OMNI
DEVICES

HOME CONTROL
INTERNATIONAL LIMITED

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

2024
SUSTAINABILITY REPORT

Contents

About this Report

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

REPORTING SCOPE

This report covers Home Control's business operations for the year ended 31 December 2024 ("FY2024"). Where available, prior year data has been included for comparison.

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

Material ESG matters	Scope	Rationale
1. Good Corporate Governance	All of Home Control's operations	N.A.
2. Innovation	All of Home Control's operations	N.A.
3. Occupational Health and Safety	All of Home Control's employees and workers in Singapore and China only	Majority of Home Control's employees (FY2024: 121) are located in Singapore and China where Home Control's main manufacturing partner is located.
4. Employment and Labour Standards	All of Home Control's employees in Singapore and China only	Majority of Home Control's employees (FY2024: 121) are located in Singapore and China.
5. Climate Change & Emissions (Air, Land, Water)	All company-owned assets or leased assets in Singapore and China, where Home Control has operational control	Home Control's assets 95% are mainly concentrated in Singapore and China in FY2024.
6. Community Investment	All of Home Control's operations	N.A.

REPORTING STANDARDS

We have prepared this Report with reference to the Global Reporting Initiative ("GRI") Universal Standards 2021 and the Environmental, Social and Governance Reporting Guide ("ESG Guide") set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange ("Listing Rules"). In preparing this Report, we followed the four major reporting principles of the ESG Guide — "Materiality", "Quantitative", "Balance" and "Consistency".

In anticipation of the changes to the Listing Rules regarding sustainability reporting disclosures, this report includes climate-related information that references the requirements of International Financial Reporting Standards ("IFRS") S1 and S2 requirements on climate-related financial disclosures.

FEEDBACK

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

About Us

Omni Devices ("Home Control") is a global leading home control solutions provider for over 25 years. We design, develop, and sell remote controls mainly for and to multi-service operators ("MSOs"), television ("TV") and over-the-top ("OTT") device brands, and their suppliers. Most of our revenue is generated through sale of remote controls for set-top boxes (STBs) of MSOs devices, OTT devices, and smart TVs.

We are headquartered in Singapore, with regional sales and liaison offices in the United States ("US"), Belgium, the People's Republic of China ("China" or "PRC"), Brazil, India, and Taiwan. Our product assembly process is outsourced to seven manufacturing partners located in China and Cambodia, which allows us to focus our resources on research and development ("R&D"), quality control, and sales management. Home Control's R&D centres are located in Singapore and Suzhou, China. Currently, the Group has over 200 invention patents, maintains one of the two most comprehensive infra-red ("IR") and code databases in the world, and has been awarded the Technologically Advanced Service Enterprise Certificate from the People's Government of Suzhou Municipality in China.

Additionally, our production management systems are accredited with ISO9001:2015, ISO14001:2015 and TL9000 certifications. We are also proud to achieve consistency in passing the audit for ISO13485 quality management system for medical devices ever since FY2023.

In FY2024, our total revenue was US$107,451,737 (FY2023: US$101,008,000). Our products are shipped to over 40 countries in North America, Asia, Europe and Latin America, and our largest customers include AT&T Services Inc., and Sky CP Limited, and Liberty Global Services B.V.. For more information, please refer to our 2024 Annual Report published on the same date with this report ("2024 Annual Report").

Scale of our operations

Globally, we have 11 Sales and Liaison offices and 3 R&D centres. We release more than 80 new types of innovative remote-control offerings annually. In Singapore and China, where most of our employees are located, we have a total of 121 employees as of 31 December 2024 (FY2023: 130).

Statement from Chairman

Dear Stakeholders,

On behalf of the board (the "Board") of directors (the "Directors") of Home Control International Limited (the "Company" together with its subsidiaries the "Group" or "Home Control"), I present you Home Control's Sustainability report for FY2024. This report highlights the Group's efforts and achievements in Environmental, Social and Governance (ESG) performance.

Transparency and trust are key to our corporate culture. The Board remains the highest responsible decision-making body for ESG issues and oversees Home Control's ESG strategy making and reporting. ESG issues are monitored and discussed on a regular basis. As of FY2024, the Board has reviewed the material matters of the prior assessment and considered all of them relevant throughout the reporting period. Throughout the year, we have also upheld high standards of corporate governance and have maintained our track record of full compliance with all laws and regulations. This reflects our commitment to conducting our work with integrity and transparency.

Cognisant of the escalating impacts of climate change, FY2024 has emerged as a pivotal milestone for Home Control in our sustainability reporting journey. This year, we have established an energy consumption and GHG emission target of 0.5% reduction in greenhouse gas (GHG) emissions intensity and electricity consumption intensity from previous year's levels. Furthermore, we have engaged an external consultant to assess our readiness and include disclosures that references the ISSB IFRS S1 and S2 standards, wherever applicable. This is ahead of HKEX mandatory timeline of published in 2026. Home Control is also working towards extending our carbon accounting to include Scope 3 emissions in our subsequent reports to obtain a more complete perspective of our carbon footprints. This is a testament to the work we are doing to prioritise transparency and accountability in sustainability, and our ability to adapt to the evolving reporting requirements.

During the year, Home Control has progressively made several upgrades to our products to minimise our environmental impact. Notably, we have made further enhancements to our solar powered remote controller, Key Solaris, by incorporating 3D TextPlates for better energy storage and extended usage time, while maintaining its aesthetic appeal. In addition to product upgrades, we have begun transitioning to using non-sup packaging materials, ink-free manufacturing methods, as well as utilising recycled and ocean-bound plastics during packaging to further reduce our environmental footprint.

The wellbeing and development of our employees have been, and will continue to be, a priority for Home Control. We look to provide our employees with a range of training and Upskilling programmes to excel professionally. Additionally, benefit packages and health and safety initiatives are also in place to ensure their wellbeing. As of FY2024, we have provided at least 30 different programmes for our employees across our operations, covering topics such as anti-corruption, cybersecurity, health and safety, technical training, amongst others. We will continue to support our employees in their learning and development. In the upcoming years, Home Control will expand our offerings of sustainability and climate-related training to equip our employees with the necessary skillsets and competencies to manage climate related risk and opportunities, as well as to develop effective strategies.

We strive to grow sustainably and responsibly, minimising the environmental impact of our business while making a positive contribution to the communities in which we operate. We will continue to focus on providing clear and transparent disclosures to our stakeholders, showcasing our sustainability efforts across the organisation.

We look forward to your continuous support as we strive towards a sustainable future beyond generations to come.

Alain PERROT
Chairman
28 March 2025

Our Sustainability Approach

While pursuing our business objective, we are committed to operating responsibly and providing accountability to our employees, customers, business partners, shareholders, and the wider community. Our diverse range of policies and programmes serve to uphold and improve our sustainability performance and operations. Additionally, we review and update these policies and programmes regularly to ensure that they are relevant to our stakeholders.

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

We are committed to:

1   **Developing meaningful technology** driven by the needs of society

- We foster a culture of sustainable entrepreneurship, in line with our sustainability policy.

- We have optimised our innovations, business strategies and operations by setting financial and non-financial targets and maintaining constructive relationships with our stakeholders.

2   **Behaving responsibly,** living up to our General Business Practices

- We are committed to complying with all applicable laws and regulations.

3   **Building and maintaining trust** through transparency and accountability

4   **Working with stakeholders** inside and outside the company

- We invest in our employees and strive to create a work environment that enables them to reach their full potential.

- We expect our business partners to be committed to sustainable development.

SUSTAINABILITY GOVERNANCE

We are committed to conducting our business with the utmost responsibility, fostering trustworthy relationships with our partners, and upholding a steadfast commitment to environmental stewardship in all our endeavors. At Home Control, we have established a robust governance structure to oversee our internal systems and manage relevant ESG issues that are pertinent to Home Control. For more information on our governance structure and practices, please refer to our Corporate Governance Report on pages 41 to 67 in our 2024 Annual Report.

Home Control has implemented a series of standard operating procedures to ensure critical concerns are relayed to the Board in a timely manner. Policies such as whistleblowing, anti-bribery and grievance mechanism have also been established to ensure effective communication within the organisation.

Board of Directors

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

Audit Committee	Remuneration Committee	Nomination Committee

Green Product Task Force

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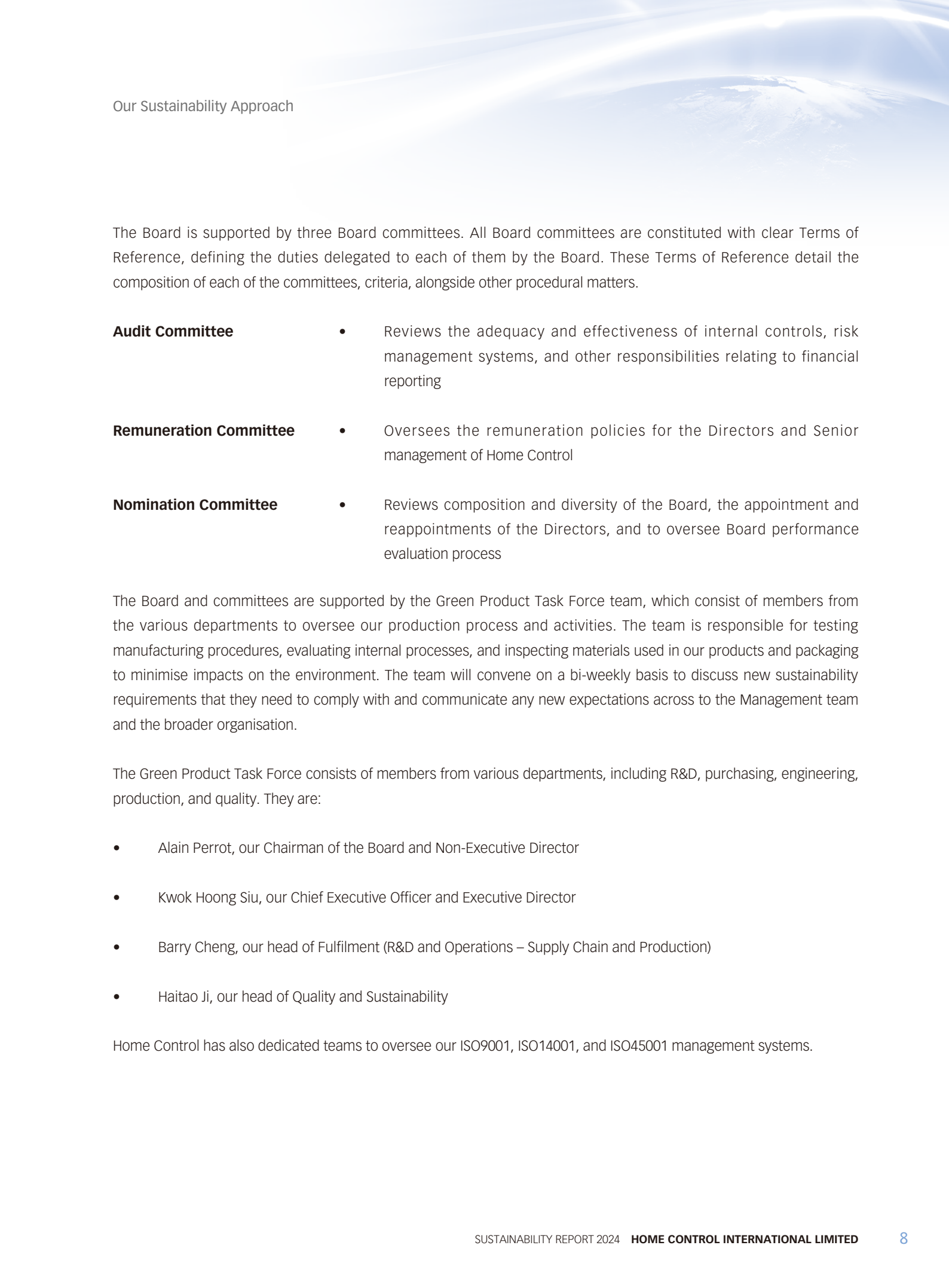
Head of R&D	Head of Operations	Head of Quality

Home Control Staff

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

The Board holds the highest responsibility for developing Home Control's overall sustainability strategy and providing oversight over our risk management processes, sustainability and corporate governance. The Board is also in charge of the management and monitoring of material sustainability matters, ensuring they are integrated into our business and strategic planning. As of 2024, there were no cases of serious concerns reported to the highest governance body.

The Board is supported by three Board committees. All Board committees are constituted with clear Terms of Reference, defining the duties delegated to each of them by the Board. These Terms of Reference detail the composition of each of the committees, criteria, alongside other procedural matters.

Audit Committee	• Reviews the adequacy and effectiveness of internal controls, risk management systems, and other responsibilities relating to financial reporting
Remuneration Committee	• Oversees the remuneration policies for the Directors and Senior management of Home Control
Nomination Committee	• Reviews composition and diversity of the Board, the appointment and reappointments of the Directors, and to oversee Board performance evaluation process

The Board and committees are supported by the Green Product Task Force team, which consist of members from the various departments to oversee our production process and activities. The team is responsible for testing manufacturing procedures, evaluating internal processes, and inspecting materials used in our products and packaging to minimise impacts on the environment. The team will convene on a bi-weekly basis to discuss new sustainability requirements that they need to comply with and communicate any new expectations across to the Management team and the broader organisation.

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

• Alain Perrot, our Chairman of the Board and Non-Executive Director

• Kwok Hoong Siu, our Chief Executive Officer and Executive Director

• Barry Cheng, our head of Fulfilment (R&D and Operations – Supply Chain and Production)

• Haitao Ji, our head of Quality and Sustainability

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

## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Home Control has identified a list of internal and external stakeholders most relevant to our business activities, community, and value chain. We actively maintain a two-way communication with these stakeholder groups throughout the year. Through active engagement with our stakeholders, we have implemented more effective measures and allocate resources efficiently. We will continue to do so to enhance our ability to understand and address our stakeholder's concerns.

Customers	Suppliers & Business Partners	Employees	Shareholders	Government
Key concerns	**Key concerns**	**Key concerns**	**Key concerns**	**Key concerns**
– Innovation and product quality – Environmental sustainability – Data privacy – Timely and quality service	– Data privacy – Long-term business relationship	– Data privacy – Labour standards – Occupational health and safety – Training and development	– Innovation and product quality – Revenues and economic sustainability – Good corporate governance	– Compliance with laws and regulations – Social and community impact – Environmental impact
Our engagement platforms	**Our engagement platforms**	**Our engagement platforms**	**Our engagement platforms**	**Our engagement platforms**
– Annual report and sustainability report (Annual) – Virtual tradeshows and point of sale (Regular) – Customer feedback channel (Regular)	– Annual report and sustainability report (Annual) – Direct communication and collaboration on products (Regular)	– Annual report and sustainability report (Annual) – Codes of Conduct, Company policies (Regular) – Internal communications (Regular) – Company events (Regular) – Staff discussion and performance appraisals (Annual)	– Annual report and Sustainability Report (Annual) – Shareholders' meeting (Annual)	– Annual report and sustainability report (Annual)

Since our inaugural Sustainability Report in FY2019, we engaged an independent third-party to facilitate our materiality assessment process using a three-step approach. Following this, we have conducted an annual review of the identified material matters to ensure the topic's relevancy to Home Control. A materiality reassessment exercise was conducted in FY2023 to identify any emerging topics that may be pertinent to Home Control. From the reassessment exercise, we have identified **eight** matters that are relevant to Home Control. The Board has re-assessed the **eight** matters in FY2024 – **six** material matters, and **two** additional matters – and concluded that they continue to be relevant for the reporting year.

We adopt the methodology of "identification, prioritisation and validation" when assessing ESG matters, as follows:
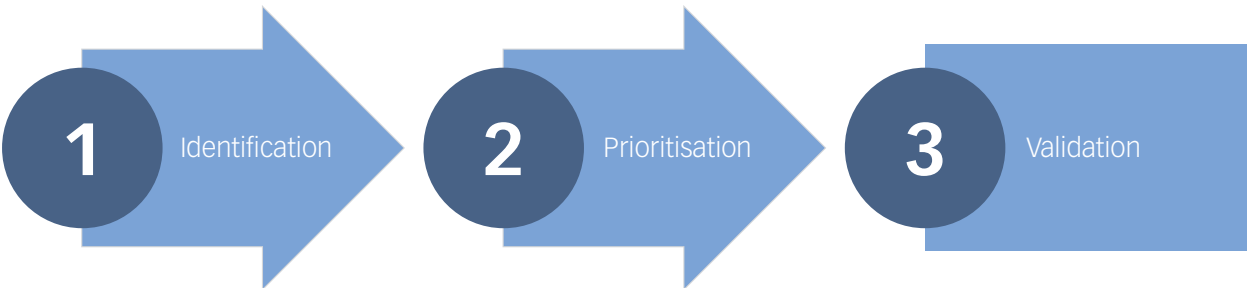
1 Identification	2 Prioritisation	3 Validation
Preliminary sustainability matters are identified based on desktop research (i.e. Industry publications, global standards, stock exchange reporting requirements, market trends) and peer review.	Through a survey and interview sessions, stakeholders assess and rank the significance of each topic identified in Home Control's business and operations.	Topics are prioritised and mapped onto a matrix based on their importance to internal and external stakeholders. Final materiality results and a new list of identified topics are presented to the Board and senior management for validation and endorsement.
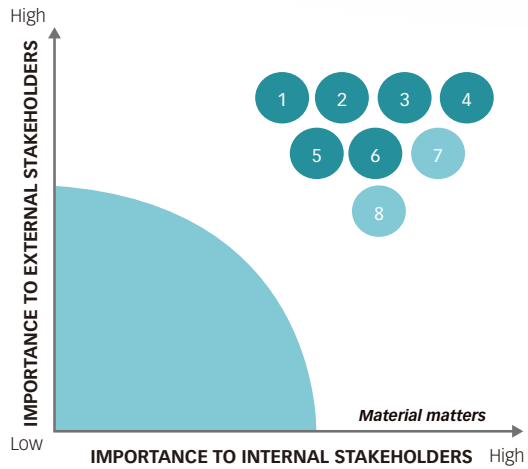
Material Matters for FY2024	
No.	**Sustainability Matters**
1	Good Corporate Governance
2	Innovation
3	Occupational Health and Safety
4	Employment and Labour Standards
5	Climate Change & Emissions (Air, Land, Water)
6	Community Investment
Additional Matters for FY2024	
7	Supply Chain Management
8	Cybersecurity

FY2024 MATERIAL ESG MATTERS, TARGETS AND PROGRESS

Legend   ✅ Target met   🔄 On track to meeting target   ❌ Target not met

Material ESG matters/(Sub-topics)		Key stakeholders	Approach	Targets	Performance as at 31 Dec 2024
1. Good Corporate Governance	**Compliance with laws and regulations**	Government, shareholders	Ensure compliance with the stricter of General Business Principles, and applicable laws	**Perpetual target:** Zero cases of non-compliance	✅ Target met
	Anti-corruption	Government	Ensure compliance with the stricter of General Business Principles, and applicable laws	**Perpetual target:** Zero cases of corruption, including bribery, extortion, fraud and money laundering	✅ Target met
	Data security and privacy	Customers, suppliers, employees	Ensure that data collected is fair, accurate, transparent, and non-excessive, and that controls are set in place to protect it	**Perpetual target:** Zero cases of leaks, thefts or losses of customer data	✅ Target met
	Business continuity planning (BCP)	Customers, shareholders	Manage risk of operational disruptions through BCP	**Perpetual target:** Annual assessment and update of BCP	✅ Target met

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2024
2. **Innovation**	Customers, shareholders	Deliver innovative solutions that improves lives with speed, quality, fairness and integrity	**Perpetual target:** Develop and implement innovative technology	✅ Completed development of new solution per customer requirements
			Perpetual target: Release high quality products on time	✅ Product commercial release on-time with hit rate of > 95%
			Perpetual target: Meet customers' environmental requirements for their products	✅ Target met Developed PVC-BFR free products for eight customer accounts (15.98% of total products)
				Developed product packaging with no single-use plastics for eleven customer accounts (24.21% of total products)
				Developed products using Post-Consumer Recycled Plastics for eight customer accounts (13.84% of total products)
				Developed products using OceanBound Plastics for two projects (8.38% of total products)

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2024
3. **Occupational Health and Safety**	Employees	Provide a healthy, safe and productive work environment for employees, factory workers and visitors	**Perpetual target:** ≤1 work-related injury/ fatality across all employees and factory workers Zero cases of non-compliance with health and safety laws	✅ Target met Zero work-related injuries/ fatalities across all employees and factory workers for six consecutive years (FY2019 to FY2024)
4. **Employment and Labour standards**	Employees	Ensure fair employment practices and enable the personal development of our employees	**Perpetual target:** Zero cases of non-compliance with internal and external labour and human rights laws	✅ Target met
5. **Climate Change & Emissions (Air, Land, Water)**	Government, Customers	Minimise the adverse effects of our activities on the environment	**Perpetual target:** Zero cases of non-compliance with relevant environmental legislations	✅ Target met
			FY2024: Meet customers' environmental requirements for their products	✅ Target met Produced PVC-BFR Free products for eight customers Produced non- SUP (Non-Single Use Plastics) products for eleven customers Produced products using Post-Consumer Recycled Plastics for eight customers Produced products using OceanBound Plastics for 2 projects

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 Dec 2024
			Reduce hazardous waste intensity by 1% compared to FY2023 baseline	✅ Target met Hazardous waste intensity (kg/US$ Million) has been reduced by 19.9% compared to FY2023 baseline
			Reduce Water Consumption intensity 1% from FY2023	✅ Target met 54.4% decrease in water consumption intensity
			Reduce greenhouse gas (GHG) emissions intensity by 0.5% from FY2023	✅ Target met 8.4% decrease in GHG emissions intensity (tCO$_2$/US$ Million) from FY2023
			Reduce electricity consumption intensity by 0.5% from FY2023	✅ Target met 8.5% decrease in electricity consumption intensity (tCO$_2$/US$ Million) from FY2023
6. **Community Investment**	Government	Actively engage with and contribute to our local communities	**Perpetual target:** Organise at least one charitable community engagement event in the year in Singapore and China	✅ Target met Omni Suzhou Tree-Planting event at Suzhou Taihu National Wetland Park

Good Corporate Governance

Home Control believes that strong corporate governance is essential to the sustainability of our business. It provides the foundation that enables us to make well-informed decisions, attract like-minded investors and enhance overall value creation. Inadequate management of corporate governance can erode the trust we share with our stakeholders, which include suppliers, business partners, and regulatory bodies.

To promote sound corporate practices throughout the organisation, we expect all employees to comply with the laws and regulations of the countries in which we operate. We extend this expectation to our business dealings with our partners to foster mutually beneficial, long-term relationships with those who are committed to acting fairly, with integrity, and in alignment with our sustainability objectives.

Our policies governing the matters discussed in this section are outlined in Home Control's General Business Principles.

FY2024 Highlights

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

COMPLIANCE WITH LAWS AND REGULATIONS

Adhering to laws and regulations is key to preserving our reputation and stakeholder trust, and reducing legal risks, all while ensuring that we operate ethically. We have established a suite of guidelines and procedures related to the environment, human rights, labour, and anti-corruption to ensure we have a robust system of risk management and internal control. These guidelines and procedures are in line with the seven Fundamental Conventions of the International Labour Organisation. Home Control will continue to prioritise higher standards of conduct and compliance than those mandated by law, ensuring that it operates ethically and responsibly, even beyond legal obligations. In the event of differences arising between the legal requirements and our internal guidelines, we will opt to adhere to the stricter standard.

Home Control places significant importance on anti-monopoly and unfair competition. We have established anti-monopoly and anti-unfair competition compliance systems across the organisation and incorporated the requirements into our policies and procedures. We continue to provide customers with a broad selection of products and services at competitive prices, while being mindful of our interactions with competitors. Moreover, we refrain from using any information acquired about them in ways that could breach anti-trust laws, which are designed to promote fair competition and prevent monopolistic practices.

ANTI-CORRUPTION

Home Control adopts a zero-tolerance stance against all forms of corruption, bribery, and extortion. We recognise that any risk related to bribery or corruption can potentially lead to significant financial and reputational implications for the company. All employees are required to follow and comply with our anti-corruption policies and procedures. These guidelines provide specific instructions on anti-corruption practices, including the prohibition of providing or accepting gifts, or any other incentives that may be perceived as an attempt to influence biased, dishonest, or illegal actions. Any violations can result in disciplinary action, and dismissal in more severe cases. In the event of a suspected violation, employees are to report through our whistleblowing channels, and all reports will be directed to our compliance officers. Compliance officers will investigate these incidents and report the confirmed cases of violations to management while also developing preventive measures against reprisals. As of FY2024, there have been no cases of reported violations or complaints regarding bribery, extortion, fraud, or money laundering that would materially affect the company.

With regards to money laundering, we track suspicious transactions such as payments between unknown entities through an excessive number of intermediaries, high-value cash transactions, or payments made or received by suspicious entities or involving high-risk countries. Any employee who suspects any such case has an obligation to report this to our compliance officers.

Home Control conducts training courses to foster a culture of strong business ethics and governance, educating employees about the risks and repercussions of non-compliance and corruption. These courses cover essential ethical policies, such as gift exchanges, anti-bribery and corruption policies, anti-corruption measures, and insider training. All Directors and employees are required to undergo mandatory anti-corruption training annually.

CYBERSECURITY AND DATA PROTECTION

A robust information technology infrastructure is essential to safeguard our stakeholders against potential cyber threats. Ineffective management of cyber systems may leave Home Control more susceptible to data theft and cybersecurity attacks, resulting in operational disruptions, financial losses, and, most importantly, erosion of stakeholder trust.

We adopt a strict stance towards cybersecurity and do not tolerate any misconduct associated with data breaches[i] within the organisation. To safeguard our customers' personal information, we have established a Personal Data Protection Act ("PDPA") Policy to strengthen our data protection. This includes measures such as an IT disaster recovery plan, vulnerability, and penetration tests. Moreover, access to relevant data systems is granted solely to authorised employees, and regular assessments will be performed to ensure there are no instances of unauthorised access to systems. In addition, individual data will only be processed for legitimate business purposes, and this processing will be carried out in a fair, accurate, transparent, and adequate manner.

All employees are required to undergo data protection and security training to enhance their cyber vigilance and competencies. These training sessions are organised frequently throughout the year to ensure awareness of cybersecurity practices. We will continue to invest in developing more robust cybersecurity measures to ensure the highest level of protection for our stakeholders.

BUSINESS CONTINUITY PLANNING AND SUPPLY CHAIN MANAGEMENT

Home Control outsources its manufacturing process. To mitigate the risk of business disruptions caused by unexpected events affecting our supply chain, we continually seek alternative subcontractors to be added to our Approved Vendor List, thereby reducing our dependence on any one subcontractor.

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

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[i] Misconducts include actions such as employees compromising or jeopardising our information and communication assets, deliberately circumventing security measures to gain unauthorised access to systems or data and compromising any computer systems.

SUSTAINABILITY IN OUR SUPPLY CHAINS

Home Control has established a comprehensive set of criteria for the selection and assessment of suppliers. Prospective suppliers undergo evaluation based on various criteria, including financial stability, technical capabilities, product quality, pricing, and environmental considerations. These criteria encompass factors such as adherence to social criteria, including the prohibition of child and forced labour, non-discrimination policies, and the provision of safe working conditions. We prioritise environmental protection and expect prospective suppliers to manufacture goods and offer services with minimal environmental impact. Currently, all seven of our manufacturing partners have been selected in accordance with these policies and procedures. Our management team conducts annual evaluations of both the policies and procedures themselves, as well as the performance of our suppliers.

For supplier selection, Home Control assesses the operational and production capacities of potential suppliers. In addition to quality standards, we also evaluate other ESG-related factors, such as adherence to legal and environmental regulations in production methods, packaging, and materials, and business reputation and practices. Overall, we ensure that our supplier engagement process is transparent and fair, where equal opportunities are provided to all potential suppliers. For existing suppliers, we provide regular reviews to ensure they comply with our regulations and requirements.

To ensure seamless operations within our supply chains, we hold regular weekly and monthly operational meetings to address short-term and long-term demand forecasts, delivery schedules, inventory levels, and purchasing strategies, among other topics. These meetings keep everyone informed about the latest updates and required actions, fostering continuous improvement across all areas. Currently, all our suppliers are ISO 14001:2015 certified.

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

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

Innovation

Innovation is essential for maintaining a competitive edge. By actively pursuing innovation, organisations can greatly elevate the quality and standards of their offerings, leading to improved overall operations and a more competitive product lineup in the market.

Home Control continues to meet the demands and needs of our customers by leveraging new technology to develop high quality products. To achieve this, we frequently engage with our customers to understand their expectations of our products. Our guidelines regarding the topics covered in this section are outlined in our General Business Principles and Innovation Programme Policy.

FY2024 Highlights
• All operations within Home Control's supply chain (including raw materials and own production) have achieved all delivery request from customer
• Product commercial release on time hit rate of more than 95% achieved
• Developed PVC-BFR free products for eight customer accounts (15.98% of total products)
• Developed products using PCR Plastics for eight customer accounts (13.84% of total products)
• Developed product packaging with no single-use plastics for eleven customer accounts (24.21% of total products)
• Developed products using OceanBound Plastic for one customer two projects (8.38% of total products)
• Developed products using solar technology for an APAC customer account (0.60% of total products)
• Zero cases of non-compliance with relevant laws and regulations that have a significant impact on us relating to health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress
• Tracked our Green Products in 5 categories: Category 1: Non-SUP Packing; Category 2: Raw Materials; Category 3: Substances; Category 4: Green Processes; and Category 5: Green Design

DEVELOPMENT AND IMPLEMENTATION OF NEW TECHNOLOGY

Our Innovation Programme Policy guides our development of new technologies and concepts through a funnelling approach. We begin by seeking new ideas via market research, customer feedback, and feedback from our tradeshows. These ideas are subsequently discussed, evaluated, and narrowed down during our weekly meetings. Shortlisted ideas will be further discussed with other relevant stakeholders such as our sales team before receiving approval and executed.

This approach has allowed us to allocate our resources efficiently and distinguish ourselves from our competitors. This enables us to deliver innovative, advanced products at competitive prices. Additionally, our products comply with internal and external processes and adhere to quality and safety standards.

In FY2024, more than 37 projects utilised laser marking process for its remotes, and 13.84% of total products incorporated PCR materials in the final product.

During the financial year, Home Control has also made further enhancements to our solar-powered remote, KeySolaris, through the installation of a 3D Textplate. The enhancement addresses the challenges associated with integrating photovoltaic (PV) cells in remotes, where light sources are not effectively captured, resulting in inconsistent functionality of the product. With this improvement, the product now offers better energy storage and extended usage time, while still maintaining its aesthetic appeal.

RELEASE OF HIGH-QUALITY PRODUCTS ON-TIME

Home Control continues to work towards reducing the lead time for introducing products to the market. We provided regular training to our employees to enhance overall quality and efficiency on a regular basis. In FY2024, we have attained a product commercial release on-time hit rate of more than 95% and kept the cost of non-quality products[ii] to below 0.5% of annual sales.
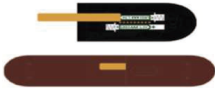
MEETING OUR CUSTOMERS' REQUIREMENTS

We are committed to strengthen our product capabilities and provide top-quality products that meet our customers' needs. To ensure customer satisfaction, Home Control actively collects feedback, analyses data, and utilises insights to improve our products, services, and overall customer experience. We have observed a growing demand for more sustainable and safer materials in technology products over the past few years and have since begun restricting the use of environmentally sensitive materials in our offerings in response to this. As of FY2024, we have phased out the use of brominated flame retardants (BFRs) and polyvinyl chloride (PVC) in our products for several of our key customers, comprising 15.98% of our total product offering. Furthermore, we have introduced Post-Consumer Recycled (PCR) plastics in some of our products which utilises less energy and emits less emissions during manufacturing process.

During the financial year, we have also successfully upheld our practice of eliminating single-use plastics in product and pallet packaging for 24.21% as well as incorporating Post-Consumer Recycled Plastics in 13.74% of our products.

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

Application	Current Packing		Green Packing	
Unit		PE bag		PLA bag
				Paper bag
Tape		Plastics glue tape		Paper glue tape
Palletization		Plastics tape & Wrap Film		Double layer pallet
				Paper Tape
Isolation Sheet		Plastic Tape		Bamboo Tape

CASE STUDY: MINIMISING OCEAN PLASTIC WASTE THROUGH PACKAGING MATERIALS

Beyond replacing plastic packaging material with paper-based packaging certified by the Forest Stewardship Council, Home Control conducted a study supported by Ocean Bound Plastic (OBP) to explore other waste management measures the company can adopt in reducing ocean plastic specifically aims to reduce involuntary littering by issuing certifications to organisations that collect or recycle ocean plastic. We conducted a study for two OBP resins – CK-150 and CK-250 – supplied by our local vendor, Kingfa. Following an initial dry run and reliability tests of CK-150 and CK-250 in 2023, we successfully utilised OBP for mass production for two projects in FY2024. 8.38% of total products used OBP materials in the final product in FY2024.

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

- PCR IR ABS contains 30% pre-consumer recycled content, with the same transmittance as pure IR ABS. This offers a greener solution by replacing our current pure IR ABS in Omni RCU lenses and translucent housings.

- Pulp Tray is composed of wood and formed by moulds. This can replace our current plastic trays, reducing dependency on fossil-based resources and aiding environmental protection.

Quality controls are also integrated throughout our entire product lifecycle as part of quality assurance and recall procedures. We have controls for product design quality, supplier quality, manufacturing quality, and after-sales service. Official procedures for potential product recalls were also in place. In FY2024, there were zero instances of products sold or shipped that were subjected to recall.

Home Control is dedicated to evaluating and responding to all customer feedback and has established robust processes and practices for managing customer complaints. During the financial year, we received 37 customer complaints regarding dissatisfaction with our products. Home Control has carefully considered these feedbacks and promptly responded to each complaint.

Awards & Certifications

- **ISO9001:2015/TL9000-H R6.3/R5.7** for China Operations (Renewed 1 February 2023)
- **ISO14001:2015** for China Operations (Renewed 1 November 2021)
- Technologically Advanced Service Enterprise Certification
- **ISO 45001:2018** Occupational Health and Safety for China Operations (Renewed 31 March 2022)
- **ISO 13485:2016** Medical Device Quality Management System (New Certificate 8 March 2024)

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

To maximise the protection of our intellectual property, we have filed for patents and registered trademarks in certain countries and regions. We fully understand and adhere to the regulations pertaining to intellectual property rights. In FY2024, there was no material infringement of these rights, and the Group is confident that all reasonable measures have been taken to prevent any violation of both its intellectual property rights and those of third parties. We retain the legal ownership of all designs, inventions or ideas developed by our employees during their employment period.

Occupational Health and Safety

Home Control seeks to provide a healthy, safe and conducive workforce for our employees, factory workers and visitors. As such, we have put in place a range of relevant policies and practices to manage risk and minimise injuries and its impact. Furthermore, standards of procedures are also in place and strictly adhered to for investigating and reporting work-related hazards and situations. Policies governing the matters discussed in this section are set out in our General Business Principles and Occupational Health and Safety Policy.

FY2024 Highlights
• Zero work-related fatalities among employees
• Zero work-related fatalities among workers in subcontracting factories
• Zero lost days among employees due to work injuries
• Zero lost days among workers in subcontracting factories due to work injuries
• Zero cases of non-compliance with laws and regulations in relation to provision of safe working environment and protection of employees from occupational hazards

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

- Implement procedures to identify, prevent and minimise hazards and risks.

- Provide relevant information and regular training on occupational safety and health to all employees, ensuring that everyone participates in occupational safety and health activities and enhance their safety awareness.

- Promote a systematic plan-do-review-act approach at all levels of the organisation.

- Regular and transparent reporting on occupational safety and health performance.

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

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

Home Control provides the following necessities and tools to ensure workplace injuries are minimised.

List of Health and Safety trainings provided to workers

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

Promotion on Workers Health

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

As of FY2024, we are proud to report that we have maintained our track record of zero work-related fatalities and lost days due to work related injuries amongst both our employees and factory workers over the past five years.

Awards & Certifications

- **ISO45001:2018** for China Operations, including Home Control's China office and main manufacturing partner in China (Obtained 31 December 2019)

Employment and Labour Standards

We value our employees, and we encourage them to further their own personal development while fully utilising their talents. We recognise that failing to uphold these standards can result in negative consequences, such as the mistreatment or exploitation of workers. Therefore, we are committed to treating our employees and workers with respect and fairness.

We do not tolerate any form of discrimination, harsh or inhumane treatment of our employees, including sexual harassment or abuse, corporal punishment, mental or physical abuse and threats. Furthermore, Home Control maintains a strict policy against child or forced labour, whether in our offices or within our supply chains. This prohibition is also explicitly outlined in our overarching business principles. Our policies governing the matters covered in this section are set forth in our General Business Principles, and Human Resources (HR) policy manual which includes the following standards: recruitment and selection, employment condition, employee benefits and compensation, employee welfare and relations, employee training and development, employee grievances and dispute resolution, and legal compliance requirements, such as equal employment opportunities, anti-discrimination laws, diversity, and inclusion.

Home Control adopts a fair and open recruitment process to ensure that all candidates are given an equal opportunity to apply and compete for the jobs, regardless of their race, gender, age, ethnicity, religion, and disability. Our human resource personnel attract talent through various channels such as online recruitment sites, social media, employee referrals, campus recruitment.

As of 31 December 2024, Home Control had a total of 19 full-time employees in Singapore and 102 full-time employees in China (FY2023: 27 employees in Singapore and 103 employees in China). Male employees accounted for 56% of total employees and 44% female (FY2023: 58% male and 42% female). There were no temporary staff or part-time employees in FY2024.

Combined – Employee Breakdown by Gender (FY2023)

42%   **130**   58%

■ Male   ■ Female
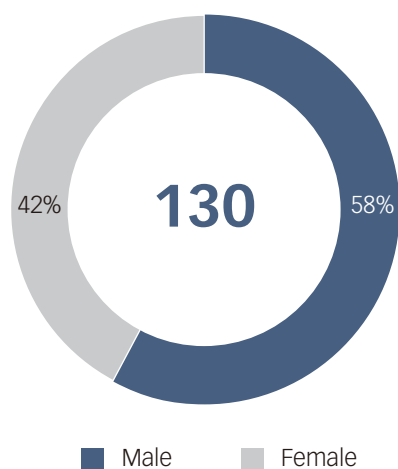
Combined – Employee Breakdown by Gender (FY2024)

44%   **121**   56%

■ Male   ■ Female
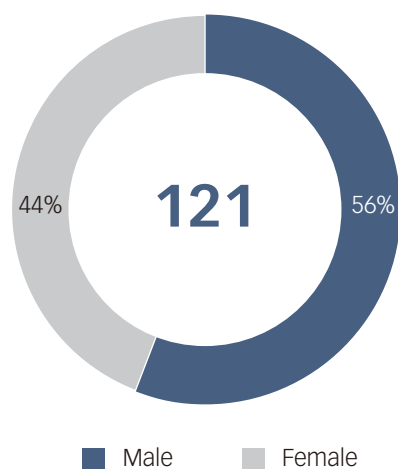
Singapore – Breakdown by Gender and Employee Category
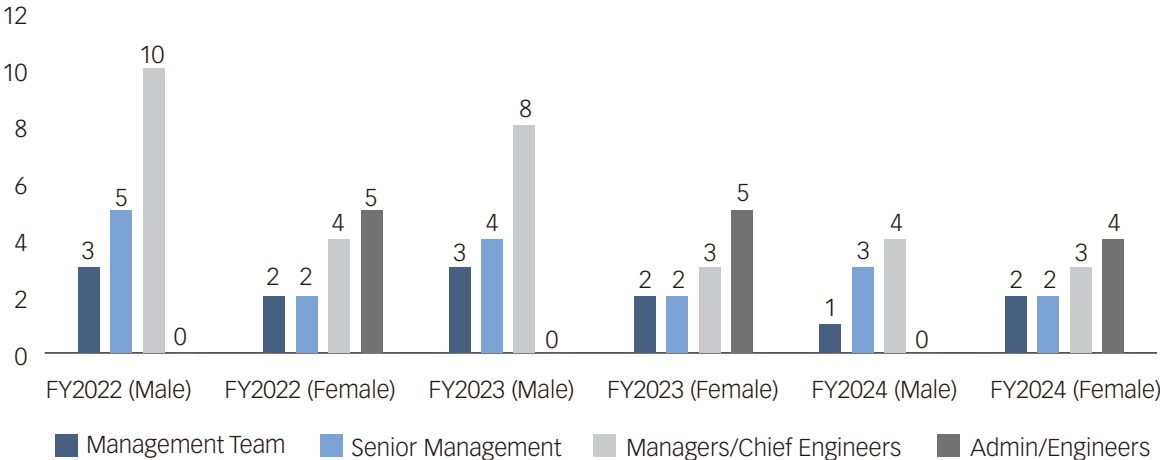
China – Breakdown by Gender and Employee Category
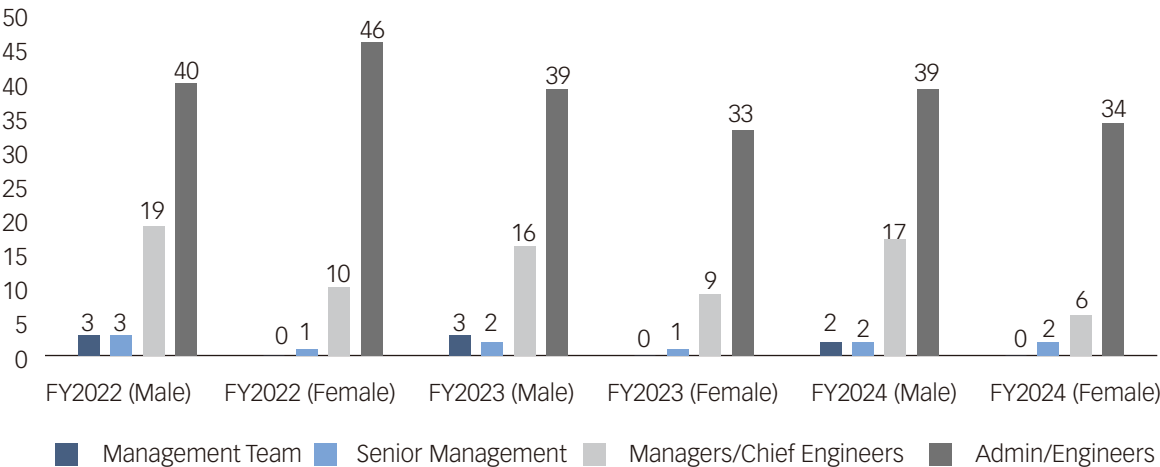
In FY2024, 0.83% were under 30 years old, 90.08% were between 30 to 50 years old, and 9.09% were more than 50 years old (FY2023: 2% were under 30 years old, 85% were between 30 to 50 years old, and 13% were more than 50 years old).

Combined – Employee Breakdown by Age Group (FY2023)

130

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

2%
13%
85%

Combined – Employee Breakdown by Age Group (FY2024)

121

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

0.83%
9.09%
90.08%

Singapore – Breakdown by Age Group and Employee Category

- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers
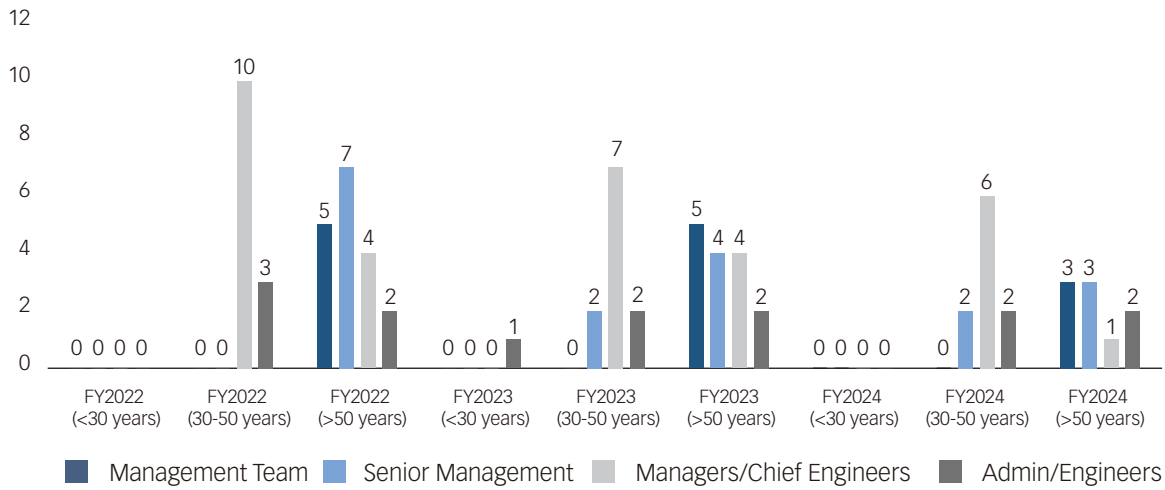
China – Breakdown by Age Group and Employee Category

In FY2024, our employee attrition rate stood at 9%, a significantly lower than FY2023 (20%).

Total rate of attritions	FY2023	FY2024
By Gender	Male: 15 out of 90 Female: 18 out of 73	**Male: 8 out of 76** **Female: 4 out of 57**
By Age group	<30 years: 1 out of 3 30-50 years: 26 out of 137 >50 years: 6 out of 23	**<30 years: 1 out of 2** **30-50 years: 6 out of 115** **>50 years: 5 out of 16**
By Region	Singapore: 4 out of 31 China: 29 out of 132	**Singapore: 7 out of 26** **China: 5 out of 107**

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

As of FY2024, there were zero reported complaints and cases on non-compliance to laws and regulations that have a significant impact on us relating to compensation, dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

LABOUR STANDARDS

Home Control aligns our labour standards with the International Labour Organisation and adopts the procedures and guidelines with respect to the topics addressed by the seven Fundamental Conventions of the International Labour Organisation, such as forced labour, the right to organise, collective bargaining, discrimination, and child labour.

Our Singapore operations are governed by the Employment Act of 1968, and our China operations (including our China office and our major manufacturing partner in China) are governed by the Law of the People's Republic of China on Employment Contract. According to Article 15 of the Labour Law in China, it is illegal to employ workers under the age of 16. Under the Law of the Protection of Juveniles in Singapore, there are several work arrangement restrictions for employees aged 16 to 18 years old. To ensure compliance with applicable laws, it is our policy not to employ anyone under the age of 18.

FY2024 Highlights

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

Several control measures within the recruitment process have been put in place to guarantee that all new hires are legitimate employees who meet job requirements and adhere to relevant laws and regulations. These measures encompass document verification, ensuring the authenticity of identity documents, work permits, and other necessary paperwork to confirm that candidates are legally authorised to work in the country. Home Control requires that our subcontracting factories implement similar recruitment procedures to ensure that no child labor or forced labour is in operation. If any violation is found, we will take the appropriate actions to address them in accordance with applicable national and local laws and regulations.

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

Home Control also follows a fair and non-discriminatory employment practice. Identical compensation and opportunities are offered to individuals in the same position. Similar to previous years, there have been no allegations or cases of discrimination based on factors such as race, gender, colour, age, family background, ethnic tradition, religion, physical fitness, or nationality. Our commitment to a discrimination-free workplace is unwavering, and we will take disciplinary action against any discriminatory behaviours in accordance with the severity of the offense.

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

Home Control upholds our employees' right to freedom of association and trade union memberships. Furthermore, we ensure that a worker's employment is not affected by their non-membership (or membership) of a trade union.

EMPLOYEE WELFARE

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

FY2024 Highlights

- Tea Talk and Coffee Talk with employees in May and July
- Basketball Competition with our supplier partner in July

DEVELOPMENT AND TRAINING

We believe that achieving high levels of performance and employability is in the interest of both Home Control and its employees. To this end, our employees are regularly provided with relevant training opportunities.

FY2024 Highlights

- 100% employees received a performance and career development review
- 24 hours of training received per employee on average
- 30 Training and development programmes – 2 management training, 19 technical training, 1 sustainability training, 1 cyber security training and 7 safety training

Each year, a comprehensive performance evaluation is conducted for all employees. This evaluation allows staff members and supervisors to be momentarily removed from their daily duties, offering them an opportunity to reflect on their past accomplishments and establish clear goals for the future. These assessments create the foundation for their performance enhancement and potential bonuses, consisting of employee self-evaluations, written reviews done by their supervisors, performance discussions, and mutual goal setting with their superintendents. As of FY2024, 100% of employees undergone a performance and career development review (FY2023: 100%).

In FY2024, a total of **121** employees in both Singapore and China received training. **56**% of staff who received training were male and **44**% were female.

No. of Employees Who Received Training (FY2023)

130

- 6% Management Team
- 7% Senior Management
- 28% Managers/Chief Engineers
- 59% Admin/Engineers
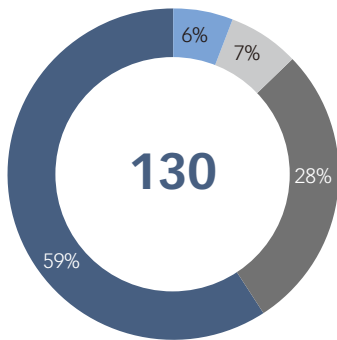
Legend	
■ Management Team	■ Senior Management
■ Managers/Chief Engineers	■ Admin/Engineers

No. of Employees Who Received Training (FY2024)

121

- 4% Management Team
- 7% Senior Management
- 25% Managers/Chief Engineers
- 64% Admin/Engineers
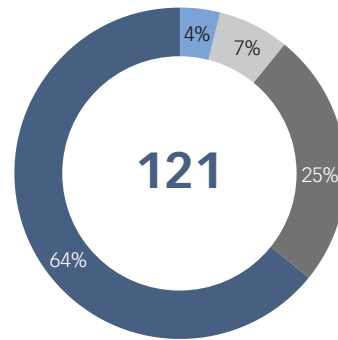
Legend	
■ Management Team	■ Senior Management
■ Managers/Chief Engineers	■ Admin/Engineers

On average, each staff received 24 hours of training[iv] (FY2023: 46 hours) across 30 different training programmes.

Average Training hours – Breakdown by Gender and Employee Category
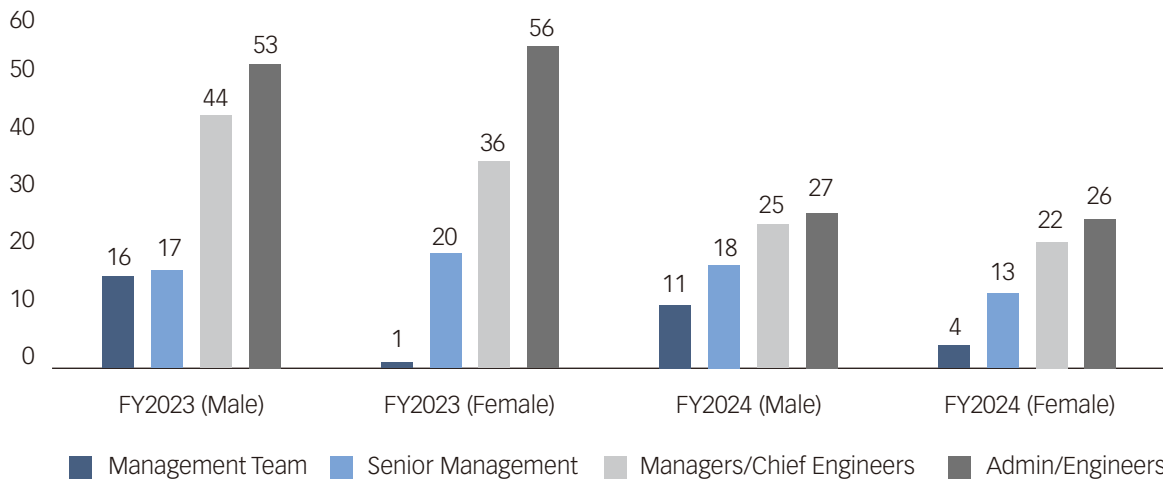
	Management Team	Senior Management	Managers/Chief Engineers	Admin/Engineers
FY2023 (Male)	16	17	44	53
FY2023 (Female)	1	20	36	56
FY2024 (Male)	11	18	25	27
FY2024 (Female)	4	13	22	26

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

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

Details of our training programmes held in FY2024 are listed below.

Type of programme	Sub-type of programme	Description	No. of programmes
Training	Management Training	Arranged two types of management training: 1. Mandatory orientation training for new hires, which includes HR, Finance, IT, Quality awareness sessions to help new employees quickly adapt to the company principles and procedures; 2. Leadership Revitalisation training for new hires, which invite some key managers as assistant trainers, by leveraging their experience and insights, we aim to provide our new employees with a profound understanding of our company's core values and missions.	2
	Technical Training	Conducted skill training based on the requirements of these new initiatives such as: 1. Risk management for medical device; 2. IATF16949 training.	19
	Safety Training	2024 safety training including 2 sessions: 1. Yearly fire drill to practice our employee's safety sense in fire and evacuation; 2. New standard for USA battery regulation.	7
	Sustainability Training	Organised a Carbon Awareness Training session for employees to better understand the concept of sustainability, and Omni's roadmap in sustainability.	1
	Cyber Security Training	14 modules in 2024 covering Internet Security, Common Threats, Ransomware Threat, Understanding URL, Data Breaches etc; Cybersecurity trainings were conducted quarterly to for each quarter, strengthening our staff's awareness of cybersecurity.	1

Climate Change & Emissions (Air, Land, Water)

Home Control recognises that climate change presents significant risks but also opportunities for business. We also understand that our business activities have certain environmental impacts, such as emissions generation, finite resources consumption, and potential pollutant production. Hence, it is crucial to proactively take measures aimed at minimising, preventing, and mitigating these impacts by ensuring adherence to environmental regulations in both our operations and with our manufacturing partners. We remain committed to continual improvement and innovation, striving to develop new products that could potentially decrease emissions and reduce the usage of natural raw materials. Our policies on the matters outlined in this section are clearly defined in our General Business Principles.

2024 Performance Highlight

- Zero cases of non-compliance with the relevant environmental legislations that have a significant impact on us relating to air, and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste
- 8.5% decrease in electricity consumption intensity from 24,503.33 kilowatt-hours (kWh/US$Million ("M") of revenue in FY2023 to 22,409.70 kWh/US$M of revenue in FY2024
- 7.5% decrease in fuel consumption from 52.18 litres/US$M of revenue in FY2023 to 48.26 litres/US$M of revenue in FY2024
- 8.4% decrease in GHG emissions intensity from 14.03 tCO2/US$ Million in FY2023 to 12.85 tCO2/US$ Million in FY2024
- 19.9% decrease in hazardous waste production intensity from 172.46 kg/US$M of revenue in FY2023 to 138.10 kg/US$M of revenue in FY2024
- 2% decrease in packaging material intensity from 2.49 tonnes/US$M of revenue in FY2023 to 2.44 tonnes/US$M of revenue in FY2024
- 54.4% decrease in water consumption intensity from 120,833.00 litres/US$M of revenue in FY2023 to 55,111.25 litres/US$M of revenue in FY2024

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

Plastic currently makes up a significant portion of our product composition, comprising 30-40% of our final product weight, which contributes to high CO_2 emissions. To decrease our products' environmental impact and mitigate potential climate-related risks, Home Control has assembled a committee and established policies advising the use of recycled materials and PCR resin in our products. In the last financial year, we successfully increased the percentage of PCR and OBP resin in our products from 5.95% in FY2023 levels to 13.84% in FY2024. Home Control also has a robust business continuity plan for our supply chains, details of which can be found on page 17 of this report, under "Business Continuity Planning and Supply Chain Management".

In the following subsections, data regarding energy consumption, waste, and water will cover Home Control's Singapore and China offices, as well as Home Control's primary manufacturing partner's factory in China. Intensity is calculated per US$107,451,737 million of revenue generated in the fiscal year.

CLIMATE REPORTING

In compliance with the Stock Exchange updated requirements, Home Control has started to identify and monitor climate-related risks. In FY2021, we identified the following potential climate-related risks for Home Control, which continues to remain relevant for FY2024.

TCFD Pillar		Recommended Disclosure	Home Control's Approach
Governance	a)	Describe the Board's oversight of climate-related risks and opportunities.	At Home Control, the Board is committed to strategically integrating climate-related risk and opportunities across its operations and value chain.
	b)	Describe management's role in assessing and managing climate-related risks and opportunities.	The Board receives regular updates from the Management team, who have the primary responsibility of overseeing implementing all sustainability policies for Home Control, as well as tracking and monitoring progress of key metrics.
			As of FY2024, Home Control begun exploring the expansion our offerings of sustainability and climate-related training to equip the Board and management with the necessary skillsets and competencies to manage climate related risk and opportunities, as well as to develop effective strategies.
			For additional details on Home Control's sustainability governance, please refer to the Governance section on page 7.
			Whilst the Board has ultimate oversight on climate-related risks and opportunities, supported by Management, Home Control acknowledges the importance of having more focused attention on the organisation's climate strategy, policies, and performance. To this end, we are in the process of strengthening our climate-specific governance structures, and plan to provide updates in subsequent reports, where relevant.

TCFD Pillar	Recommended Disclosure		Home Control's Approach
Strategy	a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	In FY2021, Home Control performed a climate risk assessment to identify significant climate-related risks and opportunities pertinent to the business.
	b)	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	This process encompassed both physical and transition risks and covered Home Control operations in Singapore and China, aligned to the reporting scope of this report.
	c)	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	For more information, please refer to the section "Home Control's Climate-Related Opportunities and Risks" detailed on pages 37 and 38.
Risk Management	a)	Describe the organisation's processes for identifying and assessing climate-related risks.	Home Control is fully aware of the threat of climate change on our business assets and operations and remains committed to improving our ability to mitigate and adapt to the effects of climate change.
	b)	Describe the organisation's processes for managing climate-related risks.	For more information on management of climate-related risks, please refer to the section "Home Control's Climate-Related Opportunities and Risks" outlined on pages 37 and 38.
	c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	To mature in management of climate-related issues, Home Control continues to work towards refining the integration processes for identifying, assessing, and managing climate-related risks into our enterprise decision making and overall risk management, and we will continue to enhance our disclosures accordingly.

TCFD Pillar	Recommended Disclosure		Home Control's Approach
Metrics and Targets	a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	The organisation tracks and reports several climate-related metrics including energy consumption, Scope 1, and Scope 2 GHG emissions. For details, please refer to pages 39 to 41.
	b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Home Control incorporates energy-related objectives into our production Key Performance Indicators (KPIs) for specific regions. This inclusion serves as an additional incentive for taking measures to decrease both energy intensity and consumption. For more information on Home Control's performance in managing our carbon footprint, please refer to the subsequent pages of this chapter. As we progress in our sustainability journey, Home Control will continue to explore setting more qualitative and quantitative targets. As of this reporting year, we have initiated efforts to expand our carbon accounting to include Scope 3 emissions in our subsequent reports, providing a more complete perspective of our carbon footprints. Furthermore, we plan to disclose our carbon emission in CDP in 2025 and establish near and long-term target in SBTi in 2026.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Risks and categories	Impact of Risks	Opportunities and Mitigation Efforts
Physical Risks		
Extreme weather events	The sixth assessment report by the Intergovernmental Panel on Climate Change (IPCC) has indicated that at the current rate of global warming, there would be an increased frequency of extreme weather events. For Home Control, this could mean potential disruptions in our supply chains such as raw material shortage, manufacturing plan delays, port operations delay etc. (eg. availability of input materials and logistics).	Home Control has formulated working procedures and mechanisms to identify, prevent and mitigate supply chain disruption and associated risks because of extreme weather events. Home Control's management and operating departments have identified material risks related to climate change via self-assessment questionnaires and will conduct annual reviews to ensure our risk register remains relevant. When material risks are identified, Home Control will organise and develop prevention and control measures. These processes have been implemented by Home Control to manage material risks: • Extension of our manufacturing sites for customised parts to different locations to minimise the exposure to extreme weather events. • Contingency plans to buffer from the effects of sudden bad weather events. The addition cost of production from contingency plan will be included in the Bill of Materials (BOM). • Supply risks assessment and tracking system that has been developed to help monitor and detect abnormal situation. Operating departments are tasked to supervise implementation and monitoring of prevention and control measures for material risks, as well as provide timely reports to Management. This will include highlighting key challenges, issues, delays, and unexpected outcomes.

Risks and categories	Impact of Risks	Opportunities and Mitigation Efforts
Transition Risks		
Changes in regulations	As China seeks to achieve carbon neutrality by 2060, many industries have been affected by new regulations such as energy efficiency benchmarks. As Home Control has manufacturing facilities in China, our manufacturing costs may increase as a result.	Home Control frequently monitors regulatory changes under current ISO14001 system requirements. Additionally, we conduct cross-functional assessments against latest regulatory changes reported by third-party service agencies including SGS Hong Kong Limited, a testing, inspection, and certification organisation. Home Control recognises energy consumption as a function of regulatory and policy risk and have been monitoring energy consumption in offices and subcontracted factory, with target to improve energy intensity, as well as take appropriate steps to achieve our target of carbon neutrality by 2060.
Changes in consumer expectations	There is a growing consciousness of environmental issues among consumers around the world. As such, we may be affected by an increase in demand for environmentally friendly products and would need to ensure that we are well-positioned to turn this into a business opportunity. Currently, one of our key perpetual targets is to meet our customers' environmental requirements related to their products.	Home Control has a dedicated Environmental and Sustainability team whose responsibilities include tracking and managing customer's environmental requirements at the product level. Furthermore, a cross function "Green Team" has been established to study, design and incorporate environmentally friendly technologies as well as new materials into our products.

ENERGY CONSUMPTION

In FY2024, Home Control's total energy consumption stood at 8,838.67 GJ (FY2023: 9,082.91 GJ). 98% of our electricity usage comes from our offices in both Singapore and China, as well as our main manufacturing partner located in Yueyang, China, while 2% can be attributed to motor fuel consumption in our China operations.

Energy Consumption (GJ)

	FY2022	FY2023	FY2024
Electricity (Singapore)	148.70	154.93	87.98
Electricity (China)	8,808.06	8,755.19	8,580.68
Motor Fuel (China)	213.00	172.79	170.01
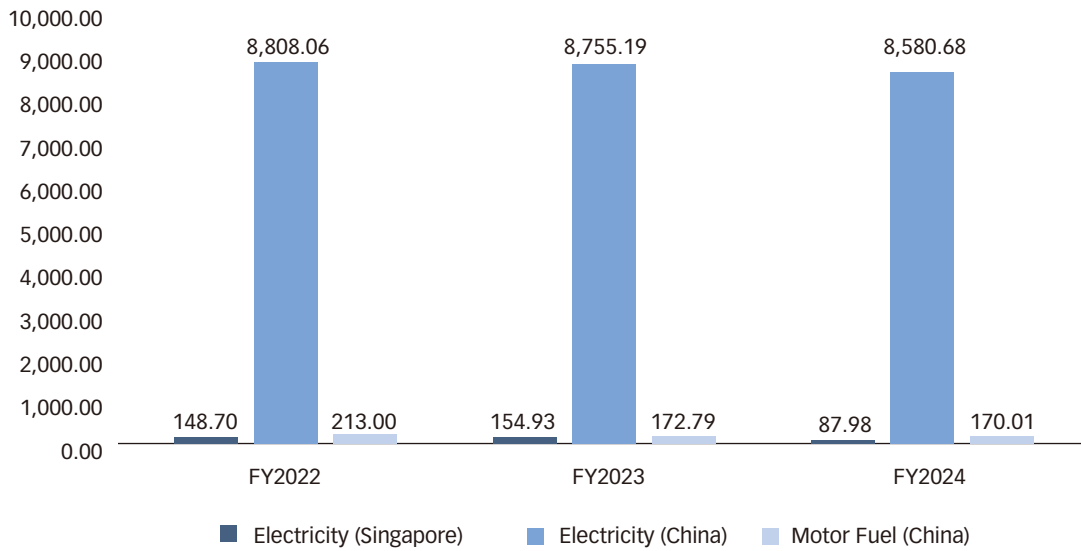
As of FY2024, we have successfully completed the two-year transition of our subcontractor factory from Wujiang to Yueyang, leaving us with a single subcontractor factory. Consequently, the reduction in the number of subcontractor factories has led to a decrease in our overall energy consumption, waste, and water data.

In FY2024, our Singapore operations utilised **24,439.67 kWh** of electricity, a significant reduction from **43,035.16 kWh** in FY2023. This decrease was primarily due to our transition to a smaller, new co-working office in September 2024, which reduced our electricity usage comparatively. Meanwhile, our China operations utilised **2,383,521 kWh** of electricity and **5,186 litres** of non-renewable motor fuel. These figures represent a slight decrease from FY2023, which recorded **2,431,997 kWh** of electricity consumption and **5,271 litres** of non-renewable motor fuel. The decrease in electricity consumption was also attributed by the downsizing of space at our Suzhou office and the complete replacement of all existing lightbulbs in our offices to LED saving lamps. In terms of fuel consumption, the slight decrease in energy usage is primarily attributed to the reduction in the number of subcontractor factories.

v   GJ = Gigajoules

In total, Home Control's fuel consumption intensity and electricity consumption intensity was 48.26 litres/US$M of revenue (FY2023: 52.18 litres/US$M of revenue) and 22,409.70 kWh/US$M of revenue (FY2023: 24,503.33 kWh/US$M of revenue), respectively.

Electricity Consumption (kWh) – By Country

	FY2022	FY2023	FY2024
Singapore	41,305	43,035	24,440
China	2,446,684	2,431,997	2,383,521

Electricity Consumption Intensity (kWh/US$M of Revenue) – Combined Operations

FY2022	FY2023	FY2024
19,658.57	24,503.33	22,409.70

Motor Fuel Consumption (Litres) – By Country

	FY2022	FY2023	FY2024
China	7,321	5,271	5,186

Motor Fuel Consumption Intensity (Litres/US$M of Revenue) – Combined Operations

FY2022	FY2023	FY2024
57.85	52.18	48.26

In FY2024, the total direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions were 1,381.17 tonnes CO2, representing a 2.5% decrease from FY2023. The total GHG emissions intensity decreased year-on-year by 8.4%. This reduction in GHG emissions and intensity was attributed to the downsizing of space at our Suzhou office and the complete replacement of all existing lightbulbs in our offices with LED saving lamps.

Similar to previous years, our air pollutant emissions (nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter (PM)) were minimal in FY2024 given our low fuel consumption in the year.

GHG Emissions (tCO_2)
– By Country

	FY2022	FY2023	FY2024
Singapore	16.76	17.94	10.07
China	1,952.78	1,399.04	1,371.10

GHG Emissions Intensity
(tCO_2/US$M of Revenue)
– Combined Operations

FY2022	FY2023	FY2024
15.56	14.03	12.85
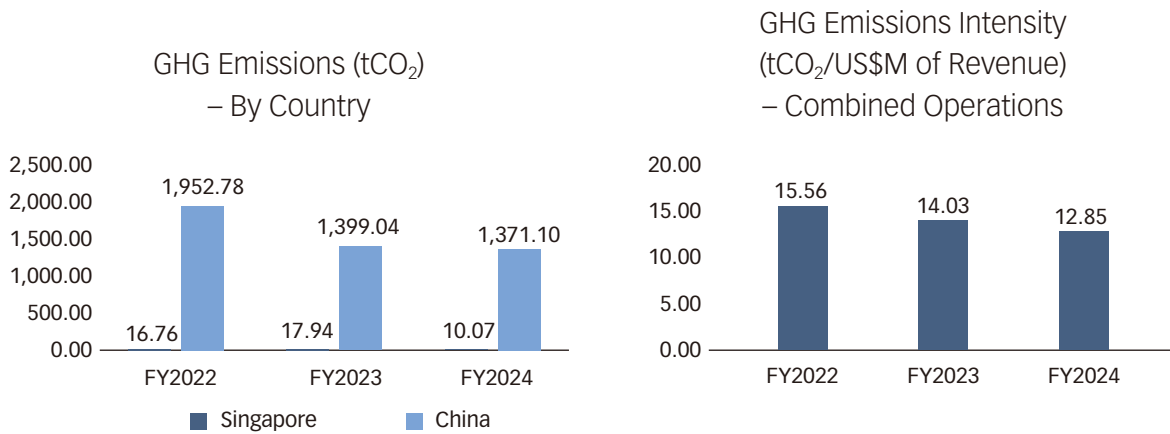
WASTE

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

We divert the treatment of all our hazardous waste, such as waste printed circuit boards, to a qualified third-party company. In FY2024, we generated 14,839 kg of such waste, a decrease from the 17,420 kg produced in FY2023 as we had more efficient waste controls in place with our new facilities.

In FY2024, our hazardous waste production intensity was 138.10kg/US$M of revenue compared to 172.46 kg per US$M of revenue in FY2023. We partnered with suppliers who responsibly recycles all our chemical containers and have waste management strategies which is aligned with relevant environmental regulations such as the Restriction of Hazardous Substances (RoHS). Therefore, we target to achieve a reduction of 1% in hazardous waste intensity from FY2024 levels. Throughout FY2024, we have avoided utilising single-use plastics in product and pallet packaging for eleven customer accounts, accounting for 24.21% of our products. In FY2024, we achieved our targets of 100% compliance with environmental regulations.

Hazardous Waste Generated (kg) – Combined Operations

Year	Value
FY2022	24,810
FY2023	17,420
FY2024	14,839

Hazardous Waste Intensity (kg/US$M of Revenue) – Combined Operations

Year	Value
FY2022	195.97
FY2023	172.46
FY2024	138.10
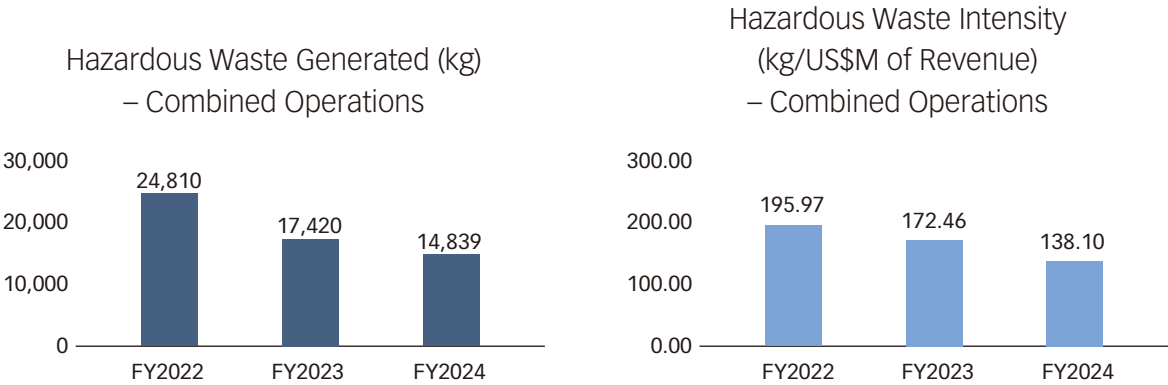
Our non-hazardous waste, primarily consisting of cartons, pallet packaging film, paper and plastic packaging material, and metal materials, are recycled by a third party. In FY2024, 67,200 kg of non-hazardous waste was generated, leading to a non-hazardous waste production intensity of 625.40 kg per US$M of revenue. This was an increase from FY2023's 14,952 kg and an increase in intensity from 148.03 kg per US$M of revenue. This increase is attributed to the manufacturing of more new devices, which require more packaging.

In FY2024, we utilised approximately 235.61 tonnes of carton packaging and 26.48 tonnes of plastic polyethylene bags for our finished products compared to 224.2 tonnes and 27.42 tonnes respectively in FY2023. This increase is attributed to the change from single-use plastics to non-sup packaging. In FY2024, our packaging material intensity is 2.44 tonnes/ US$M of revenue compared to 2.49 tonnes/US$M of revenue in FY2023.

Packaging Material (Tonnes) – Combined Operations

	FY2022	FY2023	FY2024
Carton	263.02	224.20	235.61
Plastic PE Bags	27.13	27.42	26.48
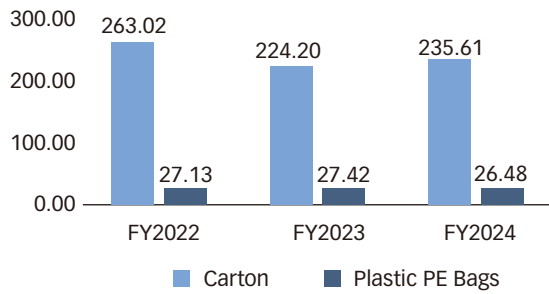
Packaging Material Intensity (Tonnes/US$M of Revenue) – Combined Operations

FY2022	FY2023	FY2024
2.29	2.49	2.44
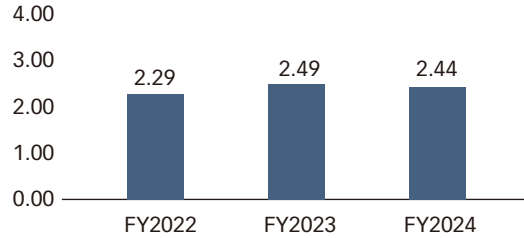
WATER

We have no issue in sourcing water that is fit for our purpose. We have no industrial wastewater discharge from our offices or our subcontracted assembly factories. All our domestic wastewater is discharged to the civil wastewater pipe.

In FY2024, our Singapore operations consumed 10,800 litres of water, a decrease from 29,100 litres in FY2023. Similarly, our operations in China saw a significant decrease in water consumption from 12,176,000 litres in FY2023 to 5,911,000 litres in FY2024.

In total, Home Control's water consumption was significantly less at 5,921,800 litres in FY2024, compared to 12,205,100 litres in FY2023. Consequently, our water consumption intensity decreased to 55,111.25 litres per US$M of revenue, down from 120,833.00 litres per US$M of revenue in FY2023. The decrease in water consumption was attributed to the transition to a more energy efficient production facility, which has enhanced water management infrastructure. This improvement ensured that water is only utilised where necessary, minimising wastage and maximising efficiency.

Water Consumption (Litres) – By Country
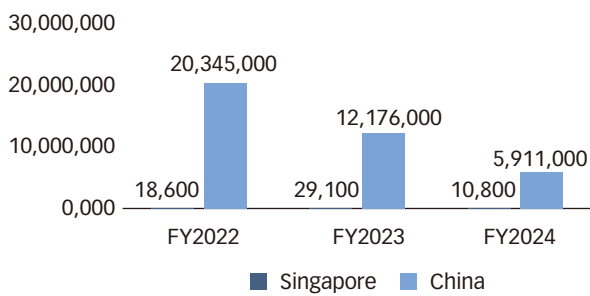
	FY2022	FY2023	FY2024
Singapore	18,600	29,100	10,800
China	20,345,000	12,176,000	5,911,000

Water Consumption Intensity (Litres/US$M of Revenue) – Combined Operations

FY2022	FY2023	FY2024
160,753.79	120,833.00	55,111.25
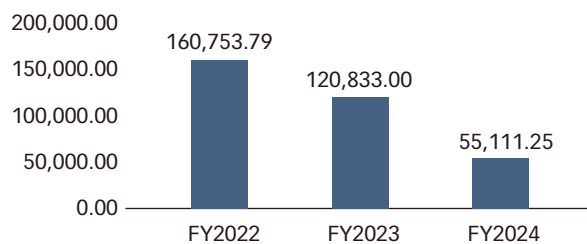
Community Investment

We care about our communities and are invested in the welfare of society. As an organisation, we believe in giving back to the communities that we operate in through products that we manufacture as well as other positive contributions. Annually, our employees will contribute and provide aid to charitable organisations and their beneficiaries through regular engagement and participation in activities such as outreach events, fundraising and donations.

FY2024 Highlights

- China: Omni Suzhou Tree/Bamboo Planting Event

CHINA: OMNI SUZHOU GREEN TREE PLANTING EVENT

On December 20th, Home Control organised a tree planting activity with our suppliers as part of our commitment towards environmental stewardship. Guided by experts, our employees together with our suppliers planted 68 bamboo trees across the Suzhou Taihu National Wetland Park, presenting a physical reaffirmation of our company's unwavering commitment to a sustainable future for the planet.

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We are reporting in alignment with the ESG Reporting Guide under the Listing Rules version effective from 31 December 2023, which remains applicable to ESG reports for financial years commencing before 1 January 2025) based on the ESG matters deemed material to Home Control.

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
General Disclosures				
GRI 2: General Disclosures 2021	2-1		Organisational details	**About Us**
	2-2		Entities included in the organisation's sustainability reporting	*2024 Annual Report*
	2-3		Reporting period, frequency and contact point	**About this report**
	2-4		Restatements of information	None
	2-5		External assurance	No external assurance done for FY2024.
	2-6		Activities, value chain and other business relationships	**About us, Sustainability in our supply chain**
	2-7		Employees	**Employment and Labour Standards**
	2-8		Workers who are not employees	**Employment and Labour Standards**
	2-9		Governance structure and composition	**Sustainability Governance**
	2-10		Nomination and selection of the highest governance body	*2024 Annual Report*
	2-11		Chair of the highest governance body	*2024 Annual Report*
	2-12		Role of the highest governance body in overseeing the management of impacts	*Information not disclosed due to confidentiality constraints.*
	2-13		Delegation of responsibility for managing impacts	*Sustainability Governance*
	2-14		Role of the highest governance body in sustainability reporting	**Sustainability Governance, Stakeholder Engagement and Materiality Assessment**
	2-15		Conflicts of interest	*2024 Annual Report*

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Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
	2-16		Communication of critical concerns	*Sustainability Governance*
	2-17		Collective knowledge of the highest governance body	*2024 Annual Report*
	2-18		Evaluation of the performance of the highest governance body	*2024 Annual Report*
	2-19		Remuneration policies	*2024 Annual Report*
	2-20		Process to determine remuneration	*2024 Annual Report*
	2-21		Annual total compensation ratio	*2024 Annual Report*
	2-22		Statement on sustainable development strategy	**Statement from Chairman**
	2-23		Policy commitments	**This will be reflected across all material topics**
	2-24		Embedding policy commitments	**Good Corporate Governance**
	2-25		Processes to remediate negative impacts	**Good Corporate Governance**
	2-26		Mechanisms for seeking advice and raising concerns	*Whistleblowing policy*
	2-27		Compliance with laws and regulations	Under specific topics
	2-28		Membership associations	None
	2-29		Approach to stakeholder engagement	**Stakeholder engagement and materiality assessment**
	2-30		Collective bargaining agreements	Singapore – No unions China – 100% employees covered
Material Topics				
GRI 3: Material Topics 2021	3-1		Process to determine material topics	**Stakeholder engagement and materiality assessment**
	3-2		List of material topics	**FY2024 Material ESG matters, targets and progress**
	3-3		Management of material topics	**Under each respective material topic**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Emissions	2-27	A1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	**Climate Change & Emissions (Air, Land, Water)**
		A1.1	The types of emissions and respective emissions data.	**Climate Change & Emissions (Air, Land, Water)**
		A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	**Climate Change & Emissions (Air, Land, Water)**
		A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	**Climate Change & Emissions (Air, Land, Water)**
		A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	**Climate Change & Emissions (Air, Land, Water)**
		A1.5	Description of emission targets set and steps taken to achieve them.	**Climate Change & Emissions (Air, Land, Water)**
		A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction targets set and steps taken to achieve them.	**Climate Change & Emissions (Air, Land, Water)**
Use of Resources		A2	Policies on the efficient use of resources, including energy, water, and other raw materials.	**Climate Change & Emissions (Air, Land, Water)**
		A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas, or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility).	**Climate Change & Emissions (Air, Land, Water)**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
		A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	**Climate Change & Emissions (Air, Land, Water)**
		A2.3	Description of energy use efficiency targets set and steps taken to achieve them.	**Emissions (Air, Land, Water) – Energy consumption**
		A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency targets set and steps taken to achieve them.	**Climate Change & Emissions (Air, Land, Water)**
		A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	**Climate Change & Emissions (Air, Land, Water)**
The Environment and Natural Resources		A3	Policies on minimising the issuer's significant impact on the environment and natural resources.	**Climate Change & Emissions (Air, Land, Water)**
		A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	**Climate Change & Emissions (Air, Land, Water)**
Climate Change		A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	**Climate Change & Emissions (Air, Land, Water)**
		A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	**Climate Change & Emissions (Air, Land, Water)**

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Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Employment	2-27	B1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	**Employment and Labour Standards**
	2-7, 405-1(b)	B1.1	Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region.	**Employment and Labour Standards**
	401-1(b)	B1.2	Employee turnover rate by gender, age group and geographical region.	**Employment and Labour Standards**
Health and safety	2-27	B2	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	**Occupational Health and Safety**
		B2.1	Number and rate of work-related fatalities occurred in each of the past 3 years including the reporting year.	**Occupational Health and Safety**
		B2.2	Lost days due to work injury.	**Occupational Health and Safety**
		B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	**Occupational Health and Safety**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Development and Training	2-27, 404-2, 404-3	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	**Employment and Labour Standards**
		B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	**Employment and Labour Standards**
	404-1	B3.2	The average training hours completed per employee by gender and employee category.	**Employment and Labour Standards**
Labour Standards	2-27	B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	**Employment and Labour Standards**
	408-1	B4.1	Description of measures to review employment practices to avoid child and forced labour.	**Employment and Labour Standards**
		B4.2	Description of steps taken to eliminate such practices when discovered.	*No policies in FY2024 as strict labour laws and frequent audits in China prevent this from being a possibility.*
Supply Chain Management		B5	Policies on managing environmental and social risks of the supply chain.	**Occupational Health and Safety**
		B5.1	Number of suppliers by geographical region.	*Information not disclosed due to confidentiality constraints.*

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
		B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	**Sustainability in our supply chains**
		B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	**Business continuity planning and supply chain management**
		B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	**Business continuity planning and supply chain management**
Product Responsibility	2-27	B6	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress.	**Innovation**
		B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	**Innovation**
		B6.2	Number of products and service-related complaints received and how they are dealt with.	**Innovation**
		B6.3	Description of practices relating to observing and protecting intellectual property rights.	**Innovation**
		B6.4	Description of quality assurance process and recall procedures.	**Innovation**
		B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	**Cybersecurity and Data Protection**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Anti-corruption	2-27, 205-3	B7	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering.	**Good Corporate Governance**
	205-3	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	**Good Corporate Governance**
		B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	**Good Corporate Governance**
		B7.3	Description of anti-corruption training provided to directors and staff.	**Good Corporate Governance**
Community Investment		B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	**Community Investment**
		B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	**Community Investment**
		B8.2	Resources contributed (e.g. money or time) to the focus area.	**Community Investment**
Innovation			Company's efforts to drive innovation to meet ongoing and future needs of the company and customers.	**Innovation**
Business Continuity Planning			Disclosure of company's strategy and approach in recognising threats and risks facing the organisation's personnel and assets to ensure functionality and operations in the event of crisis or disaster.	**Business continuity planning and supply chain management**