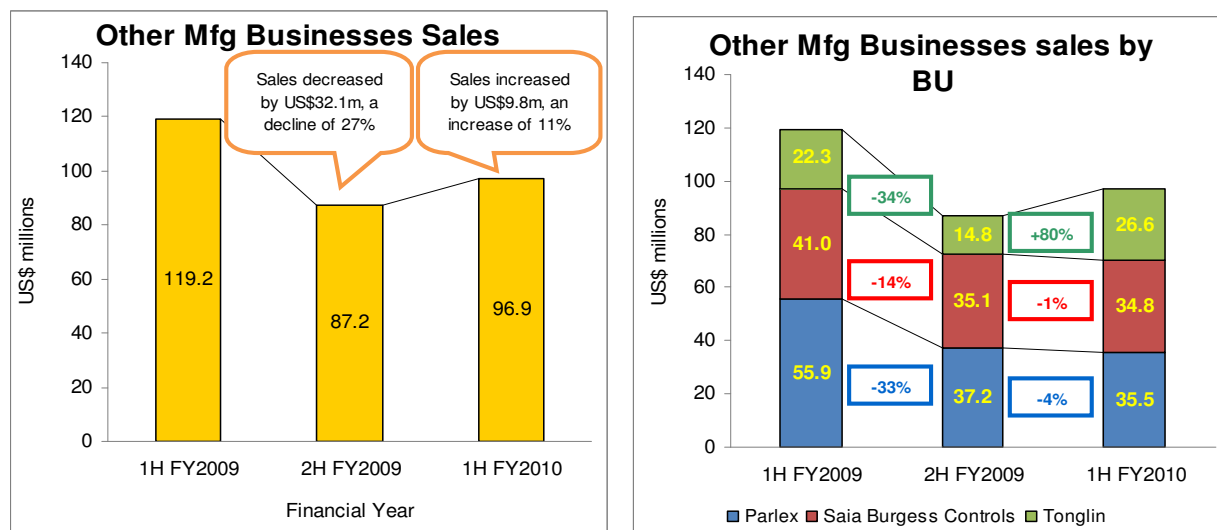
Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was Americas -1%.

Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was Americas -16%.

OTHER MANUFACTURING BUSINESSES

The Group's other manufacturing businesses include Parlex, Saia-Burgess Controls, and Tonglin Precision Parts.

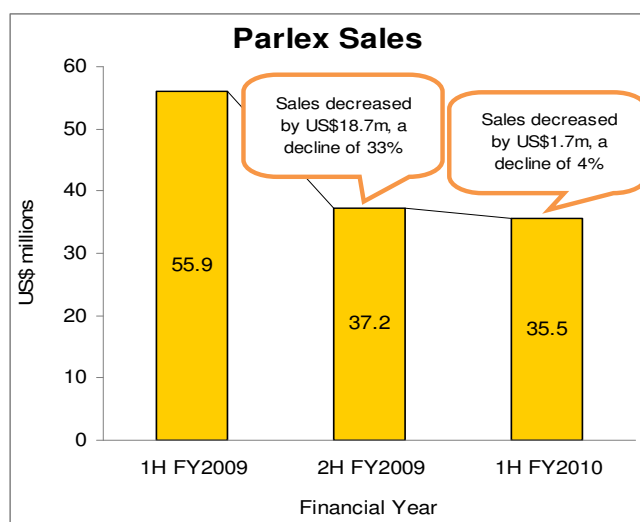
Sales for the first half of FY2010 compared to sales for the second half of FY2009 and to the first half of FY2009 were as follows:



Excluding currency effects Sales growth for 1H FY2009: 2H FY2009: Overall -22%, Europe +0%, Asia -38%, Americas -29%.
Excluding currency effects Sales growth for 2H FY2009: 1H FY2010: Overall +10%, Europe -6%, Asia +53%, Americas -20%.

Parlex

Global sales for Parlex, a flexible printed circuit board and interconnect solutions provider, were as follows:

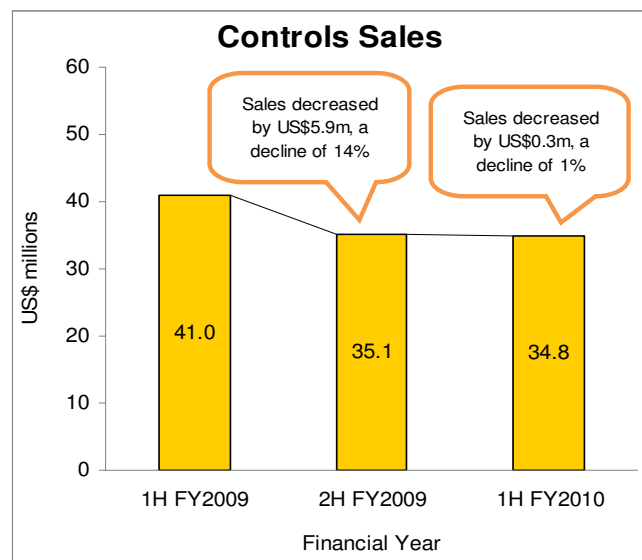


Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was -31%.
Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was -5%.

- Overall, global sales declined in the second half of FY2009 as a result of weakened demand in consumer electronics and automotive markets. Additionally, we exited certain unprofitable products and markets.
- Sales in the first half of FY2010 have benefited from growth in demand for Parlex's automotive products and new business gains in the white goods market segment, but these positive developments have not been sufficient to completely offset the downturn in sales in the consumer electronics market.
- In the near term, the operation's core markets are expected to remain sluggish and sales are anticipated to remain relatively flat in the second half of FY2010, but we plan to introduce new products in the American and European markets, particularly for white goods and medical applications, which should start to drive growth.

Saia Burgess Controls

Global sales for Saia-Burgess Controls, a niche player in the programmable controls industry, were as follows:



*Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was -2%.
Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was -4%.*

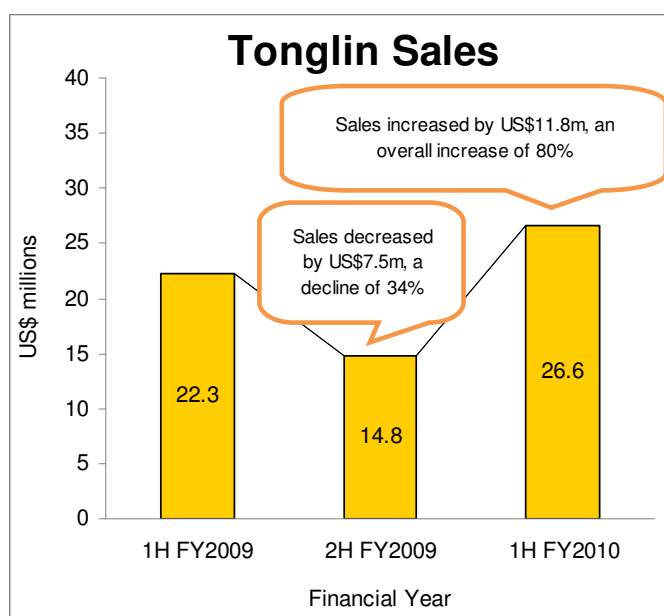
- Sales declined in the second half of FY2009 and, adjusted for currency, sales remained flat in the first half of FY2010.
- The majority of sales for this business are in Europe. In the first half of FY2010, sales were strong in the infrastructure automation segment, mainly in Germany, and we were able to increase European market share generally. Sales for our web-based Human Machine Interface (HMI) products also increased. These gains were offset by a reduction in sales within the industrial machines segment which was impacted by lower global demand.
- We expect sales in the second half of FY2010 to remain at similar levels to the first half. We continue to pursue opportunities to gain market share in infrastructure automation and web-based Human Machine Interface (HMI) segments where we see good opportunities for growth in the future.

Tonglin Precision Parts

In June 2009, China Autoparts, Inc., a 57% owned iron castings subsidiary of Johnson Electric, merged with Tianxi Auto Parts Group Co., Ltd, a supplier of machined iron cast parts, to form Tonglin Precision Parts Limited ("Tonglin"). The merged Tonglin business, now 52% owned by Johnson Electric, is the leading independent supplier of iron cast and machined engine blocks to the domestic PRC automotive sector.

The combination strengthens the company's competitive position in the fast growing China market and by vertically integrating casting and machining activities there is significant potential for productivity gains and operational synergy in areas such as R&D, manufacturing, quality control and new business development.

Sales for Tonglin products were as follows:



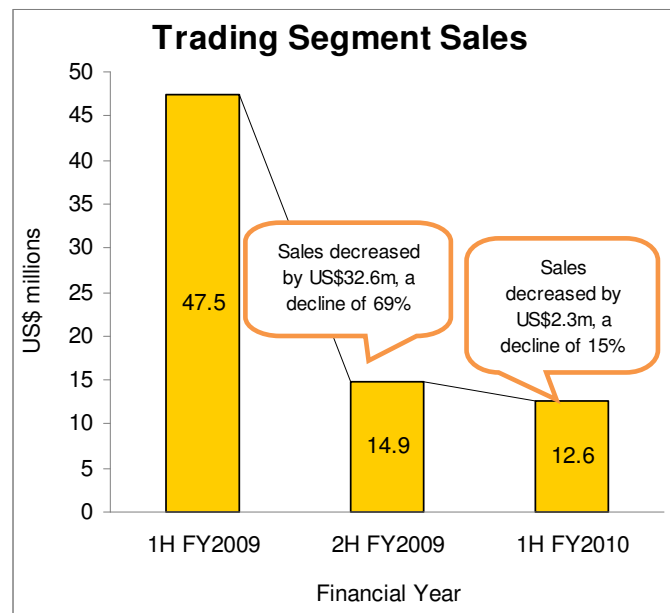
*Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was -34%.
Excluding currency effects underlying sales growth for 2H FY2009: 1H FY2010 was +79%.*

- Sales of the original CAI business declined in the second half of FY2009 compared to the first half due to the economic slowdown in China. However, sales began to recover in the first half of FY2010 as the Chinese government's stimulus measures to encourage domestic automotive sales started to take hold and also as a result of merging the two businesses.
- Sales are expected to continue to grow in line with the rapid development in the Chinese automotive market in general and, in particular, in the small passenger vehicle and mini-vehicle segments where Tonglin has a particularly strong market position. Additionally, Tonglin is now actively exploring possibilities for an expansion into new product segments and into export market opportunities.

TRADING SEGMENT

Johnson Electric Trading was established in FY2005 to build a sourcing network in China to supply global customers with a wide range of motor-related parts and components that were not then manufactured within Johnson Electric, and to supply specialty materials for local Asian customers.

Global sales for the Trading segment were as follows:



*Excluding currency effects Sales growth for 1H FY2009: 2H FY2009 was -69%.
Excluding currency effects Sales growth for 2H FY2009: 1H FY2010 was -15%.*

- Sales declined significantly in the second half of FY2009 due to a reduction in overall market demand and a dramatic fall in commodity prices following the economic downturn.
- There has been some recovery in the motor-related parts trading business in the first half of FY2010.
- However, in the speciality material trading business we are taking a cautious approach to selecting customers and in determining contractual, credit and other terms.
- As a result, sales in the first half of FY2010 declined slightly from the second half of FY2009.

FINANCIAL REPORT

SEGMENTAL PROFIT AND LOSS ACCOUNT

US\$ millions	6 Months Ending 30th September 2008			6 Months Ending 30th September 2009		
	Manufacturing	Trading	Total	Manufacturing	Trading	Total
Sales	1,082.6	47.5	1,130.1	799.0	12.7	811.7
Gross Profit	291.1	1.8	292.9	214.6	1.3	215.9
<i>Gross Margin %</i>	27%	4%	26%	27%	10%	27%
Other (Losses)/Income & Gains	8.3	0.1	8.4	0.0	(1.2)	(1.2)
Selling and Administrative Expenses ("S&A")	(200.2)	(3.3)	(203.5)	(166.4)	(1.3)	(167.7)
<i>S&A %</i>	18%	7%	18%	21%	10%	21%
Operating Profit/(Loss) before Restructuring	99.2	(1.4)	97.8	48.2	(1.2)	47.0
Restructuring Costs & Assets Impairment	(2.1)	-	(2.1)	(14.0)	-	(14.0)
Operating Profit/(Loss)	97.1	(1.4)	95.7	34.2	(1.2)	33.0
<i>Operating Margin %</i>	9%	-3%	8%	4%	-10%	4%
Finance Costs, Net	(6.2)	(0.2)	(6.4)	(3.1)	-	(3.1)
Share of Profit/(Loss) of Associated Companies	0.1	-	0.1	(0.2)	-	(0.2)
Profit/(Loss) before Income Tax	91.0	(1.6)	89.4	30.9	(1.2)	29.7
	8%	-3%	8%	4%	-10%	4%
Income Tax			(14.3)			(10.4)
Profit from Continuing Operations			75.1			19.3
Discontinued Operations*			(27.5)			-
Profit for the Period			47.6			19.3
Minority Interest			(2.1)			(4.7)
Profit Attributable to Shareholders			45.5			14.6

*Green Vision Group

Total Group sales for the six months ending 30th September 2009 were US\$811.7 million, a decrease of US\$318.4 million or 28% on the first half in the prior year. This is outlined in the table on page 17 and in the commentary that follows on pages 18 to 28.

COMPARISON OF PROFIT AND LOSS TO PRIOR PERIODS

An analysis of sales and profit for the first half FY2010 compared to the previous two half years is shown below:

US\$ millions	1H FY2009	2H FY2009	1H FY2010
Sales	1,130.1	698.0	811.7
Gross Profit	292.9	132.8	215.9
<i>Gross Margin %</i>	26%	19%	27%
Other (Losses)/Income & Gains	8.4	(15.0)	(1.2)
Selling and Administrative Expenses ("S&A")	(203.5)	(150.0)	(167.7)
<i>S&A %</i>	18%	21%	21%
Operating Profit/(Loss) before Restructuring	97.8	(32.2)	47.0
Restructuring Costs & Assets Impairment	(2.1)	(16.7)	(14.0)
Operating Profit/(Loss)	95.7	(48.9)	33.0
<i>Operating Margin %</i>	8%	-7%	4%
Finance Costs, Net	(6.4)	(3.2)	(3.1)
Share of Profit/(Loss) of Associated Companies	0.1	0.0	(0.2)
Profit/(Loss) before Income Tax	89.4	(52.1)	29.7
Income Tax	(14.3)	14.7	(10.4)
Profit/(Loss) from Continuing Operations	75.1	(37.4)	19.3
Discontinued Operations*	(27.5)	(3.6)	-
Profit/(Loss) for the Period	47.6	(41.0)	19.3
Minority Interest	(2.1)	(2.0)	(4.7)
Profit/(Loss) Attributable to Shareholders	45.5	(43.0)	14.6

*Green Vision Group

ANALYSIS OF RESULTS OF 1H FY2010 TO 1H FY2009

Gross Profit

Gross profit declined by US\$77.0 million from US\$292.9 million in the first half of FY2009 to US\$215.9 million in the first half of FY2010. As a percentage of sales, gross margin increased from 26% to 27%.

Comparing the two periods, gross profits suffered from reduced volumes and currency effects but benefited from cost management initiatives as well as commodity price reductions.

Volume, Price and Mix

- Excluding currency effects, sales in the first half of FY2010 were US\$285.5 million lower than in the first half of FY2009.
- Gross profits were reduced by US\$98.4 million because of lower sales volume.
- This represents a lost gross profit on the reduced sales volume at the rate of 35%.

Currency Effect

- Changes in currency exchange rates impacted sales and costs of sales. These changes were mainly due to the depreciation of the Euro against the US dollar between those two periods.
- Sales were US\$32.9 million lower and cost of sales was US\$13.9 million lower as a result of these changes.
- Overall currency changes reduced profit by US\$19.0 million between the two periods.

Cost and Productivity Management

- In the past twelve months the Company has undertaken a wide range of cost reduction and productivity improvement programs. This is part of our normal close attention to process improvement and also in response to the global downturn in the economy.
- These programs included short time working by staff, staff restructuring, lower facility costs, reductions in repairs and maintenance costs and better supply chain management.
- As a result of these programs gross profits increased by US\$29.2 million between the first half of FY2009 and the first half of FY2010. This represents 4% of sales.

Commodity Prices

- As a result of the economic downturn and the resulting lower global demand, copper and steel prices have fallen between the first half of FY2009 and the first half of FY2010.
- This has contributed US\$11.1 million to gross profit, representing 1% of sales.

Other Losses, Income and Gains

Other losses, income and gains in the first half of FY2010 amounted to an overall loss of US\$1.2 million. In contrast, in the first half of FY2009 the overall result was a gain of US\$8.4 million.

- In the first half of FY2009, net gains on currency options and forward contracts contributed earnings of US\$5.6 million. These have not repeated in FY2010.
- Losses on investments were US\$3.6 million higher in the first half of FY2010 compared to first half of FY2009.

Selling and Administration Costs (S&A)

S&A costs in the first half of FY2010 were US\$167.7 million, US\$35.8 million lower than US\$203.5 million in the first half of FY2009.

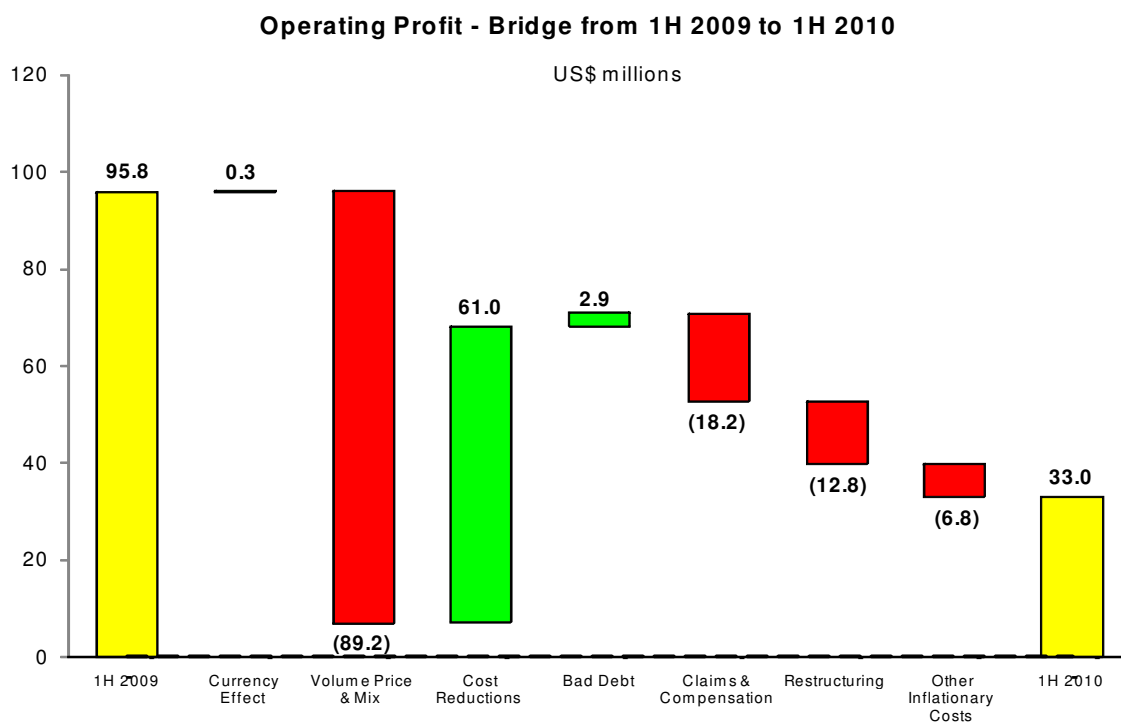
- Changes in foreign currency exchange rates with the US dollar reduced S&A by US\$24.0 million of which US\$7.2 million was due to S&A costs in foreign currencies, primarily the Euro, when translated into US dollars.
- In the first half of FY2009, losses on currency management were US\$16.8 million, due to volatile exchange rates. This has not repeated.
- Reductions in personnel, short work time programs and other cost control initiatives reduced costs by US\$17.9 million.

- Freight and commission costs reduced by US\$9.2 million reflecting lower sales volume in FY2010 compared to the first half of FY2009.
- As we tightened control over receivables, we released significant bad debt provisions, many of which had been booked in the second half of FY2009, reducing costs by US\$2.9 million compared with that period.
- The above were offset by an increase in claims and compensation of US\$18.2 million, driven largely by the settlement of a claim which has been the subject of legal dispute for over 10 years (see Note 34 in the Notes to the Accounts in the Group's 2009 Annual Report).

Restructuring Costs and Asset Impairment

Restructuring costs and asset impairment charges were US\$14.0 million in the first half of FY2010, US\$11.9 million higher than in the first half of FY2009 including currency impacts of US\$0.9 million. This increase was mainly due to restructuring programs in Europe and Japan which began in the first half FY2010.

Operating Profit



Operating profit after restructuring charges decreased by US\$62.8 million from US\$95.8 million in the first half of FY2009 to US\$33.0 million in the first half of FY2010.

Finance Costs

Finance costs reduced by US\$3.3 million from US\$6.4 million in the first half of FY2009 to US\$3.1 million in the first half of FY2010.

- Lower interest rates resulted in US\$3.8 million lower net interest costs.
- This was partially offset by an increase of US\$0.5 million in fees for refinancing arrangements.

Profit before Income Tax

Profit before income tax decreased by US\$59.7 million from US\$89.4 million in the first half of FY2009 to US\$29.7 million in the first half of FY2010.

Income Tax

Although the reported effective tax rate (income tax expenses over profit before income tax) for the first half of FY2010 increased to 34.9% from 15.9% for the first half of FY2009, the underlying effective rate was 14.2%. The main reasons for this temporary increase were as follows:

- Adjustments to deferred tax assets in North America.
- Adjustment for over provisions of US\$1.8 million.
- Claims, compensation and restructuring expenses have not been treated as qualifying items for deferred tax purposes.

The company believes that a 20% effective tax rate is a reasonable guide for the purposes of forward projections, recognizing that anomalies can and do occur from time to time.

Discontinued Operations

There were no charges for discontinued operations in the first half of FY2010.

- In the first half of FY2009, US\$27.5 million was incurred as a charge for the discontinuation of the Green Vision Group business.

Minority Interest

The profit attributable to minority interests increased by US\$2.6 million, from US\$2.1 million in the first half of FY2009 to US\$4.7 million in the first half of FY2010.

Profit Attributable To Shareholders

The profit attributable to shareholders reduced by US\$30.9 million, from US\$45.5 million in the first half of FY2009 to US\$14.6 million in the first half of FY2010.

COMPARISON OF OPERATING PROFIT IN 1H FY2010 TO 2H FY2009

The Company witnessed sharp declines in demand across its markets in the second half of FY2009 due to the global economic downturn. The initial rapid rate at which revenues eroded simply exceeded the speed with which adequate countermeasures could be put in place. Consequently in FY2009, the Group moved from profits in the first half into a loss position in the second half.

Johnson Electric responded as rapidly as possible to the situation by conserving cash as well as taking a series of determined actions to resize and reshape the business. These measures were aimed at reducing costs through restructuring and resizing operations as well as driving working capital reductions and minimizing capital expenditure. Examples of such programs are as follows:

- Introduced a reduced work-week in North America and Europe (utilizing the government subsidies, where available)
- Implemented programs for voluntary separation in certain locations and also enforced mandatory programs for utilizing staff leave
- Right-sized the organization globally
- Restricted recruitment activity to CEO approved hires
- Restructured incentive plans and bonus schemes
- Restricted pay increases
- Tightened travel and entertainment policies.
- Launched restructuring programs to lean and simplify the manufacturing and supply chain footprint
- Tightened the customer credit control and cash collection processes
- Negotiated revised terms with suppliers

These initiatives, along with the revenue recovery so far (see Sales Review above pages 16 to 28) have resulted in some recovery in profitability in the first half of FY2010 as compared to the second half of FY2009.

Additionally there have been significant changes in commodity prices and currency exchange rates from the first half of FY2009, through the second half of FY2009 and into the first half of FY2010.

Gross Profit

Gross profit increased by US\$83.1 million from US\$132.8 million in the second half of FY2009 to US\$215.9 million in the first half of FY2010. As a percentage of sales the Group's gross margins have been returned to pre-downturn levels, thus helping to fund the ongoing expenditures required to fulfil the Group's value proposition as an innovator and as our customers' safe choice.

Comparing the two periods, gross profits benefited from increased volumes, commodity price reductions, cost management initiatives, and currency effects.

Volume, Price and Mix

- Excluding currency effects, sales in the first half of FY2010 were US\$104.6 million higher than the second half of FY2009.
- Gross profits were US\$39.5 million higher because of this sales recovery.
- This represents a contribution on the incremental sales volume of 38% as previously underutilized capacity was absorbed.

Commodity Prices

- As a result of the global economic downturn and lower market demand, copper and steel prices have fallen between the second half of FY2009 and the first half of FY2010 contributing US\$18.8 million to gross profit. This represents 2.3% of sales.

Costs and Productivity

- The cost reduction and productivity improvement programs which were launched in the second half of FY2009 gained traction on into the first half of FY2010 resulting in an increase in gross profit by US\$17.2 million between the second half of FY2009 and the first half of FY2010. This represents 2% of sales.

Currency Effect

- Changes in currency exchange rates impacted sales and costs of sales. These changes were mainly due to the appreciation of the Euro against the US dollar between those two periods.
- Sales were US\$9.1 million higher and cost of sales was US\$3.4 million higher as a result of these changes.
- Overall, currency changes increased profit by US\$5.7 million between the two periods.

Other Factors

- In the second half of FY2009 charges of US\$2.0 million for impairment of fixed assets were taken in the period which did not recur in the first half of FY2010, resulting in a favourable impact on gross profit.

Other Losses, Income and Gains

Other losses, income and gains in the first half of FY2010 amounted to an overall loss of US\$1.2 million. In the second half FY2009 the overall result was a loss of US\$15.0 million.

- Losses on copper forward contracts in the second half of FY2009 which arose from the sudden and sharp downturn in the global economy and the consequent lower commodity prices and lower sales volumes, have not repeated in the first half of FY2010.

Selling and Administrative Expenses (“S&A”)

S&A costs in the first half of FY2010 were US\$167.7 million, US\$17.7 million higher than US\$150.0 million in the second half of FY2009.

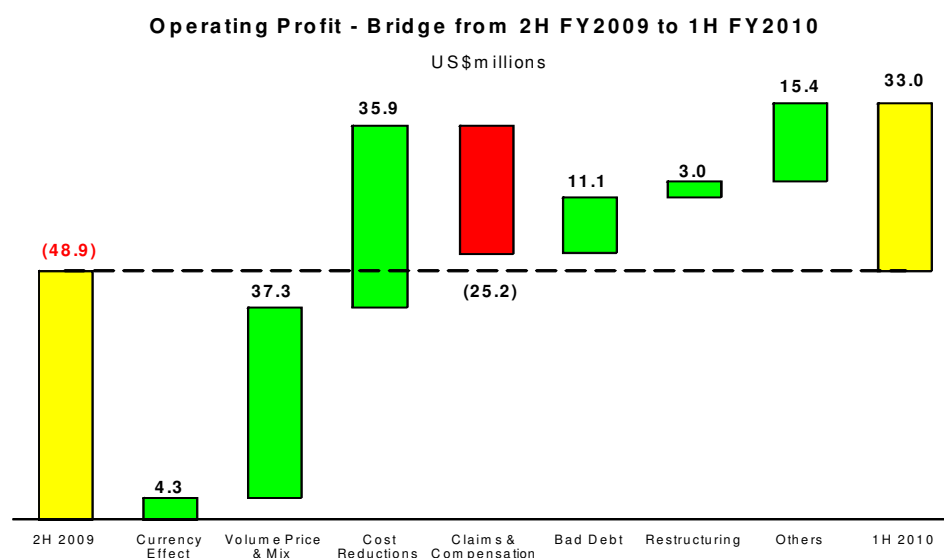
- Changes in foreign currency exchange rates increased S&A by US\$1.1 million.
- Claims and compensation was US\$25.2 million adverse to the second half of FY2009 as the release of a provision in the prior period was not repeated and as we settled a large and long outstanding claim.
- Freight and commissions increased by US\$2.2 million reflecting higher sales in FY2010 than the second half of FY2009.
- Other costs were US\$9.3 million higher in the first half of FY2010 than in the second half of FY2009. This was mainly due to releases of provisions in the prior period that did not repeat.
- The above were offset with the reductions in personnel and cost control initiatives that reduced costs by US\$8.9 million.
- As we tightened our control over our receivables we released significant bad debt provisions. Many of these provisions had been booked in the second half of FY2009. This resulted in a reduction of costs of US\$11.1 million for the first half of FY2010, compared with the second half of FY2009.

Restructuring Costs and Asset Impairment

Restructuring costs in the first half of FY2010 were US\$2.7 million lower than in the second half of FY2009. The currency impact was insignificant.

Operating Profit

Operating profit, after restructuring charges, increased by US\$81.9 million from a loss of US\$48.9 million in the second half of FY2009 to a profit of US\$33.0 million in the first half of FY2010. The increase can be summarized as follows:



FINANCIAL POSITION AND LIQUIDITY

ANALYSIS OF CASH FLOWS

US\$ millions

	1H FY2009	2H FY2009	1H FY2010
Profit before Interest and Tax*	95.7	(48.8)	33.0
Depreciation and Amortization	45.8	43.4	42.7
EBITDA	141.5	(5.4)	75.7
Other Non Cash Items in Profit before Tax	(1.6)	18.4	4.3
Working Capital Change	(22.3)	129.2	64.6
Cash from Operating Activities	117.6	142.2	144.6
Capital Expenditure	(34.2)	(28.7)	(14.8)
Cost of Acquisition of Subsidiaries and Minority Interests**	(1.9)	(0.6)	(28.9)
Proceeds from Sale of Assets and Investments	4.2	4.8	0.4
Operating Cash Flow less Operating Investment Activities	85.7	117.7	101.3
Net Interest Paid	(3.6)	(4.8)	(2.3)
Tax	(13.7)	(14.6)	(5.9)
Dividend Paid	(46.2)	-	-
Treasury Shares and Liquid Securities, and Dividend Received (net)	-	(1.1)	0.3
Pledged Deposits	-	(17.1)	-
Unwind Currency Swap	-	(13.2)	-
Net Cash Flow - Continuing Operations	22.2	66.9	93.4
Discontinued Operations (exclude financing activities)	(23.9)	10.9	-
Net Cash Flow	(1.7)	77.8	93.4

Use of Cash

Used to Repay Debt	4.1	31.4	2.1
Increase in Borrowings from Acquisition	0.0	0.0	(14.2)
Net increase/(decrease) in Cash and Cash Equivalents	(4.5)	46.4	105.5
Net increase/(decrease) in Short Term Investment & Time Deposit	(1.3)	0.0	0.0
	(1.7)	77.8	93.4

Reconciliation to Net Debt

Exchange Gains/(Losses) on Net Debt	(3.4)	(3.1)	3.4
Net Movement in Cash, Overdrafts and Borrowings (Net Debt)	(5.1)	74.7	96.8

* Operating Profit per accounts

** This include cash consideration paid, cash and borrowings acquired from subsidiaries

WORKING CAPITAL CHANGE

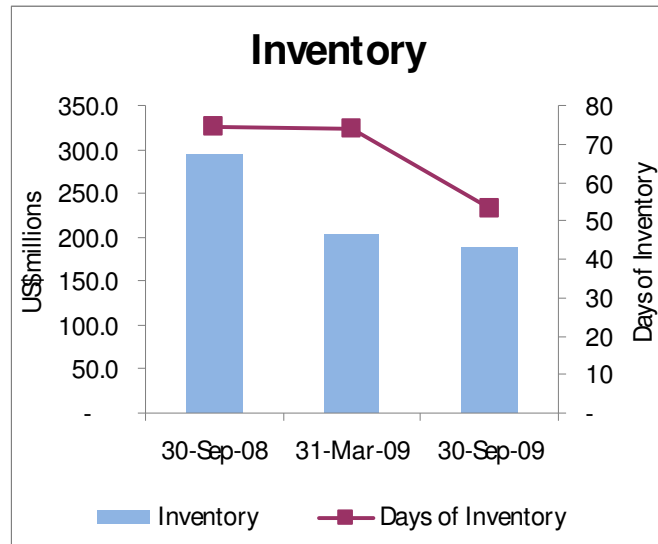
Working capital and provisions have decreased by US\$61.6 million since March 2009, from US\$152.5 million to US\$90.9 million. The underlying cash contribution from working capital reductions this half year (excluding currency translation, acquisitions, hedging, and provisions movements) was US\$64.6 million.

US\$ millions	31st Mar 09	Currency translation	Acquisitions	Pension, Hedging & Interest Payable	Increase / (Decrease) in operating working capital	30th Sep 09
Stocks and other work in progress	202.8	6.9	3.6	-	(18.8)	194.5
Trade and other receivables	272.4	14.0	11.8	-	41.5	339.7
Trade and other payables	(226.0)	(8.8)	(15.8)	(0.4)	(76.3)	(327.3)
Provisions and other liabilities*	(64.7)	(5.7)	(1.2)	(0.5)	(1.6)	(73.7)
Other financial liabilities, net	(32.0)	(18.9)	-	18.0	(9.4)	(42.3)
Total Working Capital per Balance Sheet	152.5	(12.5)	(1.6)	17.1	(64.6)	90.9

* Current and non current

Stocks and Work In Progress

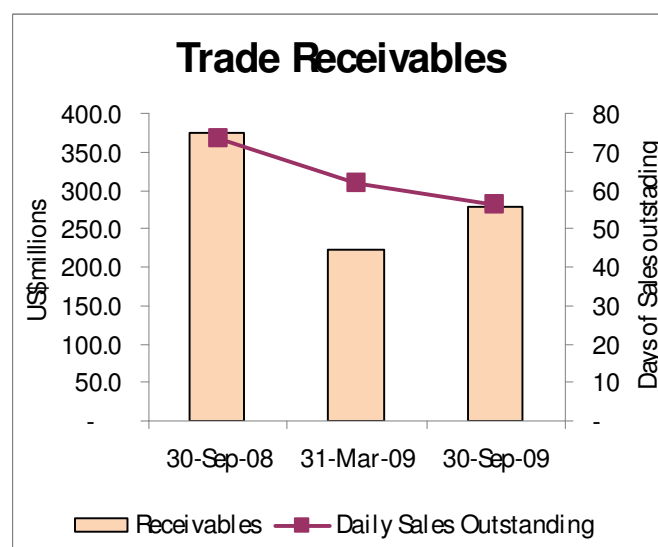
Stocks excluding acquired businesses were as follows:



- Stocks reduced by US\$8.3 million in the first half of FY2010 from US\$202.8 million as of March 31st, 2009 to US\$194.5 million as of 30th September, 2009. Excluding currency effects and acquisitions, stocks reduced by US\$18.8 million.
- Days of inventory, reduced from 74 to 53 in the first half of FY2010 reflecting tight controls over inventory, globally.

Trade and other Receivables

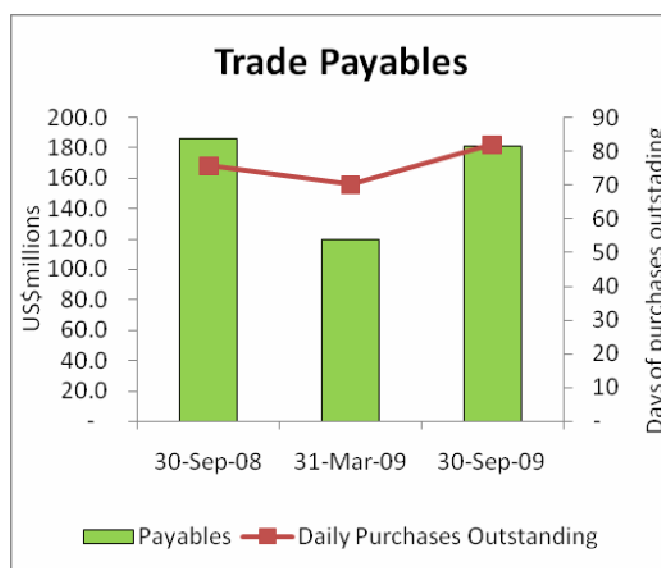
Trade and other receivables, excluding acquisitions, were as follows:



- Trade and other receivables increased by US\$67.3 million in the first half of FY2010 from US\$272.4 million to US\$339.7 million. Excluding currency effects and acquisitions, receivables increased by US\$41.5 million.
- Daily sales outstanding reduced from 62 days to 56 days, reflecting our tightened credit policy and receivables collection efforts.
- Despite the challenging economic conditions and their affect on our customers, 97.5% of our receivables are now current or less than 30 days past due, an improvement over the 96.2% at 31st March 2009.

Trade and other Payables

Trade and other payables, excluding acquisitions, were as follows:



- Trade and other payables increased by US\$101.3 million in the first half of FY2010 from US\$226.0 million to US\$327.3 million. Excluding currency effects and acquisitions, payables increased by US\$76.3 million.
- Daily purchases outstanding increased from 70 to 82 days as we continue to negotiate extended terms with our suppliers and manage our cash flows carefully.

Provisions

Long-term and short-term provisions increased by US\$9.0 million from US\$64.7 million to US\$73.7 million, mainly as a result of currency translation effects of US\$5.7 million.

Other Financial Liabilities

Other financial liabilities, net, were US\$42.3 million as at 30th September 2009, an increase of US\$10.3 million from US\$32.0 million as at 31st March 2009.

- The Company enters into forward contracts to mitigate its exposure to the risks of volatile exchange rates and commodity prices. These mainly take the form of forward contracts where we lock into a forward currency rate or commodity price.
- In addition, a cross currency interest rate swap was entered into in FY2006 where a portion of US dollar borrowings were swapped into Swiss francs.

These can be analyzed as follows:

US\$ millions	31st March 2009			30th September 2009		
	Asset	Liability	Net	Asset	Liability	Net
Currency	3.2	-	3.2	1.7	-	1.7
Interest	-	(1.0)	(1.0)	-	(2.8)	(2.8)
Commodity	2.7	(15.0)	(12.3)	1.3	(1.9)	(0.7)
Others	0.5	-	0.5	0.1	-	0.1
Current	6.4	(16.0)	(9.6)	3.0	(4.7)	(1.7)
Non current	-	(22.4)	(22.4)	-	(40.6)	(40.6)
Total	6.4	(38.4)	(32.0)	3.0	(45.3)	(42.3)

- Assets from currency forward contracts have reduced by US\$1.5 million.
- Liabilities from interest hedging have increased by US\$1.8 million.
- Liabilities arising from commodity hedging contracts for copper have reduced by US\$11.6 million. Due to economic uncertainty, unpredictable volumes and commodity price volatility, copper forward contracts have significantly reduced, thereby reducing our liability
- Other financial liabilities classified as non current (long-term) have increased by US\$18.2 million from US\$22.4 million to US\$40.6 million. This mainly relates to the cross currency interest rate swap between US dollars and Swiss francs and the strengthening of the Swiss franc against the US dollar.

OTHER OPERATING CASH FLOWS

Capital Expenditure (and proceeds from sale of assets and investments)

Capital Expenditure was US\$14.8 million in the first half of FY2010, a reduction of US\$19.4 million from the US\$34.2 million in the first half of FY2009.

- Capital expenditure has been significantly reduced in the short term as a reflection of reduced revenues, less tooling for new contracts, and our cash conservation programs.
- Currently we have availability of production capacity to satisfy a recovery in volumes of product manufactured.
- The Company continues to invest in machinery and equipment which enables innovation, new product manufacture, improved process flow, and efficiency.
- Proceeds from the sales of assets and investments were US\$0.4 million.

Acquisitions and Mergers

Cash flows and changes in cash balances and borrowings arising from mergers and acquisitions was US\$28.9 million.

- This was as a result of the merger of China Autoparts Inc with Tianxi, and the acquisition of a minority stake in Nanomotion.

Operating Cash Flow less Operating Investment Activities

Operating cash flow less operating investment activities, for continuing operations, was US\$101.3 million in the first half of FY2010, compared to US\$85.7 million in the first half of FY2009.

- In light of the downturn in sales and manufacturing activity, this continues to represent a relatively strong cash generation performance at 12.5% of sales compared to 7.6% for first half of 2009.

INTEREST DIVIDENDS AND OTHER CASH FLOWS

Interest and Tax

Interest paid, net of interest received, was US\$2.3 million in the first half of FY2010, a reduction of US\$1.3 million from the first half of FY2009.

- This reflects lower interest rates on borrowings and higher net cash balances.
- Taxes paid were US\$5.9 million in the first half of FY2010.

Dividends

No dividends were paid in the first half of FY2010 in line with the board's policy of retaining cash within the business in the near term during the poor economic conditions. This compares with a final dividend payment of US\$46.2 million for FY2008 which was paid in the first half of FY2009.

Other Cash Movements

Cash payments for investments in treasury shares and securities, and cash received from dividends and sales of other investments were US\$0.3 million in the first half of FY2010. In the first half of FY2009 there was no expenditure or income in this respect.

Net Cash Flow from Continuing Operations

Net cash flow from continuing operations was US\$93.4 million in the first half of FY2010, compared to US\$22.2 million in the first half of FY2009.

Discontinued Operations

There was no cash flow from discontinued operations in the first half of FY2010, as compared to a cash outflow of US\$23.9 million in the first half of FY2009 arising from the discontinuation of the Green Vision Group business.

Net Cash Flow

Net cash inflow was US\$93.4 million in the first half of FY2010, compared to a cash outflow of US\$1.7 million in the first half of FY2009.

Net Movement in Cash and Borrowings

The Group's debt to equity ratio (calculated on the total borrowings net of cash, to total equity) was 12% at 30th September 2009, significantly down from 23% at 31st March 2009.

- Net borrowings (total long and short term borrowings, net of cash) fell by US\$96.7 million in the first half of FY2010, from US\$226.9 million to US\$130.2 million¹.
- This overall reduction in net borrowings resulted from an increase in cash and cash equivalents of US\$109.7 million. This was offset by an increase in short term bank overdrafts by US\$9.5 million and a US\$3.5 million increase in long term borrowings.

FINANCIAL MANAGEMENT AND TREASURY POLICY

The management of financial risk in the Group is the responsibility of the Group's treasury function at the corporate centre based in Hong Kong. Policies are established by senior management.

Liquidity

For day-to-day liquidity management and to maintain flexibility in funding, the Group has approximately US\$300 million of uncommitted short-term borrowing facilities provided by its relationship banks.

Foreign Currency

The Group operates globally and is thus exposed to foreign exchange risk.

- The major sales generating currencies continue to be the US dollar, the Euro and the Chinese renminbi.
- In the Group's Automotive and Industrial businesses, for the first half of FY2010, 49% of the sales (45% in the previous period) were in US dollars, 32% in Euros (39% in the previous period), 12% in Chinese renminbi and the rest in other currencies including Japanese yen.
- The major currencies used for purchases of materials and services are the US dollar, the Euro, the Hong Kong dollar and the Chinese renminbi.

¹ After adjusting for the currency translation effects on our bank balances held in foreign currencies.

- Open foreign exchange exposures in Euro and renminbi are partially hedged with currency contracts, including forward and options contracts, with a view to reducing the net exposure to currency fluctuations.

RISK MANAGEMENT

The Company has an established, structured approach to manage key risks and implement mitigating actions. This process is embedded in our business operations and is subject to regular review. Many risk factors influencing performance are macroeconomic and likely to impact the performance of business generally. Others are particular to our operations.

We are continuously improving our framework for the management and control of risk in the Company. Risks are formally identified and recorded in a Risk Register for key operations, and we calculate inherent and residual risks after mitigating controls are evaluated.

The Risk Register will be updated regularly and used to plan the Company's audit and risk strategy.

Specific risks that we proactively manage are detailed below:

Strategic Risk

Strategic risks include risks related to competition, capacity planning, technical innovation, business partnering, customer concentration, investment, political change and intellectual property.

- In general we strive to differentiate our products primarily through technology and innovation, and by being the safe choice for our customers.
- For emerging markets which now offer major growth opportunities, low cost can be more critical than technology and functionality; we are now focused on developing products at price points which will help us compete effectively with low cost competitors in these markets.
- We continuously evaluate the suitability of our operational footprint to meet changes in customer demand. We are presently resizing operations to match reduced level of sales and production. In this process, we unlock synergy between the different parts of our global operations and enhance our flexibility to respond quickly to changes in customer demand.
- Motion system technology is a rapidly changing landscape with evolving industry standards and frequent product and service enhancements. Our ability to provide technology and other services which consistently meet market needs enhances our competitive advantage.
- Risk arises from choosing the wrong partner, poor execution of agreements and failing to capitalize on partnering opportunities. We have effective management processes which establish strong joint venture partnership, business partnership and supplier relationships.
- Inappropriate emphasis of sales volume or revenues on a single customer, industry sector, or an economic segment leads to exposure to excessive loss. Our wide client base, global footprint and diversified product lines mitigate our exposure to such risks.
- Acquisitions and strategic investments could result in significant charge to earnings if our goodwill, amortizable intangible assets or investments in equity interests become impaired.

We obtain sufficient information to make justified investment decisions to ensure that shareholders' funds are properly invested.

- There is risk of adverse consequences from political development in countries in which we have made significant investments, have a significant volume of sales, or have significant contractual obligations. This risk is managed by frequent discussions between management and government officials.
- Intellectual Property must be safeguarded to protect our brand image, product differentiation and pricing capability. We have implemented effective controls to prevent third parties from copying our designs for use in competitive products.

Operational Risk

Operational risks include risks related to product quality, human resources, technology infrastructure, business interruption, fraud and business reputation.

- Quality problems can result in warranty claims. We continue to develop high quality engineering and manufacturing processes across our operations which enable us to minimize these risks. Development of higher and more consistent quality is a key objective of our restructuring activity.
- Successful execution of business plans depends on our ability to attract and retain high caliber management and key personnel. We successfully build effective networks of key employees and partners to safeguard our ongoing business success.
- In order to ensure that our operations are effective and can grow effectively we need to have a cost effective information technology infrastructure. This is managed by developing hardware, communications, networking and business applications to meet the strategic and operational needs of the business.
- Our ability to continue critical operations and processes is highly dependent on the availability of certain technologies, facilities, labour and other resources. Interruptions, delays or failures in the provision of our services could damage our brand and harm our operating results. We closely monitor our critical internal processes and third party service providers to prevent disruption to our business and operating results. Our computer network is secured from physical damage and information security breach such as computer viruses, worms, physical and electronic break-ins, sabotage, and similar disruptions from unauthorized tampering with our systems.
- Fraudulent activities conducted by internal or external persons against the Company expose the organization to financial loss and legal risk. We continuously review and enhance controls to prevent individual or collusive illegal acts, to protect the Company from risk of financial loss. Key management controls include ongoing independent internal audit and risk reviews, the enforcement of formal policies and procedures, and a comprehensive "anti-fraud" program.
- The value of our brands is of key importance. We recognize risk of brand value impairment from a perception that we do not deal fairly with customers, suppliers and stakeholders, or know how to manage our operations effectively. We actively manage customer satisfaction and work hard to retain the confidence of our customers and to minimize potential litigation activities which would impair our reputation or profitability.

Financial Risk

Financial risk includes risks related to credit, foreign exchange and commodity prices.

- Since the global economic downturn, we have increased our intolerance of overdue debtors which has resulted in improved working capital and a continuing low rate of bad debt. The restructure of the US automotive sector, with the supply chain being fairly protected from bankruptcy as we envisaged, has contributed to this lowering of risk. We continue to monitor our receivables carefully as the economic recovery continues.
- Given the continuing volatility of foreign currency exchange rates we continue to minimize the extent to which we buy or sell currency forward. Forward currency contracts are now made to cover open receivables and payables positions but not future projected cash flows which continue to be difficult to predict.
- Profitability is impacted by changes in copper commodity prices. Recent economic uncertainty has affected commodity price volatility as well as the Company's ability to accurately forecast copper consumption. We therefore enter into forward contracts for copper purchases only when forecast levels of consumption are reasonably certain. Changes in steel commodity prices also impact our profitability. To ensure continuity of supply and to avoid the risks of material shortages and significant price volatility, we have developed a range of commercial partnerships with steel suppliers.

Compliance Risk

Changes in regulations and actions by national or local regulators can result in increased competitive pressures and significantly affect a company's ability to efficiently conduct business. Incomplete, inaccurate, or untimely reports of operating and financial information required by regulatory agencies can expose the Company to fines, penalties and sanctions.

- We operate across a wide range of tax jurisdictions which puts us at risk of non compliance with different tax regulations across the world. Our Corporate Tax department ensures compliance with taxation regulations world-wide and ensures that our legal and tax structure optimizes tax liabilities within these constraints.
- The Company is subject to the Foreign Corrupt Practices Act as we trade over-the-counter on the US stock exchange. Our business activities in countries ranked high in the published corruption index could expose us to violation of the Act, which can result in fines, revenue loss and reputational damages. We manage such risk via constant review and improvement of controls over fraudulent and corrupt activities.
- Local and international authorities publish studies and regulations (e.g. Kyoto Accord, carbon emission tracking) regarding energy consumption and environmental costs caused by manufacturers. EU and other nations publish compliance requirements around substance import (REACH, RoHS, WEEE). Our Environmental Health and Safety department ensures compliance with these regulations and works to reduce energy consumption in our operations.
- Local and international agencies (e.g. FDA) regulate certain product markets (e.g. medical technology). Agencies around the world publish and regulate compliance of employee safety standards (e.g. OSHA). The Company's Environmental Health and Safety department ensures compliance with these regulations.

INVESTING IN PEOPLE

During 2009 a number of initiatives, both global and local, have been undertaken that have impacted the development and well-being of the people of Johnson Electric. These include:

- The ongoing development, and now installation, of a global salary structure to promote compensation equity and payment structures that are in line with our overall compensation philosophy. This will soon be in place in virtually all countries in which we do business.
- The Environmental, Health & Safety (EHS) function has been charged with developing an EHS Management System which, via the application of 20 protocols, brings a common, system-based approach to the management of workplace health & safety and environmental matters. Part of this initiative is “upstream” management of any environmental impacts our manufacturing operations may have on our world. This managed approach to EHS, when fully installed, will allow the business to take initiatives and to respond to events in such a fashion as to reduce adverse impacts on people and the planet.
- The ongoing commitment to continuous improvement, primarily via application of the Gemba Kaizen discipline has strengthened throughout the Company over the last two quarters. Emphasis on the continuous improvement of our operations and processes is led by the CEO personally and is a world-wide programme that brings results daily and is a strong element of the Johnson Electric culture.
- The need to reduce the size of our workforce in every region in which we do business – Asia, the Americas and Europe. Through necessity, staff and shop floor workers have been made redundant. Some manufacturing locations have closed or been significantly downsized. In all of this activity we have endeavored to communicate fully to those individuals and communities affected, and to treat the individuals with fairness.
- The recent upturn in employment levels at our main manufacturing location in Shajing, China. Also significant is that throughout all of 2009 we have continued to selectively recruit and have actively sought to retain talented shop floor, technical and managerial personnel at every turn. Current global employment stands at about 34,000 versus the October 2008 level of about 40,000.

Looking forward, a number of initiatives are underway to evaluate our organization to ensure that our structure maximizes the ability of our people to have the optimal impact on our business. Also for the near future, with our return to profitability, renewed efforts will be made to develop all our employees such that they to grow within the organization and take on steadily increasing responsibilities.

CORPORATE GOVERNANCE

Johnson Electric is committed to achieving high standards of corporate governance that properly protect and promote the interests of its shareholders and devotes considerable effort to identifying and formalising best practices of corporate governance.

During the six months ended 30th September 2009, Mr. Austin Jesse Wang was appointed as an executive director of the Company with effect from 5th June 2009. Mr. Richard Li-Chung Wang retired as an executive director of the Company with effect from the conclusion of the Company's Annual General Meeting held on 24th August 2009 ("AGM") and Mrs. Laura May-Lung Cha did not seek re-election as an independent non-executive Director of the Company at the AGM upon the expiration of her current term at the conclusion of the AGM. Save for the above, the composition of the Board of Directors remains the same as set out in the Corporate Governance Report in the Company's Annual Report 2009.

During the six months ended 30th September 2009, the Company continued to abide by the corporate governance practices set out in the Corporate Governance Report in the Company's Annual Report 2009.

Code on Corporate Governance Practices

During the six months ended 30th September 2009, the Company had complied with the code provisions set out in the Code on Corporate Governance Practices contained in Appendix 14 of the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), except for the following deviations:

Code Provision A.2.1

Code A.2.1 provides, inter alia, that the roles of chairman and chief executive officer should be separate and should not be performed by the same individual.

Neither the Company's Bye-Laws nor The Johnson Electric Holdings Limited Company Act, 1988 (a private act of Bermuda) contains any requirement as to the separation of these roles.

Dr. Patrick Shui-Chung Wang is the Chairman and Chief Executive of the Company. The Board is of the opinion that it is appropriate and in the best interests of the Company at its present stage of development that Dr. Wang should hold both these offices. The Board believes that it is able effectively to monitor and assess management in a manner that properly protects and promotes the interests of shareholders.

Code Provision A.4.1 and A.4.2

Code A.4.1 provides, inter alia, that non-executive directors should be appointed for a specific term, subject to reelection.

Code A.4.2 also provides that every director, including those appointed for a specific term, should be subject to retirement by rotation at least once every three years.

The independent non-executive directors were appointed for a specific term while the non-executive directors do not have a specific term of appointment. However, under Section 3(e) of The Johnson Electric Holdings Limited Company Act, 1988 and the Company's Bye-Law 109(A), one-third of the directors who have served longest on the Board must retire thus becoming eligible for re-election at each Annual General Meeting. Accordingly, no director has a term of appointment longer than three years. Bye-Law 109(A) states that the executive chairman is not subject to retirement by rotation and shall not be counted in determining the number of directors to retire.

In the opinion of the Board, it is important for the stability and beneficial to the growth of the Company that there is, and is seen to be, continuity of leadership in the role of the Chairman of the Company and, in consequence, the Board is of the view that the Chairman should not be subject to retirement by rotation or hold office for a limited term at the present time.

Model Code for Securities Transactions

The Group has adopted procedures governing directors' securities transactions in compliance with the Model Code as set out in Appendix 10 of the Listing Rules. Specific confirmation has been obtained from all directors to confirm compliance with the Model Code throughout the six months ended 30th September 2009. No incident of noncompliance was noted by the Company to date in 2009/10.

Employees who are likely to be in possession of unpublished price-sensitive information of the Group are also subject to compliance with guidelines on no less exacting terms than the Model Code.

REVIEW OF INTERIM RESULTS

The Company's interim report for the six months ended 30th September 2009 has been reviewed by the Audit Committee and the auditor of the Company, PricewaterhouseCoopers.

PURCHASE, SALE OR REDEMPTION OF SHARES

The Company has not redeemed any of its shares during the period. Neither the Company nor any of its subsidiaries has purchased or sold any of the Company's shares during the period except in connection with the share purchase for the Long-Term Incentive Share Scheme for eligible employees.

PUBLICATION OF RESULTS ANNOUNCEMENT AND INTERIM REPORT

This interim results announcement is published on the websites of the Company (www.johnsonelectric.com) and the Stock Exchange (www.hkex.com.hk). The Company's Interim Report 2009 will be despatched to the shareholders and available on the same websites on or about 22nd December 2009.

BOARD OF DIRECTORS

As at the date of this announcement, the Board of Directors of the Company comprises Patrick Shui-Chung Wang, Winnie Wing-Yee Wang, Austin Jesse Wang, being the Executive Directors, and Yik-Chun Koo Wang, Peter Kin-Chung Wang, being the Non-Executive Directors, and Peter Stuart Allenby Edwards, Patrick Blackwell Paul, Oscar de Paula Bernardes Neto and Michael John Enright, being the Independent Non-Executive Directors.

On behalf of the Board of Directors
Patrick Shui-Chung Wang
Chairman and Chief Executive

Hong Kong, 4th December 2009

Website: www.johnsonelectric.com